



SEDBERGH
SCHOOL

FOUNDED 1525

SEDBERGH STRATEGIC PLAN
2019-2025

SEDBERGH PLAN 2019-25

A consistent feature throughout our School's recent history has been the manner in which each generation has added to the opportunities available at Sedbergh without detracting from the existing strengths and resources of the School. This ambitious plan is our opportunity to build on Sedbergh's recent successes and to maintain that tradition.

The Plan gives direction to major decisions about the School's development between now and 2025. We believe it will lay the foundations of future success but know that to make the most of it will require the support of the entire community. We hope you will feel inspired by these proposals.

At its core is a commitment to extend the quality of education that all pupils receive to ensure that they are ready to compete in the global labour market and to prepare them for the challenges they will face. During the next five years we will invest in our heritage and further develop the School as a place of social, environmental and corporate responsibility.



Mr Hugh Blair
Chairman of Governors



Mr Andrew Fleck
Principal

1 FUTURE-FIT EDUCATION

Technology, Enterprise and Creativity

- What** We will develop a technology curriculum and Technology Centre to incorporate computer science, coding and design technology alongside art and business teaching; environmental sustainability will feature as part of the curriculum.
- Why** The employment market is changing and the most prized skills are a blend of creative problem-solving and technical capability. We must develop the School curriculum to ensure that every pupil is equipped to the best of their ability for successful employment.
- How** We will explore best practice and design a curriculum to meet the needs of tomorrow which complements Sedbergh's unique strengths. We will create a new Technology Centre on the location of the existing facility in the Senior School. We will support teachers in acquiring new skills and integrating them into their teaching.

Independent Study

- What** We will enhance the working environment for our most senior pupils, with a dedicated workspace to help them prepare for the important transition to higher education and employment.
- Why** Successful transition to life after school requires a range of new skills and disciplines, including the ability both to study independently and to contribute effectively to teams. This facility will provide a stepping-stone to university and will lay the foundations for Sedberghians' future achievement.
- How** We will provide a new Sixth Form Centre offering flexible workspace and support to our senior pupils.

International Development

- What** We will expand our network of Sedbergh School overseas, to provide opportunities for our pupils and staff and to generate investment funds. We will open our second school with Rong Qiao in 2022 and will identify 6 provinces in China for future projects.
- Why** The liberal curriculum and inclusive character of the School means we may contribute to the development of education and society in other countries whilst also providing opportunities for pupils, alumni and teachers to broaden their horizons by working overseas. The development of schools overseas also offer important sources of revenue, from licence fees and consultancy, to support investment in our Schools and education in the UK.
- How** We will work with our existing partners in China and seek another partner in a different country. Sedbergh School International Ltd will manage and service these developments to ensure this project is well supported and does not distract from the education and pastoral care of our pupils.

COVER STORY

When our founder, Roger Lupton, was granted arms by King Henry VII, he drew on the Latin word *lupus*, meaning wolf, for his crest. Nearly five hundred years later we continue to identify with his motif which signifies intelligence, loyalty and resilience. This is developed in our recent film, "Spirit of Sedbergh".

2 COMMUNITY

Wellbeing and Resilience

- What** We will invest in mental health care to ensure all our pupils in Sedbergh Prep and Senior School develop resilience to manage complex lifestyles.
- Why** Young people face relentless social and performance pressures exacerbated by the intrusion of social media leading to nationwide concerns about mental health amongst teenagers and young adults. An essential part of our work is to develop our pupils' resilience so that they can weather life's storms and navigate moral ambiguities to ensure they lead sustainable and fulfilling lives.
- How** We will appoint a member of staff to oversee pupils' mental health and wellbeing which will be a core feature in curricular and extra-curricular development. We will ensure we have appropriate professional support available to those who need it.

School Community

- What** We will continue to provide a stimulating and rewarding environment for our staff, with fair remuneration and benefits, enabling them to provide the best possible education and care to our pupils.
- Why** People are our most important resource, in particular the quality of our teachers determines our pupils' successes. In order that the School and its pupils thrive we must make every effort to ensure that it is an attractive place in which to work.
- How** We will undertake an extensive review before discussing and deciding how best to develop the working lives of our staff at all levels.

Local Community

- What** We will seek out additional opportunities to support the wider Sedbergh Community.
- Why** We value our place in the local community and recognise our responsibility to promote and develop Sedbergh.
- How** We will work to develop closer relationships with Sedbergh Primary School and Settlebeck School to improve the education available to all young people in Sedbergh and to promote the town as a centre of excellence and co-operation between the state and independent education partners. We will develop additional links as opportunities arise.



HIRST SPORTS CENTRE, 2018



3 CELEBRATING OUR HERITAGE

Major Anniversaries

- What** We will celebrate the Quincentenary of Sedbergh's foundation in 2025 and the Bicentenary of the foundation of Casterton in 2023.
- Why** Roger Lupton's extraordinary legacy is an important piece of educational history and 2025 offers a chance to reflect and celebrate our School. In the same way, the foundation of Casterton School was an important milestone in the emancipation and education of women. These anniversaries provide opportunities for the extended School communities to join together in celebration and commitment to the Schools' futures.
- How** We will develop a range of celebratory events and embark on a landmark fundraising programme as part of Sedbergh's Quincentenary celebrations.

Protecting our Heritage

- What** We are committed to our house structure and Boarding House model, but want to refurbish and remodel the houses to meet future needs and also to reduce their environmental footprint.
- Why** Several Boarding Houses were built in the latter years of the Nineteenth Century and Winder in 1926. These magnificent Houses have been the term-time home to thousands of pupils; now it is our turn to care for their ageing fabric and to embark on a remodelling programme so that they serve future generations as well as those in the past.
- How** These major projects cannot be completed in holiday periods alone. There will be the need for pupils to temporarily relocate to alternative accommodation in the knowledge that they will return to a newly refurbished House.

4 RESPONSIBILITY

Environment

- What** We will instill in our pupils a strong sense of environmental and social responsibility, and manage down the environmental footprint of our estates at Sedbergh and Casterton.
- Why** We must embrace our responsibility to constrain global warming and pollution and take steps to reduce our environmental footprint.
- How** We will review every aspect of the operation of the School and develop schemes to reduce our carbon footprint.

Corporate Responsibility

- What** We will ensure that Governance is increasingly connected with parents, pupils and staff to ensure transparency of decisions and accountability in all respects.
- Why** Sedbergh has grown in the past ten years and become more complex. Governance must adapt to these new structures and complexity in order to ensure continued high standards of education and further development.
- How** We will review every aspect of the Schools' Governance and communication, and redesign the process as needed, to ensure stakeholders are informed and involved.

REPORTING

We are deeply aware that the success of the School and these plans is determined by the support of a wide range of stakeholders. Parents, pupils, staff, alumni, the local community, local government and their officers will all play a part in shaping the future of Sedbergh and its Schools. In developing this plan, we have consulted carefully and hope that you will find much to support amongst our objectives.

The School will provide an annual report to all stakeholders at the commencement of each School year.