

2022

2027

OUR STRATEGY



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**Abbot's Hill
is not like
other schools.
It never has been.**



Welcome

No school can afford to stand still. We see a bright future for Abbot's Hill, a school which offers so much of value to its pupils. Our plans are ambitious and will enable the school, and its community, to flourish by building on its firm foundation and rich heritage.

Created to give strategic intent to the school's leadership team, Governing body and wider school community, this document serves to set out our future direction.

Whilst Abbot's Hill offers a safe-haven, the world is rapidly changing and it is our duty to nurture and equip our pupils to face future challenges and opportunities with courage and confidence. Values - reframed post Covid - are the bedrock of this work and enable us to celebrate our differences as a source of strength.

This plan is important because it provides the opportunity for all within the school community to embrace our vision and work together to achieve it.

Kathryn Gorman
Head

Who are we, what do we stand for and why does it matter?

Founded over 100 years ago to educate young women of character, Abbot's Hill School places great value on the development of the individual. At the heart of our school is an evolving and flexible curriculum, alive to the need to prepare today's pupils for the world of tomorrow.

We are ambitious for all our pupils and they excel here. We value their voices and embrace our diverse community. As we empower them, so they empower each other and, in so doing, develop a deep sense of responsibility for their community at school, locally and in the wider world.

Children and young people will thrive best where they have a strong connection to their school and more particularly the adults who teach them. We are so proud of the quality of relationships here. The experienced professionals at Abbot's Hill take seriously their responsibility to positively shape the lives of the young people in their care. Our aim is that each individual will discover their own brilliance.

So it is that pupils at Abbot's Hill embark on a series of journeys during their time with us. The first journey, the academic journey through our well-planned and sequenced curriculum, will enrich, excite and stimulate their minds.

Knowledgeable, discerning and well-informed, our pupils will be inquisitive, enquiring learners who love to learn both now and throughout their lives.

The second journey through school is the development of the values and attributes that will stand them in good stead as adults both personally and professionally. A clear set of values therefore shapes our interactions as a community and underpins our code of conduct. This unequivocal moral guidance prepares pupils to positively challenge bias and navigate with confidence the world we live in.

The third journey, the journey where we work most closely with parents, is the development of character. The attributes of collaboration, critical thinking, creativity, and communication are consciously developed and embedded through rich and varied curricular and co-curricular opportunities and so the pupils become self-aware and self-confident.

In the modern world today where the pace of change is rapid an Abbot's Hill education has tremendous relevance. Kindness, humanity and resilience will be the defining characteristics of this generation and these qualities resonate through our school.

**Never has
humanity
been more
important.**

**It is time for a
new generation
to take over
and lead with
energy, wisdom
and clarity.**



Our Heritage

We trace our roots back to 1912 when Abbot's Hill was founded on the present site by Alice, Katrine and Mary Baird, advocates of education for girls. The Baird sisters ran a school in the Malverns and in May 1912 they opened Abbot's Hill as an independent boarding school for 'young women of character'.

The School's Main Building was originally built in 1836 by the paper manufacturer, John Dickinson, as a home for him and his family and he named it Abbot's Hill. The Dickinson family founded one of the world's largest stationery firms of the 19th and 20th centuries.

On John Dickinson's death in 1869, Abbot's Hill passed to his only surviving son John and then in 1908 to Sir Arthur Evans. Arthur Evans, the Archaeologist and discoverer of Knossos, was John Dickinson's great-grandson and had spent part of his childhood at Abbot's Hill. He did not however return to live there but arranged for it to be sold to the Baird sisters.

Over the years, the school has developed and grown in a variety of ways, but the key milestones in its history were in 1969, when St Nicholas House School moved to the Abbot's Hill site to form the Junior Department and in 2003, when boarding ceased. However, Abbot's Hill retains its boarding feel, which is to be seen in the emphasis given to co-curricular pursuits, the intrinsic importance of pastoral care and the school's strong sense of community.

Looking to the Future

Our Mission

To foster a community in which all individuals are happy and inspired to live purposeful and fulfilling lives, while remaining true to our founding values of strength and character.

Our Vision

A first choice school with outstanding environments in which to work, learn and play. We embrace diversity and provide an education fit for the modern world by challenging everyone in our community to be confident in who they are, develop strength of character and to become active, compassionate citizens who make significant and lasting contributions to others throughout their lives.

We are proud of
our heritage and
combine tradition
with optimism
for the future.





A photograph of two young girls in school uniforms. The girl in the foreground has long brown hair and is wearing a green sweater with a pink name tag that says 'JESSICA'. The girl behind her has curly brown hair and is wearing a blue and green plaid shirt. They are both smiling and leaning against a tree trunk. The background is a soft-focus outdoor setting.

Prep School Values

Be challengers

- We ask questions
- We discover new ways to do things
- We speak up if we have an idea
- We voice our opinion
- We are positive influencers

Be kind

- We are kind and treat everyone fairly
- We always try our best to help, include and support others
- We care about each other and are considerate of other people's feelings
- We respect ourselves, others and our environment

Be involved

- We work hard as part of the school and our wider community
- We are proud of the school, its history and tradition
- We always give our best and embrace opportunities
- We celebrate other people's successes and achievements

Be curious

- We love to learn and use our imagination
- We persevere
- We explore new things and seek adventure
- We know we will sometimes make mistakes but we will learn from them

Be ourselves

- We are honest
- We are true to our feelings and beliefs
- We show who we really are and we don't change ourselves for anyone
- Everyone is different and we know that is good

Senior School Values

Be challengers

- We positively challenge and question to encourage progress
- We are self-motivated, ambitious and determined to develop and improve through work and play
- We prioritise our own happiness and have fun
- We persevere in the face of challenge: we are resilient

Be kind

- We are respectful and inclusive to all and celebrate the diversity of our community
- We show humility at all times
- We empower others: always trying our best to encourage and enable one another to succeed
- We care about each other and are considerate of other people's feelings
- We respect ourselves, others and our environment

Be involved

- We work hard as part of the school and contribute to the community beyond Abbot's Hill
- We are proud of the school, its history and tradition
- We always give our best and embrace opportunities
- We celebrate other people's successes and achievements
- We are positive influencers

Be inquisitive

- We love to learn, create and use our imagination
- We are enthusiastic: we think about and try new things and embrace calculated risk
- We have the freedom to speak out and to voice our own ideas (without fear of judgement)
- We have courage to test our ideas, to fail and to adapt as we prepare for life beyond school

Be authentic

- We are unique, proud of ourselves and our individuality
- We are sincere in the way we interact with others and show integrity in the way we behave in all aspects of life
- We are true to our feelings and beliefs in the way we reflect on actions and learn from them
- We own our responsibilities



Our Strategy

To achieve our vision and mission, we will focus on six strategic pillars.

1. Inspired Learners
2. Flourishing Individuals
3. Leadership and Growth
4. Engagement and Community
5. Broad Horizons and Future-focus
6. Sustainability





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Inspired Learners

Inspiring teaching by expert and dedicated practitioners enables excellent outcomes and fosters a lifelong love of learning, open-mindedness, discernment and confidence.

What does success look like?

Abbot's Hill School is recognised as offering a modern, academically rigorous, pupil-centred curriculum which promotes creative, collaborative and agile thinking, alongside responsibility and independence so that pupils are well prepared for their future lives and careers.

Priorities

- 1 To analyse, review, develop and implement a fit for purpose curriculum and academic enrichment programme from Nursery through to the Senior school
- 2 To clarify our approaches to assessment, tracking and reporting and commit to an open, honest, transparent communication of progress
- 3 To ensure that our curriculum is tailored to the needs of all pupils.
- 4 To embed a meaningful digital strategy which is agile and responsive to new and emerging technologies

A modern, progressive and pupil-centred curriculum.

Flourishing Individuals

The promotion of physical and mental health, happiness and wellbeing sustains our community and enables our pupils and staff to flourish and fulfil their potential.

What does success look like?

Abbot's Hill School is known as a happy, supportive environment where difference is celebrated as a strength. In this environment, high standards and healthy relationships breed confidence and respect and ensure that people feel happy and valued and can achieve their goals.

Priorities

- 1 Affirm a robust, whole school approach to safeguarding alongside a clear strategy to promote and prioritise wellbeing.
- 2 Provide excellent opportunities for pupil voice and leadership where pupils openly and freely express their views and ideas and build confidence by taking responsibility.
- 3 Foster greater collaboration with parents and ensure that they have an excellent understanding of the issues impacting the wellbeing of our children and young people.
- 4 Demonstrate a positive ethos and codes of conduct which set out high expectations for respectful, healthy and mindful behaviour and relationships.

Abbot's Hill School is known as a happy, supportive environment where diversity is celebrated and every individual flourishes.



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GROWTH





Leadership and Growth

Developing a skilled, diverse and highly qualified staff body with strong leadership at all levels. Professional relationships are founded on the values of trust, integrity and inclusivity.

What does success look like?

Abbot's Hill School is recognised as a professionally stimulating, flexible and rewarding workplace, committed to excellent professional development and the open sharing of ideas. Staff know that they are valued and therefore continually strive to learn and improve.

Priorities

- 1 Attract, appoint and retain an excellent body of teaching and support staff that bring a broad range of experience and cultural knowledge/perspectives to ensure a fully inclusive approach to all practices.
- 2 Establish a broad and exciting range of opportunities for ongoing personal and professional development of all staff and, where possible, promote the school as a provider of professional learning opportunities in order to share existing expertise and bring fresh ideas and perspectives to the school.
- 3 To devise and embed robust, developmental, and personalised appraisal procedures.
- 4 Continually review and update our staff recruitment, induction and retention practices to ensure that both new and experienced staff are valued, supported and, ultimately, proud to work at Abbot's Hill School.

Staff continually strive to learn and improve.

Engagement and Community

We will reach out to and engage with parents, pupils, alumnae, governors, and our partners in the local community and beyond in a spirit of service and mutual benefit.

What does success look like?

Abbot's Hill is known for the strength of its networks. An outward-facing centre of excellence for education in the broadest sense, it is warmly responsive to its community, socially responsible and proud of the role it plays in the lives of those it serves.

Priorities

- 1 Enhance all school communications and develop a dynamic online presence.
- 2 Connect pupils (including alumnae), parents and staff more closely across the school with an enhanced emphasis on our (Clan) traditions and the unique characteristics of our school.
- 3 Build and develop an outstanding programme of service and community outreach.
- 4 Build mutually beneficial, sustainable and collaborative partnerships with other institutions and agencies.

Abbot's Hill is warmly responsive to its community, socially responsible and proud of the role it plays in the lives of those it serves.





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Broad Horizons and Future-focus

We will provide a safe, caring yet stimulating environment within which we provide an exciting, future-focused curricular and co-curricular offer. This broadens horizons and successfully prepares pupils for life in a changing world.

What does success look like?

Abbot's Hill is known for the breadth of its educational offer which supports the development of well-rounded, confident individuals. Pupils engage with complex ideas and real-world problems and develop an essential skills-set which prepares them for life beyond school.

Priorities

1. Enhance our co-curricular programmes so that they provide dynamic, challenging and enjoyable experiences for all pupils
2. Foster both broad participation and excellence in sport by providing a range of sporting options and reinforcing whole-school standards for participation and coaching that nurture physical skills and positive sportsmanship
3. Continually refine and promote outdoor learning and the opportunities it provides for personal growth, social interaction and the development of responsible environmental attitudes.
4. Upgrade facilities over time to ensure that pupils have the opportunity to learn and play with resources that match our vision

We provide an exciting,
future-focused

Sustainable Future

Stewarding resources responsibly to maximise educational opportunities for pupils from all backgrounds, while investing in the school's long-term security and the continual improvement of its campus.

What does success look like?

Sound financial management and robust compliance procedures and protocols especially with regard to diversity, equality and inclusion underpin the school's vision and strategy. A sensitively planned campus provides an excellent working and learning environment and the delivery of the school's aims.

Priorities

- 1 Continually reviewing budgeting and operating procedures while striving to maximise the School's ability to offer excellent experiences and facilities to pupils, families and staff, mindful of the pressures on parents.
- 2 Maximising income whilst ensuring responsible and sustainable financial stewardship of the estate and resources so that we are competitive in our resources and aspirations.
- 3 Formulating an inspirational and fit for purpose 10 year campus development plan.
- 4 Measuring and reporting the impact of our work with respect to partnership, outreach and charity.

A sensitively planned campus provides an excellent working and learning environment and the delivery of the school's aims.



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Abbot's Hill

Independent Day School for girls 3 - 16 years
Day Nursery & Pre-School for girls & boys from 6 months

Bunkers Lane, Hemel Hempstead
Hertfordshire HP3 8RP

Tel: 01442 240333
enquiries@abbotshill.herts.sch.uk
www.abbotshill.herts.sch.uk