



Whitgift School Development Plan

January 2014

Introduction to the 2014 Development Plan

A comprehensive review of the 2010 School Development Plan was completed during the Trinity Term 2013 and a summary made of progress in respect of each of the items included in the Plan. Most were completed, some had been considered carefully but not taken forward since the School's requirements had shifted over the course of the three year period. Very few items remained incomplete. Work began on a new Development Plan during the course of 2013 for launch in January 2014.

The 2014 Plan follows the same layout as the previous one for ease of reference. It does, however, include a separate section on Boarding, following the opening of the new boarding house, *Founder's House*, in June 2013.

This new Development Plan has been assembled through a full consultation process with Governors, staff, parents and pupils. Through it, the School aims to demonstrate an on-going review and development of all areas of the education provision at Whitgift.

Note:

A number of the potential developments outlined in this plan are subject to Foundation and/or School Governors' approval. Building developments are subject to the requisite planning and other approvals.

No significance should be attached to the order in which items appear under separate headings.

Whitgift School's Aims

The School's purpose is:

- To strive for excellence in all aspects of school life, promoting a culture of achievement and the celebration of achievement.
- To offer a broad, balanced and innovative curriculum which challenges all pupils at an appropriate level.
- To inculcate positive values of mutual respect, tolerance and self-esteem, fostering an informed and critical awareness of the mores prevalent in society.
- To apply a supportive pastoral framework, which both establishes a strong corporate identity and also allows the individual to flourish.
- To provide a stimulating and life-enhancing environment in which to live, learn and appreciate our heritage.
- To attract and develop well-qualified, talented and forward thinking staff capable of inspiring pupils in their respective fields.
- To offer a rich and broad co-curricular programme which enables both the highest levels of achievement and wide accessibility.
- To maintain excellent relations with the wider community, nurturing mutually beneficial links in a variety of spheres.
- To infuse a variety of areas of school life with an international dimension.
- To prepare boys for the challenges and opportunities of an increasingly technological future.

Reviewed: September 2013

1. Academic

We aim to develop thoughtful, reflective students with an enthusiasm and passion for learning. The goal is to inspire the students with a love of study for its own intrinsic worth, whilst equipping them with the skills and qualifications appropriate to their university and career aspirations.

- 1.1 Additional opportunities will be sought to recognise and celebrate academic achievement. This will include more congratulatory letters home and higher profile recognition in school, such as an increased number of presentations in assemblies and additional honours boards, including academic.
- 1.2 The breadth of the curriculum will be maintained or extended further by the consideration of new courses. Balance will be maintained by keeping both the compulsory elements and optional choices in the curriculum under constant review. Innovation will be embraced where it best suits the needs of the pupils, as with the development of the new Computer Science course.
- 1.3 The academic needs of the pupils continue to vary greatly. The School will ensure all pupils are challenged at an appropriate level by considerations of increased setting where possible, an emphasis on differentiation in Teaching and Learning in the classroom and the further development of Learning Support and academic enrichment where needed.
- 1.4 National reviews and changes to public examinations including GCSEs and A Levels will be followed closely. The outcomes will be used to inform our decision on the best courses of study and qualifications appropriate to our students. Alternatives to other mainstream national academic routes will continue to be considered where these may be in the best interests of our pupils. Knock-on effects of these changes to other aspects of the Academic Year including Parents' Evenings and reports will be considered carefully.
- 1.5 The impact of boarding on the curriculum will continue to be reviewed as boarding numbers increase. This will include monitoring and evaluating the option choices made by boarders, both UK boarders and those from overseas; reviewing boarders' work patterns, prep time and work efficiency; and taking advantage of the additional opportunities for the School as a whole created by the Boarding House.
- 1.6 The School will seek to recruit more students, including boarders, to study the International Baccalaureate in the Sixth Form.
- 1.7 There will be a full review of academic hurdles at all points of choice in the school curriculum. This will include overall academic standards required to embark on any particular curricular route as well as individual subject requirements including aptitude tests.
- 1.8 Consideration will be given to even greater flexibility over the timing of sitting some public examinations for some pupils.

- 1.9 Applications to the School are being received from ever further afield, both for day pupils and for boarding. We will ensure that the consistency and academic rigour of the admissions process is preserved across the full spectrum of these applicants. In the case of overseas students this will involve further use of video conferencing and a particular emphasis on the EAL testing procedure.
- 1.10 The School's initiatives in STEM (Science, Technology, Engineering and Maths) will be further developed and enhanced; a new Head of STEM has been appointed, at SMT level, to oversee this. More links will be established to local, national and international STEM businesses, links with relevant university departments will be developed and there will be greater involvement of Old Whitgiftians who can provide exciting opportunities and expertise. Co-curricular STEM clubs will be enhanced including DragonSTEM in the Sixth Form, the Upper Third project and the Engineering in Education Scheme.
- 1.11 Consideration will be given to establishing a humanities version of the STEM initiative that considers the benefits of the humanities subjects within a broad academic framework. The Languages component in STEM and/or in this humanities alternative will also be reviewed.
- 1.12 Opportunities for teaching staff to discuss and share good practice in Teaching and Learning will be increased further and will become embedded in the School routine. These will include whole staff INSET presentations, Teaching and Learning seminars, regular classroom observations, pupil shadowing and opportunities for pupil voice.
- 1.13 Work scrutiny will become a more regular feature of the School routine both within departments and as a school-wide exercise. The volume, quality and nature of pupils' work will be scrutinised and good practice in marking and assessment analysed and discussed.
- 1.14 More extensive and effective use will be made of value-added data. This will include sharing baseline forecast grades with subject teachers, Form Tutors and Year teams and discussing them directly with pupils. The aim is to inform boys more effectively of the range of possible outcomes depending on their motivation and work ethic.
- 1.15 A new, whole school, pupil-tracking system, to record and monitor grades and results, will be designed and implemented. This information will be published internally to assist all staff in monitoring pupil progress. Suitable baselines will be used. Academic reviews with Upper School boys will include discussion about suitable target grades.
- 1.16 Department-specific results sheets will be prepared centrally and shared with Heads of Department for them to consider the progress being made by boys taking their subject. In all cases data will be taken as a starting point for further discussion rather than as an end in itself.

- 1.17 Whole school data will be used in a more sophisticated way to monitor the progress of students in receipt of scholarships and bursaries to ensure these boys achieve their full potential.
- 1.18 Further consideration will be given to the School grading system following the introduction of the “working at” grade in the Public Examination years and the in-house trial of a “behaviour grade”.
- 1.19 The timing and structure of Parents’ Evenings will be reviewed, including a consideration of form tutor evenings and how these may be combined with presentation of information to parents.
- 1.20 A full review of our academic policies will be undertaken to reflect recent developments including curriculum changes, new public examinations, the introduction of boarding and new approaches to Teaching and Learning at the School.
- 1.21 The Careers Department is being restructured and the main responsibilities embedded within the Fifth and Sixth Form Year Teams. A new post of Co-ordinator of Higher Education has already been created to manage the careers team with the Head of Upper School. Careers education and guidance will, therefore, be increasingly incorporated within year groups in order to improve still further the amount and quality of advice all pupils receive.
- 1.22 The provision to support pupils in applying to universities abroad is being expanded and opportunities to provide further advice and support will be identified and pursued. For example, the School has recently become a testing centre for American University entrance tests (SATs), thereby enabling those pupils who wish to apply for US universities the opportunity to take the tests at Whitgift. The School also provides this facility to give much needed extra capacity in the Greater London/Surrey region.
- 1.23 The Learning Support Department will expand to take account of the greater range and variety of demands on the expertise in this area including for EAL needs.
- 1.24 Assessment of, and provision for, students with EAL needs (English as an Additional Language) is being radically overhauled with the appointment of an EAL Co-ordinator. The Co-ordinator will oversee a team providing support in this vital area including working with boys and staff both in timetabled periods and also outside the normal school day. The School will ensure that EAL students have full access to the curriculum and are able to achieve their educational potential.
- 1.25 We are a school with an exceptionally culturally diverse intake and great linguistic richness. We will seek to build on recent progress to ensure that we recognise and value the languages spoken at home by our pupils. We shall investigate more effective ways to collect and collate information about these, to make it available to staff, and to find ways to celebrate linguistic diversity. We shall support pupils in establishing societies which promote community languages and culture so that all pupils can learn more about one another’s

linguistic and cultural heritage and learn to appreciate, and be excited by, cultural diversity. We shall also support pupils where possible in the accreditation of their languages skills beyond those languages which we teach formally.

- 1.26 ICT is no longer being taught as a discrete subject in the First Form from September 2013. Instead, a range of ICT competencies including digital literacy, rudimentary computer programming, multi-media applications and aspects of e-safety will be taught and used in context across the curriculum. The emphasis will be on enabling boys to acquire new skills effectively in a rapidly developing technological world.
- 1.27 Mobile technology will increasingly be used to enhance Teaching and Learning across the School. Class sets of mini iPads will be purchased following the extensive trial of interactive technology undertaken during the academic year 2012-13 and the introduction of some iPads provided and funded by the WSA. These will allow flexible and immediate access in lessons to subject-specific information, up to date Current Affairs, a range of apps and other iPad functions such as video and audio recording.
- 1.28 A review will be undertaken of the current and projected ICT and multi-media requirements of the Languages Faculty with the aim of replacing the Languages Lab with a fully updated, Multi-Media Suite which can cater for its developing needs. This Multi-Media Suite would need to be suitable for use as an examination venue for computer-based assessments, as well as a venue in which whole classes could access Skype, and also fulfilling the function of enabling the Languages Faculty to deliver excellent preparation for oral and aural exams.
- 1.29 Further consideration will be given to the use of electronic text books to reduce the number of book purchases required.
- 1.30 The School's culture of academically honest work practices will be developed further, ensuring that pupils in all year groups use internet sources appropriately, including referencing, and that consistent sanctions are implemented across the School for instances of plagiarism.
- 1.31 Consideration will be given to the manner of use of the libraries during and after school and whether there should be separate spaces for silent working and more social activities. The potential use of mobile technology in the library areas will be explored and links with university and public libraries will be increased, facilitating wider access to a range of online resources.
- 1.32 A plan will be drawn up to facilitate best use of the new archives facility by students, staff, Old Whitgiftians and the wider School community.
- 1.33 The profile of the School's excellent work in Personal, Social and Health Education will be enhanced including through the School's marketing and on Open Days. The curricular provision of PSHE in the Upper First Form will be increased. The School will also work towards the Kite Mark awarded by the PSHE Association.

- 1.34 As part of the development of the music facilities at the School as more high quality musicians are attracted to study here, consideration will be given to the construction of a dedicated organ for Big School.
- 1.35 Consideration will be given to repeating the curriculum enhancement weeks for large sections of the School undertaken successfully in the past at Lake Garda and at Megeve.

2. Pastoral and Spiritual

We celebrate the diverse nature of the community at Whitgift, seeking to cultivate positive relationships within the pupil body and between staff and pupils. We endeavour to promote a sense of responsibility in all, coupled with a tolerance and understanding of one another and the local and international community.

- 2.1 In-house pastoral training will be expanded to provide more training opportunities for Deputy and Assistant Heads of Year and Form Tutors. House Tutors in Founder's House will also need specific training regarding their roles. Consideration will be given to creating handbooks for specific pastoral roles.
- 2.2 The existing pastoral structure will be reviewed with consideration given to the re-establishment of a middle school element and Heads of Year attached to each year group instead of two year groups. This review will consider the advantages and disadvantages of each system and consider other possible structural changes.
- 2.3 Use of pupil data will be increased (see 1.14 above) and this will support behavioural and pastoral monitoring in addition to tracking academic progress.
- 2.4 Following the appointment of an E-Safety Co-ordinator, the provision for pupils, parents and staff will be enhanced so that there is a full educational programme, together with increased training for staff. E-safety and use of IT facilities will also be reviewed for boarders and appropriate procedures and training put in place.
- 2.5 The successful expansion of the peer-mentoring system will continue with focus now on introducing the scheme into other year groups, such as the Fifth Form. Specific academic peer-mentoring will be considered, including the possibility of matching pupils by subject as well as by year group. Peer-mentoring for boarders will include a 'buddy' system for new boarders.
- 2.6 The counselling provision will continue to be reviewed and expanded. The aim is to introduce more specialist counsellors to support individual needs to enhance the existing provision.
- 2.7 There will be a full review of disciplinary sanctions and rewards available for use by teaching staff in order to ensure greater consistency across the School. Rewards available for pupils in the Upper School will be considered. Boarding house sanctions, introduced in September 2013, will be reviewed and adjusted as required.
- 2.8 Assembly provision will be reviewed to ensure that all pupils receive a substantial reflective element in their school week. Likewise, further consideration will be given to visiting speakers and a central record kept of such visitors to the School.

- 2.9 Charitable work will continue to be expanded with the intention of raising more money and involving a greater number of pupils in raising significant funds. The boarding house will also have an allocated charity.
- 2.10 Following the expansion of the role of Year group committees, the establishment of a whole-school, Digital Council will be considered, with the possibility of incorporating this Council into a broader School Council. The boarders will also have their own Boarding House Committee to meet regularly.
- 2.11 Consideration will be given to ensuring full integration of boarders and day pupils. For example, activities provided for boarders (such as weekend day trips) will, where possible, also be made available to day pupils and run by both boarding and day staff.
- 2.12 The pastoral support and care provided by the School will be explained in more detail on the School website and include details about the PSHE programme.
- 2.13 A review will be completed to ensure that the PSHE programme is carefully co-ordinated with the pastoral needs of the School and includes depth on topics so important in modern society such as equal opportunities and tolerance.
- 2.14 Further consideration will be given to ensuring that the School's Spiritual and Moral, Social and Cultural policies are embedded in everyday practice in the classroom. Increased training will be provided to assist staff in ensuring appropriate balance occurs in class discussion and so that staff can be comfortable in addressing controversial or challenging moral or political views should they arise in lessons.
- 2.15 The new system of each Form below Sixth Form having an allocated Form Tutor and a Reserve/Support Form Tutor, which was introduced in September 2013, will be reviewed on an annual basis. The pastoral role of the Reserve/Support will be considered further as part of that review.
- 2.16 The safety of pupils and everyone on site continues to be of paramount importance. Access to the School will be reviewed and consideration given to a controlled gate which is fully staffed at the main entrance. Card entry to the School will be considered. A rolling programme to increase the security of the School's perimeter will continue.
- 2.17 The School will continue to promote the importance of environmental issues to pupils, including expanding the number of pupil initiatives, such as the Low Carbon Day introduced in 2013.
- 2.18 Consideration will be given to re-establishing a Whitgift Day, to bring all parts of the Whitgift family and community together and to raise money for charity and/or for school projects.

3. Co-Curricular

The provision for co-curricular is extensive and continues to grow each year at Whitgift. This breadth gives all pupils the opportunity to pursue new areas of interest, develop their skills and interests in specific areas, and achieve at a high level in their co-curricular lives, thereby ensuring their all-round development and supporting their academic progress.

- 3.1 A major new Performing Arts initiative will be introduced, to be called the Whitgift Academy of Visual and Performing Arts (WAVPA) and will include Saturday tuition, on-site at Whitgift, in dance, music and drama. The programme began with the Whitgift Arts Programme (WAP) in September 2013, and a 'pilot' Music scheme will start in January 2014. The full WAVPA programme will then begin in September 2014. The programme will be available to Whitgift pupils and to children outside the School.
- 3.2 The Co-curricular Evening for parents and pupils who are new to the School will become an annual event and include an introduction to all aspects of the School's co-curricular provision.
- 3.2 The provision for all Clubs and Societies will be reviewed and enhanced wherever possible. For example, i) Cycling Club, introduced in 2013, will aim to compete at a high level by offering increased training opportunities both at school and in velodromes ii) Shooting Club, re-introduced in 2012, will be provided with increased opportunities to compete at the highest level iii) The Horticultural Club, introduced in 2012 and proving popular in the Lower School, will be expanded and further opportunities for growing plants and vegetables considered.
- 3.3 The bespoke electronic system for monitoring pupils' co-curricular participation, Schools Online Curriculum System (SOCS), will be rolled out to all year groups and expanded in its use. Parents will be able to access their sons' accounts so that co-curricular opportunities can be identified.
- 3.4 There will be further opportunities for student-led clubs and societies. Sixth Form pupils will be given the opportunity, under the guidance of staff, to start, run and maintain clubs and societies throughout the year. New clubs and societies will be considered, and the pupil-led filming society will be expanded, to co-incide with the provision of cinema and editing facilities.
- 3.5 STEM provision in the Lower School will be enhanced to carry a reward system. Pupils attending clubs, societies and events in the STEM subjects can accrue attendance points, and exchange these for certificates, badges and ties throughout their years in the School. This system, if successful, could be implemented in a wider co-curricular sense and across all year groups in future years.
- 3.6 The procedures required for school trips will be reviewed and the introduction of online forms and payment will be considered carefully.

- 3.7 The First Form Play will become an annual event, enabling all pupils interested in performance drama to have the chance to be involved in a Whitgift production in their first year at the School.
- 3.8 Further masterclasses and workshops given by industry professionals from the Arts will take place. Due to the commencement of WAVPA, links with professionals currently working on the stage will increase, and the intention is frequently to utilise these links in drama and music. Likewise, the establishment of regular posts of 'Artist in Residence', 'Poet in Residence' and other similar positions will be considered to provide valuable extension work for pupils in these areas.
- 3.9 Junior Drama Club will be expanded due to the overwhelming popularity of the club, and Drama performance certificates and qualifications will be included again in the co-curricular Drama provision. The School will offer the RADA Shakespeare Certificate, as well as, possibly, the Guildhall Musical Theatre Certificate.
- 3.10 New musical opportunities will be sought, including increased participation in competitions such as 'BBC Young Musician of the Year' and national choral competitions.
- 3.11 The provision for choristers at Whitgift, already significantly enhanced, will be developed further with opportunities to sing at new venues and to new audiences. Links will be formed with major opera companies and orchestras with a view to the choristers singing with these organisations.
- 3.12 The International Music Competition was introduced with great success in 2013; this will continue as an annual event and consideration will be given to expanding the competition to include woodwind instruments and possibly piano, in addition to strings
- 3.13 The provision of musical instruments at the School will be reviewed and further instruments of appropriate quality (including an additional grand piano) will be purchased.
- 3.14 Opportunities for pupils, parents and staff to contribute to supporting the environment of the School will be increased with further conservation work done on the Copse area.
- 3.15 The procedures required for school trips will be reviewed and the introduction of online forms and payment will be considered carefully.

4. Boarding

We celebrate the diverse nature of the boarding community at Whitgift, seeking to cultivate positive experiences and relationships within a structured residential environment. We endeavour to promote a sense of well-being and independence in all our boarders, coupled with a tolerance and understanding of other residents, regardless of race or creed.

- 4.1 Further expansion of the boarding provision will be considered based on the School's initial experiences. Developments to be carefully considered include the construction of a separate Sixth Form Boarding House, a separate Lower School House (allowing for the recruitment of Upper First and Lower Third pupils) or a stand-alone, flexi-boarding house (see 6.1 below).
- 4.2 Further work will be done to expand the number of co-curricular and leisure activities available to boarders outside the day school hours.
- 4.3 Facilities within Founder's House will be reviewed to allow for further development and improvements to ensure boarders have access to the best possible amenities.
- 4.4 Charitable work is important in broadening pupils' awareness of the needs and concerns of others beyond their own communities. Expansion of the existing charitable links between Founder's House, the School's Charities Committee and charities themselves will be considered and reviewed on a regular basis.
- 4.5 A structured Founder's House Prefect system will be designed and developed to reward responsible boarders, to assist the Housemaster and Tutors in the day-to-day running of the House, and to give boarders a sense of ownership within their boarding community.
- 4.6 The understanding of environmental issues is essential in any community. Further work will be done to develop this understanding amongst boarders, including considering more effective energy conservation and re-cycling programmes and allowing pupils to propose and take part in such initiatives.
- 4.7 Further consideration will be given to strengthening the links between the Founder's House community, day pupils, staff and support staff through effective communication.
- 4.8 To expand upon the current multi-cultural make-up of Founder's House, further work will be done to foster and develop international boarding links.
- 4.9 Development of communication through the internet and social media forms with pupils, parents, prospective families and the general public will be effected, whilst ensuring that e-safety remains a priority for all concerned.
- 4.10 Following the relocation of the School's main medical facility from North Entrance to benefit the whole school community, work will be done to develop further the medical facilities for boarders within Founder's House and to secure links with medical organisations within the local community.

- 4.11 Following the success of the International Music Competition, similar specific recruitment academic and co-curricular initiatives will be considered and implemented.
- 4.12 A review of Term dates will be completed in light of national changes and the introduction of boarding.

5. Staff Development

We aim to support a culture of learning for all members of the School community, ensuring that all are fulfilled, challenged and motivated.

- 5.1 The Human Resources provision at the School will be reviewed and enhanced to ensure that the relevant expertise is available for recruitment and staff welfare. This is likely to require a new post with Human Resources as a key component, to work at the School and liaise with the Whitgift Foundation to ensure all aspects of HR are covered.
- 5.2 Recruitment and retention of the highest calibre staff remains a priority. The School will investigate the possibility of enhancing staff accommodation including the possibility of purpose-built flats for staff either onsite or close by.
- 5.3 The School will continue to encourage the Whitgift Foundation to achieve high levels of pay for Whitgift staff in recognition of their commitment to the School. At the same time, the School recognises the need to consider the impact on the budget and thereby on fees.
- 5.4 The system of performance management, which has been rationalised to provide a greater degree of consistency across all departments, will be reviewed and developed as necessary. Increased time will be provided to conduct staff reviews and training in this area will be enhanced. A more sophisticated electronic system of recording reviews will be developed to reduce paperwork.
- 5.5 An in-house, middle management training course will be considered in order to provide further opportunities for staff to prepare for the next step in their careers.
- 5.6 A central list of courses attended by staff will be maintained and further advice provided to staff for development opportunities. Staff will be encouraged to develop their interests with the re-introduction of a staff away-day for Inset and on-going support for staff requesting assistance with achieving further academic qualifications or applying for sabbaticals.
- 5.7 Increased provision for training and opportunities for staff interested in involvement in boarding will be made available with the possibility of some training occurring at the School.

6. Marketing, Administration and Communication

Pupil recruitment is vital to the continued success and, indeed, existence of the School. Given the wide range of alternative educational opportunities in the immediate area, and Whitgift's exceptional catchment area, due emphasis will be placed on pupil recruitment and successful marketing.

- 6.1 The School will aim to introduce a more sophisticated method of using Schoolcomms (or a similar product) to communicate with parents. This is likely to include expanding links to the School website so that documents can be available for parents to access via a secure log-in as well as through links in emails.
- 6.2 The School Calendar will be made available online on the School website so that it can be updated with any additions or changes.
- 6.3 The use of social media for marketing the School, introduced from October 2013, will be reviewed and further additional opportunities considered, whilst bearing in mind e-safety and also the importance of maintaining the School's reputation online at all times.
- 6.4 The close links now established between the School and the Whitgiftian Association (WA) will continue to be enhanced and events for Alumni expanded to ensure that all former pupils have the opportunity to return to their school.
- 6.5 The School's Development Office will continue to grow and a Development Officer role will expand to play a major part in links with the WA, marketing and development projects generally; consideration will be given to raising funds for bursaries and capital projects from alumni, friends of the School, other contacts, the Lottery etc. as well as fund-raising for particular specific projects.
- 6.6 The Parent-Teacher body, the Whitgift School Association (WSA), will be enhanced to include further staff support and consideration will be given to establishing closer links with the Development Office. This will provide greater support to parents in organising WSA events.
- 6.7 A business plan will be assembled to consider the establishment of a summer school at Whitgift which would make use of the boarding house facility. This would produce an additional income stream to the School.
- 6.8 Further avenues will be explored to ensure the return of top class/first class cricket fixtures to Whitgift by the summer of 2015.
- 6.9 The International Music Competition will be further enhanced by marketing opportunities in countries currently not aware of the opportunity the competition provides for young musicians.

- 6.10 Further work will be done regarding the marketing of the School's boarding facilities in order to continue to recruit high quality, long-term boarders.
- 6.11 The School will continue to consider its market position, including on-going reviews of boarding, co-education, new pupil qualifications and pupil admissions to university.
- 6.12 Consideration will be given to establishing a much improved waiting room, adjacent to the Headmaster's offices and with views onto the Andrew Quadrangle, to improve the experience of visiting the School, not least in the light of the increasing number of prospective pupils and the different pattern of visiting exhibited by prospective boarding parents.
- 6.13 The History of Whitgift written by the late Mr Percy will be extended to bring it into the twenty-first century.
- 6.14 A short Life of John Whitgift will be written to inform students about the Founder, to be followed by short studies of a number of distinguished Old Whitgiftians.
- 6.15 Boys will be made more aware of the history of the School over more than four centuries through enhanced use of the new Archives Room, bringing more history onto walls around the School, etc.
- 6.16 Efforts will be made to establish a wider range of links and contacts for the School, at home and abroad, to bring a wider range of guests and guest speakers to Whitgift and to offer an enhanced programme of music, drama and other events, many of which are open to the wider community.

7. Buildings and Facilities

The spiritual enrichment provided by the grounds at Whitgift is seen as a key aspect of the education provided. The grounds and the environment generally at Whitgift are a very valuable asset, allowing pupils to be educated in an especially beautiful, civilised and stimulating atmosphere. This environment and the School's facilities will be carefully maintained and enhanced to ensure the greatest possible range of educational, scientific and sporting opportunities for pupils.

- 7.1 A business plan to support the expansion of boarding at Whitgift will be assembled for consideration by the Governors, following the successful implementation of Founder's House from June 2013. The aim in the plan will, subject to the relevant approvals, include the proposal to establish up to two further boarding houses on the School's perimeter.
- 7.2 Following the refurbishment of the Dining Hall in July 2013, an extension will be added to the existing dining area. This will be a conservatory-type building and will include the refurbishment of the existing staff dining area. The result will be an increased dining facility for pupils, staff and visitors.
- 7.3 The Performing Arts Centre will continue to be enhanced through a rolling programme to include automatic tiered seating, enhanced lighting and sound facilities, permanent staging, the refurbishment of the area behind the stage and the introduction of a new heating and ventilation system.
- 7.4 Following the refurbishment of two of the old squash courts in the summer of 2013, the remaining sections of the old squash court building will be refurbished to create further music and drama rehearsal spaces as well as an enhanced area for musical instrument storage.
- 7.5 The area at the back of the School, including the roadway to the back gate, will be enhanced; an additional football pitch will be added and hard-standing parking provided, together with additional hard surface tennis courts. The road to the back of the School will be replaced and moved to a new and safer exit, subject to the required planning and budgetary constraints.
- 7.6 A major new academic project will include the building of a new Science complex in the former Biology garden quadrangle. The new complex will include four purpose-built and state-of-the-art Science laboratories, the conversion of the existing Chemistry Lecture Room into a scientific educational centre and the construction of one biodome providing a controlled climate with space for research. Architectural plans for this development are already advanced and the intention is that work should begin on this project in July 2015.
- 7.7 Ground works will be completed for a further set of biodomes at each end of the central Science complex as part of the project commencing in July 2015. The intention is to create at least two further climate-controlled areas. The aim will be to seek funding from outside the School to complete this innovative scientific initiative. The biodomes will be used by Whitgift pupils in their scientific studies as well as by visiting Primary Schools as part of an

expansion of the Primary Schools Project. Existing links with Kew Gardens, RHS Wisley and London Zoo will also be developed further as part of this initiative.

- 7.8 A new roadway will be established from the top of the terrace to the boarding house in order to enhance access and improve this area. Planning permission has already been sought and obtained.
- 7.9 An extension to the Sports and Conference Centre at ground floor level will be considered in order to enhance the existing changing facilities and extend the health and fitness suite to incorporate specialist rowing, cycling and free weights areas.
- 7.10 The Concert Hall will be refurbished to bring it up to standard as a high quality performance space and improvements to the main hall of the Sports and Conference Centre will be considered.
- 7.11 The Outdoor Education Store will be refurbished and enhanced to create additional storage areas for the expanding Outdoor Education provision.
- 7.12 The locker provision will be reviewed and consideration given to new locker systems sited at various points around the School.
- 7.13 Further consideration will be given to the establishment of Year group Common Rooms and play spaces while recognising the need to keep casual games off schools sports pitches.
- 7.14 An exhibition space will be considered, possibly as a ground floor extension to the Art department.
- 7.15 A viability study will be completed for the development of the grass area (Puntabout) behind the Lower School building, to consider its more effective use. Consideration will be given to providing an artificial pitch which can be used by many sports, including rugby and football.
- 7.16 A digital scoreboard system will be considered for sports pitches around the School.
- 7.17 Following the growth of the Climbing Club, consideration will be given to the introduction of a climbing wall facility in the Sports and Conference Centre.
- 7.18 The School will develop an integrated waste and recycling centre and continue initiatives to enhance landfill reduction and recycling opportunities.
- 7.19 The irrigation system, which has been developed across the School, to support maintaining the grounds will be completed in order to support all sports pitches.
- 7.20 Maintenance works including the rolling programme of surveying drainage and completing pipework insulation and, where required, installation of trace heating and isolation valves, will be completed.

- 7.21 An extension to the Sports and Conference Centre will be considered to improve changing facilities and to provide additional fitness training areas.
- 7.22 The newly established garden adjacent to Founder's House will be enhanced to facilitate entertainment of current and prospective boarding parents in particular; the quality and educational value of the various garden areas and the Copse will be further developed, and consideration will be given to how these spaces can enhance the experience of boarding pupils in the evenings and at weekends.
- 7.23 Consideration will be given to the purchase of a field centre suitable for large numbers of students to undertake study programmes away from Whitgift.
- 7.24 Consideration will be given to the purchase of a boat house on the Thames to enhance the provision made for rowing in the School.

8. Governance

Whitgift School is part of the Whitgift Foundation which has three schools as well as care homes. The School has both School and Foundation Governors.

- 8.1 The School will continue to work with the Whitgift Foundation to try to ensure the implementation of best practice in School Governance.
- 8.2 Consideration will be given as to whether the current method of representing staff on the School Governors Committee, through the President of the Common Room, is the best system.
- 8.3 The School Governors will consider allocating individual Governors to academic departments in order to enhance communication.
- 8.4 A sub-committee to support the Development Office will be considered with Governors included on the new committee.
- 8.5 The School will continue to develop a close working relationship with the Whitgift Foundation Office.
- 8.6 The School will review of arrangements for Founder's Day with the constituent parts of the Foundation to consider the best way to mark this important event annually.
- 8.7 Whitgift will continue to work with the other Foundation schools as well as other local schools in a number of areas. This includes identifying new areas for even closer links with the local girls' schools, particularly in the Sixth Form.