



Ratcliffe College

3-Year Rolling Strategic Development Plan

September 2022 - August 2025

(Version 13 - 14.09.24)

“Learning and Growing in the Light of the Gospel.”

Foreword

Ratcliffe College aspires to be a leading Catholic independent day and boarding school which is financially secure. Consequently, this is an appropriately ambitious 3-year rolling strategic development plan that communicates a strong and deliverable ‘vision’ for a progressive, creative, caring, environmentally sustainable and internationally minded School for children and young people aged 3-18. Most importantly, it is underpinned by our proud Catholic heritage with its distinctive Rosminian charism, together with an unwavering commitment to ensuring that young people fulfil their potential.

As we celebrate the 175th anniversary of the College’s foundation it is timely to reflect upon the illustrious history of this most remarkable of communities. However, it is also the case that we need to take substantive steps to future-proof the College and ensure that it is well-placed to help future generations learn and grow in the light of the Gospel. Change inevitably constitutes a challenge, yet Ratcliffe College is well-placed to embrace a creative and forward-thinking dynamic so as to ensure that it offers a truly outstanding quality of education. Our local, national and international reputation is built upon the quality of our current provision and the ambition that we articulate for the future. All stakeholders need to reflect upon the fact that the College has evolved since its foundation and whilst we are custodians of the much-loved traditions of this school community, it is our responsibility to drive the College forward so that it continues to offer a modern, diverse, creative and intellectually exciting curriculum. This 3-year Rolling Strategic Development Plan (SDP) is designed to provide a strong sense of strategic direction by considering, from a developmental perspective, the ISI Framework inspection framework (amended for Framework 23).

Jonathan Reddin,

Headmaster.

September 2024

THIS STRATEGIC PLAN TAKES INTO ACCOUNT THE FOLLOWING:

- Recent Independent Schools Inspectorate (ISI) Inspections: Educational Quality Inspection and Focused Compliance Inspection, 2022, Intermediate Early Years Foundation Stage (EYFS) 2018 and Prep School DCI, 2022.
- Feedback from Catholic Independent School inspections.
- Annual consultation with all staff through various forums, including the Staff Wellbeing Group and Staff Working Conditions Group.
- Feedback from the student body through Student Voice, including: School Council, Anti-Bullying Committee, Food Committee, Equality, Diversity and Inclusion Committee, E-Safety Committee, Caritas Committee, Sixth Form Prefects and the Sustainable Action Society (Eco Committee).
- Questionnaires to Parents and Students.
- Future Development Plans as highlighted by the Finance and General Purposes Committee.

THIS PLAN IS IMPORTANT BECAUSE IT:

1. Provides a coherent strategic vision for the College.
2. Provides the opportunity for all within the College community to embrace this vision and work together to ensure its delivery.
3. Serves as a clear statement of intent for the College's Senior Leadership Team (SLT) and members of the Governing Body and Board of Trustees.
4. Provides all members of the Ratcliffe College community (students, staff, current and prospective parents, members of Governing Body and Board of Trustees, Old Ratcliffians), with a clear understanding of the future direction of the College.
5. Has been adapted to reflect the ISI inspection Framework (F23) which places the responsibility of the school's leadership and governance to **actively promote the wellbeing of students**. Wellbeing is defined by section 10(2) of the Children Act 2004 as relating to:
 - Students' physical and mental health and emotional wellbeing.
 - Protection of students from harm and neglect.
 - Students' education, training and recreation.
 - Students' contribution to society.
 - Students' social and economic wellbeing.

Mission Statement

“Learning and Growing in the Light of the Gospel”

With Christ at the centre of our learning, we:

- *Help young people to achieve their greatest potential*
- *Guide their intellectual growth, nurture their God-given talents, and inspire them to live in service to others*
- *Aim to develop honest, confident, responsible and compassionate members of society, based on the educational values of Blessed Antonio Rosmini*

We are a Roman Catholic school, welcoming and valuing all children because of their innate dignity.

Our Core Rosminian Values

1. **Legis Plenitudo Charitas: Love is the Fulfilment of the Law.**

Our community recognises each individual as a unique part of God’s creation, nurtures in each a sense of dignity and self-worth, and fosters supportive and caring relationships.

2. **Rosminian Education pursues the perfection of both human nature and the human person.**

Our students’ intellect and talent are formed by a broad and balanced curriculum, responsive to and supportive of students’ needs and aspirations. Our students’ moral integrity is developed through the teaching, celebration and living of Christian faith.

3. **Intellectual integrity leads us to the Truth.**

God is the source of all truth.

Our staff are encouraged to foster intellectual curiosity, honesty and achievement in their students and within themselves.

Vision

“To be a leading Catholic independent day and boarding school, which is financially secure.”

Vision Statement

“Encouraging Big Ideas”

Whole College Culture

- A clear, understood and ‘lived’ Catholic Mission with an inspirational Vision
- A safe and secure environment with effective management of resources
- Highly effective leadership and governance
- High standards and expectations for all built on a strong safeguarding culture
- A bespoke, innovative, creative curriculum underpinned by outstanding Teaching and Learning

7 Strategic Goals

Ratcliffe's unique educational offering based on our College motto, "Legis Plenitudo Charitas", Love is the fulfilment of the Law, provides a perfect context within which young people may acquire the emotional knowledge and interpersonal skills necessary to live happy and purposeful lives. The College's inclusive Catholic ethos is complemented by the outstanding quality of our College community through which our Mission, "Learning and Growing in the Light of the Gospel", serves to nurture resilience and develop maturity. Young people leave Ratcliffe with a strong sense of who they are and their purpose in the world, equipped socially, emotionally, morally and spiritually to go forth and make a difference to the communities in which they live and work.

1. To be a centre of excellence in Catholic leadership

Ratcliffe College aims to be a centre of excellence for Catholic leadership in the diocese, working collaboratively with other Catholic schools in the area and take a leading role in the Chaplaincy network to share and lead best practice. We wish to provide a venue for retreats, conferences & meetings to strengthen our Catholic identity and support our Mission. We aim to be a centre for training future teachers, working with the Nottingham Catholic Teaching School and the Catholic Independent School Council (CISC). By working together, we aim to share best practice in all areas of Catholic education.

2. To create inspirational learning environments to support academic and co-curricular excellence.

Ratcliffe College has a strong track record of academic and co-curricular excellence founded on the educational values of our founder Blessed Antonio Rosmini. Rosmini's teachings continue to inspire new generations of young people to be truly independent and creative thinkers and to '*encourage big ideas*', our current vision statement. We aim to empower our students to develop resilience through a growth mindset adopting a 'not yet....' rather than a 'can't do....' attitude to their learning and their personal development. We aim to cultivate young minds to accept and welcome failure as a natural part of self-improvement and personal growth.

Ratcliffe College inspires a lifelong love of learning through the outstanding quality of teaching and learning that it provides for young people. We continue to review our approaches to teaching and learning, informed by effective evidence-based research. Children are encouraged to share their ideas and learn through collaboration and debate. They are further encouraged to develop their intellectual and spiritual curiosity beyond the confines of the formal curriculum. Our students are challenged to engage holistically

with the wide range of opportunities that the College provides, developing their skills, knowledge and understanding. The College aspires to provide the very best facilities to enable students to achieve their greatest potential both in and outside the classroom.

3. To develop the College roll to achieve long-term financial security

Ratcliffe College remains a popular choice for families locally, nationally and internationally for their children's education. We are renowned for academic excellence and outstanding pastoral care, built upon a proud heritage as a day and boarding school. We aim to generate a sufficient surplus annually, which will enable the College to thrive and enhance our outstanding offer for future generations.

4. To develop the boarding offer

Although predominantly a day school, Boarding is very much at Ratcliffe's *'Heart and Soul'*. Indeed, Boarding lies at the centre of our school, literally as well as metaphorically, while its diversity and community spirit portray the essence of the College. We offer a truly nurturing, supportive environment with a strong sense of community. The combination of academic, co-curricular activities and pastoral care is what makes Ratcliffe College a home from home for our boarders. By living within our boarding community students experience first-hand cultural diversity that helps to instil tolerance, respect and compassion for all. Ratcliffe has a rich history of Boarding which has taken many different forms over the years. We aim to develop our boarding experience, adapting to demand locally, nationally and internationally to enable the College to remain a leading Catholic boarding school.

5. To be an environmentally sustainable College

With Christ at the centre of our learning, our College community strongly believes that we all have a responsibility towards the environment. The children and young people are actively encouraged to do all they can to ensure they are environmentally responsible. As a Catholic School, we are ambitious in our future plans to enact Pope Francis's plea that each of us evoke, "a renewed sense of shared responsibility for our world." We are unequivocally committed to conserving natural resources and protecting local ecosystems to support health and wellbeing, now and in the future, through recycling initiatives and renewable energy solutions.

6. To develop student and staff wellbeing

Ratcliffe College is committed to providing an environment in which students and staff are consistently supported to feel happy, self-fulfilled and able to successfully manage their own wellbeing. We recognise the importance of physical, mental and emotional health as part of wellbeing and are committed to supporting students and staff to manage workload and maintain a positive work life balance. We aim to ensure that staff and students develop resilience and strategies to respond to challenges, as well as providing training and support. Wellbeing and Health are integral to our ethos and the way of life that we aim to develop further, so that all students and staff enjoy their time as part of the Ratcliffe community.

7. To increase our Public Benefit

Ratcliffe College is an internationally minded community that is resolutely committed to the concept of localism. We recognise our extraordinary potential to serve the local communities around us and we are committed to sharing our resources and skills. The College is committed to ensuring that the lives of local people and communities are enriched by our presence. We are part of the rich fabric of the East Midlands, and we actively embrace our social responsibility to serve others.