

The Blue Tangerine Federation
Specialist and Special Educational Needs Schools

Five Year Strategy

2020-2025



Our vision:

Our vision is a world where people with learning disabilities and mental health difficulties thrive

Our values are:

- Worth – *Ensuring everyone knows they have positive worth and value as active participants in society*
- Respect – *We value kindness and difference*
- Independence – *We support internal rewards from which to take on new challenges*
- Happiness – *We do not underestimate the power of happiness as part of our emotional literacy*
- Resilience – *We keep learning beyond barriers*



Five Year Strategy Summary

- Adapt our curricula to better ensure our children have success in adulthood
- Reduce unnecessary burdens; freeing creativity, inspiration and securing quality-first teaching, thus improving job satisfaction

Context

Young people starting employment now will work longer and change jobs more often – competing in what is an increasingly uncertain jobs market. Our pupils' expectations of employability are high, though the vast majority of adults with SEND and/or complex mental health difficulties are not in employment. In competing with highly qualified peers (more than 50% of school leavers attend university) our curricula have to be relevant, purposeful and appropriate in securing employment opportunities for our leavers by embedding functional skills and work-related learning whilst at school. In addition to appropriate qualifications, young people need flexibility, creativity and transferable lifelong learning skills to effectively navigate the challenges of our mainstream world, which must be delivered through our curricula.

In this rapidly changing world, we have identified two strategic priorities that will focus our drive on achieving our vision:

1. Adapt our curricula to better ensure our children have success in adulthood

- In securing excellent progress in learning for young people, irrespective of needs or starting point, the curriculum will focus on relevance, purpose and the transitional skills required for individuals' success in adulthood.
- Our inspirational partnerships with local, national and international organisations need maximizing to create real work opportunities for our pupils to gain every advantage in the Post-16 learning and work places of our mainstream world.

2. Reduce unnecessary burdens; freeing creativity, inspiration and securing quality-first teaching, thus improving job satisfaction

- Our rapidly changing cohort of children with complex SEND and mental health requires excellent CPD opportunities to support and ensure quality-first teaching, innovation and positivity.
- Opportunities for outstanding teacher-led development practices within and across our schools can be enriched through existing specialisms of the adults working here along with the increase in online training available as one of the few positive outcomes of the pandemic.
- Clarity in whole school initiatives must be determined and,
- Work/activities must be evaluated for impact and discarded where necessary/ bolstered where proven effective.
- Improved use of research and the sharing of good practices must be captured to elevate our shared passion for improvement and impactful collaborative work.

Strategic Outcomes

- To make a demonstrable difference to people's lives (measured by evidence of outcomes)
- To maintain a high quality of education and further improve standards (measured by regulatory inspection results, pupil outcomes and stakeholder feedback)
- To continue to build a reputation with employers and industry to promote SEND (measured by brand, stakeholder and partnerships feedback)
- To be an excellent place to work (measured by staffing levels, staff satisfaction, stakeholder feedback, enjoyment of school)
- To develop premises and an infrastructure suitable and sufficient for the needs of the organisation and its pupils (measured by accessibility audits, quality audits, outcomes and stakeholder feedback)
- To achieve financial stability (measured by financial outturn)