

Strategic Plan 2025 – 2028

Key Objectives

The vision for Breckenbrough School is for it to become a beacon of excellence in the field of special needs provision and improve the quality of life for all students.

1. Improving and extending our offer and provision.
2. Development of our workforce.
3. Managing SEND reforms and ensuring financial stability.

Strategic Cycle

The strategic thinking in delivering the objectives listed lies with the Senior Leadership Team and the Strategy and Development Group.

The Strategy and Development Group is responsible for the planning for the sustainability of the school. It has two functions; acting as a think tank for the senior leadership team and developing the planning required to manage the sustainability of the school and deliver high-quality outcomes.

The Strategy and Development Group meets termly, but can meet more often as required.

Education and Resources Committees meet once termly, prior to the termly full board meeting.

The Senior Leadership Team meets weekly.

The Associate Leadership Team meets weekly.

The objectives for the strategic plan are underpinned by the School Improvement Plans (SIPS) for:

- Academic team
- Social Education team
- SEN team
- Safeguarding team
- Quality of Life team
- Woodland Centre

Improving and Extending our Offer and Provision

Actions	Leaders	Success criteria	Resources	Cost	Time line		Monitoring	Reporting To	Progress	Impact
					Start	End				
Develop the curriculum and provision at the Woodland Centre.	SLT TL	A curriculum and provision that can meet the needs of the cohort.	Specialist equipment. Staffing		July 2025	January 2026	SLT	SLT Governors	Draft curriculum planning in place. Accredited qualifications included in offer.	
Deliver a high-quality alternative provision for non-Breckenbrough students to access.	SLT TL	A fully subscribed provision with positive feedback from service users.	Specialist equipment. Staffing		July 2025	July 2026	SLT	Governors Stakeholders	Woodland Centre on LA lists. Students accessing provision with referrals pending.	
Evaluate and review the use of the physical resources onsite, including residential areas, outdoor spaces and learning areas.	SLT	All physical resources are continually reviewed and maximised to meet need.	As required		Ongoing	-	SLT	Governors	Review of facilities within Post 16 and residential areas. Plans in place to develop these areas to meet a wider range of need.	
Explore developing a provision for girls that replicates the vision and ethos of Breckenbrough School.	SLT	The needs of a female cohort will be met following the same vision and ethos as Breckenbrough.	Funding. Building. Staffing.		Summer 2025	Summer 2027	SLT	Governors	Discussions with an India-based company in Spring/Summer 2025.	
Address all recommendations stated within Ofsted reports within the relevant timescales.	SLT	Recommendations will be addressed and the school grading will remain good and move towards outstanding.	CPD		June 2024	Spring Summer 2028	SLT	Governors	New assessment framework introduced Sept 2025. Through curriculum development in 2024/25 and 2025/26.	
Review our curriculum offer, including accredited qualifications, to ensure high-quality outcomes for all students.	ALT	Holistic curriculum is effective in meeting need and delivering high quality, measurable outcomes.	Recruitment CPD INSET		Autumn 2025	Summer 2027	SLT	Governors	Completed supply and demand curriculum planning.	

Development of Workforce

Actions	Leaders	Success criteria	Resources	Cost	Time line		Monitoring	Reporting To	Progress	Impact
					Start	End				
Develop the processes and paperwork to ensure high-quality recruitment	SB SJ	A strong field for all vacancies.	Advertising costs		March 2025	July 2026	SLT DW	Governors	Bespoke adverts introduced to pitch to specific role.	
Develop the quality of induction and onboarding processes to ensure all staff embody our values, model and approach	SB SJ	A staff team comprehensively inducted into our workforce.			Sept 2025	July 2026	SLT	Governors	Induction policy updated and implemented spring 2026.	
Develop our values-based workforce and continue the development of our well-being strategy	SLT AS	A values-based approach across the staff team.			July 2025	July 2027	SLT	Governors	July 2025 INSET focus on values and principles.	
Develop the quality of our professional development, including engaging with external providers.	ALT	All staff continue to develop their skills, experience and competency.			Sept 2025	July 2027	SLT	Governors	Engagement with a range of providers, including Red Kite Alliance. Opportunity in 2026/27 to engage with Glasshouse Labs to develop leadership.	

Managing SEND reforms and ensuring financial stability

Potential Actions	Leaders	Success criteria	Resources	Cost	Time line		Monitoring	Reporting To	Progress	Impact
					Start	End				
Monitor and maintain communication with all local authorities, including arranging annual meetings to discuss strategy, development and funding.	SB SJ	A clear and consistent overview of our LAs circumstances and finances.			Ongoing	-	SLT	Governors	NYC strategy discussion July 2025	
Manage the transition to national standardised EHCP documentation and review processes.	SLT KB	All staff and families will be familiar with all standard documentation.	CPD INSET		Ongoing	-	SLT	Governors LAs	Awaiting DfE actions and guidance.	
Negotiate and manage the impact of any changes to the funding structure within SEND.	SJ SB	Funding will meet the needs of the cohort and the school will be financially stable.	CPD Networking		Ongoing	-	SLT	Governors	Responded to SEND Reforms consultation in May 2026. Awaiting DfE actions and guidance.	
Respond to the introduction of SEND standards within specialist provisions.	SLT KB	The new standards will be effectively met within school with evidence to support this.	CPD INSET		Ongoing	-	SLT	Governors	Responded to SEND Reforms consultation in May 2026. Awaiting DfE actions and guidance.	
Liaison and develop partnerships with other providers, organisations and associations.	SLT	Established professional working relationships sharing good practice for young people with SEND.	Allocated time. Travel and accommodation.		Sept 2024	July 2026	SLT	Governors	Membership and engagement with: NASS NAAAE QoL Network Red Kite FSC	