



THE
MAYNARD
SCHOOL
EXETER

MADE FOR GIRLS AGE 4 - 18

STRATEGIC DEVELOPMENT PLAN 2023-2028



FROM THE CHAIR OF GOVERNORS AND THE HEAD

Dear Parents, Guardians, Students and Staff,

We are guided by one simple principle – nothing should hold a girl back, least of all herself. And so, from the age of four, we begin our girls on an all-through journey that will inculcate a sense of freedom, confidence and high expectation, unfettered by stereotypes or societal expectations.

The Maynard is a magical place; its spirit is tangible and unique. As such, we are excited to share with you our Strategic Development Plan 2023-2028 which has been carefully formulated by the Senior Leadership Team and governors, following consultation with the school community.

The aim of this plan is to provide a transformational education for girls in and around Exeter, equipping them to be creative, independent thinkers who have the self-belief to navigate whatever challenges they face with integrity and courage, empowered by the deep sense that they can do anything.

We want each and every girl to thoroughly enjoy the adventure of school and grow into a young woman of character, confident in who she is and what she has to offer, compassionate, kind and determined to be courageous, not perfect.

This document is deliberately broad in its scope since the detail of the plan is complex. We will provide regular updates on specific developments, and staff and pupils will be involved in creating these projects. Everything we do is for the benefit of the whole school community, and staff and pupil voices will be included. Equally, we actively encourage communication with the Head if there are any aspects of the plan which you wish to discuss further.

For well over 400 years, Maynardians have contributed meaningfully to the world in which we live. This Strategic Development Plan lays out how we are committed to fostering an environment that continues this for years to come. Thank you for joining us on this exciting journey.

Henry Luce
Chair of Governors

Liz Gregory
Head

THE MAYNARD VALUES

This Strategic Development Plan is underpinned by our Maynard Values. These values have been established through consultation with staff, students and parents.

Our four core values are:

KINDNESS

Kindness is conjured up in the quote from J. M. Barrie: “Shall we make a new rule of life ... always try to be a little kinder than is necessary?”

The Maynard community embraces the importance of this compassionate approach, being kind to all.

COURAGE

Maynardians push into challenges and say yes to new opportunities; not being daunted by them but embracing the chance to encounter something new and growing through that experience.

We will continue to possess the courage to question the status quo and imbue the strength of character to be an agent for change, with the high expectation that the world can be better.

COMMUNITY

We believe community includes both our Maynard family and our external community – in Exeter and the wider world.

Maynardians will live by this mantra: What is important for one of us, is important to all of us. We will become global citizens with a deeper knowledge of world problems and of how we all interconnect; and will have a deep sense of social justice, equality and dignity.

INTEGRITY

C S Lewis said that “integrity is doing the right thing when no one is looking”.

We believe that to live with integrity, we live in a way that is not performative but simply doing the right thing, consistent with our moral compass.

As a school, integrity is also about us staying true to who we are - we are #MadeforGirls. We are proud of being a girls’ school and all that means for the educational journey of the girls.

“The Maynard encouraged and motivated me in the classroom to bring my best and most authentic self to every interaction. My years were filled with supportive friends and teachers, and the environment and atmosphere meant that I felt confident in pursuing my interests.”

TINA SOH, OLD MAYNARDIAN



STRATEGIC DEVELOPMENT PLAN 2023-2028

The strategy has six core pillars which have been developed through discussion with pupils, parents, and staff. The views of these stakeholders are essential if the school is to continue to thrive and meet the needs of its pupils now and in generations to come.

The six pillars are:



CURRICULUM



LEADERSHIP



COMMUNITY



ESTATE



WELLBEING



FINANCE



CURRICULUM

To provide a Maynard curriculum that is clear in its intent to continue a knowledge-rich experience for the students. We will also strive to ensure that we sequence progression through the whole school to enable each pupil to reach their potential and be courageous in their thinking.

How will we do this?

- ▶ **Conduct curriculum, skills and assessment mapping**, working from A-level down to Junior School, thus creating a sense of cohesion as girls transition from one year to the next.
- ▶ **Integrate employability skills across the curriculum**, recognising that education is about the whole person and equipping the girls for life beyond The Maynard. Through this we will develop skills such as oracy, metacognition, independent learning, critical thinking, flexibility and resilience for all students.
- ▶ **Enhance digital literacy** and explore how AI can be incorporated into teaching and learning.
- ▶ **Engage in evidence informed pedagogy and cutting-edge teaching and learning** that fits our progressive and creative school.
- ▶ **Review our co-curricular offering** throughout the whole school (Junior to Senior), and develop a Maynard Mini-Baccalaureate that celebrates the girls' involvement in all aspects of school life.
- ▶ **Review our Careers programme** to ensure all pupils are receiving the best guidance to explore their talents and interests.

COMMUNITY

Consistent with our values, our school is a kind and compassionate community. We communicate with kindness and empathy; we will continue to promote a culture of service and play an important part in our external community.

How will we do this?

- ▶ **We will foster a culture of One School:** Junior and Senior School; teaching and non-teaching staff.
- ▶ **We will further develop strong relationships with alumnae**, both staff and pupils, so that those who leave us still feel connected to the Maynard family.
- ▶ **Through community involvement**, we will imbue a sense of service and social justice that will be lifelong.
- ▶ **We will review our communication channels** internally and externally to ensure we are communicating as effectively as possible and in the most efficient manner.
- ▶ As a school we already have a **culture of diversity and inclusion** which we will continue to foster.
- ▶ Through a multifaceted approach **we will develop partnerships** with our external community that includes both students and staff.



WELLBEING

To ensure that The Maynard School continues as an award-winning school, known for its care of the wellbeing of the whole community. A wellbeing ethos will underpin everything we do - based on the idea that happy girls will be successful girls.

How will we do this?

- ▶ **Wellbeing is for the entire school community** including students and staff. We will strive for The Maynard to be a top destination for the best teachers and a school in which all pupils are nurtured and enabled to thrive, whatever their talents and interests.
- ▶ **Our pastoral provision** will emphasise the importance of Early Help and we will monitor and evaluate our procedures to continue to provide this at all levels of the school community.
- ▶ **We believe that wellbeing is enhanced through engagement in sport and performing arts;** our provision will be inclusive and promote activity for life.
- ▶ **A seamless transition into the school,** at whatever year group, will be a priority so that all new pupils (and those moving from one section to another) will quickly feel at home.
- ▶ **We will review our SEND provision** to ensure all pupils receive the support they need to thrive.
- ▶ **We will continue to be recognised as a centre for excellence** by the Wellbeing Award for Schools.





LEADERSHIP

Everyone in our community is empowered to be a leader. There is a focus on the personal development of students and staff alike; we will continue to create formalised pathways through which all can lead and take on roles of responsibility.

How will we do this?

- ▶ We believe in **fostering leadership at all levels** - governors, SLT, all staff and pupils.
- ▶ We will **develop pupil leadership opportunities** to nurture girls' skills and talents, preparing them for life outside of school.
- ▶ **Student voice will continue to play an integral part in decision making**; we will equip the girls with the tools (and confidence) to articulate arguments, listen to others' views and formulate critical questioning.
- ▶ We recognise that **professional development** is about pedagogy, investment into teaching and learning and evidence informed classroom practice, as well as providing opportunities for career development.
- ▶ We will ensure there is a **professional development pathway** for all staff that empowers, equips and enables staff in all areas of their work.

ESTATE

To ensure a site that is fit for all to learn, that looks modern and reflects our creative and progressive school. The estate should look fresh and reflect all the wonderful things that happen within the school.

How will we do this?

- ▶ Our facilities will ensure all girls are working in an environment that is conducive to **assiduity, learning and creativity**. Their learning environment needs to meet the needs of all learners, including those who are neurodiverse.
- ▶ We will **review the estate so that all spaces are fit for purpose** and convey the special spirit and heritage of The Maynard.
- ▶ We will **review the infrastructure of the estate** so that it supports styles of teaching and learning now and in the future.
- ▶ In all our audits of the site we will consider how we can be **environmentally sustainable** and imbue our value of community.



FINANCE

The leadership team is progressive and forward thinking in providing the best possible financial situation for the school. This ensures value for our families, wider community and security for the school. We are aware of ongoing contextual factors and plan for long term revenue streams to enable the school to thrive and be fit for purpose across generations to come.

How will we do this?

- **We will employ financial stewardship** in all our financial dealings.
- The bursary process will provide **transformational educational opportunities**.
- We believe in our status as a charity and will honour our **commitment to public benefit** and partnerships.
- **We will explore fundraising opportunities** to support future capital expenditure.
- **We will continue to ensure strong retention and recruitment** into the Sixth Form and develop our Sixth Form homestay programme.
- **We will explore the possibilities of hiring out our facilities** to spread income streams.





MADE FOR GIRLS AGE 4 - 18

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The Maynard School is a registered charity
providing education for girls.
Registered Charity No. 1099027.

“Pupils feel empowered to try things out. They are not only well prepared with the necessary resources to step into the next phase of their career, as envisaged by the school’s aims. They also develop successfully the social and emotional tools needed to flourish.”

ISI QUALITY INSPECTION REPORT 2022