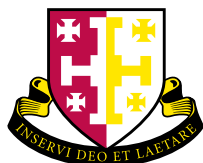


# Strategic Development Plan 2023 - 2028



**LICHFIELD**  
CATHEDRAL SCHOOL



# Heritage as a Cathedral School

What is now Lichfield Cathedral School began as a School of Song and Grammar for boy choristers, probably from the time of St Chad (around 669 AD), but there is evidence in the Cathedral statutes of a Precentor with charge of the choir in 1191.

In 1935 the Dean and Chapter realised that the reorganisation of the school was necessary and a new prep school, called St Chad's, was opened on 27 January 1942 in the midst of World War II. Nineteen boys, a mixture of day and boarding, choristers and non-choristers, the founding pupils of the new school, all signed the new constitution.

The school prospered and grew, admitting girls for the first time in 1974. In 1981 the school became a financially independent Charitable Trust and took on its new name, Lichfield Cathedral School.

In response to parent demand, in 2004 the Board of Governors decided to extend into secondary education. In 2006 the School acquired St John's Preparatory School in Longdon, which now accommodates Nursery to Year 4 pupils. In 2010, the first Sixth Form classes began. Now comprising 530 pupils (around 45 of whom are Cathedral Choristers and Choral Scholars) from ages 2 to 18, and an ever-increasing group of loyal alumni, Lichfield Cathedral School continues to thrive.

## *How the cathedral informs school life and culture*

There is the day-to-day experience within the environment – arriving in the beautiful Close each morning; collective worship and assemblies in the Cathedral; visual displays in classrooms and corridors detailing our Christian beliefs and values and links with the Cathedral, such as the stained-glass windows and staircase mural at Longdon; feast days and daily services, school concerts, theatrical performances and carol services in the Cathedral. The school feels rooted within the physical Cathedral community.

Christian values are embedded throughout the school in the academic curriculum, school policies and procedures, and is apparent by the manner in which children behave towards one another and with staff and visitors alike. Traditions unique to our school and the Cathedral help to form both our culture and our sense of belonging to an enduring institution committed to religious and intellectual enquiry.

Cathedral music is one of the UK's greatest and most distinctive cultural assets and we must evolve to meet the challenges of the context in which it now operates. We are keenly aware that it is our responsibility to maintain the highest quality of singing excellence whilst widening participation and ensuring that our choristers reflect the make-up of the community we serve, both in Lichfield and beyond.









# Inservi Deo et Laetare

*Serve God and be Joyful*

## Vision

To instil a joy of learning supported by our Christian values and a strong ethical foundation.

## Mission

To be a nationally-recognised school with an inclusive community founded on Christian ideals of faith, learning, leadership and service. A school that will fulfil potential in body, mind, spirit and vocation.

Our gloriously individual pupils achieve the very best educational standards, developing character, ethical judgement and strength of personality on their own unique academic and personal journey.

## Values & Character

Values	Character
Learning Faith Leadership Service	Reasoning Resourcefulness Responsibility Reflection Resilience



## January 2025 Update

Great staff make a great school. Our staff are regularly commended by parents and pupils for their caring, inspirational and innovative approaches to learning. The strong family feel and nurturing ethos permeates throughout the school and we aim to ensure that the whole community is involved in all we do.

It is within this context that we are now issuing our updated 2023 - 2028 Strategic Development Plan. The feedback and ideas of pupils, parents, staff and governors form the basis of this plan. Designed to be flexible, this plan provides a framework to assist in making decisions about the future and is reviewed annually to ensure priorities are being met. This brief document is supported by a detailed operational plan that guides the implementation of actions to meet the objectives outlined here.

Our plan recognises the need for continual change so that Lichfield Cathedral School can continue to meet the challenges of the evolving educational landscape.

# Strategic Objectives

## 1 Our Pupils

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We want our pupils to be curious, engaged and resilient thinkers and learners. We want them to collaborate confidently and be considerate and compassionate individuals. We will help them develop confidence in themselves, recognise the importance of being physically active and emotionally intelligent and give them the skills and knowledge to thrive in a diverse, interconnected world. Our aim is to create well rounded individuals who can thrive in all environments.

- 1.1. Wellbeing – promote a culture of safeguarding and wellbeing in body, mind and spirit based on our Christian foundations
- 1.2. Character development – enabling pupils to develop the self-awareness, resilience and confidence to find their own way to solutions to the problems that they face
- 1.3. Leadership – providing opportunities for pupils to develop ethical leaderships skills and promote British values, diversity, equity and inclusion within the academic and co-curricular elements of their school life
- 1.4. Careers education – prepare pupils for the world beyond school, equipped with the knowledge, skills and experience to thrive in future jobs yet to be invented





## 2 Our Learning

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Lichfield Cathedral School was recognised in the latest ISI report (January 2022) for its excellent educational provision. We need to continue to investigate the range and level of subjects we offer; whether the current timetable provides the optimal platform for this offering; how we educate the whole person and an evaluation of how we assess, grade and report on our pupils.

Our aim is to develop a bold and modern curriculum which allows all pupils to flourish in an environment of academic excellence and enrichment, taking into account the different needs and skill mix of each cohort. We are also keen to further develop our co-curricular offering to continue to provide a broad range of opportunities for all, so that each pupil recognises their own potential and finds an outlet for their talent and individuality.

- 2.1 Curriculum – relevant and responsive academic and co-curricular provision that encourages curiosity and stimulates passion
- 2.2 Culture of learning – focus on maximising the academic potential of each pupil

## 3 Our Staff

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We recognise that our most valuable resource is our staff. As a school, we are committed to supporting our staff to realise their professional ambitions and objectives and to continue to develop excellence in all of our activities. We are also committed to ensuring that staff wellbeing is given the high priority it deserves.

We will continue to invest in professional development and training opportunities as we ensure a high-quality workforce. We will develop our own expertise through sharing experience and knowledge and making use of professional learning communities. We are committed to providing the highest quality learning environment by improving the pupil experience through monitoring, reviewing and consistently improving the teaching provision.

- 3.1 Culture of progressive and focused professional development
- 3.2 Wellbeing – looking after staff and governor wellbeing

## 4 Our Community

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Our community plays a core role in Lichfield Cathedral School's fabric. We absolutely believe that the partnership we have with our parents, our alumni, the Cathedral community and our local community are essential in our current and future success. Parent engagement is pivotal in ensuring that we continue to provide the best possible teaching and learning provision for the pupils.

We also believe our role within the community is fundamental to raising aspirations. We contribute to our local community through our award-winning MusicShare programme and want to continue to forge even greater links with local schools. As Lichfield Cathedral School reaches its 85th birthday in 2027, we are excited to reach out to our alumni to invite them to celebrate our success and share their stories with us.

- 4.1 Further extend our award-winning MusicShare programme
- 4.2 Enhance links with the local community
- 4.3 Strengthen the alumni network



## 5 Our Environment

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We are wholeheartedly committed to our sustainable future and becoming more environmentally aware. Our environment also encompasses the wonderful Grade I and II buildings and fabulous grounds at the Lichfield and Longdon campuses we have the great fortune to use.

It is essential that we continue to develop the fabric of our buildings in a sympathetic manner to preserve the historical nature of the site and to tend the grounds to ensure that the School is well maintained and presented in an excellent condition both for the School community and for those wishing to hire facilities.

- 5.1 Ensure continued financial robustness for the future
- 5.2 Successful stewardship of School sites and resources







# LICHFIELD

## CATHEDRAL SCHOOL

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