

St Francis Xavier's  
College

Life in all its fullness

# Strategic Vision and School Improvement Plan 2022-23

V3. September 2022



"Jesus came 'in order that you may  
have life in all its fullness.' (John 10:10)"



# SFX 2026 Vision

## Liverpool's Pre-eminent Catholic Boys School



# Strategic Priorities

2022-2023

SP1	Ensure our school community understands and embraces our unique Catholic identity, charisma and mission to “live life to the full”.	CL
SP2	Further embed our curriculum, promoting a culture of high expectations, knowledge, challenge, ambition and achievement across school.	QoE
SP3	Further embed our Xaverian school culture which is safe, orderly, routine rich, with minimal disruption to learning within a positive environment.	B&A
SP4	Develop a personal Xaverian curriculum which supports students to develop and flourish in many diverse aspects of life, and provide them with the knowledge, character and cultural capital required to succeed in life.	PD
SP5	Governors and leaders at all levels model and uphold a shared demand for high expectations, to ensure the strongest collective effect on the quality of education and positive impact on students.	L&M
SP6	Further increase Sixth Form admissions through the continued development and promotion of an ambitious curriculum, which demands a culture of high expectations, independence and success.	SF
SP7	Continue to ensure that our environment is safe, inspiring and sustainable, with underpinning operating practices that are robust, transparent and supportive whilst also demanding the best of everyone.	BO

# Strategic Priorities

2022-2023

SP1	<p><b>Ensure our school community understands and embraces our unique Catholic identity, charisma and mission to “live life to the full”.</b></p> <ul style="list-style-type: none"><li>• Establish Chaplaincy, liturgical team and introduce a schedule of monthly year based (and wider community) masses.</li><li>• Ensure strong, consistent daily and weekly collective worship routines are embedded.</li><li>• Audit and baseline our readiness for the Section 48 Catholic school inspection in 2024-2025</li></ul>	CL
SP2	<p><b>Further embed our curriculum, promoting a culture of high expectations, knowledge, challenge, ambition and achievement across school.</b></p> <ul style="list-style-type: none"><li>• Subject leaders should ensure that all curriculum plans identify key knowledge and the order in which subject content should be delivered. They must also check that these plans are followed by teachers so that pupils and students learn more and remember more. AFI 1.</li><li>• Subject leaders should ensure that teachers understand the essential knowledge that pupils need to gain and ensure that teachers are able to use assessment strategies effectively to keep check on pupils' progress, and influence future planning and challenge for more students and groups, particularly SEND, DA, EAL and HAPs. AFI 2.</li><li>• Continue training and information about the needs of SEND students to ensure teachers adapt their teaching appropriately, in order to act upon their responsibility to provide the highest possible quality of education for students with SEND. AFI 3.</li><li>• Subject leaders and teachers should ensure that marking and feedback adheres to policy, is accurate, relevant and timely to aid effective progress.</li><li>• Senior Leaders should ensure that an effective homework strategy builds on pupils' prior knowledge and helps them to remember more.</li><li>• Senior leaders to ensure that reading is prioritised to allow pupils to access the full curriculum offer</li><li>• Review current Pupil Premium provision and then implement a revised strategy following recommendations.</li><li>• Y11 strategy is implemented</li><li>• A rigorous approach to intervention is taken based on laser sharp data analysis.</li></ul>	QoE

# Strategic Priorities

2022-2023

SP3	<p><b>Further embed our Xaverian school culture which is safe, orderly, routine rich, with minimal disruption to learning within a positive environment modelled by all adults:</b></p> <ul style="list-style-type: none"><li>• Implement, simplify, visualise and embed the revised behaviour policy to ensure that all in the SFX community are clear about our expectations, routines, processes, rewards and sanctions, and the policy is consistently applied, leading to a more orderly positive environment, with motivated students. AFI 4.</li><li>• Implement the updated attendance policy and ensure all in the SFX community are clear about our expectations and procedures.</li><li>• At all levels improve the monitoring, analysis, cause and effect of student attendance and persistent absence, to ensure an appropriate balance of challenge and support is in place, leading to greater attendance rates and minimised disruption to learning for all students.</li><li>• At all levels improve the monitoring, analysis and impact of the behaviour of individuals and different groups, particularly SEND, leading to increased alternative engagement strategies and reduced suspensions.</li></ul>	B&A
SP4	<p><b>Develop a personal Xaverian curriculum which supports students to develop and flourish in many diverse aspects of life, and provide them with the knowledge, character and cultural capital required to succeed in life:</b></p> <ul style="list-style-type: none"><li>• Embed a carefully planned and coherent PSHE curriculum so that pupils and students learn the age-appropriate information that they need. AFI 5</li><li>• Review the planning, organisation and timetabling for SMSC topics within our curriculum and certain subject areas, to enable a regular consistency of age-appropriate learning opportunities.</li><li>• Use our SMSC themes to support, focus on and celebrate the cultural capital of all our students alongside the cultural capital and heritage of our society.</li><li>• Further involvement of our students with supporting their peers and staff to help address any form of bullying and discrimination.</li><li>• Ensure that our policy relating to health and relationships education is in place and reviewed in line with statutory review dates, and ensure it is up-to-date with the school's current circumstances and the latest legislation/guidance.</li><li>• Increase the percentage of students who can age-appropriately show understanding around all aspects of relationships and consent, during debate and discussions.</li><li>• Maintain the strong focus on CIAG and access for all to the Gatsby benchmarks - expand opportunity for Y7 pupils.</li></ul>	PD

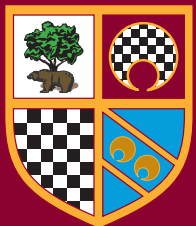
# Strategic Priorities

2022-2023

SP5	<p><b>Governors and leaders at all levels model and uphold a shared demand for high expectations, to ensure the strongest collective effect on the quality of education and positive impact on students:</b></p> <ul style="list-style-type: none"> <li>• Place the school development plan at the heart of improvement planning at all meetings at all levels.</li> <li>• Evolve transparent systems for leaders and governors to monitor the development plan and SEF and ensure all Ofsted priorities are agreed.</li> <li>• Keep all staff involved in all issues and priorities for improvement.</li> <li>• Do even more to ensure that our curriculum and provision offers opportunities for pupils in all groups, to have ownership and understanding of all our safeguarding and child protection procedures, to ensure all feel completely safe.</li> <li>• Overhaul our communication through our website and other portals and use social media more positively, proactively and consistently.</li> </ul>	L&M
SP6	<p><b>Further increase Sixth Form admissions through the continued development and promotion of an ambitious curriculum, which demands a culture of high expectations, independence and success:</b></p> <ul style="list-style-type: none"> <li>• Ensure all post 16 study programmes are relevant and flexible for future employment and training opportunities for all individuals or groups.</li> <li>• Ensure that KS5 curriculum quality assurance comes in line with the overall process and timings.</li> <li>• Commission a review of Sixth form to assess the quality of provision and education and to implement a revised strategy based on recommendations.</li> <li>• To introduce a Football academy and provide access to both an academic and football career.</li> </ul>	SF
SP7	<p><b>Continue to ensure that our environment is safe, inspiring and sustainable, with underpinning operating practices that are robust, transparent and supportive whilst also demanding the best of everyone:</b></p> <ul style="list-style-type: none"> <li>• Establish a model classroom environment to embark on a programme of classroom overhaul.</li> <li>• Maintain an ongoing painting programme.</li> <li>• Maintain an ongoing IT review and refresh programme.</li> <li>• Seek to secure further Condition Improvement Funding grants to develop the premises, especially for food technology.</li> <li>• Ensure all emergency planning documentation is reviewed, all procedures robust and understood by all staff.</li> <li>• Ensure all policies are robust, compliant and reviewed fully within the cycle.</li> </ul>	BO

# Intended impact

- Basics at KS4: 9-4 80% 9-5 55%, KS5: B
- All subjects to be in line with that of similar schools nationally
- Progress 8 score to be consistently zero or better
- Performance of disadvantaged students to be equal to comparable students nationally
- Attendance 97%
- Reduction in the percentage of persistent absence (below the national average of 12%)
- Sixth form admissions rise significantly (90 next year)



# St Francis Xavier's College

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Founded in 1842, St Francis Xavier's College is the oldest day school in England, and coined the phrase 'preparatory', meaning to prepare its students for a better life.

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