

FROM CRISIS TO CONTROL

This slim line one-year Strategic Plan is an addendum to our [existing plan](#) formed around the 7 'C's and covering the period 2017-2020. This update is a response to the extraordinary circumstances surrounding COVID-19 and the need to focus on interim change management until we can return to business as usual. (ref. Risk Register)

Commitment	<ul style="list-style-type: none"> • Our number one commitment is to ensure the health and safety of our staff, students, and their families - we will always minimise risk and maximise safety. (5.6) • We are committed to maintaining outstanding levels of performance (be it through exams or teacher assessed outcomes) that allow all our students to surpass their potential. (3.3) • We remain committed to the emotional health and wellbeing of our students and staff (3.5,5.6) • Our commitment to safeguarding – whether operating onsite or remotely – remains
Curriculum	<ul style="list-style-type: none"> • In spite of the disruption, we will provide a broad, balanced and inclusive all-round education, enabling students to develop as independent, confident and well-informed young adults capable of contributing to and questioning the world around them, regardless of the mix of subjects and qualifications they study. (3.1) • The quality of teaching – in classrooms and online – will remain exceptionally high. (3.3)
Culture	<ul style="list-style-type: none"> • While a lot may be changing, in terms of our culture, our core values are not changing. We will trust staff to discharge their duties as best as they can within the guidelines we provide. • We will provide clear guidance but will not prescribe one-size-fits-all solutions during a period where change will be normal. • We will provide regular, open and consultative communication to our staff, our existing and prospective students and their parents and carers.
Contemporary	<ul style="list-style-type: none"> • During this period, we will be more digitally enabled to allow us to provide a contemporary work from home and blended learning experience, with a mix of classroom and remote delivery that appropriately balances safety, quality and effectiveness. (6.7) • We will 'bed-in' our new building and utilise the contemporary specialist spaces it provides to enhance learning. (6.2)
Creative	<ul style="list-style-type: none"> • We will continue to encourage inclusive, collaborative, and reflective approaches to all that we do. • We will apply creative solutions to the changes that we have to navigate during this period. • We will look to the opportunities that this period provides to inform and adapt our future way of operating.
Community	<ul style="list-style-type: none"> • We will always look to consult with staff and students to make the best decisions possible • We will aim to provide staff and students with a stimulating and inclusive social environment, whether virtual or onsite • We will offer BHASVICs resources as a community asset during this time and continue to work in partnership with many organisations
Control	<div style="display: flex; justify-content: space-between;"> <div> <ul style="list-style-type: none"> • We will operate in a 'COVID Secure' way (5.6) • We will retain exceptional student outcomes (3.3) • We will meet our student enrolment targets (KR1) • We will move to 'Good' financial health (KR2) • We will deploy our resources efficiently (5.2) • We will provide quality assurance reports to Governors • We will retain happy students, parents, and staff (KR3) </div> <div style="background-color: #c00000; color: white; padding: 5px;"> <p>As measured by:</p> <ul style="list-style-type: none"> • Risk Assessments • Student performance metrics • Student Numbers • 'Good' financial health • Resource utilisation metrics • Reports to Governors • Satisfaction surveys </div> </div>

We will adopt a new multi-year Strategic Plan once we have regained 'control' and stability which will be judged through a combination of the measures above and when it is clear the direction of travel is a return to 'new' normal.