

VISION 2030

*A Nationally Recognised
Centre of Excellence*



YSGOL CWM BROMBIL
FORGING FUTURESTOGETHER



STRATEGIC PLAN 2025 - 2030

VISION STATEMENT

As Headteacher of this wonderful school, I feel incredibly proud to share our *Vision 2030* with you. This isn't just a plan on paper, it's a promise to our children, our families, and our community about how we want our school to develop over the next five years.

Our school is at the heart of this community, and every day I see the care, resilience, and determination of our young people. We know that life can bring challenges, but we also know that with the right support, encouragement, and opportunities, every child can flourish. *Vision 2030* is about making sure that **all** of our children – whatever their background, feel inspired to aim high, feel a real sense of belonging here, and grow into kind, confident young people ready for the future.

Vision 2030 is built around our three cornerstones: **Aspiration, Belonging, and Character**. These are the values that shape every decision we make.

Aspiration is about Pathways to Success – We want every child to discover their strengths and believe in their future. To achieve this, we will provide an **encompassing curriculum** that opens doors to new opportunities, ensures the very best in **quality teaching and learning**, and prioritises **transformative literacy** providing all children with the skills and confidence to succeed.

Belonging is about Forging Connections – We believe children thrive when they feel safe, included, and valued. That's why we are focused on **empowering our people** through leadership and wellbeing, **strengthening investment** in our staff, facilities, and community, and **building partnerships** locally and nationally to create even more opportunities for our young people.

Character is about Foundations for Growth – Beyond academic success, we want our children to leave us as resilient, empathetic young people who will make a difference in the world. We will do this by **shaping culture** where kindness and respect matter, **creating opportunities** that stretch and inspire, and **uniting communities** so that every child sees the power of working together.

By 2030, we want our corridors, classrooms, and playgrounds to resonate with ambition and pride. We want families to feel supported and welcomed, and for the community to see the difference we make, not only to academic attainment, but in the lives and futures of our children.

This vision belongs to all of us – staff, families, governors, partners, and of course, our amazing young people. I am excited about what we will achieve together, and I look forward to walking this journey alongside you, step by step, over the next five years.



ASPIRATION

*Ambitious
Committed*



Pathways to Excellence

Raising ambition. Expanding opportunity. Securing achievement.

In realising our Vision 2030, Ysgol Cwm Brombil will be an academic centre of excellence at the heart of the community it serves. This drive to be the very best we can be – and to instil this value in our pupils – is represented in our first cornerstone: Aspiration.

The component parts to this success are: an encompassing curriculum, quality teaching and learning and a relentless focus on transformative literacy.

An Encompassing Curriculum

Our curriculum is encompassing. Its inclusive nature includes a range of traditional, academic subjects delivered alongside more vocational routes for learning. Our Subject Pathways ensure that pupils follow a personalised curriculum designed to broaden their horizons and extend their own personal aspirations.

Explicit planning of cross-curricular themes and skills ensures pupils make consistent progress in all areas. This, balanced with year-on-year expectations and tracking of pupil progress, ensures that high expectations span every phase and subject.

We are committed to recruiting and developing subject specialist teaching professionals. Our teachers are passionate and knowledgeable in their subject fields and committed to nurturing the passion and knowledge of our pupils.

As a school proud of its Welsh heritage, we are committed to developing bilingualism. Our curriculum reflects our cultural heritage and

Language whilst supporting our pupils to think globally, preparing them to be ethical and informed citizens of the world.

Quality Teaching and Learning

All of our teachers have clear criteria of progress and expected standards in their field. Our teachers are adaptive experts. They learn where individual pupils are struggling and change their practice accordingly – drawing on a vast repertoire of techniques.

The techniques used in our classrooms are rooted in research and developed through collaborative practice. Our teachers are high quality language models, ask penetrating questions and model effective learning in their field. Through them, our pupils develop critical thinking, creativity and the ability to adapt to new challenges thus moulding them into ambitious and capable lifelong learners.

Transformative Literacy

We believe in the power of literacy to transform lives. High level literacy skills improve life chances and life expectancy. We recognise literacy as a social justice – closing learning gaps and breaking down barriers to progress and attainment. In realising Vision 2030, all of our pupils will become expressive in the skills of oracy and writing. They will become expert readers and listeners, able to navigate and contribute to the world around them.

Our tracking of progress and explicit teaching of literacy, enables us to identify and provide tailored support for pupils. Thus, ensuring that all of our pupils develop the literacy skills necessary to lead fulfilling lives.

By building a curriculum to broaden horizons, delivering teaching that inspires and fostering disciplinary literacy to transform learning and lives, we are nurturing aspiration in our pupils and providing the means by which their aspirations can be achieved.



BELONGING *Responsible Kind*



Forging Connections

Belonging is the heartbeat of a thriving school. It's what turns a place of learning into a community of growth.

Our Belonging cornerstone is about **Forging Connections**; deep, meaningful relationships that drive educational excellence and collective growth. The three component parts to this cornerstone are: **empowering people, strengthening investments, and building partnerships.**

Empowering People

Our school's greatest strength is its people. By 2030, we aim to become a national example of how empowering people leads to lasting impact. We are cultivating a coaching culture where **professional growth** is embedded into the DNA of our school.

Key priorities include:

- **Professional Development and Growth:**

Further development of our dynamic CPD programme nurturing expertise at every level, from NQTs to senior leaders. Our INSET and training pathways will continue to be bespoke, evidence-informed, and aligned with whole-school goals.

- **Governor Development and Impact:**

Our governors will continue to be champions of school improvement, using pupil voice and school performance to challenge, support, and influence our strategic direction.

- **Coaching Culture:**

We will foster a healthy, motivated workforce through structured coaching opportunities. A thriving staff culture is essential for a thriving school.

Strengthening Investments

Belonging is also about building strong, sustainable foundations. We are committed to securing the **financial strength, physical infrastructure and community investment** needed to ensure our vision endures long after 2030.

Key priorities include:

- **Strategic Grant Funding:**

Continue to actively pursue funding streams to support innovation, inclusion, enrichment and outreach, ensuring no opportunity goes unfunded.

- **Community Sponsorship and Business Engagement:**

We will continue to build strong relationships with local businesses and sponsors who share our values and wish to invest in the next generation.

Building Partnerships

Our school does not operate in isolation. By 2030, we will be deeply connected to a web of partners (employers, charities, educational networks, and alumni) who enrich the opportunities we can offer and widen the world for our pupils.

Key priorities include:

- **Strengthening Employer and University Links:**

Continue to offer high-quality work experience, careers inspiration, and transition support through long-term relationships with businesses and higher education institutions.

- **Community Hub Engagement:**

We will continue to develop our school as a hub for community action, volunteering, and shared learning. We will host events, lead projects, and collaborate on local priorities.

- **Alumni Network Development:**

Our alumni are powerful role models. We will invite them back to inspire and mentor our current pupils on their journeys. Our Alumni will flourish and offer specialist knowledge and support to our pupils as they embark on their next steps.

- **School-to-School Collaboration**

We will continue to work with schools across the UK to share good practice and to receive professional learning, resources, and leadership support.

These partnerships will ensure that our pupils leave Ysgol Cwm Broubil with experiences that equip them to be enterprising and creative contributors.



CHARACTER

*Integrity
Assertive*



Foundations for Growth

Academic success may open doors, but it is character that helps young people walk confidently through them.

We believe that education is about developing the whole person.

A person's character is what sustains ambition and fosters a sense of personal responsibility. Our goal is to ensure that every pupil who walks through our doors is shaped by a school culture that places personal development on an equal footing with academic attainment.

Through our Character cornerstone, we commit to develop young people who are not only capable learners but also respectful citizens, resilient contributors and committed members of their communities.

Character will be secured through **shaping a culture** of high expectations and mutual respect; **creating opportunities** to develop leaders of the future; and **uniting the whole community** that surrounds our young people.

Shaping Culture: A School where Character is visible and expected.

A strong and consistent culture underpins everything we do. As we move towards 2030, our ambition is to create a school environment that supports the personal growth and wellbeing of all pupils and staff.

Key priorities include:

- Embedding high expectations across all aspects of school life, from attendance and uniform to standards in behaviour and attitudes to learning. We consider these to be non-negotiable foundations for growth.
- Promoting equity and inclusion by recognising and meeting the diverse needs of all learners, regardless of background or learning need. We place a strong emphasis on celebrating and rewarding positive relationships, recognising achievements through mentoring, peer support initiatives, and whole-school celebrations that highlight kindness, respect, and collaboration.
- Building a culture of service, innovation, and enterprise by providing diverse opportunities for fundraising, volunteering, and entrepreneurial activities that empower pupils, staff, and the wider community to make a positive impact.

Creating opportunities: A school that enables everyone to flourish

We believe that growth happens when students are given real opportunities to lead and be active members of the school. By 2030, every student will benefit from a rich programme of personal development that promotes assertiveness, integrity and social responsibility.

We are committed to:

- Launching a bespoke character award, recognising pupils who exemplify our school attributes and are eager to take on a wide range of leadership roles throughout the school.
- Delivering a diverse enrichment programme that champions inclusion and representation, offering a wide range of clubs, sports, creative and performing arts, outdoor learning, and educational trips. Through these opportunities, our young people will discover their passions, broaden their horizons, and develop the confidence and skills to thrive beyond the classroom.
- Embedding a strong, democratic pupil and staff voice structure, ensuring all members of our community are encouraged to be active in school improvement.

Uniting Communities: A school of shared purpose and collective responsibility

We know that Character is not developed in isolation. We will build strong purposeful connections with families and the wider community so that education becomes a shared journey.

By 2030, we will have:

- Developed positive and purposeful communication with parents and the wider community by enhancing our use of social media, ClassCharts, and the school newsletter. These platforms will be used to celebrate achievements, promote opportunities, and share important information, while also providing pupils with opportunities to develop valuable digital, communicative, and entrepreneurial skills that prepare them for success in an evolving global society.
- Strengthened parental engagement through robust and responsive strategies that enable families to feel confident, informed, and welcomed as active participants in their child's education. Vision 2030 will include whole-school events, inclusive activities, and accessible parent workshops designed to build trust, foster collaboration, and create meaningful partnerships between home and school.
- Empowered pupils and staff to take proactive ownership of their physical and mental wellbeing. Utilising the support of our dedicated onsite health professionals and strong partnerships with external agencies, we will ensure that the needs of all members of our school community are represented and supported equitably.

Together, these commitments will shape a generation of assertive, kind, and resilient young people who are prepared not only to succeed academically, but to lead with character in every path they choose.



Vision Partnerships

Pupils

***Primary School
Partners***

Staff

***Further &
Higher Education
Partners***

Parents & Carers

Businesses

Governors

Alumni

Local Community

Public Bodies



Measures of Success

National Recognition

Ysgol Cwm Brombil will be recognised as being in the top 5% of similar profile schools, with all subject departments contributing equally to ensure academic outcomes are in the:

- Top 5% of similar schools for the Core Subject Indicator measure;
- Top 5% of similar schools for pupils achieving at least 5 GCSE grades of A/A*

Our People, Our Values

- 95% of our workforce will say they feel satisfied working at Ysgol Cwm Brombil
- 95% of our pupils will say they enjoy their overall experience at Ysgol Cwm Brombil

Home-School

- 95% of parents will be happy with the services that the school provides.

Character

- YCB will achieve the World Class Quality Mark for Character Education

Transformation

- Our disadvantaged and ALN pupils will achieve in line with their non-disadvantaged peers

High Performance Teams

- All pastoral and subject teams will be well trained and expert in their areas

Participation

- All pupils will have either contributed to a production, represented a school sports team, participated in an extra-curricular activity, represented their house, played a musical instrument, completed Duke of Edinburgh, completed their prefect passport or joined a pupil leadership group. Many would have done most of these things.

Business Partnerships

- Thriving alumni that offer mentoring and advice to all students throughout the school

Literate and Numerate

- Ysgol Cwm Brombil will be in the top 5% of similar schools for pupils attaining a minimum of GCSE Grade C in English and Mathematics.

Ethos

- Our culture will be built on behavioural excellence and inclusion for all. Our stakeholder voice will demonstrate its success

Sustainability

- We will be leaders in sustainability, with a demonstrable trend in reducing our plastic consumption and carbon footprint.

The School of Choice

- We will be oversubscribed and the school of choice. In this we will be achieving our ultimate purpose, which is to be an exceptional school for all, guaranteeing success and value and sitting at the heart of our flourishing community.

Cymraeg

- All pupils will be immersed in the Welsh culture, language and ethos. The school will have achieved gold status for the Siarter Iaith.

Belonging

- Whole-school attendance will be in top 5% similar schools



Forging Futures Together



VISION 2030

