



Sidcot  
Live Adventurously

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# Sidcot School Strategic Plan 2030

SIC VOS NON VO BIS



# Sic Vos Non Vobis

“Thus we labour, but not for ourselves”



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# >Welcome

**At Sidcot, it's no coincidence that our motto inspires us to work hard – not for ourselves, but for others.**

Our mission is rooted in purpose: as a School, we aim to reach our fullest potential not simply for our own growth, but to create a better world for all. This strategy document outlines our path forward; one designed to enable us to flourish in a time of change, broaden impact, and strengthen our resolve to work in service of a larger goal.

We operate in an age where the independent education sector is undergoing a sea-change. The introduction of VAT on school fees, loss of business rates relief, global increases in the cost of living, and fierce international competition make ours a challenging time. However, as with all challenge, comes opportunity. Founded in 1699 on strong Quaker values, this is not the first time of trial that Sidcot School has seen, nor will it be the last. One of the first co-educational schools in the UK, Sidcot has always been one unafraid to adapt, to lead, and to innovate.

At Sidcot School, we believe that a well-rounded education goes beyond academics; it's about nurturing curiosity, integrity, and a global perspective that prepares students for a lifetime of learning and contribution. We continue to strive to create an inclusive community where students from diverse backgrounds feel empowered to pursue their academic goals and personal interests while being guided by compassion, honesty, and a commitment to peace.

This document serves as a roadmap, one that aligns our core values with actions full of impact. As we implement this strategy, we are driven by a vision that reaches beyond individual success and towards collective progress. Together, let us create lasting change, building a world that reflects our highest ideals and brings out the best in each of us.



*James Jones*

HEAD, SIDCOT SCHOOL



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## TIMELINE

# Sidcot: Enlightened Educationalists and Innovators



1699

Headmaster William Jenkins opens the doors of a new Quaker school on our current site, chosen for the 'serene and healthy air' of the surrounding area.



1911

Sidcot's Dymond Speech Competition is instituted by a descendant of Henry Dymond, who was Headmaster from 1854-65. This auspicious public speaking competition, encouraging debate, is still a firm favourite in the School's calendar today.



1967

'Craft Block' is opened by Jim Bradley – an innovative space incorporating art, needlework, cookery and woodwork, which the School considered 'an important part of creative thinking and the setting for true education'.



1808

Having moved for a brief period to Yatton, Sidcot reopens again on its current site, welcoming both boys and girls, making it one of the first co-educational schools in the UK.



1902-1930

During this period, Bevan Lean was Headmaster. At the time Sidcot was well known for the attention it devoted to the study of science and a number of the staff would deliver regular experimental lectures. Bevan Lean also introduced what was, in those days, an unorthodox teaching method, presenting situations as they would have appeared to famous scientists and asking pupils to tell him what to do next, encouraging students to think critically rather than simply absorb lectures.



1992

The Cullis Sports Centre and swimming pool is opened and named after William Hubert Cullis, an Old Scholar, who bequeathed the School more than £1 million, making the project possible.



2009

Sidcot's beautiful Arts Centre building is opened, cementing the School's reputation for the creative arts.



2025 onwards

Completion of our Strategy



1993

The first Darwen Lecture, which is always delivered by an Old Scholar and focuses on the future of education, is delivered by Don Foster, then Liberal Democrat MP for Bath, and parliamentary spokesperson on education. This tradition continues today.



2023

The Sidcot Sixth Form Centre is renovated in line with the School's focus on sustainability.



2024

Sidcot's Science Laboratories are renovated to ensure students' access to cutting-edge STEM facilities.



# Our Values

## SPICES

Our Values (summarised by the acronym 'SPICES') are informed by our Quaker philosophy, which advises us to Live Adventurously.

Key initiatives bring the Quaker values to life at Sidcot, including:

The **Sidcot Learning Wheel** links Quaker testimonies to the teaching and learning that goes on throughout the School, every day. It shows the thinking behind what we do in and out of the classroom; how our values inform our approach to education. We aim to develop our students not just academically but also in their emotional intelligence and interpersonal skills, their social awareness and their sense of community.

The **Centre for Peace and Global Studies** develops this approach further. Students are encouraged to explore broader issues with a global perspective and to express their values in action. This comes to life in our '**Let Your Life Speak**' series, our biennial **Peace Festival**, **Ashoka Changemaker** activities, and it is woven through all that we do.

**PASS** (Programme of Activities for Sidcot School), a wonderful co-curricular programme based on our key themes of Living Adventurously, living out our Quaker values, and providing opportunities to develop leadership skills and team building.

**“Open, curious, inspired by their education and calmly confident in their ability to make a difference is how Sidcot pupils come across.”**

GOOD SCHOOLS GUIDE



### SIMPLICITY

Living simply and adventurously



### PEACE

Taking individual and collective responsibility in resolving differences



### INTEGRITY

Curious enquirers who develop integrity and truth in what they think and do



### COMMUNITY

Building a truly international environment



### EQUALITY

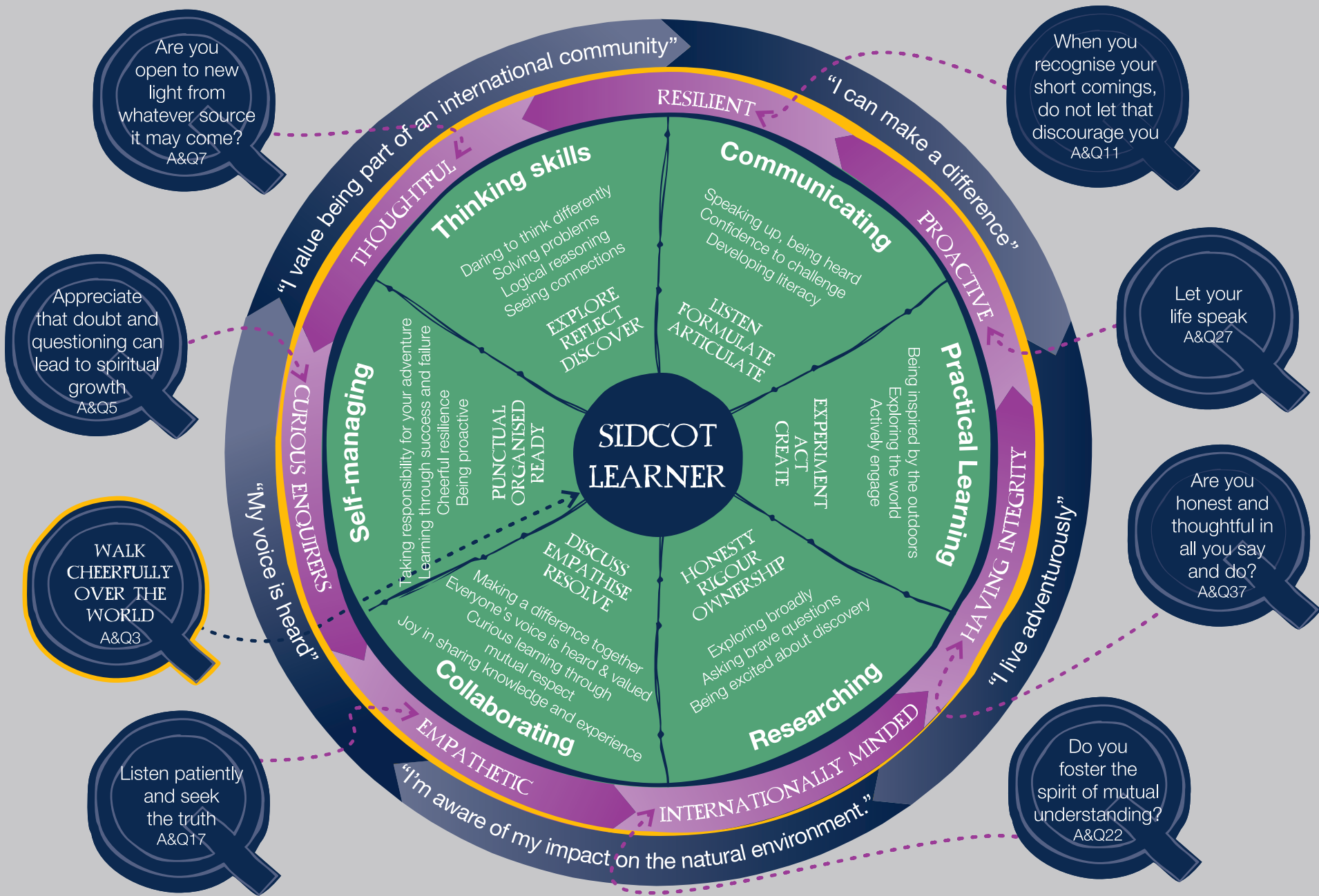
Answering the good in everyone



### SUSTAINABILITY

Speaking up and being heard, taking responsibility for protecting the Earth





# What Matters - at the core of all we do

Our Quaker values inspire our work every day, inside and outside of the classroom.

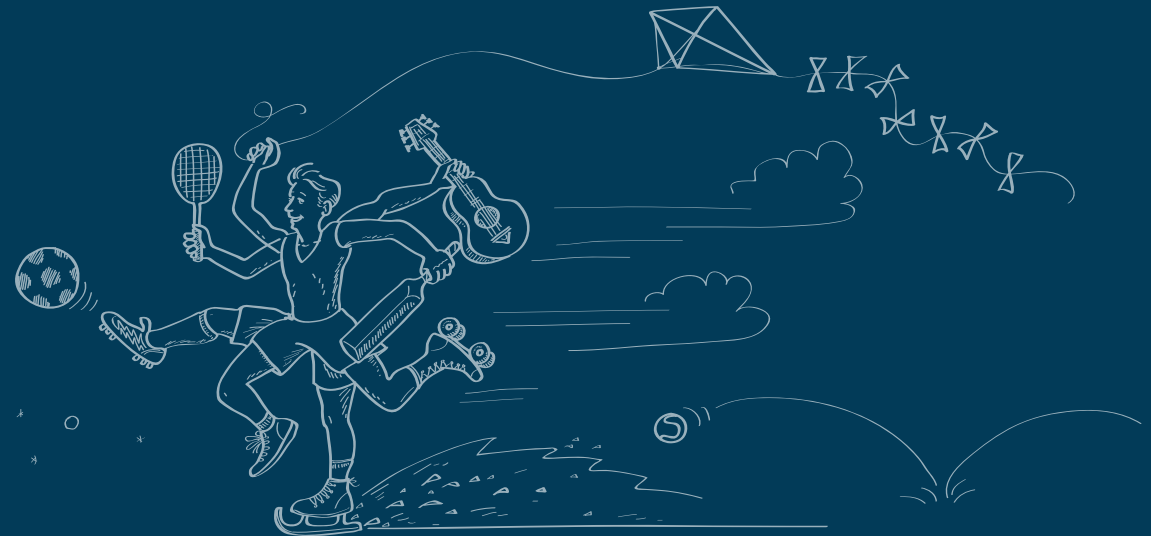
## BEING CURIOUS

From Pre-School to Upper Sixth, independent thought is encouraged, and curiosity is a way of life. Our teaching staff are motivated by curiosity and a lifelong love of learning and want to pass that enthusiasm on. They use imaginative teaching methods to encourage students to see learning as an exciting creative journey, building an insatiable interest in all that life has to offer.



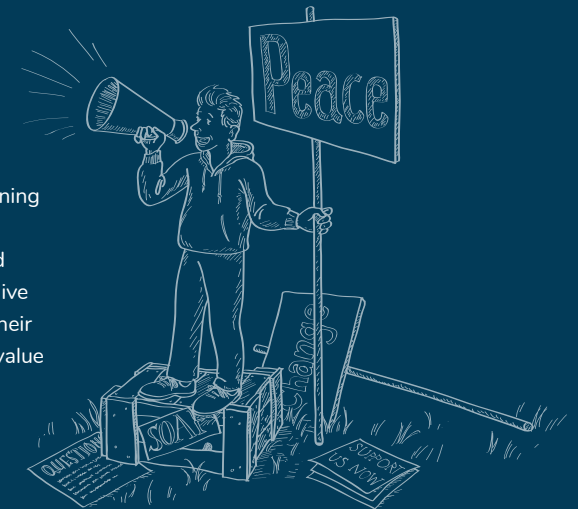
## LIVING LIFE TO THE FULL

Sidcot students live and learn in an environment that is beautiful, well cared for and rich in experiences. They are encouraged to see School as a place to explore and experiment, to follow their instincts and develop their interests. Often they'll work with students from other year groups, learning from each other and developing a sense of community and shared responsibility.



## MAKING A DIFFERENCE

In keeping with our Quaker ethos, we have always been outward looking and pioneering. We enrich learning by increasing awareness and sensitivity to local and international matters. Social and ethical issues around social responsibility and peace and sustainability are live topics in School. Students come to understand how their actions can make a difference, and to appreciate the value of making a purposeful contribution to the world.





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### BEING YOURSELF

We are proud to nurture students into becoming authentic and insightful young people, who are skilled in self-awareness and who value their emotional life. As a result they develop a confidence that is rooted in a deep understanding of who they are and what they value in the world.



### LOVING LEARNING

Our innovative approach to learning focuses on the individual – we understand that everyone learns differently and we are lucky to enjoy the luxury of space and time to support each of our students' learning styles. At a time when curriculum choices throughout the education sector are narrowing, we keep options as broad as possible for as long as possible. We believe education is about expanding possibilities and discovering potential, not just passing tests.



### SURPRISING YOURSELF

Encouraged to see life as an adventure, our students develop an enthusiasm for challenge. They are excited to find out what happens when they try new things, expand their views, and grow in self awareness. They adopt an attitude of optimistic resilience that enables them to experience both success and failure as a chance to learn and develop.



# Our Strategy: Sailing Forward

**Anchored on our core values, our strategy is horizon-focussed, as we navigate the changing nature of education and the broader world.**

As we look ahead to the next stage in our School's long history, we do so with pride at what has come before, while acknowledging the way in which our industry is evolving, to enable us to move forward with purpose. We seek to retain all that is great about Sidcot - a kind, purposeful place where we educate the whole person for a life of active, responsible citizenship. At the same time, we embrace positive change that will enable us to chart a clear route to a future in which each individual – valued for the person they are – has an opportunity to excel, reaching the heights of their potential.

Our strategy, outlined on the following pages, is centred upon an appreciation of six fundamental roles that Sidcot School plays in the life of our students, our families and wider society.

- The Power of an Inclusive Education
- Character, Resilience and Wellbeing
- Passions Beyond the Classroom
- Active Global Citizens
- Custodians of our Past, Present and Future
- An Aspirational Place to Work and Grow

While not exhaustive, it will guide our activities and actions over the next five years and serves as our promise to our Whole School community. We look forward to embarking on this journey with you, taking time to reflect, respond and adapt as needed along the way.



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# Sailing forward...

## The Power of an Inclusive Education

We believe in the power of an inclusive education, which has the capacity to enable students of all abilities to access their full academic potential through high calibre teaching and learning, within an **academically inclusive, Quaker environment**. Through our bespoke Sidcot Learning Wheel and our approach to education we will provide an education that is both academically rigorous and supportive of students of all academic abilities, as well as offering a rich array of opportunities to equip students with the necessary knowledge and skills to excel in both today's society and prepare them for the future.

Our future learning will continue to embed the **Sidcot Learning Wheel** in all that we do whilst creating an AI strategy that helps teachers and students maximise the learning benefits that students can enjoy. However, we will continue to retain a focus upon the importance of literacy, oracy and numeracy skills. We will also ensure that students are "examination ready" by **providing clear, bespoke revision guidance** as part of an academic route map that allows students to be thoroughly prepared to achieve the best qualifications, of which they are capable. We will adapt our timetable to provide additional time for academic support and guidance.

We will ensure that students are able to **reach their academic potential through carefully constructed educational pathways** that allow students to make the right choices for their futures. We will focus on providing courses that are most suitable for the individual and creating opportunities for students to undertake a blend of different courses outside the normal scope of GCSEs as they prepare for Sixth Form Study.

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We remain committed to providing an education that is centred upon our Quaker ethos and allows students to broaden their academic horizons. Alongside continuing to **develop our Quaker Peace and Global Studies programme** within our Junior School, we will develop a unique “Quaker Peace and Global Studies” course for Key Stage Three students and enrichment lectures for GCSE and Sixth Form students. Our Scholars will benefit from an exciting programme of scholarship events and activities and **academic enrichment opportunities** will be provided to all students through a dedicated “academic enhancement” calendar.

We firmly believe that whilst it may “take a village to raise a child”, a Sidcot Education benefits greatly from the **strong community atmosphere** at our School. This will continue through enhancing our “**bridging curriculum**” provision, the development of a Joint Academic Monitoring programme between Junior and Senior School and providing **child development evenings** for both Junior and Senior School parents to prepare them to support their teenage children. We will further ensure that parents feel prepared to support their child’s academic journey through the creation of regular Head’s Bulletins that provide information about up to date academic trends and developments.



# Sailing forward...

## Character, Resilience and Wellbeing

A young person's education extends far beyond the classroom and their academic studies. At Sidcot we are committed to enabling young people to cultivate the core values, character and resilience they need to flourish and succeed in a safe, nurturing and empowering environment for both boarding and day students. We will **develop a bespoke character education programme** throughout the School which, alongside our existing tutoring and wellbeing programmes, will allow students to develop an understanding of positive psychology, the science of human flourishing and its resonance within a Quaker education. As a School that truly values pastoral care and pupils' welfare, we will develop our provision further by achieving the "Wellbeing Award for Schools".

We are proud to be in a position to help create the leaders of tomorrow and we will develop this further through enhancing the opportunities that exist for students to **develop their own leadership skills** within the School and focus upon understanding their own leadership potential. Students will have the opportunities to understand their agency through increased student voice activities, an annual, funded, student-led School development programme, a review of our office holder positions, additional mentoring programmes for older students to support those in the years below, and the strategic development of the role restorative practice can have within our community.





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## Passions Beyond the Classroom

We believe that people's lives are enriched by the opportunities that they are provided with whilst they are young and that these can play a formative role in broadening our horizons and helping our developing confidence.

We will give students access to **high level sporting opportunities** within the School through the creation of a 21<sup>st</sup> century sports strategy and an improvement programme for our sports grounds, refurbishing our astroturf and redeveloping the School Gym. We will further our equestrian programme in the coming years by developing clear pathways for riders from beginners to advanced level riders. We will develop our stabling provision and explore opportunities to create an additional equestrian arena within the School site. We will develop new opportunities for students to engage with activities such as dance within School as well as providing additional development and performance pathways for sports such as basketball, tennis and swimming.

Students at Sidcot have access to an exceptional array of creative and performance opportunities and our strategy will allow ongoing development in this area by creating **celebration weeks for music, art, drama and literature** throughout the school year. We are excited by the opportunity to take a new dramatic piece to the Edinburgh Fringe with our Theatre Company "Hurley Burley" and we will develop new opportunities to work with other schools to share musical performances.

The passion that our students and teachers show for their subjects extends beyond the confines of their curriculum and we will **restructure our timetable** to allow greater opportunities to engage with a programme of exciting enrichment opportunities such as Model United Nations, Ashoka and Eco changemakers groups. Students who seek to further their academic interests as part of their extra-curricular lives will be provided with opportunities to engage with a wide range of external academic competitions, and an internal "Head's academic competition" will be established for Junior School pupils to encourage a love of academic scholarship from an early age.

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# Sailing forward...

## Active Global Citizens

We are proud of our position within both the local and wider society. Our strategy aims to develop opportunities for students and staff to become active global citizens by participating in and contributing to their broader community at local, national, and international levels. Through these experiences, students will understand the significance of social responsibility and justice, learn the value of giving back, and cultivate **the ability to positively influence the world** around them. We will develop links with local organisations and charity providers to enable our students to engage in volunteering and to provide a service to our local community. We will further our partnership with local schools, including the ELAN multi-academy trust, by completing an impact assessment about our current programme that will inform our future strategy around sports and arts partnerships. In supporting **volunteering and charity endeavours**, we seek to provide role models for young people amongst our staff body and will support staff in their volunteering endeavours by providing an additional day's paid leave for staff committed to volunteering activities.

As a School with a global reach we will continue to foster a sense of belonging to an international community. We will develop our relationship with international Quaker schools through online events and training as well as exchange visits.





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## Custodians of our Past, Present and Future

Nestled in an area of outstanding natural beauty but within easy reach of two important cultural centres, we are aware of the importance of our position as custodians of our estate, our resources and our history. We will continue to develop our strategic oversight of our site and conservation opportunities as part of a bespoke “**green strategy**”, which will be constructed with input from staff, students and local stakeholders. We will engage with local farmers to help students learn more about conservation activities within the local area and provide students with the opportunity to take part in activities that benefit the local environment as part of School “Conservation days”. We will also ensure that our own site is maintained to the highest standards and continues to develop by refurbishing the School Gym, our Health Centre, completing our rolling programme of development within our boarding Houses and modernising classrooms, including the creation of additional creative spaces within our technology department.

The School’s ability to provide outstanding education and wider opportunities is enhanced by robust **financial management** within a changing economic and political landscape. The School will continue to develop additional enterprise opportunities both within the educational and leisure environments as well as making the most of the resources available on our site. Similarly, we will provide value for money in all areas of School life by conducting a thorough analysis of our working practices to ensure that we operate in an effective and efficient manner across all aspects of our provision, by assessing the balance between internally provided services and external contacts and by a more co-ordinated approach to online platforms.

We recognise the important role that bursaries and fee assistance plays in widening access to a Sidcot education. We will develop our **fundraising programme** to support students on bursaries and we will work with partner schools in our local area to support the work of Springboard in widening access to independent education.

As a School we look to our future but we are proud of our past and our heritage. We will further the reach of our **Old Scholars network** by widening access to our Sidcotians Connect programme, complete the curation of our School archive and create opportunities for students, parents and Old Scholars to engage with archival material and the history of the School.



# Sailing forward...

## An Aspirational Place to Work and Grow

As a community, our School embraces opportunities not only for our students but also our staff. Sidcot is a caring, considerate, and exciting work environment in which our high-quality staff members are empowered to develop as professionals and individuals and become leaders in their fields. We will continue to ensure that the School is effectively led and managed by completing our **governance restructuring programme** and we will promote effective leadership through the development of a new people strategy.

We believe in the ongoing development of our staff. In the coming years we will embed a new appraisal and **professional development review system** as well as creating a new strategy for staff training and development. This training will include additional opportunities for staff to understand our Quaker ethos and traditions and the importance of these values in our teaching and learning practice. We will also develop a programme for middle leaders and aspiring middle leaders.

Our staff will be connected with wider developments in education through strategic engagement with **professional networks** that enable them to explore the latest developments within the educational sphere. Staff will also be connected with each other through a range of staff groups and activities that help staff to focus upon their wellbeing and forge **strong community bonds** within the School.





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# Join our Journey

We warmly invite you to participate in our journey, staying connected in person and online.

- **Website**  
[www.sidcot.org.uk](http://www.sidcot.org.uk)
- **Social Media**  
@sidcotschool (LinkedIn, Facebook, Instagram, Youtube, TikTok)
- **Newsletter**  
Receive our weekly newsletter direct to your inbox
- **Events**  
[www.sidcot.org.uk/calendar](http://www.sidcot.org.uk/calendar)
- **PTA**  
Join our Junior and Senior PTAs or enjoy the networking and social events organised by them
- **Sidcotians Connect**  
[www.sidcotiansconnect.org.uk](http://www.sidcotiansconnect.org.uk) – our Alumni network
- **Trusts**  
[www.sidcotiansconnect.org.uk/supportus](http://www.sidcotiansconnect.org.uk/supportus)

## Support Us

We are always grateful for the beneficence our community has shown Sidcot, as it has enabled the stewardship of our beautiful site and work over the centuries. Ours is an exciting time to be part of the Sidcot family as we move forward on our journey.

We strive for all of our students to receive a full experience at Sidcot. However, with rising living costs and a changing educational landscape, this is becoming increasingly difficult to achieve. It is therefore thanks to the generosity of donations that we are able to support our students. From providing the highest standard of teaching, to offering additional funds for extracurricular trips, visits and activities, to offering means-tested bursarial support and providing sector-leading facilities, donations support our families and help preserve the intrinsic elements of a Sidcot education. They ensure that we enter our next century in the best shape possible.

To learn more about the impact of your support of Sidcot, please see [www.sidcotiansconnect.org.uk/supportus](http://www.sidcotiansconnect.org.uk/supportus)



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“Walk cheerfully over the world”

ADVICES AND QUERIES 3



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# Sidcot School Strategic Plan 2030

[www.sidcot.org.uk](http://www.sidcot.org.uk)