



Compass
Federation

Quinquennial Federation Plan



One Child
One Chance

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MESSAGE FROM OUR EXECUTIVE HEAD

I am proud to be the Executive Headteacher of the Compass Federation, an organisation that has grown out of a desire to be the very best for the communities we serve.

We are publishing this overarching strategy, which brings together everything we stand for and aim to achieve. We are an exceptionally ambitious organisation, that wants the very best for all of our stakeholders. Fundamentally, we are about giving a brighter future to our young people and in doing so, making the world a better place. There can be no more motivating set of ambitions than this. Please use this document to understand the journey we have been on and continue to follow through our federated schools. For us, schools are about so much more than just academic results; they are about serving as beacons of communities and being the organisations that develop our children into citizens to be proud of.



“ Our One Child,
One Chance
vision means that
all children thrive
regardless of
ability and
starting points.



COMPASS JOURNEY

The Compass Federation was established in April 2022 when St. Paul's, Swanley Village and St. Edmund's (formerly West Kingsdown), joined together following a two-year period of working together under a soft federation agreement.

Our Compass Federation schools respect and celebrate the rich, diverse community that surrounds us. We encourage individuality and ensure that children and staff are empowered to follow their own curiosity from their starting points or interests. We discover how to become the best learners that we can be, developing our knowledge, skills, interests and needs through an ambitious and inclusive curriculum, which represents our schools and the world we live in.

Throughout the Compass Federation, we nurture a culture of mutual respect, positivity and inquisitiveness. This ensures our children become champions of their own learning and relationships. We provide a platform for learners to recognise and regulate their wellbeing, so they can be physically and mentally healthy and, in a position to thrive and make the best progress they can. We want children to leave the Federation, feeling valued, empowered and energised to be part of and to contribute to a diverse world and to know how to continue to make a difference.

The Compass Federation of schools aims to do things the right way, to support all stakeholders to flourish as individuals and collectively. We aim to ensure that children leave our schools being the very best citizens that they can be and to know that being part of a Compass Federation school has allowed them to become the very best that they can be.





***'Three schools, one heart, one chance;
working together to allow all to flourish
and find their own direction.'***

VISION AND VALUES

We believe that children have one chance at their primary education and it is our job as educators to ensure that their chance isn't wasted in any way. We believe that our strength comes in allowing our schools to support the communities that they serve, by valuing the individual character of each school. We strive for an aspirational and ambitious school; full of academic, social, creative and sporting opportunities. We pride ourselves on knowing all pupils and families personally – making them feel valued and we believe that by supporting school staff to ensure that their efforts are steered towards delivering in the classroom, this ensures that children get the very best from them.

01

An inclusive Federation valuing and celebrating diversity and ensuring everyone belongs.

02

Well-being and workload for all.

03

Stronger together, all schools contributing and benefiting from collaboration.



DUNTON GREEN

Dunton Green Primary School, is a one-form entry primary school in Dunton Green, Sevenoaks. The school prides itself on being a family-orientated and community school, where everyone knows everyone and feels safe, happy and nurtured. The school's vision is 'empowering life-long learners'. As well as a focus on academic excellence we want to provide our children with a wide range of other opportunities including; trips, drama, music, sport and exploring every child's interests. The school's core values of achievement, respect, resilience, perseverance, teamwork and kindness are central to everything that we do and are interwoven throughout the curriculum and day to day life at the school.



Nurture and Well-being

- Dedicated Family Liason officer who works with pupils, staff and families.
- Trained ELSA, play therapist and drawing and talking lead.
- Focus on wellbeing across the school for pupils and staff.

Forest school

- Forest School sessions for all pupils across the year.
- Dedicated area for forest school with natural pond.
- Opportunities for team building and building resilience through outdoor learning.



Inclusivity

- Adapted curriculum to meet the needs of all pupils.
- Opportunities to celebrate differences.
- Full time teachers and teaching partners in every class to support learning.
- Wide intervention programme to fill gaps and address needs.

Dunton Green is a village school with a long history of being at the heart of the local community and we are proud of our friendly, happy and caring school. Each pupil is valued and encouraged to achieve to the best of their abilities. Our goal is to ensure that all pupils follow the core values and develop a lifelong love of learning.



ST. EDMUND'S

St. Edmund's Church of England Primary School, is a one form entry primary school in West Kingsdown, Sevenoaks. The school prides itself on its inclusive and nurturing environment, which enables its pupils to 'let their light shine'. The school empowers pupils to develop their individual skills and talents, to become happy and successful learners through the Christian values of Love, Trust, Courage and Respect. The school has strong partnerships with families, the community and St. Edmund's Church, which provides the foundations for spiritual and moral development and supports pupils with a passion for lifelong learning.



Early Years Foundation Stage

- Children are challenged to reflect, think, problem solve and reason through the use of sustained shared thinking.
- Large free flow classroom with outdoor area which allows children to initiate child led learning.
- Focus on teaching key skills to enable children to effectively access continuous provision to further develop their skills.

Nurture and Inclusion

- The Lighthouse - a nurture provision for children with Education Health Care Plans.
- Family Support Worker who provides emotional welfare check-ins for both pupils and their families.



Community

- Baby and Toddler Group, Warm Space, Pop Up Cafe and 'Who Let The Dads Out', open to all.
- Parenting Programmes.
- Fundraising opportunities to support local charities.
- Pupils visit West Kingsdown Library on a weekly basis.
- Whole school festive celebration at St Edmund's Church.

St. Edmund's is a welcoming and nurturing environment, where each individual is supported to develop morally, spiritually, socially, culturally and academically. Our extended community, through our Christian values of Love, Courage, Trust and Respect, encourage each other in faith to 'Let your light shine.' (Matthew 5).



ST. PAUL'S

St. Paul's Church of England Primary School is a half form entry primary school in Swanley Village, Kent. The school prides itself on providing opportunities for all children to flourish and make the most of their primary school education. The school continues to be a beacon for curriculum excellence in the local community and nationally, with the practice having a wider impact on other educational settings. Our vision is enriched through biblical scripture, in particular John (10:10) and the story of Matthew 14, where Jesus encourages Peter to walk on water. The children associate their journey at St. Paul's, with taking that step out of the boat into new pastures.



Continuous Provision

The school is a leading provider of continuous provision and is known nationally for this.

- Smaller teacher to pupil ratios.
- Engaging environments that enable all children to flourish.
- From EYFS to Year 4, all children learn through this vehicle of learning.

A holistic curriculum

The weekly offering at St. Paul's is full of opportunities, for personal development.

- Xylophone and drumming for all.
- Weekly on-site Forest School.
- Biking lessons on our designated track.



Excellence for all

Outstanding learning opportunities are planned for and delivered.

- High expectations for all learning outcomes.
- High-quality class trips that further learning.
- Exhibitions that showcase pupil's learning.

St. Paul's is a creative, forward-thinking Church of England Primary School that aims for 'Life in all its fullness' (the Gospel of John 10:10) to enable each child to flourish through the provision of the best education; academically, morally, socially and spiritually; and by living out our faith in God.





‘Being part of the Compass Federation has given me the opportunity to further develop my skills across a number of schools whilst staying in an organisation that I feel very much part of’

FEDERATION VISION

It is important that any growth is strategic, sensible and timely. Current schools, would need to be in a strong position, with outreach from the central team plausible before expansion.

'23

Federation to be working together successfully as three schools with clear structures and leadership in place.

'26

Federation to have grown to five primary schools within the local area - no more than one hour apart.

'28

Federation to have stabilised growth with a clear growth plan.

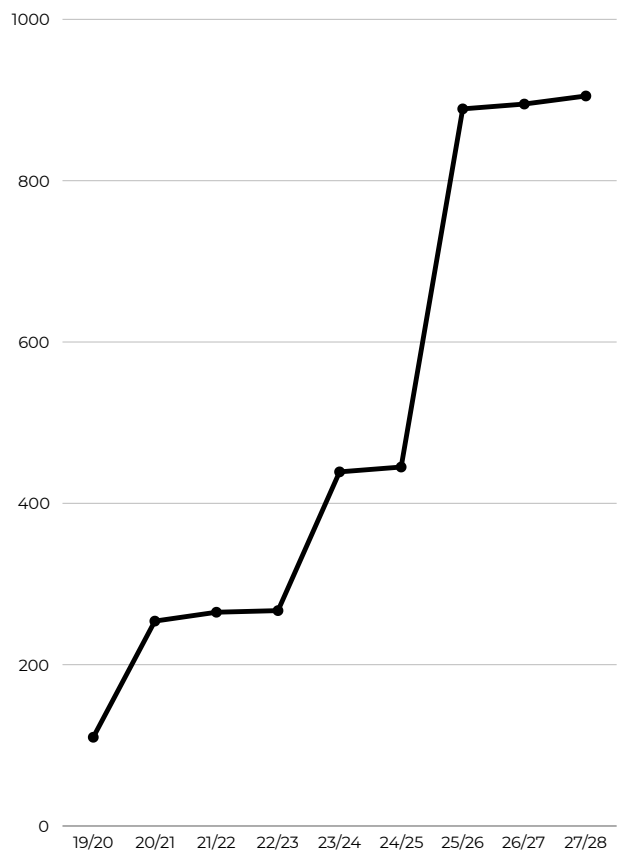
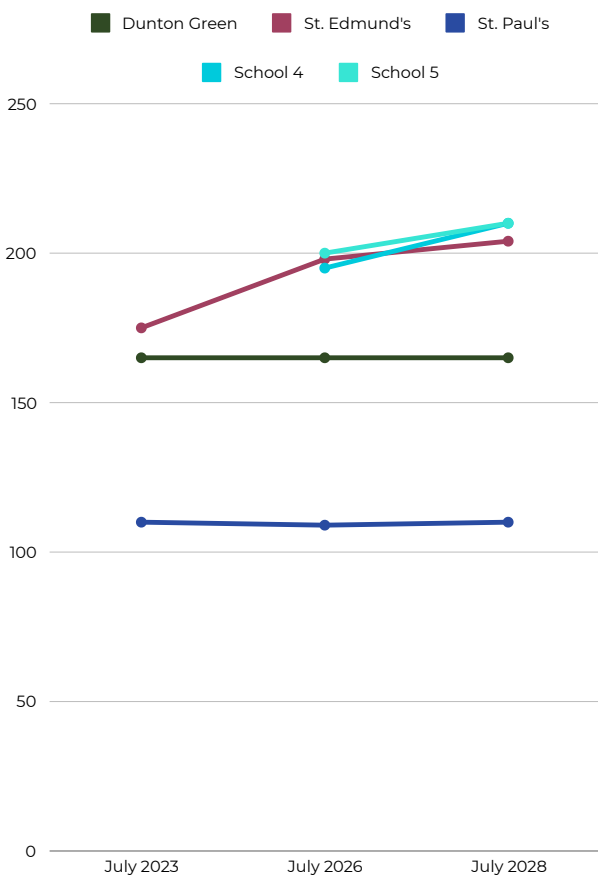
98%

Of our current parents would recommend a Compass Federation school to another parent.



PROJECTED NUMBERS

Our aim for our schools is that we are full in all year groups. For some of our schools, this is a journey over a number of years and we need to be realistic about what this could look like over a 5-year period.



	Dunton Green	St. Edmund's	St. Paul's	School 4	School 5
July 2024	165	175	110	-	-
July 2026	175	198	109	210	210
July 2028	185	204	110	210	210

950

Possible total number of pupils in 5, full, federated schools by 2028.



FAMILY OF SCHOOLS

The list below highlights just some areas where shared governance and collaborative working could secure an improved educational experience for the schools we serve.

Collaboration for better learning

Teachers sharing best practice in teaching strategies, pedagogy, curriculum design and resources.

Staff development

Further opportunities for staff development, networking and promotion, quality bespoke training.

Finance

Further opportunities for staff development, networking and promotion, quality bespoke training.

Human Resources

Sharing expertise, resources and best practice throughout all aspects of the schools' operations.

School Improvement structures

Local 'school-to-school' improvement is a concept that our Federation is committed to, and we feel strongly that this is the best way to develop outstanding schools for our local communities.

”

Working in the Compass Federation has enabled me to try different opportunities in a range of settings and has allowed me to progress my leadership journey. I'm grateful for the level of support that I have received to ensure that I can flourish.

”





'I loved going to St. Edmund's for our science day. It was exciting to be with the other children and learning together'

CURRICULUM

Performance goals are a good way to monitor and measure progress. Reporting performance can include details such as indicators identified, data collected and SDG-related activities accomplished. Clear and concrete performance goals make it easier to generate relevant, consistent and comparable data over time, in formats that your audience can understand and appreciate.

July 2024	July 2026	July 2028
Curriculum PowerPoint developed for each school, with celebration event highlighted.	Routine collaboration events as a Federation.	Consistently sharing of best practice with other schools/federations.
Curriculum network meetings established across the Federation to support best practice.	Federation schools to undertake research and become known as research based schools.	Refreshed and renewed curriculum in all schools.
Termly Parent Overviews established for each school.	Each school taking part in an Education Endowment Foundation project.	Curriculum days for all subjects taking place across the curriculum.
All subject leaders to ensure that curriculums are adapted to meet locality requirements.	Subject marks for Geography, Science and History achieved,	Development of a Kent School Curriculum with local topics that schools can purchase.



INFASTRUCTURE

The assessment of school buildings must not be limited to simply considering condition, but a more in depth review to consider demands on reactive maintenance, technical compliance and the wider issues of space, capacity planning and anticipated demands on the estate in future years. Given the size and complexity of managing even a small school to ensure it is well maintained in a compliant and safe manner, improvements are managed effectively and value for money is achieved.

	Dunton Green	St. Edmund's	St. Paul's
July 2024	<p>Refreshed and re-carpeted office and reception area.</p> <p>New modular building installed.</p> <p>Y3/4 Toilets deep cleaned and adequate ventilation.</p>	<p>Clean and maintain soffits.</p> <p>Planting up dead grass.</p>	<p>Maple classroom repurposed as therapeutic classroom.</p> <p>Library re-purposed to be more useful to the school.</p> <p>Inclusion office changed to be used for central staff.</p>
July 2026	<p>Classrooms re-decorated and carpeted.</p> <p>EYFS Outdoor area moved</p>	<p>Outside area for Reception including canopy.</p> <p>Y5/6 & ICT re-carpeted.</p> <p>Car park marked out.</p>	<p>'New Side' toilets refurbished.</p> <p>Toilet added to the lodge.</p> <p>Oak kitchen installed.</p>
July 2028	<p>Y5/6 and 3/4 toilets</p>	<p>Y3/4 vinyl replaced.</p>	<p>Heritage Building children's toilets replaced.</p> <p>Reception outside area to be updated.</p> <p>Staff toilet refurbished.</p>



PEOPLE

Along with our children, our staff are our most important asset to our schools. They are the driving force behind the changes that we make and the improvements that we see. It is important therefore, to have a vision for them as individuals and as a collective that support their professional growth. In addition to this, there is a strategic plan for Governors that tracks their development over time.

July 2024	July 2026	July 2028
Central ICT Support technician employed.	Central Team growth to include Teaching and Learning team.	Federation Senior Leader trained as Ofsted Inspector.
Federation Pathways identified for all staff.	Federation Senior Leader trained as SIAMS Inspector.	Additional SENCO capacity trained across the Federation.
Federation Forest School teacher trained/employed.	Federation biking instructor trained.	Federation ECT Programme designed to support new staff.
Each school to have achieved the Nourish the Workplace award.	All teaching staff offered the opportunity to undertake NPQ's.	Federation CPD and training modules written and identified.
Central Team of Federation Business Manager and Bursar to be embedded.	Speech and Language Therapist employed across the Federation.	Governing Professional appointed to support the Federation.



FEDERATION PROJECTS

Our aim is to have all staff and stakeholders involved in a project across our Federation of schools.

Our strength is in numbers and we believe that for schools to be the best they can, they need to work together to achieve the very best outcomes. Our staff have the choice to take part in a federation-wide project, with clear and demonstrable outcomes for all across the schools, regardless of role.

01

Federation pathways for all.

A project that identifies career pathways for all staff, at any level within the Federation. This allows staff to see where career development, training and opportunities can be found throughout the organisation.

02

Well-being and workload for all.

For staff to feel refreshed, re-energised and teach the very best lessons they can, it is important to review well-being and workload at all levels. This group aim to identify support that can be put in place.

03

Periods and Menopause Strategy.

Just as schools make reasonable adjustments for those with disabilities or medical issues, so they should also provide adjustments to support teachers' specific experiences of the menopause.

04

Standing Up, Standing Out.

We want our schools to stand out from the crowd; to be the very best they can be academically and socially. We have much to learn from other schools, organisations and corporate partners and we aim to draw on this experience.





‘I can really see how the school has benefited from being in a federation with other schools. We have managed to keep our best staff and see them develop!’

NEXT STEPS...

We are always interested in sharing our practice with other schools and federations, please do contact us.

CONTACT

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