The Meadows Way

Our direction and how it connects to improvement in 2026-2027

Engage minds, enrich lives and empower futures.

The Meadows Way

1. Our Purpose

Why we exist

To engage minds, enrich lives and empower futures

2. Our Vision

Where we are going

To be a leading specialist school where children thrive, families feel supported and staff are proud to belong

3. Our Values

What we believe

- Put children first
- Treat everyone with dignity and respect
- Believe in the potential of every child
- Work together as one team
- Take responsibility for making a positive difference

4. Our Culture

How we behave every day

- Build positive relationships first
- Hold high expectations for every child
- Share good practice and support each other
- Be calm, consistent and kind
- Take responsibility and look for solutions
- Keep learning and improving every day

The Golden Thread: From Purpose to Practice

WHO WE ARE
Constant - the things that do not change

1 OUR PURPOSE · Why we exist
Engage minds, enrich lives and empower futures

2 OUR VISION · Where we are going
A leading specialist school where children thrive, families feel supported and staff are proud to belong

3 OUR VALUES · What we believe
Children first | dignity and respect | potential in every child | one team | responsibility for making a difference

4 OUR CULTURE · How we behave every day
Positive relationships first | hold high expectations | share good practice & support each other | be calm, consistent, kind | solutions focus | keep learning & improving

WHERE WE FOCUS
2026-27 - chosen for this year

5 STRATEGIC PRIORITIES 2026-2027 · This year's focus
One integrated Meadows School | Financial sustainability | Ofsted Ready, Every Day

HOW WE DELIVER
Planned, measured and reviewed

6 SCHOOL DEVELOPMENT PLAN · Whole-school action
Turns the priorities into clear actions, success measures and termly review

7 SUBJECT & TEAM PLANS · Local delivery
Translates whole-school priorities into subject, phase and specialist action, alongside local improvement needs

1. Our Purpose Statement

At Meadows School, we engage minds, enrich lives and empower futures.

We exist to champion the dignity, potential and belonging of every student. Our purpose is rooted in the belief that every young person deserves to thrive in a world that often overlooks their strengths.

We create a safe, nurturing community where students are engaged in their learning, enriched by a therapeutic environment and empowered to embrace their unique journeys. Students and families are not only supported but also celebrated for who they are.

Through personalised learning that ignites curiosity, relationships that foster resilience and a commitment to interdependence, we equip students with self-advocacy, confidence and the skills to shape their own futures.

Our students' voices matter.

We believe in children. We transform lives. We fulfil vision.

2. Our Vision

To be a leading specialist school where children thrive, families feel supported and staff are proud to belong.

WHAT THIS LOOKS LIKE

A leading specialist school

Trusted by local authorities and partners for the quality, expertise and outcomes we provide.

Children thrive

Every student is engaged, making progress and growing in confidence and independence.

Families feel supported

Families are partners: informed, listened to and celebrated alongside their children.

Staff are proud to belong

A calm, consistent culture where staff feel valued, supported and proud to make a difference to the lives of our pupils.

Our vision sets the destination; our priorities and plans set the route.

5. Our Strategic Priorities for 2026-2027

These are the areas we are concentrating on this year. They do not replace our purpose - they help us deliver it.

1. One Integrated Meadows School

Build one school through shared expectations, language and consistent and collaborative ways of working.

2. Financial Sustainability

Continue to strengthen our financial position to support the school's future and deliver our purpose.

3. Ofsted Ready, Every Day

Build consistent practice across the school so Ofsted readiness becomes part of every day.

How priorities become improvement action

Strategic Priorities
Current year focus

School Development Plan
Whole-school focus, actions, success measures and termly review

Subject & Team Plans
Local delivery through subject, phase and specialist action

From Priorities to Plans

The strategic priorities only change things when they become planned, owned and reviewed action.

6. SCHOOL DEVELOPMENT PLAN

Whole-school focus and action

- Turns strategic priorities into clear actions with named owners.
- Sets success measures and milestones for the year, reflecting identified school priorities and areas for improvement within the Ofsted framework.
- Reviewed termly by SLT and reported to governors.
- Holds the whole-school view of progress and impact.

7. SUBJECT & TEAM PLANS

Local delivery and action

- Translate whole-school priorities into subject, phase and specialist action.
- Identify and address local improvement needs within each area.
- Owned by subject and specialist leads, reviewed with SLT/Line Manager.
- Feed evidence and impact back into whole-school review.

PURPOSE → VISION → VALUES → CULTURE → STRATEGIC PRIORITIES → SDP → SUBJECT & TEAM PLANS = IMPACT FOR STUDENTS

One golden thread: every plan traces back to why we exist.

Where do I fit?

The Meadows Way sets our direction.
The School Development Plan turns our strategic priorities into whole-school action
Team and team plans translate it into what each area in the school needs to do.

The Meadows Way

Sets our shared direction, values and expectations.

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School Development Plan (SDP)

Turns our strategic priorities into clear whole-school actions, measures and milestones.

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Subject or Team Plans

Translate the School Development Plan into action in your subject or specialist area/team.

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Your Role
Your PDR
Your Contribution

Connect your individual objectives and day-to-day work to the relevant priorities.

Ofsted Ready, Every Day

One of our priorities this year is to work towards being Ofsted ready, every day.
The new inspection framework gives us a clear view of quality and improvement required across every area of the school.

New Grading Scale

- Exceptional
- Strong standard
- Expected standard
- Needs attention
- Urgent improvement

Safeguarding

Safeguarding is separate and binary:

Met / Not met

No overall grade

Each evaluation area will be judged individually.

The school needs to track performance and improvement across every area.

One Meadows School

Engage minds, enrich lives and empower futures.



The Meadows Way sets our shared direction.
How we bring it to life will be shaped by all of us, through how we work together, the choices we make and the difference we create for our pupils.