

James Allen's Girls' School
Strategic Development Plan
2021–2026



James Allen's Girls' School



Our Vision

An Update on JAGS School Strategic Development Plan 2021–2026

With its distinctive heritage as the oldest independent girls' school in London, JAGS is an exceptional school that offers a forward-thinking and contemporary education for over 1,100 students aged 4 to 18. It is a community where students and staff share a passion for life and learning.

Ours is a happy, diverse and dynamic community, rooted in academic excellence and fully committed to the breadth of a holistic education both in and out of the classroom. Compassion and commitment are central to our ethos, in this community that values individuality and inclusivity.

It was a great pleasure to launch [‘Our Vision’](#) to you in September 2021. This booklet distilled the thoughts of students, parents, staff and governors into the next steps of JAGS’ strategic development. One year on, we feel it is a good time to share with you an update on our progress and our evolving plans.

Our Learning

JAGS is well known for its outstanding education and rightly so, yet schools should never be complacent in this. In September 2022 we launched our Complete Education Review and are excited to be working on strands covering Assessment and Reporting, Homework, Equity, Diversity & Inclusion, Knowledge of Self and Life beyond JAGS.

Within this broad remit, students and staff are investigating the range and level of subjects we offer, whether the current timetable provides the optimal platform for this offering, how students learn both in school and at home, how we educate the whole person and an evaluation of how we assess, grade and report on our students. We hope to embed the first tranche of developments for September 2023, with others to follow in September 2024, and will be sending our first detailed update to you later in January to keep you informed of our progress.

Our aim is to develop a bold curriculum which allows all students to flourish in an environment of academic excellence and enrichment. We are also keen to further develop our co-curricular offering to continue to provide a broad range of opportunities for all, so that each student recognises their own potential and finds an outlet for their talent and individuality.

Alongside this will run our programme of Digital Innovation, with plans to introduce individual devices for all students in the Prep and Senior Schools across the coming two years.



Our People

Creating this SSDP gave us the opportunity to listen to the words we heard most commonly spoken about our school. You'll find these now populating our mission, our vision and our aims:

aspirational, authentic, compassionate, considerate, courageous, creative, diverse, inclusive, kind, resilient, respectful and, self-assured.

We feel strongly about these core values and will continue to make them a clear focus in the months and years to come.

JAGS has always been a diverse and inclusive community in the widest sense and we will continue to strengthen and celebrate this, ensuring our school is a welcoming environment for all students, parents and staff. Our work with external agencies such as Flair helps us gather anonymised data regarding the experiences of our staff and students, and then to set realistic targets for progress. We continue to work hard on our inclusive recruitment so that our staff body, both teaching and support staff, better reflects the diversity of our student body.

We are passionate in encouraging our young leaders of the future to embrace opportunities with confidence, knowing they are fully supported in their wellbeing. Our work with the Student Council and Equity & Respect Forum is helping not only ensure that our community is values-led, but also one that is responsive to the key ideas of our young people. We want our student voice to remain clear, compassionate and solution-focused, in turn ensuring that the ongoing culture of the school is one driven by a far broader outlook than academic results.



Our Community

As an all-through school, we are committed to ensuring continuity of ethos and experience from our youngest to our oldest students. The shared joy of cross-age friendships, of buddies and of mentoring opportunities broadens everyone's experiences, and our Year 6/Year 12 mentoring projects have been extremely enjoyable experiences.

Our local, national and international links bring wonderful opportunities for our girls to build friendships and share experiences, and we are committed to broadening the possibilities for them to reach out to the wider community. Post-pandemic, it is super to relaunch our Outreach Programme, with numerous volunteering opportunities, including across primary schools and with older residents from the local community.

Our well-established Saturday Literacy programme continues to support local Year 3 students, and we have been proud to support three Ukrainian students in the Junior School at this time of national crisis for their families. Since 2021, we have also seen enhanced collaborative projects with Dulwich College in both the Junior and Senior Schools, alongside our newly designed suite of social events and our existing co-educational enrichment programme.



Our Sustainability

The life of this SSDP is likely to see significant demands on us for a cleaner and more environmentally friendly future. We are wholeheartedly committed to our sustainable future, and in 2020 pledged to become net carbon neutral by 2030. With our Sustainability Lead firmly embedded in the life of the school, and with significant student input, we are now making good progress through our five-pillared Sustainability Plan covering Energy, Travel, Waste, Internal Infrastructure and the Natural Environment. Initiatives such as our recent Travel Survey will help inform improvements, while our on-site composter gives students hands-on experience of the impact of food waste in our community.

Sustainability is, however, much broader than environmental decisions alone, and key to this is the regulatory and financial sustainability of the school. This is in safe hands with our talented and experienced Executive Team and Governors, and we were delighted with the excellent outcome of our [ISI Inspection](#) in November 2021.

Our commitment to the provision of bursaries to bright and talented students, regardless of their financial background, absolutely underpins our ethos. We are proud that over 140 Senior School students are supported with transformational fee assistance to provide the life-changing opportunities of a JAGS education. We have appointed our new Head of Development, Karen Doyle, to support our commitment to fund-raising in order to ensure this bursary funding is secure for future generations to come. Karen is also working on building and growing our JAGS Alumnae Association, for the wider benefit of the school, supported by Penny Lofthouse, our Alumnae & Events Officer. Please do contact [Karen](#) if you would like to offer support or to discuss further; she would be delighted to hear from you.



Our Space

Summer 2022 saw the first tranche of 13 Senior School classrooms refurbished and refitted to reflect the pride we take in the fabric of this exceptional school. A rolling programme of internal refurbishment across the Senior and Junior School will follow this over the years to come, along with attention to the 'flow' of the school, not something always apparent in a building that was built in the nineteenth century and has undergone numerous additions since then!

In October 2022, we launched our Holst Hall project, which will see the Holst Hall transformed into a new and exciting community space for the whole school. The project will encourage us to reimagine how the students can work and collaborate together in this historic space at the heart of our school. Over this year the project team, with key stakeholders, will be working with our team of architects and consultants to review, design and deliver this exciting new space at JAGS. We plan for the new space to be in use for September 2023.

Hot on the heels of this project will come the launch of our first major sustainability project, to overhaul the eco-efficiency of the Prep School building. This will not only improve its environmental footprint but also showcase the technologies we will be using through the site to meet our goal of net carbon neutral by 2030. As part of this project, we will also be looking at how we can modernise the building's architecture and improve its kerbside appeal ready for the start of the academic year 2023.

Next in line come both our oldest and youngest students. In their infancy are blue-sky plans for the full redesign of the Pre-Prep and Sixth Form Centre to enhance these facilities and learning spaces.



In Summary

Our five strategic objectives outlined above herald an exciting future for us and we hope this update has further whetted your appetite for our developments in the forthcoming strategy period. If you have any feedback I would be delighted to receive it via headmistress@jags.org.uk.

Mrs Alex Hutchinson
Head of JAGS

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