

A voice for the

*future*

St George's Strategic Plan



## **St George's School**

As Edinburgh's only all-through independent school for girls aged 3 – 18, we're a place of possibilities: where everyone is clearly heard; pupils feel empowered to be themselves; and innovation is constantly encouraged.

# Welcome from the Head and Chair of Council

It is a great privilege to be able to lay out the strategic direction for St George's, Edinburgh as we move towards the school's 140th birthday in 2028. Our intention is that this strategic vision enables the whole school community to embrace a common vision for St George's and work together to achieve it.

It is an exciting time for the school with many opportunities and challenges ahead. To get to this point, we have examined the strengths and areas to develop for the school. We have done this within the context of how education is developing in the 21st century and the fast-changing demands that the world will place upon our students when they leave us. The vision builds on the unique strengths of St George's as a school which develops confident women of independent mind and strong values through the strength of its academic, co-curricular and international offering. It recognises the responsibility of St George's as a leader in girls' education in Scotland and the important role we play in providing our students with inter-personal,

intellectual and digital skills, as well as self-awareness, to flourish in their chosen fields of work, particularly those areas where women continue to be under-represented. We will be outward-looking in our approach, reaching as many girls as possible through our outreach and bursary programmes and utilising the power of technology to amplify our influence.

We welcome your support and contribution towards taking St George's forward in this next, exciting phase of our development.



Carol Chandler-Thompson, Head



Roderick Wylie,  
Chair of St George's  
Council

# Past and Present



## Our History

We are proud of our long history and our ability to balance tradition with innovation. St George's, Edinburgh took the lead at every advance of the women's educational movement in late nineteenth century Scotland. They were prominent campaigners for the admission of women to Edinburgh University, founding special classes to degree standard, taught by sympathetic lecturers. They founded St George's Training College in 1886 to train women as teachers, the first of its kind in Scotland. Then in 1888 they founded our school, at that time based in Melville Street, offering a full liberal academic education to the fifty girls registered for its opening day. The courage of these remarkable trailblazing women resonates throughout the long history of the school and offers inspiration and values still relevant today.

## Our Present

St George's, Edinburgh is an exceptional school. It operates as a school for over 700 pupils, up to 50 of whom are boarders in our unique boarding facility: Houldsworth House. Built on over 130 years' experience of educating girls, we are proud of how we remain true to the values of our founders yet are thoroughly forward-thinking in our approach. We consider ourselves big on ambition for our pupils, yet we still know that small details matter. Excellent relationships, interest in every individual and strong community mean each and every girl can find their voice and talents. Our careful attention to each developmental stage from 3-18, means girls experience an abundance of opportunity and leadership experience all through the school, utterly free from stereotypes.

Our pupils' exceptional achievements range from excellent examination results to sporting prowess and technical or creative brilliance. This results in our consistent success in girls reaching their first-choice university courses. The strong sense of internationalism that St George's is known for, enables our pupils to develop a genuinely global outlook and an appreciation of how to navigate a competitive, global, technology-driven world successfully, but with generosity of spirit and understanding. St George's graduates are our future changemakers, going on to make us exceptionally proud as our alumnae.

# What do we stand for?

## Our Vision

Our Chaucerian motto, conceived in a 19th century Melville Street building, is as relevant today as it has ever been, and it continues to inform our values and school ethos today.

## Truth & Honour, Freedom & Courtesy

### Truth

Seeking 'truth' is at the heart of a St George's education. Not only do we encourage our girls to **be true to themselves, but we also prize creativity, innovation and a problem-solving mindset amongst our students.**

### Honour

We encourage every member of our community to be respectful towards one another and to behave with honour within and beyond school. **Our mantra is that we welcome and value everyone, every day.**

### Freedom

Our girls have the freedom to be themselves at St George's. **We individualise each girl's pathway through school and empower them to find their voice and believe in their own abilities.**

### Courtesy

The natural courtesy our girls extend to one another, their open-mindedness and willingness to reach out, is exemplified in how **we reach out to each other, to the local Edinburgh community and to the world beyond our campus.**







# How will we make this happen?

## Our Strategy

To achieve our vision and purpose we will focus on four strategic pillars.

**1**

An irresistible educational offer

**2**

An innovative and inclusive culture

**3**

A sustainable school that reaches as many girls as possible

**4**

A school connected with its past and future

## Strategic Pillar 1

# An irresistible educational offer

1

### What will success look like?

- A curriculum for the 21st century that equips pupils for the world beyond school in skills, aptitudes, and qualifications. A curriculum that genuinely allows for individuals to take their own pathway with support and inspiration from a passionate and expert staff.

### How will we get there?

- Setting ourselves ambitious targets around the 'value' we add to all pupils' achievements at every stage throughout the school.
- Setting ourselves the target to ensure over 90% of our pupils reach their first-choice post-school destinations every year.
- Choosing from British and global qualification systems that provide for individual pathways and are widely recognised and respected in Scotland and internationally.

- Embedding our commitment to co-curricular activity by reviewing the impact of the programme available to 5-18 year-olds and its successful uptake by all pupils.

- Building our curriculum around threads that will prepare pupils well for their future, including collaboration, digital skills and internationalism.

- Reviewing the shape of our curriculum model around Technology, Computer Science, ICT and Design to ensure we are preparing pupils well for their future workplaces.

- Embedding our Futures and Careers programme so that it runs from 5-18, with strong female role models, and offers expertise in a range of individual pathways beyond school.

- Reviewing our timetable model to ensure we can deliver academic enrichment, co-curricular and Personal and Social Education effectively.

- Maximising the benefits of an all-through school, making further use of the vertical links between age groups and the availability of specialist facilities to the Junior School.

- Development and furthering of our expertise in supporting students to choose different destinations after leaving St George's.

- Building upon the existing partnership with Merchiston Castle School to develop the range of learning and development opportunities for our pupils.

## Strategic Pillar 2

# An innovative and inclusive culture

2

### What will success look like?

- A welcoming school community that attracts and retains talented and committed staff in order to provide an open-minded and inspiring environment for our pupils to learn and grow.

### How will we get there?

- Supporting our staff to take up opportunities for professional development, especially those uniquely provided by our international links.
- Developing and implementing a digital and e-learning strategy that is sector-leading and supports the smooth running of the school.
- Making our work on Diversity, Equity and Inclusion more visible, staying accountable for it and welcoming feedback.
- Pastoral and wellbeing provision that enables all of our students to be supported during their time at school.
- Creating a competitive package for staff, including pay, benefits, welfare, pensions and family-friendly policies which attracts and retains excellent staff.
- Promoting greater engagement with families, alumnae and the local community through the development of the Foundation Office activities.

## Strategic Pillar 3

# A sustainable school that reaches as many girls as possible

3

### What will success look like?

- A beautiful campus with sympathetically modernised sustainable buildings and facilities that support our ambitions for the curriculum, co-curriculum and outreach activities.
- A well-resourced bursary fund with a programme of support for its recipients and their families.

### How will we get there?

- Completing a ten-year Estates Development Strategy that encompasses upgrade, refurbishment and development of the Campus, based upon condition surveys and future curriculum plans.
- Launching a Development and Fundraising strategy to contribute funds towards bursaries and Estates development.
- Including a project within the Estates Development Strategy which brings together technology, design and digital skills, with the potential to open it to girls from the local area as a sector leading example of empowering girls in under-represented industries/employment areas.
- Maintaining a portion of at least 5% of fee income towards bursaries and devising a programme of inclusion for recipients.
- Expanding and developing our partnerships and outreach partnerships, focusing particularly on those that support girls and young women in our connected communities (locally, nationally and globally).
- Developing our facilities to support lettings whilst remaining a good neighbour.

## Strategic Pillar 4

# A school connected with its past and future

# 4

### What will success look like?

- A thriving Foundation office which remains connected to former pupils and staff, and offers opportunities for current and past pupils to network and support each other.
- An outward-looking, future-focussed approach which resonates with our founding story as pioneers in girls' education.

### How will we get there?

- Mapping out a strategy for the 'Old Girls Association' in collaboration with alumnae with a tangible set of benefits, attractive to graduates from St George's.
- Building a thriving Friends of St George's group that drives community social events and philanthropy.
- Creating a legacies society that creates a sense of belonging to our community for those who choose to leave us a gift in their wills.
- Supporting the organisation and digitalisation of the valuable school archive to bring the school's history to life.
- Linking with local history and archive groups to raise awareness of the school's history and build community links.

- Building links with businesses, industries, universities and external partners to ensure we fully understand the skills and qualities our pupils will need.

- Using these links to create unique educational and co-curricular opportunities for our own pupils, staff and local girls, for example in sport, debating, technology, creative and performing arts and teacher training.

- Developing further our communications and marketing strategy to articulate and evidence the benefits of a St George's education for girls in the 21st century and our place in the local community.



# ST GEORGE'S EDINBURGH

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