Millfield 2016
Our strategic vision
Mission

To discover and develop the potential within each pupil

Vision

To support and nurture individual pupils with diverse needs to develop confidence and resilience through a wide range of opportunities

To serve our pupils by establishing a dynamic, international learning community based on diligence, mutual respect and understanding

To achieve these goals by drawing on the richness of the school environment and its people, the broader Millfield community and by encouraging each pupil to achieve their highest standards in all aspects of life
Contents

Foreword 2

Founding principles 4

Our ambitions 6
Embracing learning 7
A school for all 8
Developing positive relationships 9
Personal best 10
A British school in a global context 11
Building for the future 12
Foreword

Millfield 2016 is an ambitious four year plan that aims to establish clear organisational goals that reflect the vision and shared understanding of the school and its broader community. We value our staff as the key agents of improvement. The implementation of these goals is the shared responsibility of all staff members, with the Board of Governors, Executive Group and Senior Management teams of Millfield and Millfield Preparatory School taking the primary responsibility for leading and monitoring the process.

The Strategic Plan for Millfield 2016 sets out seven goals that provide a broad framework to achieve our Mission and Vision statements. These goals are:

1. Monitor, support and nurture the welfare of each individual
2. Pupils of all abilities achieve intellectual growth and academic success
3. Develop each pupil’s identity through their relationships within the Millfield community
4. Discover and develop the potential of each pupil through engagement in sport and physical activities
5. Discover and develop the potential of each pupil through the delivery of a balanced and challenging co-curriculum
6. The Millfield community welcomes diversity by providing opportunity to develop global understanding of national and cultural groups
7. Ensure effective leadership, governance and management of the school and that the financial position of the school is strong

This plan sets out the changes we want to see within the Millfield community by 2016. It is based upon our understanding of the schools’ strengths and areas for development. This has been informed by a variety of research including ‘Discovering Millfield’, recent Reputation Research, parent focus groups and internal surveys. We look forward to working with all members of the school community to achieve the goals outlined in Millfield 2016.

When one stands still one is, in effect, going backwards. Millfield is a remarkable school within the education landscape. In nurturing life-long learners, Millfield 2016 sets out the opportunity to look forward and plan without losing sight of what has come before.

We trust you will join us on our exciting journey as we seek to provide the best possible education for our pupils, both today and into the future.
Seven goals to achieve our Mission and Vision statements

1. Pastoral
2. Academic
3. Community
4. Sport
5. Co-Curriculum
6. Global
7. Management, Governance & Support Services

Discover and develop the potential within each pupil
Founding principles

Millfield is recognised as one of the UK’s most successful schools. It has transformed itself through its 75 year history from a rural, mid-sized school with limited facilities into the largest co-educational boarding school in the UK. The school is widely considered as excellent in many domains of learning. This is supported by outstanding facilities in teaching, Sport, Music, Art and Drama. Millfield is comprehensive in intake with pupils’ academic ability covering a broad spectrum. From its establishment in 1935 with princes brought from India, the school continues to enjoy a ‘mix’ of pupils who come together to create a rich culture, imbued with an international mindedness that pervades all that is undertaken.

Over the past decade Millfield has benefited from continued and significant investment in facilities. In the last 10 years the school has built 13 new boarding houses, a wonderful Concert Hall and Music Centre, Dining Room and Chemistry block at Millfield. At the Prep School two new boarding houses, a sports hall and squash courts have been built along with the conversion of the old sports hall to an Assembly Hall/Theatre and extensions to Edgarley Manor. There is lively participation in dance, music, theatre, fashion shows, art exhibitions and all types of sport. Our outstanding facilities are widely used by local clubs in swimming, athletics and hockey and Millfield collaborates with local schools in running sports activities and hosting the Somerset School Games each year.

01 Indian princes with Founder Jack Meyer in 1935 departing for England
02 Jack Meyer pursuing his passion for cricket
Millfield provides significant public benefit through its charitable status and the provision of scholarships and bursaries to talented young people. The philanthropic tradition of ensuring families of wealth support those less able to afford school fees has assured many generations of children, who otherwise would not have been able to attend Millfield, of an outstanding education. Exceptional pupils have excelled at Millfield through academic, art, drama, music, sport and chess scholarship awards.

This philosophy extends to the broader community in many ways. Pupils and staff are involved in fundraising for international, national and local charities and community projects. A whole school co-curricular programme engages all pupils with age appropriate experiences of contributing to the local community, while developing their individual roles as active and conscientious participants in the community.

Millfield is governed by an outstanding team of trustees who bring a wealth of experience and expertise to this important role. Challenging economic times have necessitated a prudent approach to finances and the current Governing Body is consolidating the excellent building work that has taken place in recent times by developing Millfield 2035, a campus master plan that identifies future needs and prioritises developments.
Our ambitions

Millfield 2016 is driven by clear principles and characteristics that are at the heart of what we want to achieve for Millfieldians. Our ambitions for the next four years are highlighted over the following pages.
Embracing learning

Learning is at the centre of the Millfield community. In an open entry school, differentiation of programmes is critical to support pupils at all academic levels. Small class sizes, clear banding of pupils and a broad and balanced curriculum ensure each key stage is taught at an appropriate pace for each pupil. A developing programme of academic enrichment challenges our most able academic pupils including mentoring programmes, subject competitions, academic societies, lectures and research initiatives. Our Learning Support Centre helps pupils to develop learning strategies that will enable them to achieve their full potential.

Millfield has always been an innovator in education. In the ‘knowledge era’ where pupils are engaged through technology rich and collaborative learning, wireless and mobile learning devices are liberating pupils and staff from the constraints of the classroom. Installing a wireless network over summer 2012 and introducing mobile devices in the coming year will connect Millfield with the local and global community, ensuring our continuation as an exciting learning provider and realising the potential new technologies bring to learning.

Millfield 2035, our campus master plan, reviews core teaching areas and suggests an ambitious programme for contemporary learning spaces and accommodation for teaching staff. This intention expresses our desire to promote individualised learning and create settings for innovative teaching, while being environmentally sustainable.

Professional development of our teachers is core to delivering a differentiated academic programme. This continues to be the priority in our intention to establish an international learning programme with local, national and international schools. Further engagement in experiential learning programmes and the extension of our annual teaching awards that drive good and innovative practice illustrate our commitment to embrace learning at every opportunity.
A school for all

Millfield provides an independent education for children and young people from the ages of 2–18. We are a contemporary organisation, learning and growing with each child and young person. Millfield Pre-Prep, Millfield Prep, Millfield and the Old Millfieldian Society all combine to offer continuity within our school community. Millfield ‘Minis’ and ‘Minis Clubs’ extend our provision to children from the age of one upwards, providing the opportunity to sample what Millfield has to offer from an early age.

Age appropriate initiatives and differentiation of learning motivate future developments at Millfield. These include a Year 9 Programme that nurtures and challenges young people in an experiential framework and a bespoke Sixth Form Programme to prepare our young people for an uncertain and changing life of study and work, supported by professional and social networking opportunities with the Old Millfieldian Society.

Staff are valued as Millfield’s key agents for improvement and we strive to communicate as effectively as possible with all members of the community, consulting on school wide projects, taking a collaborative approach to planning and development.
Developing positive relationships

Central to any school’s ethos must be a belief in the inherent goodness of all people and the desire to support each young person to explore their humanity. Each pupil is supported by a community of individuals including houseparents, assistant houseparents, group tutors and heads of year to ensure their personal development is at the heart of the school.

Through PSHE pupils receive the knowledge, skills and understanding on issues such as healthy lifestyle, ecology, e-safety and citizenship. We not only encourage pupils to become confident and self-aware individuals, but enable them to grow into thoughtful, resilient young adults capable of meeting the challenges of their exciting futures.

We will introduce a Positive Education curriculum within PSHE at Millfield that complements the Circle Time approach at Millfield Prep. These programmes will help to develop emotionally aware and astute young people, promoting positive relationships and character strengths while developing pupil leadership skills.

01 Duke of Edinburgh
Bronze expedition
02 Millfield Model for Positive Education based on M. Seligman (2009)
Personal best

Millfield is renowned for its broad range of opportunities, its superb facilities, coaching and performances. Sport, Music, Drama and the Arts complement a rigorous academic framework in developing the whole person. Attention is paid to skill development and performance levels for outstanding performers while ensuring everyone is offered a programme that challenges and extends them to reach their personal best.

Sport is integral to the Millfield offer and we aim to engage each young person through participation in sport and physical activities. Millfield Sport explores not just a child’s sporting competence but their character, creativity and community spirit.

Millfield’s role as a leader in child and youth school sports development and developing formal coaching pathways for our professional coaching staff ensures a far more co-ordinated co-curricular offer. Major games now have directors who bring expertise and knowledge so that each young person will be coached to the highest level.

Our Music, Drama and Arts programmes continue to be enhanced through initiatives including drama workshops, a Director in Residence programme, art workshops and exhibitions, an International Concert Series and the appointment of music consultants.

Our continued investment into our Higher Education and Careers department demonstrates our commitment to find solutions to meet individual aspirations whatever a pupil’s ambitions, whether it is Oxbridge, Russell Group, specialist colleges, American or international universities.
A British school in a global context

Millfield is very much a British school with an international character. The founding Headmaster, Jack Meyer, started Millfield by bringing six Indian princes to Somerset. Our pupil population remains tremendously diverse, with more than 50 nationalities represented. The school has always been international in make-up and celebrates its diversity through international social, cultural and networking events. The appointment of an International Co-ordinator will allow increased exploration of pupil and staff exchanges and international humanitarian expeditions.

The need to be globally aware and culturally adept has never been stronger. International links continue to be developed through an international learning programme, our thriving International Pupil Association and a feasibility study to open a Millfield School in Dubai.

The blend of British and international pupils at Millfield benefits both groups. Young adults leaving the school should feel comfortable in any environment, free to mix easily with those from different cultures and backgrounds. This ability to live, work and socialise with people from all over the world prepares pupils to develop into thoughtful, resilient young adults, fully able to reach their potential.
Building for the future

A central aspiration of our vision for the future is to create a vibrant sustainable community where inspirational learning takes place. Millfield has campuses at Street and Glastonbury with country boarding houses in Kingweston, Baltonsborough and Walton. To ensure the school is at the forefront of contemporary education, a campus master plan has been developed to pursue a sustainable future for Millfield which demonstrates long term stewardship of the environment, protecting and enhancing the landscape and character of the school. Proposed long term projects include:

- Millfield Centre for Enterprise and Internationalism
- Additional on campus staff housing at Millfield
- Millfield Prep Sports Pavilion

Infrastructure needs will always outstrip the school’s capacity to develop facilities and as such the school community will be asked to support various initiatives. This has been a hallmark of Millfield’s development throughout its history.