



**DULWICH COLLEGE**  
| SINGAPORE |

# **WHOLE COLLEGE** **STRATEGIC PLAN**



# OUR VISION AND MISSION



# OUR GUIDING STATEMENTS



# HEAD OF COLLEGE'S INTRODUCTION

Welcome to our Whole College Strategic Plan, for a College that puts its students first and is committed to being better in all that it does.

All purposeful institutions are guided by their vision and direction. This publication is not intended to be a detailed and definitive document but rather the headlines, the broad brushstrokes which highlight the practical steps and the tasks that we will engage in this year as we strive to make our vision and direction a reality. This is how we will bring our guiding statements to life at the College. More information can be found in the individual school and departmental improvement plans and these provide the detailed strategy on how the vision will be realised.

This clear vision enabled by comprehensive strategy will be a powerful vehicle for cultural shift and change. Who we want to be and where we are going is not for debate. The Whole College Strategic Plan will guide and support us on our journey from good to great, in a year in which we will continue to thrive.

Enjoy the ride.

Warmest Regards,

**Nick Magnus MBE**  
Head of College





# Diversity, Equity and Inclusion

We build a caring culture of safety, compassion and inclusion, celebrating the diverse nature of our community and providing a voice and sense of belonging for all.



- We will complete the current and review and develop a further plan for the strategic progress of Diversity, Equity, and Inclusion across the College. (EiM Strategic Priority 6)
- We will embed practices across the College that nurture safety, compassion and inclusion through the Compassionate Systems Framework and the strengthening of teacher - student relationships





# Diversity, Equity and Inclusion

We build a caring culture of safety, compassion and inclusion, celebrating the diverse nature of our community and providing a voice and sense of belonging for all.



- We will improve the recognition of Inclusive teaching and learning strategies amongst all teachers and will facilitate training in CLIL (Content & Language Integrated Learning)
- We will work to understand and develop strategies to improve inclusion and integration at the College. Including academic, social and learning outcomes.
- We will review the hiring process at DCSG to improve the inclusivity and efficiency of our processes





# Environmental Sustainability

We choose to live in a way where we balance our needs with the needs of the planet and act deliberately to improve the environment for all.



- We will continue to implement the Sustainability three year plan with a focus on food waste and the use of environmental data in the classroom





# Innovative Learning

We enjoy innovative learning, which is academically challenging, purposeful, relevant and personalised for the learner.



- We will build a thoroughly documented, bespoke curriculum framework based on the learning principles and our guiding statements, embedding learning that builds on prior knowledge and experiences, encouraging interdisciplinary, collaborative, and authentic learning
- We will embed the use of the teaching and leadership competencies into our quality assurance, professional development, and human resources processes (EiM strategic Priority 2)
- We will further develop our delivery of a programme of core skills in reading and writing, mapped across the College programme and better understood by parents and students.





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- We will provide authentic methods for communicating all aspects of school life to parents across the College with a limited set of methods with a focus on the use of Seesaw, Managebac and Schoolbox
- We will grow together as individuals and as a community of life-long learners, supported by world class professional development and a coaching culture
- We will select one of the seven digital affordances per year to focus our PLD, SIP and Teaching and learning developments (2024-2025 Differentiated Learning)





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- We will collaborate with all schools in the group to create a top-level Artificial Intelligence policy and guidebook. We will audit our current use of artificial intelligence platforms and identify areas of interest across both academic and business functions. We will set our own artificial intelligence adoption goals and roadmap over a 5-year period, with a focus on areas including academic assessment, training, classroom use, automation, and efficiencies



# Intercultural Understanding

We understand, explore and respect both our own and others' backgrounds and culture.



- We will implement the EiM Whole group Language policy and review the provision of language learning across the College to better develop global citizens and active language learning. (EiM Strategic Priority 3)





# Social Justice

We build a community where each individual matters, respecting and upholding the rights of everyone.



- We will implement the communications strategic plan to produce more efficient communication processes and better develop our stakeholder understanding of College events
- We will review the hiring process at DCSG to improve the inclusivity and efficiency of our processes
- We will develop a consistent, relational approach to supporting our students, with clear systems in place which underpin our school's values and provide an equitable experience. We will embed a positive learning culture for all





# Wellbeing

We nurture physical and mental health, so we can each rise to challenges within a supportive, safe and balanced environment.



- We will develop a digital citizenship framework and incorporate this into the curriculum of the College for all ages
- We will develop a consistent, relational approach to supporting our students, with clear systems in place which underpin our school's values and provide an equitable experience. We will embed a positive learning culture for all
- We will review our processes which support staff & student wellbeing and develop a plan led by a group of staff to enhance, build, and maintain staff wellbeing based upon the EiM Staff and Student Wellbeing Frameworks (EiM Strategic Priority 1)







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