

BSL STRATEGIC GOALS

- 2026 to 2029



TABLE OF CONTENTS



INTRODUCTION

VISION AND VALUES

LONG-TERM STRATEGIC GOALS

Goals 1-9: Leading & Empowering

Goals 10-18 Learning & Teaching

Goals 19-30 Sustaining & Supporting

INTRODUCTION

The British School of Lomé has a highly distinguished history, serving Togo and the wider region for more than 40 years. Our school is quite unique in West Africa, offering the UK Cambridge Curriculum to IGCSE and culminating with the International Baccalaureate Diploma Programme (IBDP), which is highly respected as a gateway to universities across the world. Our alumni live and work in many different countries, and are highly successful in their chosen fields.

With students aged from 18 months to 18 years, we have more than 40 different nationalities in our community. We are an inclusive school and whilst some of our students arrive with existing proficiency in the English language, many do not. For our younger students, English is naturally picked up within the classroom.

Older students who need support with their English also have the opportunity to join our intensive Bridging Programme, fast-tracking their English skills so that they quickly become sufficiently bilingual to access our international courses. We also offer students the opportunity to become boarders, so there is truly something for students of all profiles at BSL.

Our regular curriculum is supplemented by our extensive BSL Co-Curriculum, underpinned by our partnerships with The Round Square, The Duke of Edinburgh's International Award, and the IB, culminating with the IB Creativity, Activity and Service (CAS) programme. Leadership and service are embedded throughout the whole school, with a thriving Student Council and opportunities for all students to grow and develop their skills in any area of personal interest. We are an inclusive school and we provide support for all students through our regular Class Teachers, Tutors and Assistants, as well as through our dedicated Learning Support Team. Our aim is always to nurture each individual student and support their personal development.

All of these aspects of our school are long-established. However, we have achieved our long and distinguished history through constantly evolving and innovating, moving with the times rather than standing still. The document that follows seeks to reaffirm *how* we act (our vision and values) and *why* we act (our long-term strategic goals). Feeding into our strategic goals, our staff are also working hard to articulate *what* actions we take (our development priorities and tasks), as we endeavour to sustain the excellence of our provision for many years to come. Pursuing these priorities and advancing these tasks will be a strong community effort. We would greatly appreciate your feedback on our aspirations as outlined below, as we collaborate together for the greater good of our BSL students and community.

Tom Vignoles

Head of School

The British School of Lomé

VISION AND VALUES - How we act

Vision

To provide an outstanding education in a safe and caring, environment, inspiring all our pupils to reach their true potential as lifelong learners and to act as responsible participants in a global world.

Mission

The British School of Lomé is a place where everyone has respect for themselves, others, and the environment. We foster a caring and creative atmosphere where every child succeeds and is encouraged to be an independent learner. We aim to encourage our young people to think for themselves, be independent in their judgments, have the courage and intelligence to make up their own minds on issues and stick to their opinion unless the evidence clearly shows them to be wrong, in which case they should be open-minded enough to admit their error.

Motto

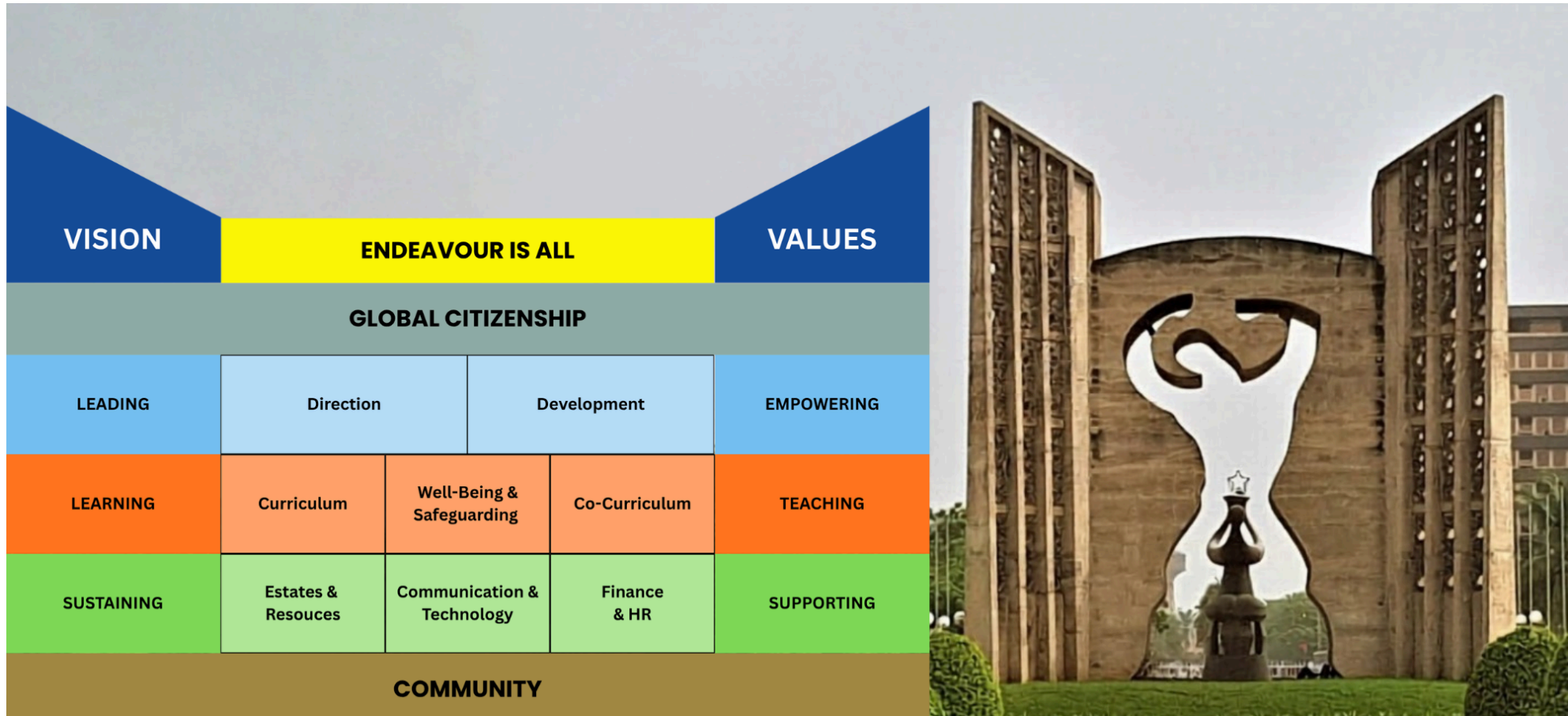
'Endeavour is all'

This reflects our concern that all our young people work to the best of their abilities regardless of their academic prowess, as should all other members of our school community.

Core Values

1. Endeavour: We inspire our students to work hard, strive for excellence, and act with integrity.
2. Respect: We value respect for oneself and others, and celebrate diversity.
3. Compassion: We cultivate compassion as a way of creating a caring and supportive community.
4. Discipline: We foster discipline as a key to success in life.
5. Empowering Learners: We enable our students to be self-directed, independent, and innovative learners who can solve real-world problems.
6. Excelling Through Life: We prepare our students to be responsible and active global citizens who excel academically and personally.
7. Enriching Lives: We offer our students an exceptional range of enrichment activities within and beyond our classrooms.
8. Every Child Matters: We respect every child's individuality and provide them with equal opportunities to participate in all aspects of the school.

LONG-TERM STRATEGIC GOALS



Our Strategic Goals define why we act.

LEADING & EMPOWERING - Strategic Goals 1-9

Strategic Leader:	Head of School	Accountability:	Leadership Team
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Leading & Empowering	A: VISION & VALUES: Clear direction, shared values, global outlook		
GOAL 1:	Sustain a safe and secure school culture of transparency, trust and mutual respect, where endeavour is all.	Head & SLT	
GOAL 2:	Clearly define and consistently implement policies, procedures and expectations.	Head & SLT	
GOAL 3:	Lifelong learners, who aspire to be global citizens, embrace sustainable goals.	All Staff	

Leading & Empowering	B: DIRECTION: Collaborative leadership, distributed responsibility, strong accountability		
GOAL 4:	Distributed leadership roles and responsibilities ensure clear accountability within agreed parameters.	All leaders	
GOAL 5:	Collaboration routinely sustains creative development.	All staff	
GOAL 6:	Student leadership is embedded within our vision for education.	Student Council with SLT and Co-Curricular Leaders	

Leading & Empowering	C: DEVELOPMENT: Empowerment, innovation & collaboration		
GOAL 7:	We empower the school community, who adapt, innovate and grow as lifelong learners.	Head & SLT	
GOAL 8:	Reflection and development are embedded within the school culture.	SLT & Leaders	
GOAL 9:	We share objectives, sustain teamwork and support one another.	All Teams	

LEARNING & TEACHING - Strategic Goals 10-18

Strategic Leaders:	SLT, PSLT, SSLT	Accountability:	Individual responsibility roles
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Learning & Teaching	D: CURRICULUM: Inquiring, innovative, international		
GOAL 10:	Coherent curricula are articulated effectively, with clear objectives, and supported with excellent resources.	Curriculum Leaders	
GOAL 11:	Personal learning experiences are maximised, defining bespoke programmes if necessary.	Curriculum & Pastoral Leaders, Learning Support	
GOAL 12:	Feedback is routinely offered at all stages of the learning journey.	All Staff	

Learning & Teaching	E: WELL-BEING & SAFEGUARDING: Differentiated, supportive and safe		
GOAL 13:	Well-Being is valued and supported for all students and staff through agreed systems and structures.	Pastoral, Learning Support and DSLs	
GOAL 14:	Personal, social and health education is central to the lifelong learning experience.	Pastoral Leaders	
GOAL 15:	Interventions are quickly activated whenever support is needed.	Pastoral, Learning Support and DSLs	

Learning & Teaching	F: CO-CURRICULUM: Personalised, intentional and adventurous		
GOAL 16:	Our co-curricular calendar and objectives are clearly articulated and communicated.	SLT, Co-Curricular Leaders	
GOAL 17:	Each individual's growth as a lifelong learner is intentionally enhanced through co-curricular participation.	Teachers, Tutors, Pastoral Leaders, Counsellors	
GOAL 18:	Our co-curriculum develops student leadership and service throughout the school.	Co-Curricular Leaders	

SUSTAINING & SUPPORTING - Strategic Goals 19-30

Strategic Leaders:	Head of School, Administrator	Accountability:	Bursar, Estates, HR, ICT, ELI, Admin
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Sustaining & Supporting	G: ESTATES & RESOURCES: Safe and effective environments		
GOAL 19:	Our school campuses and other estates are safe and effective learning and living environments.		Estates Team
GOAL 20:	Physical resources support our learning and personal needs.		SLT, Estates & Bursar
GOAL 21:	Sustainable practices underpin the management of our estates and resources.		SLT, Estates & Bursar

Sustaining & Supporting	H: COMMUNICATION & TECHNOLOGY: Transparent, collaborative and timely		
GOAL 22:	Transparent communication sustains understanding of the school's objectives.		SLT, All Staff
GOAL 23:	Technology enhances our learning and communication experiences.		SLT, ICT Team
GOAL 24:	We celebrate the school's successes with our students, staff, parents and wider community.		SLT, Communications & Marketing Team

Sustaining & Supporting	I: FINANCE & HR: Supportive, prudent, efficient		
GOAL 25:	Financial strategies are carefully defined to ensure the long-term sustainability of the school.		Administrator, Bursar, Head of School
GOAL 26:	Day to day financial and HR processes are efficient and customer-oriented.		Bursarial & HR Teams
GOAL 27:	HR processes ensure the effective recruitment, retention and well-being of our staff.		HR Team, Head of School

Sustaining & Supporting	J: COMMUNITY: Engaging, supporting, empathetic	
GOAL 28:	The customer experience is valued and maximised, from admission to graduation and beyond.	Admissions Team, Support Teams
GOAL 29:	Our parents engage supportively with the school and its objectives.	SLT with PAMC
GOAL 30:	Proactive outreach sustains strong links with our alumni and the wider community.	Alumni Team, Outreach Team, ELI Team