

**TODAY'S LEARNERS  
TOMORROW'S LEADERS**

Our "Hartland Way Ahead" Plan  
2026 -2029



# MESSAGE FROM OUR PRINCIPAL



**Fiona Cottam**  
**Principal**

*As Hartland International School enters its 12th year of operation, we reflect on our immense successes as well as on our vision and ambition for the future. Over those years, we have grown and developed, evolving in size, practice and expertise. With a skilled staff team, together with students, parents, owners and Governors, we have created something quite special and unique and a school that we are all proud of.*

*We are forever moving forward and we know that the years ahead will be even more important as we continue to enhance and embed our standards, expectations and outcomes for all. We are steadfast on our journey to Outstanding and indeed, want to be a school that plays a significant part of the future of Dubai and its education landscape.*

*I am pleased to share with you this document that I hope encapsulates our thinking, our aspirations and the strategies that we have committed to as a school to help us realise that ambition for the future.*

*Together, we can.*

# SCHOOL VISION

To be a leading British international school, nurturing global citizens through a blend of traditional values and holistic forward-thinking approaches to education.

# SCHOOL MISSION

Today’s Learners, Tomorrow’s Leaders.

We will create a community of learning within a safe, secure and happy environment where our children are inspired, challenged and supported in all they do. Our passion for learning and teaching will light a fire in the hearts and minds of our students, as will our warmth, humanity and transparency. Student achievement will be limitless and they will leave with the confidence and capability that will equip them for every facet of adult life as a global citizen. They will be aware of their indebtedness to society and the nature and responsibility of their privilege.



# THE HARTLAND WAY

We combine a unique blend of academic challenge, enrichment opportunities and pastoral support to target excellence and create a values-based community of teachers, children and parents which we call "The Hartland Way". The hallmarks of The Hartland Way include:

1. A passion for learning.
2. A drive for excellence through academic, physical and creative pursuits.
3. A focus on developing life skills and building character.
4. A commitment to inclusivity.
5. An emphasis on personal responsibility.
6. A commitment to voluntary service.
7. A respect for cultural diversity, traditions and beliefs.
8. A culture of innovation, research and growth.
9. A respect for the values and traditions of the UAE.

| Values                                                               | Attributes                                                                                                                                                                  | “State of Being”                                                                                              |
|----------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------|
| Integrity<br>Honesty<br>Compassion<br>Kindness<br>Respect<br>Courage | Leadership<br>Commitment<br>Problem Solving<br>Creativity<br>Decision Making<br>Collaboration<br>Adaptability<br>Resilience / Perseverance<br>Risk Taking<br>Responsibility | Happiness<br>Optimism<br>Curiosity<br>Purpose<br>Wisdom<br>Achievement<br>Gratitude<br>Confidence<br>Humility |



# A CULTURE OF CARE AND SUPPORT

*THIS IS WHO WE ARE*

A 'Hartland Way' Philosophy

A Drive for Excellence

A Resolute Pledge to Safeguarding

A Respect for Cultural Diversity, Tradition and Beliefs

A Commitment to Wellbeing



## A “Hartland Way” Philosophy

Our values and behaviours underpin all that we do every day and we call this “The Hartland Way”. Through a combination of academic challenge, enrichment opportunities, pastoral support and inclusive support, our values of integrity, honesty, compassion, kindness, respect and courage shape us and guide us to be the best versions of ourselves. We are all the richer as individuals when we care for others and demonstrate compassion and humility and our privilege allows to focus on UAE and global initiatives of charity, giving of our time, our creativity and our combined energies for good. Most of all, we care for each other: that is our way. By belonging to the Hartland Family, whether as a student, member of staff or parent, you belong to something that is greater than just you. You belong to a culture of excellence, care, support, compassion and ambition that will guide you through this phase of whatever journey you are on.

## A Drive for Excellence

We want our school to be a place where young people will develop a passion for learning which in turn will unlock their potential, nurture their talent and help them to realise their dreams. By fostering an interest and commitment to academic, physical and creative pursuits, we believe that our children will excel in school and beyond its doors and be better prepared for their futures.

## A Resolute Pledge to Safeguarding

Safeguarding and the protection of our children is non-negotiable at Hartland. Through application and implementation of our safer recruitment policy and our adherence to the training of staff on all matters relating to safeguarding and child protection, we ensure compliance with the recommended best practice of global organisations such as BISSC and the ITFCP, going above and beyond where possible. Our children are empowered and informed and know that they can safely report concerns and know the procedures for doing so. All senior leaders, pastoral leaders and members of the Governance Advisory Board are trained appropriately and are affirmative in their actions on all related matters.

## A Respect for Cultural Diversity, Traditions and Beliefs

We are committed to being a school community for all. We actively celebrate and protect the cultural and personal diversity of our children and staff alongside our uniqueness as human beings and learners. Our PSHE programme of study, alongside our Social, Moral and Cultural curriculum, our understanding of Islamic and British values and our EDIJB framework are guided by principles of tolerance and respect. Our pastoral guidance and support systems ensure and expect the highest behaviour standards from our children, and our staff code of conduct ensures that our adults also demonstrate these exemplary behaviour standards.

## A Pledge of Inclusiveness

Inclusion at Hartland is a practice that is lived out daily. We are committed to providing a learning environment where every student, regardless of ability, background, or need, is valued and supported to achieve their full potential. Working closely with parents and external specialists, our staff celebrate the fact that each student is unique, with individual strengths and challenges, and together we identify and address any barriers to learning ensuring that every child has the opportunity to succeed.

## A Commitment to Wellbeing

Wellbeing is at the very heart of Hartland. Our unique "HOW" curriculum and our partnership with YouHQ, ensure that our children, our staff and our community are supported, which is the mark of our school's positive health check in all that we do. With the support of our Wellbeing Team, we strive to build resilience in our children and balance for our staff, continually exploring new and better ways to improve this aspect of our being. Our “Heart to Hart” practice ensures that we listen and reflect, focus on self-awareness and self-care, giving meaning and purpose to the power of human connectivity, and making wellbeing an organic, data driven, and data informed evolving process.

“Wellbeing is at the heart of the school’s ethos and culture that support a very positive and nurturing environment in which students and staff can thrive.”

# A CULTURE OF CHALLENGE AND EXCELLENCE



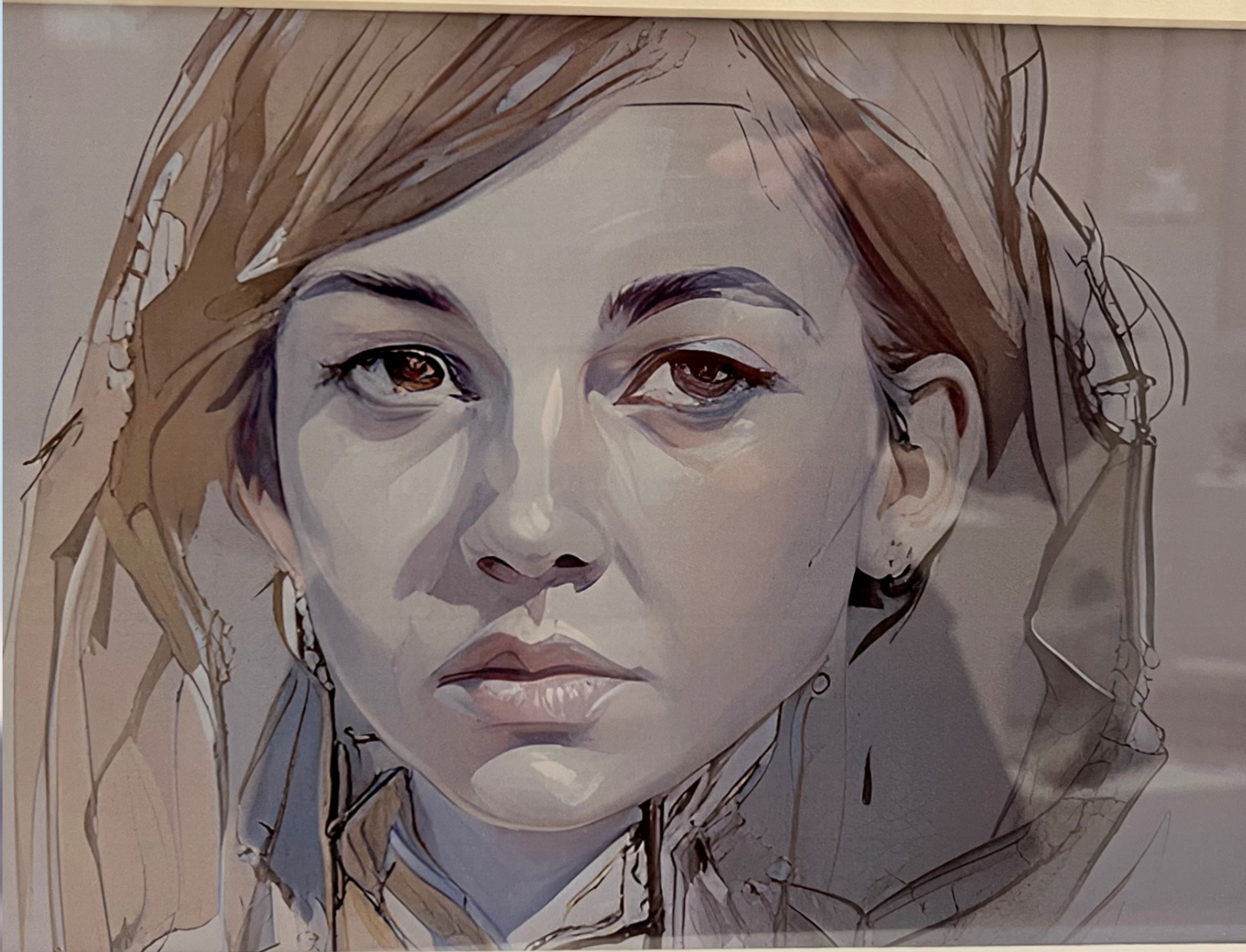
*THIS IS HOW WE DO IT*

**A Unique and Ambitious Curriculum**

**A Relentless Focus on High Quality Learning and Teaching**

**A High Performance Learning World Class School**

**A Focus on Accountability**



## A Unique and Ambitious Curriculum

The National Curriculum for England in an international setting allows us the flexibility to infuse our content with concepts and best practice from around the world. Ensuring compliance with UAE National Subjects and required National Agenda testing, as well as secondary examination boards, we constantly reflect on and review our curriculum to best serve the needs of our learners in an inclusive setting. Literacy, oracy, reading and numeracy are the cornerstones of the digital world, and we offer the widest range of subject options across all phases ensuring structured progression for all. Complemented by an extensive choice of trips, visits, cross-curricular links and enrichment opportunities, we strive to broaden thinking, deepen experience and better prepare our young people for the world of their tomorrows. As a unique homegrown qualification, our sixth form students access “The Hartland Diploma” whose seven strands and key areas provide an opportunity for students to develop intellectual, moral, civic and performance virtues.

## A Relentless Focus on High Quality Learning and Teaching

We are relentless in our focus and attention to the delivery of high-quality learning for our students. We keep this always at the heart of everything that we do. High-quality teaching is ensured by incorporating exceptional subject knowledge alongside concepts of adaptive teaching and personalisation and the pillars of outstanding teaching in line with our teaching and learning framework.

## A High Performance Learning World Class School

We believe that every single student in our school can achieve and excel. We believe that high performance is a mix of academic confidence and attainment, personal values, attitudes and attributes, and an enterprising, problem-solving mindset. By focusing on the core elements of our bespoke Hartland Way, we will develop learners with the knowledge, skills, values and attributes that will support mindsets of curiosity and tenacity. Our learning journey will ensure that we will demonstrate increasing success in outcomes for students in all aspects of school life and that our staff demonstrate these same skills, values and agility in their approach to teaching.

## A Focus on Accountability

We hold ourselves to account and are equally accountable to our students, our parents, our owners and the regulators of KHDA. Our Governance Advisory Board holds the school and the principal to account and is pivotal in ensuring that the school is well-managed, meets its educational objectives, and ultimately provides a safe, inclusive and high-quality learning environment for all students. Governors at the school are trained, compliant and informed on global best practice. The owners of the school ensure that we are academically and operationally successful, financially solvent, well-resourced and compliant with all local regulations. This is further demonstrated through our commitment to BSO accreditation, COBIS, BSME and AoBSO compliance; our meeting and exceeding the standards and expectations of the DSIB inspection framework, our inclusive accreditations of NACE and SENDIA, our own rigorous internal Quality Assurance framework and our commitment to continuous improvement based on the feedback from student, staff and parent surveys, student voice initiatives and our open-door policy.



*The curriculum rationale is very clear and relevant, and links well with the school’s values. The curriculum is effectively broad and balanced and aligns closely with the NCfE.*

*KHDA Inspection Report 2023-2024*



# A CULTURE OF AMBITION AND GROWTH

*THIS IS WHO WE WANT TO BE*

A School of Significance

A School of Legacy

A School of Integrity

A School of “Our Tomorrows”



## A School of Significance

We are an ambitious school in our own right. We aspire to be outstanding in DSIB and BSO and want to be above and beyond in all that we do. We commit to this through a rigorous focus on self-reflection, evaluation and implementation of appropriate strategy. Moreso, we want to be a school of significance that informs research, policy and practice, and plays a key role in the future of education on the Dubai and global landscape.

## A School of Legacy

We are an ambitious school for our students. We want the very best that we can for each and every one of our students and will help them reach the best universities globally and the best centers of training and future employment pathways. We will also support them on their journeys to national service where appropriate. We want our young people to have the skills, attributes and leadership skills to take on the challenges of tomorrow and ultimately be great people who will make a positive difference in the world in which they live, and we believe that our learners of today are indeed our leaders of tomorrow. We will keep this ambition at the forefront of our work every day. Their realisations of dreams and destinations will be our legacy for the future.



## A School of Integrity

We want to be a school that is honest, humble and yet, exceptional with clear guiding values and principles that underpin all of our decisions, actions and procedures. We promise to continually strive to simply be the best in all aspects of our existence so that our young people, our staff and our community are proud of their Hartland name. We want to be a school that cares and works together to make a difference for all.

## A School of “Our Tomorrows”

We will ensure that our school pays attention to global challenges such as sustainability, the environment, geo-politics and the challenging questions and debates that we face in our world, empowering our students to ask questions, debate and consider how they might make a difference. We are committed to environmental education and sustainable practices within the school and instilling environmental stewardship in students. We may not have the answers, but we hope to be a school that guides its young people to think, reflect, take positive action to make a difference for their futures and our tomorrows. We want our students to be adaptable and digitally literate, emotionally intelligent and compassionate, critical thinkers, independent learners and entrepreneurs: most of all, we want them to be good human beings. This will be the impact of a Hartland education and our legacy.

*“Innovation and entrepreneurship are promoted successfully through enrichment opportunities and class projects. As a result, students are increasing their personal, creative, leadership and sporting skills.”*  
KHDA Inspection Report 2023-2024



# A CULTURE OF CREATIVITY AND INNOVATION



*THIS IS HOW WE WILL ACHIEVE OUR GOALS*

**A Focus on 'What the Data Tells Us'**

**An Emphasis on High Quality Recruitment and Retention**

**A Commitment to Staff Development**

**A Relentless Ambition for High Quality Leadership**

**A School Committed to Partnerships**

## A Focus on “What the Data Tells Us”

We will rigorously evaluate, analyse and use all data sources to inform school improvement strategy, making this a cornerstone of our sustained and rapid improvement. Using SchoolsBi software, assessment results from internal and external sources alongside our own school quality assurance process, we will not just be data rich, but will be data-informed. We will focus on “adding value” to all, so that students make sustained progress at all levels against starting points. This means that we will leverage data to make informed decisions, drive strategic planning and continuously improve our educational practices and outcomes.

## An Emphasis on High Quality Recruitment and Retention

With a comprehensive safer recruitment policy and practice aligned to the ITFCP standards, we will attract high-quality staff and will maintain a high level of employee satisfaction. This will ensure that we have a dedicated and skilled workforce, committed to Hartland’s mission, vision and values which will ultimately lead to greater stability, continuity, and success for students and staff alike.

## A Commitment to Staff Development

Our commitment to being a learning community for our staff is key to our sustained growth, building capacity, succession planning and expertise for the future. We will ensure quality of delivery to students as a result of our own personal professional development as teachers and leaders. Our partnership with The National College ensures ownership through an online platform where staff take responsibility for their own learning. This is driven and supported by our teaching and learning framework and an overarching internal policy and schedule encompassing discussion groups, research groups, collaborative planning, a cohesive internal QA process and a variety of working parties ensuring that we invest in our talent and make a positive commitment to “homegrown” progression and succession planning.

## A Relentless Ambition for High Quality Leadership

Our culture and ethos are driven by our moral compass which in turn is supported by a clear and shared vision and mission. In a culture of high expectations, leaders at all levels lead with enthusiasm and encouragement, empowering themselves, students and other staff, giving everyone the opportunity to do their best. Student leadership across all phases of the school is both promoted and valued. We develop this internal leadership capacity of staff and students by listening with open minds and hearts and we encourage a growth mindset accepting and seeking feedback so that together we grow. Our systems operate with utmost efficiency and our understanding of how the school works on a daily basis is key to our operational and strategic success, especially in a climate of continued growth for the school.

## A School Committed to Partnerships

Hartland is known for its happy, family community and our parental engagement strategy is core to our calendar. We value an open, honest and authentic partnership with our parent community who collectively are key to our Hartland Way. Our Hartland Friends association is not just a social group of parents, but a sounding board to ensure that we always listen. With our external networks of lead practitioners and action research opportunities as partners in CEAR and the University of Birmingham Dubai, alongside our delivery of NPQ’s as partners with Infinite Learning, and our recently awarded status as a COBIS Training School, we are committed to the standards of membership of external organisations such as COBIS, BSME, ITFCP, BISSC, AoBSO, SENDIA and NACE, all of whom ensure that we are relevant, connected, collaborative and leaders in the field.

*“The school has effective links with local, national and international partners. The valuable insights from ‘Hartland Friends’ and parents’ executive helps to contribute to the school's collaborative initiatives within the community.*

*KHDA Inspection Report 2023-2024*