



VISION 2025

Gordon's is an extraordinary school, made so by a history of modern ideas alongside traditional values that spans more than 135 years. This vision document articulates how we continue on the journey to become a world-leading school...

Better Me, Better World

2025

GORDON'S PAST

A leader with a global presence, General Gordon's mission was to improve the lives of others, particularly to champion those less advantaged and transform necessitous young lives for the better.

Established in 1885 at the behest of Queen Victoria as the National Memorial to General Charles Gordon, Gordon's School began its existence as a Home for necessitous boys aged 14-16. Since then Gordon's has become a leading co-educational 11-18 academically non-selective boarding school.

**'MODERN IDEAS, TRADITIONAL VALUES' EMBODIES
OUR SPIRIT TO PRESERVE TRADITIONS THAT
WORK WELL, BUT ALWAYS TO STRIVE TO
CONTINUOUSLY IMPROVE AND INNOVATE.'**







SINCE THE LAST VISION STATEMENT, WE HAVE...



Achieved
4 OUTSTANDING
Ofsted ratings

2013
2014
2017
2019



Continued to develop the **Pipes & Drums** with the Pipe Band competing annually in the Scottish Schools' Pipe Band Championships and English Schools' competitions; invited to play Last Post at the Menin Gate and perform at Westminster Abbey and the Tower of London.



Developed
Gordon's
Model United Nations

into a blue ribbon activity with over 100 students representing the school at regional conferences. In 2017, Gordon's hosted the school's inaugural **MUN conference** and in 2018, the team achieved the coveted Best Delegation award at Reigate Grammar School MUN.

Opened
6 new
teaching blocks:

- Taiping
- Kitchener
- Taunton
- Crimea
- Nile
- India



Progressed sport from an already high standard. Most recently, the equestrian and golf teams have claimed **national titles**. The senior football team has featured in two **national semi-finals** and **one final**. The netball and hockey first teams play in the **Tier 1 national leagues** whilst the rugby 1st XV, now partnered with Harlequin FC, plays in the **Tier 1 national ACE league**.



Doubled the Sixth Form to over

300
students

and added over

70
residential places,
thereby providing additional income to develop the estate.

Added **12 new subjects**:

offering extra choice and accessibility for less able students.



Completed the **Sports Hub**: sports hall, **3-G pitch** added to the existing all-weather pitch, two netball/tennis courts, sports pavilion, team building area and an **ergo-rowing suite**.



Remained amongst the best performing schools in England for the progress students make and consistently in the Sunday Times Parent Power **top 20 non-selective schools** in England.

Opened
2 new houses:
Victoria 2016 and
Woolwich 2019.



GORDON'S TODAY

OUR IDENTITY AND AIMS: DISTINCTIVE GORDON'S

General Gordon's legacy as a champion for inclusive education remains at the centre of daily life:

- *An academically non-selective curriculum*
- *An exceptional community where every student is a boarder*
- *Co-curricular for all*
- *Ceremonial heritage and traditions.*

A Gordon's education strives to be more than the best possible examination results, but a thorough preparation for life. Our aim is to develop rounded world class, global citizens with the character, capabilities and confident humility to achieve well, to stay active, to appreciate what they have and to connect and give back to the communities in which they live and work.

OUR VALUES AND ETHOS: THE GORDON'S WAY

General Gordon's life as a philanthropist, leader, scholar, adventurer and soldier is at the heart of our traditional character values of *courtesy, integrity, diligence, enthusiasm and resilience.*

We are a character based school. Lived well, our character values are moral and performance virtues that enhance our capacity to succeed and build better communities.

High performance without good character is not true success. There is nothing heroic about effortless success or arrogance in victory. The Gordon's way has always been to strive for understated excellence: to value substance over image, to judge our performance and ourselves on our effort, and let the results and outcomes speak for themselves.





GORDON'S TODAY

“Gordon's School offers opportunities to all its students to gain a brilliant reputation. It offers its students the best start in life. As a Gordon, I cannot give a bigger compliment to the school, other than to say that I believe Gordon would not only have approved, he would have been very proud.”

TOM GORDON
GREAT-GREAT GRAND-NEPHEW OF GENERAL GORDON

‘EXCELLENCE THROUGH EFFORT’

Much has changed since we began our existence as a Home for necessitous boys and few people would regard Gordon's today as a school for necessitous young people. However, there remains a divide between a Gordon's education and the advantages afforded to students attending the world's very best schools. Without the scale, academic selection or financial resources of many other leading schools, we work harder with what we have, to close this gap.

We are no less ambitious and want all our students to be on a journey from good to great. ‘Excellence through effort’ is a meritocratic mentality that understands that the more difficult the victory the more satisfaction in winning, where staff and students take pride in earning their success justly through hard work not privilege.

GORDON'S TOMORROW

As we recover from a world pandemic there has never been a more important time to reconnect with General Gordon's legacy and reimagine what we can and should try to achieve...

'BETTER ME, BETTER WORLD'

“ *Vision 2025 is for the national memorial to General Gordon to be a force for a more caring and just world: a world in which inequality in opportunities is diminishing; where individuals are treated similarly and have equal chances based not on privilege, but on how hard they work for themselves and others.* ”

'Better Me, Better World' - calls for Gordon's to be more than a school, but a symbol of what can be achieved by a community united in making an outstanding contribution for the good of global society, through its educational leadership and through the lives Gordonians go on to lead.

'WE BEFORE ME'

At Gordon's good character has always meant working hard and behaving well. This is no longer enough. The defining feature of a Gordon's person should not just be how hard they work and how well they behave, but how well they participate and serve.

Involvement and service refers not just where they have talent or interest, but where they are needed e.g. in the House, on the sports field, in their local community, tackling wider issues. If we immerse and inspire students in good habits now they are more likely to go on to make the world a better place.

Better Me, Better World is about better equipping students with the skills, knowledge and experiences to reach their potential. It is also about instilling in students a 'we before me' mentality: a belief in selfish altruism, that we all have a duty to reach our potential not just for ourselves, but to better help others. Such people lead happier lives and leave any community in which they live and work in a better place than they found it.



ACHIEVING THE VISION

- 1. *A Kinder School.*** We are a school where every student is a boarder and we are proud of the special community this has shaped. However, we can do more, particularly following the global crisis, to be kinder. Our focus will be on creating an environment where everyone -staff and students alike - looks out for one another, and gives back. We are one school and we should remember that kindness to each other costs nothing, is rarely forgotten, and builds a stronger and happier community for all.
- 2. *An Inclusive School.*** As well as remaining academically non-selective, finances should not be an impediment to attending Gordon's School, therefore we are committed to doing all we can to facilitate access for students regardless of socio-economic background. Our on-going aim is that The Gordon Foundation's enterprises, investments and external donors should be of such value as to generate sufficient income to fund all necessitous applications.
- 3. *A School that Champions Social Mobility.*** We wish to equip increasing numbers of Gordonians with a greater opportunity to be the global leaders of tomorrow so they can be a force for a more caring and meritocratic world. We aim to continue to close the gap between a Gordon's education and the advantage students gain at the very best schools in the world. This will be spearheaded by the Gordon's Edge, a programme that will equip our students with the social assets needed for an ever-changing tomorrow. From the art of conversation to public-speaking, from the art of networking to interview skills. Also, as students progress through school to increasingly engage them more actively in learning about 'how the world works' and the issues of our time.
- 4. *A School for Well-Being.*** Emotional health provides schools with the greatest modern challenge. Emotional health is best improved not by removing life's obstacles but by better preparing young people to cope with life's setbacks and live healthy lifestyles. At the forefront is our sport for all Saturday school programme and our new mental resilience tutor time programme for all year groups.

'BETTER ME, BETTER WORLD' THEMES

5. ***An Actively Engaged School.*** We expect all students to be active participants in activities outside the classroom and to make a positive contribution to the school, local and global community. We aim to develop a more selfless culture, in which students more often put above themselves their peers, their House and representing the school. This starts by instilling a greater sense of pride in each student that they are adding to a legacy, and representing all those who have gone before them and all those who will follow after them.
6. ***A school with a leading co-curricular programme.*** The more extensive the co-curricular programme, the more students have the opportunity to discover and develop their talents and interests to the highest possible standard. Therefore, we plan to broaden our offer. Also, competition is a key component in building physical and mental well-being, confidence, community spirit and academic excellence. We aim to ensure there are opportunities for all our students to represent the school in competitive fixtures and for those in our identified co-curricular teams, to match any school in England, compete in Tier 1 competitions and be consistently amongst the top schools in the country.





ACHIEVING THE VISION

7. ***A School that Develops its Staff.*** Key to the future is developing our staff, ensuring an environment in which all enjoy working and encouraging them to be active participants in our vision. We will invest further in support and development opportunities for all, including the adoption of a development system, building from early career support and onto leadership roles for those who wish to progress or take on new challenges. A school of high expectations and high standards, we hope to make continuous improvement a science for everyone and for staff to feel supported to become better learners of their own practice.
 8. ***A Well-Led School with an Innovative and Sustainable Built Environment.*** Better facilities and systems underpin better outcomes, therefore we plan to accelerate our development of the site, including Gordon's Neutral, reducing the School's carbon footprint and the digital evolution of learning and administrative processes.
 9. ***An Academic School.*** Academic qualifications alone do not guarantee success or happiness. However, young people have a far better chance in life if they do perform to the best of their abilities in their examinations. Therefore, we plan to ensure a curriculum that is delivering appropriate academic challenge and places the right students on the right course for their future success. Supporting this will be high quality teaching based on our A.C.E. pedagogical educational model: assessment for learning, challenge and engagement. Also, Classroom 2025, which is our commitment to develop digital literacy to enhance the teaching and learning in all lessons.
- Intellectual curiosity also matters and our Academic Enrichment Programme to promote scholarship and markedly increase the number of students securing places at the world's top universities and 'blue-chip' apprenticeships.

ACHIEVING THE VISION

10. ***A School with a Growing Brand.*** We are ambitious. For our vision to have maximum impact we need to influence as many students as possible. Therefore, we will further develop our partnership work and continue to seek opportunities to extend the brand, in order to increase the number of students directly benefiting from a Gordon's education and impacted by our work. We also do not want to just enrol students at Gordon's, we want to enrol families. Parents are partners in the learning process and the involvement of parents, past students and local businesses within school life is essential if we are to transform from a school into a wider community.

Gordon's Connected is an initiative to pursue excellence in local, national and international community engagement and boost parent, student and staff involvement by creating collaboration between Gordon's Careers, partner organisations, business networks, alumni and parents, to benefit Gordonians now and in the future.

'BETTER ME BETTER WORLD' aligns with our four enduring strategic priorities to preserve the National Memorial to General Gordon and further improve the quality of what Gordon's offers to better equip students to be thoroughly prepared for life and have greater impact on the lives of others.

- ***Strategic Objective 1 - Deliver world-class pastoral care, curriculum, and co-curricular provision.***
- ***Strategic Objective 2 - Ensure that support services and site development provided by The Gordon Foundation are fit for purpose and commensurate with outstanding provision.***
- ***Strategic Objective 3 - Increase The Gordon Foundation's financial stability and support for financially necessitous students.***
- ***Strategic Objective 4 - Be alert to, and take advantage of, opportunities to extend the influence of Gordon's, at home and overseas.***

#BLEEDGREEN

‘SEMPER FIDELIS’ ALWAYS FAITHFUL

Better people make a better school. Character underpins everything. How we act is as important as what we do. **#bleedgreen** is about good character and taking pride in being a Gordonian - a special part of maintaining the reputation of this unique National Memorial. It is being faithful to the Gordon's community by striving to fulfil your potential for yourself and in order to leave the school in a better place.

#bleedgreen is more than Gordon's, it's building good habits that will live on beyond school and bleed into later life, making Gordonians better global citizens.

Better Me, Better World.



GORDON'S FUTURE

ASPIRATIONS

1. Refurbish the Simmons Memorial Library
2. Open a Performing Arts Centre
3. Improve the Front and Back Field pitches to provide first class sports playing areas
4. Design and implement our digital transformation strategy
5. Design and implement our environmental strategy
6. Continue to upgrade teaching facilities
7. Continue to increase residential capacity
8. Open Gordon's II
9. Restore the Recreation Hall to its original dual aspect frontage
10. Renovate the iconic Water Tower.





GET INVOLVED

THESE ARE EXCITING TIMES FOR
GORDON'S SCHOOL.

IF YOU WISH TO LEARN MORE AND POSSIBLY
BE PART OF THE NEXT STAGE OF OUR
DEVELOPMENT, PLEASE EMAIL:

development@gordons.school

“ A man simple and heroic; loving righteousness and hating iniquity; born to be a soldier and a ruler, he gave his heart to the young, the poor and the outcast; accepting the hardest duties and refusing wealth and honours and counting life as nothing if by any means he might lessen the miseries of mankind. ”

ANNUAL MEMORIAL COMMEMORATION OF GENERAL GORDON CB



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