

318 Education Trust: Strategy Overview 2020

Mission: To be an excellent Trust that supports and challenges in appropriate measure, so that every individual is in a great school.

Vision: We are selfless, self-assured and successful

For students: Our students leave us accomplished, independent, resilient, compassionate young people, with choices and opportunities ahead of them.

For schools: We celebrate the differences between our individual schools, enjoy the benefit of the team so that each school gives and receives support and retains their identity and culture.

Our Strategic Objectives, delivered through the School and Trust leadership

Engaged Learners	High quality Staff	Excellent Leadership/Governance
<ol style="list-style-type: none"> 1. Progress and attainment are above national averages. 2. Through our broad, engaging and enriching curriculum all our learners, including disadvantaged and SEND students enjoy their studies and achieve their best, through bespoke pathways. 3. Students have a strong sense of belonging, through an inclusive ethos, which enables all students to enjoy school and contribute. 4. The well-being and welfare of students enables them to access opportunities and to celebrate their differences both within, across and outside our schools. 5. Behaviour and attitudes to learning are excellent. 6. Attendance, exclusions and mobility rates are better than the LA average. 7. Personal Development of students develops breadth and depth of character, and enables choices at transition and for them to access pathways and institutions according to need. 8. Our schools are full and student/parent/carer voice consistently report positively about their school experience. 	<ol style="list-style-type: none"> 1. Staff welfare is well managed, meaning attendance is high and staff voice indicates evidence that the approach to well-being helps staff to enjoy work. 2. All leaders plan and sequence the curriculum intent and implementation so the end-points are known to all. 3. Students understand the components and the inter-linked nature of our curriculum. 4. Teaching, learning and support, according to the Trust expectations, are consistently excellent. 5. Assessment helps learners reflect on their work in order to progress. 6. All staff benefit from personalised CPD which is consistent for all and flexible to target individual/school/Trust needs. 7. Opportunities are enabled for staff across the Trust to develop their careers. 8. Performance Management is supportive and challenging, recognises staff who are performing well, enabling ownership of CPD. 	<ol style="list-style-type: none"> 1. Leaders have an uncompromising focus on the quality of education. 2. There is a strong ethos, ambitious vision and a culture of collaborative continuous improvement across all schools. 3. Excellent leadership and governance across the Trust is delivered through appropriate processes, training and mutual support. 4. There is an embedded culture of safeguarding. 5. Each school works at the heart of a community, whether locally or regionally, such that the outward-facing nature of our Trust brings benefits to students, staff, parents and other partners. 6. Our schools are known for the context, strengths and areas for development. 7. There is efficient, effective and prudent financial management at Trust and school level. 8. The growth and shape of our Trust is managed to ensure sustained school improvement. 9. Policies and practices are consistently applied, enabling inclusivity and equality 10. We encourage Governor and Trustee development through CPD.

Shape, size and scope of our Trust:

1. Our Trust is a 3-18 organisation, defined only by age group, hence it will grow through consistent regard to having a fully inclusive community.
2. All types of school will be welcomed, by having a manageable balance of ages, phases and types of school.
3. Collaboration takes place outside the Trust, through building partnerships, to the ultimate benefit of the students.
4. Trust structures will adapt according to the size and need of the Trust, both for the nature of school and speed of growth.

