



Vision
 Being the best we can be—ensuring that all pupils in our trust are able to demonstrate at least one achievement
(every day, every week, every term, every year??) that is personally exceptional

Purpose
 We are a multi academy trust , preparing over a thousand young people to contribute to society as proud and responsible citizens by empowering them to be:

Literate and numerate Resourceful learners Mutually respectful Healthy and happy

TRUST values
 Tolerance Respect Uniqueness
 Support Transparency

Past and future

Our past achievements ◇Full schools of choice ◇All schools good or outstanding ◇Gold kitemark for sport	What we must continue to do ◇Recruit and retain great people ◇Celebrate effort and commitment ◇Challenge schools to aim higher	What we must do differently ◇Reach out to other schools ◇Promote and develop careers ◇Close inequality gaps	Considering the future ◇Budgets falling in real terms ◇Educational landscape in flux – Ofsted, funding, assessment	Our approach to risk ◇Low to medium risk appetite ◇Robust risk management
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Stakeholders

Our schools and staff expect			Our communities expect			Our government expects		
A supportive and rewarding working environment	Recognition and career opportunities	Clarity and expertise in central team	High performing schools	Relevant and engaging curriculum	Schools that care and keep children safe	All schools to be at least good	Social mobility to increase	Resources to be managed effectively

Key Themes and Goals

Aligning practice and approaches Raise attainment in Y3 Improve progress in reading Increase problem solving and reasoning skills in maths	Leading evidence based learning Using local research (led by GR MAT) to close vocabulary gaps Blogs and articles shared on social media School improvement activities are based on what works	Recruiting and retaining quality staff Opportunities for all staff Exemplary employment practice brings staffing stability Social media strategy effective in direct recruitment	New academies welcomed Be clear about vision, governance and potential arrangements Exercise due diligence Increase capacity of central team strategically
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Strategic enablers

Improving our effectiveness

Build strategic partnerships that add significant value	Manage school performance through risk management and executive PM	Use technology to create efficiencies where possible	Communicate positively with existing and potential stakeholders via social media
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Financial sustainability		Valuing and developing all our staff	
Use benchmark data to set headline budgets	Hold leaders to account for prudent financial management	Establish a career progression framework for teachers and LSAs	Develop coaching and mentoring skills
Adopt rigorous risk management policy framework	Use DfE framework to ensure value for money is achieved	Ensure effective communication and shared vision and values	Manage performance and support development of all staff
Evaluate cost and impact of staffing structures			Invest in reward and recognition