

**Vision** Being the best we can be—ensuring that all pupils in our trust are able to regularly demonstrate at least one achievement 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**

<b>Our past achievements</b> ◇Full schools of choice ◇All schools good or outstanding ◇Gold kitemark for sport	<b>What we must continue to do</b> ◇Recruit and retain great people ◇Celebrate effort and commitment ◇Challenge schools to aim higher	<b>What we must do differently</b> ◇Reach out to other schools ◇Promote and develop careers ◇Close inequality gaps	<b>Considering the future</b> ◇Budgets falling in real terms ◇Educational landscape in flux – Ofsted, funding, assessment	<b>Our approach to risk</b> ◇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 2018-2023**

<b>T1 Aligning practice and approaches</b> <i>Every school in The Gold Rose MAT has an agreed route leading them to alignment of reading, writing, maths approaches</i>	<b>T2 Leading evidence based learning</b> <i>All schools are using evidence based approaches, e.g. research and professional enquiry, to ensure school improvement activities are based on what actually works</i>	<b>T3 Recruiting and retaining quality staff</b> <i>Exemplary employment practice brings staffing stability, mitigating any recruitment crisis</i>	<b>T4 New academies welcomed</b> <i>Up to 4 academies are welcomed into The Gold Rose MAT that share our vision and values and can add value to the trust, either straightaway or over time</i>
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**Strategic enablers 2018-2023**

**Improving our effectiveness**

Build strategic partnerships that add significant value	Manage school performance and share good practice effectively	Use technology to create efficiencies where possible	Communicate positively with existing and potential stakeholders via social media
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**Financial sustainability**

<i>Every school in The Gold Rose MAT has a 3 year viable and sustainable financial plan</i>	<i>The trust has sufficient expertise, capacity and systems to hold leaders to account for prudent financial management and support financial planning and oversight</i>
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**Valuing and developing all our staff**

<i>A career progression framework gives all teachers and support staff opportunity to progress and continue learning. Coaching and mentoring supports personalised development</i>	<i>Practice which develops well being is well established and not only attracts new staff but retains staff too</i>
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