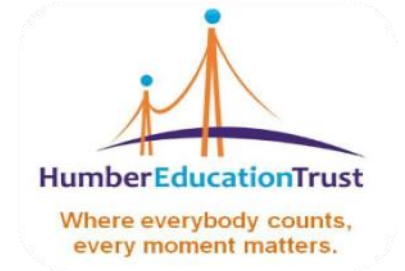


Trust Improvement Plan 2024 - 2025



Our Ethos

Our strength lies in a common purpose: high aspirations, moral values, care and support; yet celebrates our individual uniqueness. We recognise that as every child needs different things to achieve their full potential, so too do the schools that nurture and develop those children.

One size does not fit all. However, effective and ambitious collaboration ensures that our expertise is shared for the benefit of all children.

Only our best is good enough.

Strategic Aims 2024 - 2027

To provide **ambitious**, high quality, **inclusive** education for all children and young people, giving them opportunities to **thrive** and equipping them for their future lives.

To grow the Trust and foster **partnerships** for civic benefit, enabling all young people to **flourish**.

To spend public money wisely and **ethically** to enable enriching experiences and **positive** outcomes for all.

Key Improvement Priorities 2024 – 2025

A: Embed the Trust's school improvement offer to ensure the quality of education in all schools is at least good.

Rationale:

1. Effective challenge & support will further improve the quality of education in all schools, ensuring strengths are built upon and development areas are identified & addressed.
2. Trust aggregated data 2024 shows the disadvantaged gap for HET has been eradicated. This needs to be maintained.
3. Excellent training for teachers and the sharing of best practice across and between all classrooms in the Trust will support quality first teaching and improving outcomes for pupils.

B: Embed effective trust-wide strategies to support vulnerable pupils

Rationale:

1. Pupil attendance continues to be challenging; despite significant improvements, overall attendance is still below pre-pandemic levels and persistent absenteeism has increased.
2. Effective training, challenge & support will ensure SEND pupils and/or those who are disadvantaged are very well supported and achieve highly.
3. Effective challenge & support will ensure all schools have a strong culture of safeguarding and comply fully with statutory requirements and best practice.

C. Further develop leadership at all levels

Rationale:

1. Leadership training and support for senior staff in schools will ensure they have the necessary skills to be highly effective and enable the principles of ethical leadership to be lived on a daily basis.
2. Effective succession planning and opportunities for career progression are critical to the sustained development of the Trust.
3. A resilient, highly skilled and motivated workforce provide the best support for pupils.
4. Robust external challenge & support from and for governance at all levels will enable trust leaders to learn from sector experts for the benefit of pupils and schools.

D: Further enhance strategic planning and implementation, to maximise civic impact and support sustainable growth

Rationale:

1. School trusts have a moral and civic duty to support communities and the education sector as anchor institutions.
2. Strong central services support sustainability, reduce risk and enable schools to concentrate on the quality of education they provide.
3. All staff and pupils have the right to work and learn in an organisation which is values driven and promotes the welfare of all.
4. Sustainable trust growth will support the wider work of the Trust and add capacity to the Trust and the sector.