



## EEEa Strategy Document December 2024 - 2026

### Vision and Values

Our vision is encapsulated in our motto: **'Engage, Enrich, Excel.'**

#### **Engage:**

We believe in the vital role schools play within their communities, prioritising relationships and understanding to create safe, nurturing learning environments where every child can thrive, overcoming barriers to success through collaborative leadership and collective resilience.

#### **Enrich:**

Our schools are united in their commitment to nurturing children's growth and flourishing, prioritising staff development to ensure they deliver innovative and inspiring curricula tailored to diverse communities, fostering social, academic, and creative success through a rich array of memorable experiences.

#### **Excel:**

At the core of our approach lies positivity and passion, nurturing the aspirations of both learners and staff while fostering a sense of pride within our communities. Through high-quality training, effective leadership, and unwavering expectations, we cultivate excellence, empowering every child to thrive in the world around them.

#### **Definition of excellence**

Excellence is not just a destination but a continuous journey fuelled by the right attitude, a commitment to improvement, and a focus on nurturing confident, resilient, and curious young individuals. It hinges on understanding our fundamental role in teaching and learning, directing our efforts towards every child, staff member, and family, with equity as its guiding principle, recognizing the inherent worth of every child as we strive for ongoing excellence.

#### **Our Trust values**

Our Trust is guided by a set of core values that shape our culture and drive our actions:

- **Trust:** Fostering trust through consistency and compassion.
- **Respect:** Recognising importance, fostering appreciation and equity.
- **Positivity:** Instilling hope, enthusiasm and solutions.
- **Creativity:** Identifying, innovating, and realising possibilities.
- **Responsibility:** Prioritising children, acting fairly and collaboratively.
- **Collaboration:** Leveraging talents for collective benefit and deeper impact.
- **Integrity:** Upholding honesty, ensuring trustworthiness consistently.

#### **What sort of a Trust do we want to be?**

As a Trust, our vision is to be a beacon of high-quality primary education where every child realises their aspirations. With a portfolio of six schools, we prioritise preserving each school's unique identity to better serve our diverse communities.



Our approach empowers schools with autonomy, fostering a culture of inclusivity, trust, and integrity. Rooted in our foundation of school improvement, we embrace collaboration beyond our Trust, continually learning from others to enhance our practices.

Central to our ethos is a commitment to staff and pupil well-being, creating environments of positivity, diligence, and excellence. Our growth is deliberate and sustainable, driven by a focus on developing leadership capacity and fostering a collaborative support network.

Through continuous improvement and risk-aware decision-making, we strive to ensure every action positively impacts our pupils. Partnerships are at the core of our resilience, as we leverage collective strengths to navigate challenges and seize opportunities.

Anchored by five foundational components:

- School improvement
- Leadership and governance
- Financial stewardship
- Capacity development
- Environmental sustainability

We are dedicated to realising our vision as a place of aspiration and opportunity for all.

## **EEEa 5 Foundational Components**

### **School Improvement**

Our Multi-Academy Trust (MAT) is deeply committed to the holistic development of every child in its care. Focusing on both academic achievement and the enjoyment of learning is crucial for fostering well-rounded individuals prepared for the challenges ahead.

Collaboration and sharing of best practices among schools within the MAT community is a powerful approach to continuous improvement. Providing tailored support to schools at various stages of their journey shows a dedication to meeting the unique needs of each institution. This comprehensive approach ensures that all students have the opportunity to thrive and reach their full potential.

We will achieve this through:

- developing consistent assessment process for all MAT schools;
- conducting regular peer reviews;
- frequent Excellence Board meetings to share and challenge our work;
- developing networks to support key leaders, e.g. assessment and curriculum;
- contributing to school improvement work outside of the Trust;
- organising mentors for key staff;
- developing reporting formats to ensure schools meet their requirements;
- focusing on the needs of our most vulnerable pupils and providing them with opportunities to succeed;
- effective management of resources for SEND pupils.

### **Leadership and Governance**

Our leadership and governance structure enables us to make decisions that accelerate improvement and address areas of concern.



Since we began, our governance model at MAT level has evolved to ensure trustees are able to make decisions that impact positively upon the family of schools. One aspect that has not changed is the quest to find highly skilled trustees – this mission has enabled us to evolve our systems and to allow our school leaders to be innovative and creative.

Leadership across our schools is strong and this is because of high levels of accountability and the recognition that the sharing of good practice is a key component of our work. Strong school leadership enables us to develop our strategic thinking, thus impacting upon our staff and pupils.

We will achieve this through:

- using a centralised system for managing governance;
- taking a skills-based approach for all leaders;
- frequent meetings with LAC chairs of governors;
- organising training for key aspects of our work;
- producing policies across the MAT;
- providing regular one to one support for all headteachers;
- helping to prepare schools for key milestones, e.g. Ofsted.

### **Financial Stewardship**

A robust and sustainable approach to finances is essential to ensure that the capacity for growth and impact on performance is maintained. By establishing systems and processes that are scrutinised, we are able to mitigate risk and ensure our schools can meet their aims. Adhering to the Nolan Principles is key, as this allows us to follow government guidance and fulfil our statutory duties. As a trust, we focus on value for money to ensure we maximise opportunities for our pupils.

We will achieve this through:

- regular focused internal assurance;
- continued budget scrutiny;
- ensuring the audit and risk committee is highly skilled;
- working throughout the year with our auditors;
- liaising with headteachers and school business managers to advise on policy and processes;
- developing key performance indicators to assess resources and the impact on our aims and outcomes;
- Having strong financial Governance, compliant with the principles and regulations of the Academies Financial Handbook.

### **Developing Capacity**

An essential component to our Trust is having the right people to deliver the vision of the MAT. We place a significant emphasis on schools being well led and managed and believe all staff have a right to high quality training.

We recognise that all members of our communities can play a valuable role in supporting and challenging the Trust. At the heart of this is well-being and the importance of our staff, pupils and parents receiving support to enable them to succeed.



We will achieve this through:

- a robust appraisal system;
- providing training for all stakeholders;
- engaging with external agencies to support our families and out work;
- establishing well-being committees;
- reviewing staff well-being in all schools;
- working with leaders at all levels to support them within their roles.

## **Environment**

Buildings and facilities need to be fit for purpose and need to be places which provide a positive and stimulating place to learn and work. We develop the facilities based on key strategic priorities and this enables us to continue to evolve our learning environments which helps to improve outcomes, academically and socially.

We will achieve this through:

- regular health and safety walks;
- school business managers developing the environment based on key priorities;
- producing Condition Improvement Bids to improve the infrastructure of the schools.