



TEACH The Educational Alliance of Canford Heath

A Multi Academy Trust

It is the belief of the Multi Academy Trustees that being a Multi Academy Trust provides a strong and well-tested legal entity through which we are able to create stronger partnerships and collaborate more for the benefit of our children and community.

Trustees believe that, in order to meet the needs of our pupils and our community, having a shared strategic vision will be a powerful method of ensuring standards are raised, and that our four schools become effective and viable organisations in a time of financial constraint.

At a time when Local Authority services are diminishing, schools are increasingly finding themselves working alone. The TEACH Multi Academy Trust provides a means of bringing Canford Heath schools together, serving a common purpose and providing continuity in learning from Early Years through the Primary age range. We seek to build good relationships with our local Secondary Schools, aiming to help pupils transfer smoothly into the next phase of their education.

Our Vision and Purpose

Our vision is to maximise the life chances of every pupil that passes through our Trust and to have a lasting and positive impact on our local and wider community.

Our Values

Our Trust will promote the following British values:

- Democracy
- Mutual Respect and Tolerance
- Equality
- Rule of Law
- Individual liberty

Our Priorities

To achieve our vision we have the following 9 priorities:

- Improve the life chances of all children within our Trust,
- Raise aspirations

- Promote excellence of teaching and learning for all our pupils;
- Ensure consistently high expectations of achievement across all of our schools
- Develop a highly skilled and motivated workforce
- Maximise and develop the use of all our resources, including our financial resources, for the promotion of learning and well-being.
- Work in partnership with parents and carers, professionals and the wider community to promote pupil's learning, good health and well-being
- Work collaboratively with external partners to widen the range of opportunities available for our pupils and their families
- Promote lifelong learning.

All our priorities are equal but the effort we put into each priority is determined regularly by consideration of the level of risk to its realisation. The Trust has a `risk register` that reflects our current assessment of risk and the actions to mitigate.

Goals

The Trust seeks to meet its 9 priorities as follows,

1) improve the life chances of all children within our Trust by,

- *Promoting the 5 good learning behaviours of resilience, resourcefulness, reflectiveness, readiness and responsibility.*
- *Promote a `growth mind` set.*
- *Ensuring basic skills are taught well, enabling every child to reach their potential.*
- *Providing a broad and balanced curriculum so that a wide range of skills are promoted and developed.*
- *Fostering strong British Values of respect, democracy, rule of law, equality, individual liberty, self-help, tolerance and fair play.*
- *Giving our pupils a sense of self-worth by promoting their self- esteem, confidence and sense of belonging.*
- *Providing enrichment and challenge opportunities that excite and inspire.*
- *Providing appropriate additional support to our vulnerable/disadvantaged pupils*
- *Ensuring our Safeguarding practices are robust and clear.*
- *Improving attendance and punctuality so that all children can make the most of their time at school and arrive at school ready and willing to learn;*
- *Targeting our resources (Pupil Premium etc) to maximise our effectiveness.*
- *Working with our local Secondary Schools to ensure effective transition to each new stage of learning for pupils, and there is continuity of expectations, policy and practice.*

2) Raise aspirations by:

- *Promoting the possibilities afforded by the wider world.*
- *Promoting the possibilities afforded by the world of work (e.g. careers week) and higher education*
- *Promoting a Rights Respecting Agenda*
- *Parent workshops/presentations*
- *Ensuring pupils are `Secondary Ready`.*
- *Creating among pupils a sense of local pride*

3) Promote excellence of teaching and learning for all our pupils by:

- *Formulating a creative, coherent, and engaging curriculum that is understood and delivered well across the Trust schools*

- *Improving continuity in learning so that pupils do not lose momentum, or interest, when they change classes or schools*
- *Encouraging parents/carers and professionals to have high expectations of pupils, enabling them to have high expectations of themselves;*
- *Fostering creativity and innovation in our pupils;*
- *Building an inspiring learning journey by working together to ensure effective transition to each new stage of learning for pupils;*
- *Improving pupil behaviour through clear and consistent policies*
- *Ensuring the curriculum meets pupils personalised needs;*
- *Actively encourage support staff, teachers and school leaders to share their expertise for the benefit of all members of our Trust.*

4) Ensure consistently high expectations of achievement across all of our schools by:

- *Clear and well understood assessment systems*
- *Common approaches to provision (workbooks, curriculum planning)*
- *Regular work scrutiny*
- *Moderation of pupil outcomes*
- *Common approaches to data collection*
- *Regular external scrutiny/inspection*
- *Robust self-evaluation and clear action planning*
- *Providing a professional and attractive educational environment in which pupils, teachers and support staff can work effectively;*
- *Common policy and practice as one employer*
- *Promoting high levels of attendance for both staff and pupils*
- *Professional dress code*
- *Common marketing and promotional material (brochures, publications, websites)*
- *Opportunities to look beyond Canford Heath and learn from others by being outward facing.*

5) Develop a highly skilled and motivated workforce by:

- *Recruiting outstanding practitioners to our schools;*
- *Retain and develop talented professionals within our schools;*
- *Good succession planning*
- *Sharing of expertise and best practice*
- *Providing relevant, high quality, effective professional development for all staff*
- *Providing appropriate rewards and incentives*
- *Robust line management/professional feedback and appraisal*
- *Good accountability structures*
- *Building capacity where needed*
- *Consideration of work/life balance and staff well-being*

6) Maximise and develop the use of all our resources, including our financial resource, for the promotion of learning and wellbeing by:

- *Ensuring governance is of high quality and has effective oversight of the Trust*
- *Effective deployment of staffing*
- *Introducing a `mobility clause` in staff contracts*
- *Re-structuring of staffing when necessary*
- *Economies of scale through significant collective bargaining*
- *Robust procurement*
- *Creation of a central `finance team`*
- *Centralising and creating cohesive administration systems*
- *Centralising leadership and management of a `Trust Estates` Team*
- *High quality IT management and resources*
- *Regular review of `operations` to ensure `smooth running of the whole organisation*
- *Sharing our expertise and learning from others.*

7) Work effectively with parents and carers, professionals and the wider community to promote pupil learning, health and wellbeing by:

- *Appointing staff who will work and engage with parents to support their child (HALO, Pastoral, Inclusion Leaders)*
- *Establishing a `parent forum` to understand parents perspectives and views*
- *Encourage and support the PTA of each school*
- *Appoint community and parental representatives as governors and Trustees*
- *Parent workshops to help them make an effective contribution to their children's learning;*
- *Inviting parents and carers to school events, exhibitions and performances etc*
- *Regular parent consultation meetings*
- *Provide high quality annual reports*
- *Working with health professionals to support the promotion of well-being and child health.*

8) Work with external partners to widen the range of opportunities available for our pupils and their families, for example:

- *Museum Service*
- *Peripatetic Music Service*
- *Soundstorm/BSO*
- *Sporting organisations*
- *Rockley Park*
- *Cultural Hub/art organisations*
- *Secondary/Grammar schools*
- *Pre-schools*
- *Churches*
- *Health Professionals*
- *Other MATs/Maintained schools*
- *Poole Local Authority*
- *Regional Commissioner's Office*

9) Promote lifelong learning

- *Engage children in a high quality curriculum, which will engender a love of learning.*
- *Promote curiosity through stimulating and creative lessons and learning opportunities.*
- *High quality PSHCE sessions to promote a social conscience and a desire give back to the community.*
- *Develop children's learning skills and behaviours to ensure they improve their resilience, resourcefulness, reflectiveness, responsibility and readiness.*

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