

Our Vision

Through collaboration, determination and commitment, we will ensure outstanding opportunities that enable all stakeholders to thrive, grow and achieve.
We will be stronger together in pursuit of excellence.

Our Values

- Community
- Aspiration
- Transformation

Our Aims

In ROBUS Multi Academy Trust Schools we aim to give each child:

- A high-quality learning experience enabling them to excel academically, socially and emotionally
- The opportunity to develop high self-esteem, to build confidence and to be courageous
- A motivating and memorable learning experience that flames the desire for lifelong learning and grows future citizens ready to flourish in society
- A humanitarian appreciation of the need for self-respect and the respect of others

Our Strategic Objectives

Robus four key strategic objectives to steer the Trust's continued development in 2020/21 and beyond.

- A. Educational standards: Increasing the quality of provision in all Trust schools.
- B. Leadership and people: Providing outstanding governance, executive leadership and school leadership with clear succession planning; attracting, developing and retaining the best people to work in our schools.
- C. Developing and growing our partnership: Strategic growth of our existing partnership, working alongside other local schools and teaching schools for the benefit of all our staff and pupils.
- D. Operational effectiveness: Ensuring financially viable and sustainable schools in Robus; working together to enable schools to maximise their resources to increase the quality of provision.

A. Educational standards: increasing the quality of provision in all Trust schools.

1. To ensure that standards in all schools in the Trust are at national average or above in for outcomes for all pupil groups and that each school promotes social mobility and is closing the attainment gap for its SEND and/or disadvantaged pupils.
2. To ensure that attendance of pupils in all Trust schools is above national average and that persistent absenteeism is decreasing.
3. To ensure that our schools provide the very best teaching to promote high-quality learning and strong outcomes for our children and young people, enabling staff to make a real difference to pupils in every school.
4. To support our schools in developing a rich and exciting curriculum by sharing high quality resources across the and best practice to ensure a clear progress in knowledge and skills towards agreed end points.
5. To ensure that all schools maintain or improve their Ofsted grading in the 2019 framework so that all schools are good or outstanding.
6. To ensure that there is a rigorous and robust programme of quality assurance that helps to support staff, build expertise and capacity, and raise standards to deliver positive outcomes for pupils.
7. Investigate centralised pupil opportunities for certain pupil groups (Gifted and talented etc.).

B. Leadership and people: providing outstanding governance, executive leadership and school leadership with clear succession planning; attracting, developing and retaining the best people to work in our schools.

1. To ensure that the Board of Trustees and all those responsible for governance across Robus have the knowledge and skills to act strategically in the best interests of the Trust, governing in accordance with its articles of association and having effective governance arrangements.
2. To ensure that the Board of Trustees is enabled to set and monitor the vision, ethos and strategic direction of Robus through high quality evidence and effective relationships with LGBs, CEO and Headteachers.
3. To ensure that LGBs, CEO, and Trust Headteachers provide effective leadership (both rigorous and supportive) and deliver an excellent school experience that is sustainable over time by embedding systems leadership and ensuring effective governance.
4. To develop a self-evaluation document for the Trust, which is updated by leaders at all levels in order to ensure that all Stakeholders are able to articulate the benefits of the Trust, areas of strength and weakness.
5. To implement a Professional Development programme or 'Flightpath' to ensure that our staff have the right skills to raise standards further, deliver good teaching and learning and disseminate best practice.
6. To ensure that the ethos across Robus schools is such that improving staff well being is high on the agenda and that we attract, develop and retain talented and capable staff to posts in our Trust.
7. To develop future leaders, headteachers, key admin personnel, chairs of local governing bodies and Trustees to ensure effective succession planning for Trust schools.
8. To ensure that the Trust takes part in and provides relevant governor training.

C. Developing and growing our partnership: strategic growth of our existing partnership, working alongside other local schools and teaching schools for the benefit of all our staff and pupils.

1. To be outward looking, engaging with other local schools through BATIC Trust and BTSA to ensure services such as CPD, and mental health provision are maintained and enhanced, leading to improved outcomes for all.
2. To work with the Benfleet Teaching School Alliance to develop capacity within Robus to support other schools, increasing the use of and number of Specialist Leaders of Education.
3. To further develop links with the special schools in the local area for the benefit of pupils and staff in all settings.
4. To continue to review and reflect on growing the Trust and the benefits / risks of doing so.
5. To ensure that the Trust has good links with local pre-schools, nurseries and secondary schools for improved pupil transition.

D. Operational effectiveness: ensuring financially viable and sustainable schools in Robus; working together to enable schools to maximise their resources to increase the quality of provision.

1. To support schools to maximise the resources to improve outcomes for children and young people through activity such as the joint procurement of services to bring about better value for money and economies of scale
2. To develop an efficient and effective school estate which supports and responds to enable the delivery of education services across the Trust.
3. To regularly review Trust staffing to ensure that benefit can be made of consolidating roles across the Trust when the opportunity arises.
4. To investigate other revenue streams that could be used to provide additional educational opportunities / services
5. To identifying and realise efficiencies (where they enhance outcomes)
6. To Identify and realise convergence across the Trust (without diminishing academy's strengths)