South Essex Academy Trust

Strategic Plan 2019 – 2022

Summary Review: Autumn term 2019

Collaboration *Interdependence whenever it will benefit everyone*	• Establish 'go to' people across the Trust and support their ongoing development into experts • Review current structures of staffing to ensure a sustainable staffing model in the short, medium & long term • Introduce a mentoring system for all teachers from their first year to their fifth • Create a staffing plan to ensure succession and capacity • Increased use of technology to collaborate between settings • Trust board seek other Trusts to explore collaboration/merger •
Challenge *Open to the views and needs of everyone*	• Develop the Trust's vision and values so that it impacts positively on recruitment and retention and outcomes for pupils • Attendance in all settings increases • Establish deputies/team leaders in Finance and HR departments to increase capacity and succession planning • ICT infrastructure is appropriate to meet the needs of pupils and staff. • GROW project (or similar) in all schools to meet the emotional and behaviour needs of pupils • Explore growing the Trust to secure financial security by schools/merger • Explore Name change to Trust to extend opportunities for schools to join and the Trust grows • Seeks opportunities for the setup of a new school
Perseverance **Committed to the best outcomes for everyone**	• Improving outcomes for disadvantaged pupils across the Trust • Raising progress and attainment across the Trust to achieve above national averages • The revised approach to delivering the curriculum results in even more quality outcomes for all pupils • To further develop the 80/20 principles • Ongoing budget projections for 2 to 3 years is sustainable, and no school is in deficit • Develop outdoor learning, Forest Schools is in all schools. • The wellbeing and mentally healthy schools is central to all new and current work of each setting for all pupils and staff • All schools are 'GOOD' or better and maintain their Ofsted grading • Clarity of core purpose, Vision and values revisited
Innovation **Embracing new ways of working that benefits everyone**	• Grow the Trust to 6/8 schools • Communication between Academies (SEAT DRIVE) results in better outcomes for pupils • Use 'Peer Review' of settings to improve outcomes • Recruitment, induction, probation & retention planning "The right people, in the right jobs at the right time" • Build capacity in Teaching and Learning by addition of additional TA's and CT's funded by the Trust to be deployed where/when required • Workload for staff is manageable and has a definable impact on pupil outcomes • Developing a 'central' team of TA's, CT's and Site staff • Introduce 'passports' for pupils across the Trust

2019-2020

Collaboration *Interdependence whenever it will benefit everyone*	• Establish 'go to' people across the Trust and support their ongoing development into experts • Review current structures of staffing to ensure a sustainable staffing model in the short, medium & long term • Create a staffing plan to ensure succession and capacity
Challenge *Open to the views and needs of everyone*	• Develop the Trust's vision and values so that it impacts positively on recruitment and retention and outcomes for pupils • Attendance in all settings increases • Establish deputies/team leaders in Finance and HR departments to increase capacity and succession planning • ICT infrastructure is appropriate to meet the needs of pupils and staff. • Explore growing the Trust to secure financial security by schools/merger • Explore Name change to Trust to extend opportunities for schools to join and the Trust grows
Perseverance *Committed to the best outcomes for everyone*	• The revised approach to delivering the curriculum results in even more quality outcomes for all pupils • The wellbeing and mentally healthy schools is central to all new and current work of each setting for all pupils and staff
Innovation *Embracing new ways of working that benefits everyone*	• Use 'Peer Review' of settings to improve outcomes • Build capacity in Teaching and Learning by addition of additional TA's and CT's funded by the Trust to be deployed where/when required • Workload for staff is manageable and has a definable impact on pupil outcomes • Developing a 'central' team of TA's, CT's and Site staff