



## Learning Together Trust Strategic Plan 2025-2028

### Our Trust Vision:

*'With God, all things are possible.' Matthew 19:26*

- Our children will be Resilient, Respectful, Responsible, Reflective and Ready to thrive and succeed in life
- Our schools will be Resourced with the 'best' staff
- Our Trust will have a Reputation for Excellence:
  - School of choice
  - Employer of choice
  - Trust of choice


### Our Trust Mission Statement:

*'Learning Together...to achieve success for all God's children.'*

With Christ at the centre of all that we do, we will create a culture of collaboration and excellence and take our Trust on a journey of growth and success.

| Seed 1   | Seed 2   | Seed 3   | Seed 4   | Seed 5   |
|--|--|--|--|--|
| Ten Flourishing Seeds  |  |  |  |  |
| Deepen and broaden our collective thinking on flourishing education  | Eradicate child poverty  | Pursue equity, diversity, inclusion and justice for children and adults  | Deepen integration into communities  | Give priority to the voices of children and young people   |
| Actions  |  |  |  |  |
| <ul style="list-style-type: none"> <li>• To engage with Church School Trusts <b>nationally</b>, through the Flourishing Trust Network and within our respective Diocese, so that we <b>deepen</b> our current <b>understanding</b> and <b>beliefs</b> of what flourishing in education truly means.</li> <li>• To establish new partnerships and enhance existing partnerships with <b>local organisations</b>, including cluster groups, partnerships with universities and teaching schools, and schools and Trusts with similar contexts, so that there is mutual benefit and challenge to strengthen practice and inform change.</li> <li>• To engage in <b>research</b>, on a local and national level, so that we are committed to seeking the most effective strategies to enable our children and adults to flourish.</li> </ul> | <ul style="list-style-type: none"> <li>• To ensure that all of our children receive an <b>equitable offer</b> and <b>Cultural Capital</b> through our aspirational and inspirational menu of <b>Trust Experiences</b>, so that our most vulnerable children are <b>prioritised</b> and not disadvantaged.</li> <li>• To ensure that key challenges to achievement are identified for our <b>poor</b> and <b>disadvantaged</b> families, and <b>resources</b> are used highly effectively to <b>overcome barriers</b>, so that our most vulnerable children can achieve their true potential and achieve long-term <b>transformation</b>.</li> <li>• To prioritise <b>social justice</b> and <b>civic leadership</b>, through our actions, teachings and connections, so that our Trust and schools are levers of <b>social change</b> and reservoirs of hope.</li> </ul> | <ul style="list-style-type: none"> <li>• To ensure that every school's bespoke <b>curriculum</b> reflects and celebrates the vibrant diversity of our society and local communities so that every child has a deep knowledge and understanding of under-represented groups across all protected characteristics.</li> <li>• To empower our children and staff to be brave and compassionate 'Agents of Jesus', taking <b>social action</b> to challenge prejudice and injustice so that they have a <b>common language</b> and recognise their role and power in making change.</li> <li>• To <b>increase diversity</b> within our workforce and governance, through partnerships and active participation in local and national initiatives, so that it represents of our ever-changing community and society.</li> </ul> | <ul style="list-style-type: none"> <li>• To enhance <b>partnership</b> between school, church and home, through innovative and creative approaches, so that we are united to <b>serve our communities</b> for the <b>common good</b>.</li> <li>• To <b>broaden knowledge</b> and <b>strengthen links</b> with a wide range of services within our communities, so that our families are well-connected, supported, and have their needs met, beyond the delivery of an excellent education.</li> <li>• To <b>deepen integration</b> into our communities, by understanding the context and taking action, so that we are contributing to a hopeful, inclusive and tolerant society.</li> </ul> | <ul style="list-style-type: none"> <li>• To ensure that our <b>children's voices</b> are <b>heard</b> and <b>responded to</b> through routine Trust-wide pupil voice surveys, so that children's views are valued and prioritised, and influence strategic development.</li> <li>• To ensure that all schools in our Trust family have a Pupil Leadership Team, representative of all backgrounds, including pupils with <b>SEND</b>, <b>disadvantaged</b> and in relation to all <b>protected characteristics</b>, so that the viewpoints of all groups are listened to and understood.</li> <li>• To provide opportunities for children to <b>present their views</b>, as young leaders, to stakeholders across and beyond our Trust, so that they feel a sense of belonging and purpose in the shaping of the future success of our Trust.</li> </ul> |



| <p>Our Trust Aims:</p> <p><i>'I can do things you cannot, You can do things I cannot, Together we can do great things.'</i></p> <p><i>Mother Teresa</i></p> <ol style="list-style-type: none"> <li>To inspire children through the highest quality education, underpinned by Trust Values and Christian Distinctiveness.</li> <li>To recruit excellence through reputation and collaboration.</li> <li>To retain quality and 'Manage Talent' through enthusing, enabling and empowering.</li> <li>To provide all schools with the pastoral care, support network, resources and developmental challenge to add value.</li> </ol> <p>Our Trust Values:</p> <p><b>TRUST, LOVE and HOPE</b></p> <p>Our Christian Values, which are rooted in scripture, are at the heart of our Schools and Trust. They help us to live out the Church of England Christian Vision of <i>'Life in all its Fullness.'</i></p> | Seed 6   | Seed 7  | Seed 8   | Seed 9  | Seed 10   |
|---|--|---|--|---|---|
|   | Ten Flourishing Seeds  |   |  |   |   |
|   | Make our education system truly inclusive for whom our schools are currently working less well   | Plan and resource services around schools to support children and families  | Reform accountability to enable schools to flourish  | Broaden approaches to professional development for teachers, support staff, and leaders   | Re-shape education as a career in which adults flourish   |
|   | Actions  |   |  |   |   |
|   | <ul style="list-style-type: none"> <li>To ensure that our staff are <b>well-trained</b> and <b>highly-skilled</b> to meet the range of complex needs of children for whom our school system is working less well, so that those children with the greatest needs are prioritised and flourish.</li> <li>To invest in and be innovative in the <b>long-term resourcing</b> of tailored support to meet the needs of all unique children in our Trust family, so that every child accesses a truly inclusive education system.</li> <li>To strengthen and seek further <b>partnerships</b> and <b>collaboration</b> to share 'best practice' and expertise and current policy, so that every child is appropriately supported, loved, empowered and championed.</li> </ul> | <ul style="list-style-type: none"> <li>To provide support and resources to children and families within the communities that each of our schools serve, through establishing <b>meaningful connections</b> and welcoming them into our schools, so that strong partnerships are formed to benefit all.</li> <li>To support our families to access a <b>network of services</b> within their communities to provide access to well-trained professionals across a wide range of bodies, so that our children and their families get the right help at the right time.</li> <li>To ensure that <b>the mental health</b> and <b>wellbeing</b> of our staff is prioritised, through policies and practices, access to services and resources, and relationships built on trust, so that our staff can flourish, and in turn enable children to flourish.</li> </ul> | <ul style="list-style-type: none"> <li>To ensure that our schools are well-prepared for external accountability, including <b>Ofsted</b> and <b>SIAMS</b>, through manageable systems and collaborative support, so that our Church schools and children secure the best outcomes.</li> <li>To reform our <b>appraisal system</b>, using a more holistic approach, based on goals and aspirations, so that our staff feel loved, valued, supported and empowered to be the best versions of themselves.</li> <li>To ensure that our schools are accountable to the families and communities that we <b>serve</b>, through listening to the voice of stakeholders and developing <b>relational trust</b> at all levels, so that the culture is strong, community engagement is high and our schools are places of flourishing.</li> </ul> | <ul style="list-style-type: none"> <li>To invest in our <b>support staff</b>, ensuring that their voices are listened to and valued, and bespoke professional development is provided, so that our support staff are knowledgeable, skilled and highly effective in their integral roles within the system.</li> <li>To provide high-quality <b>early career teacher development</b>, through engaging with the Early Career Framework (Teach First) and evidence-informed professional qualifications (NPQs and Flourishing Leadership Framework), so that our teachers are <b>experts</b> and <b>flourish</b>.</li> <li>To grow our own <b>future leaders</b>, through talent spotting, nurturing and cultivating, investing in CPD (NPQs and Flourishing Leadership Framework), coaching and mentorship, so that succession planning is in place for future leaders to be fulfilled, engaged and motivated.</li> </ul> | <ul style="list-style-type: none"> <li>To commit to prioritising the <b>workload</b> and <b>wellbeing</b> of all adults in our Trust family, through maintaining strong connections and gathering voice regularly, so that all employees are well rested, valued and supported.</li> <li>To be innovative in our <b>people strategy</b> and develop new <b>partnerships</b> to address the deep challenges of <b>recruitment and retention</b>, so that our schools are resourced with the best staff, and through <b>talent spotting</b> and <b>succession planning</b>, our workforce is strengthened.</li> <li>To ensure that our <b>Trust Strategy</b> underpins our <b>policies</b> and <b>decision making</b>, so that the flourishing of adults is evident and we achieve our vision of being school of choice, employer of choice and Trust of choice.</li> </ul>  |