



**Learning Together Trust  
Strategic Plan 2021-2024**

**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.

**1. School Improvement and Outcomes**

**2. People Strategy**

**3. Partnership Development**

**4. Trust Leadership & Governance**

**5. Business Development & Finance**

**Overarching Strategic Objectives:**

Advance education for all, improving outcomes for children and leading our schools on a journey to excellence.

Build sustainable workforce infrastructures enabling all to flourish, both professionally and personally.

Engage in ‘deep collaboration’ and nurture mutually beneficial relationships and partnerships, both within our Trust family and beyond.

Build a ‘Strong Trust’, with highly effective leadership and ‘expert’ governance, enabling all schools to thrive.

Conduct stringent and rigorous financial and operational leadership and achieve value for money.

**Actions:**

- To provide an ambitious and inclusive **curriculum** of the highest quality to meet the needs of all children in each school community.
- To ensure that all children, including disadvantaged pupils and learners with SEND, make at least expected **progress** and achieve aspirational **attainment** targets.
- To ensure that high **standards** are maintained and improved.
- To ensure that all **teaching** is highly effective and leads to positive pupil outcomes.
- To raise standards of teaching and learning through highly effective **collaboration**, continuous professional development and targeted support.
- To use **research** and **evidence** to enhance practice and impact on pupil outcome.

- To **recruit** the very best staff, at all levels, through reputation and being the ‘employer of choice’.
- To effectively **deploy** staff according to strengths and skillset.
- To **retain** staff by investing in their professional development and personal wellbeing.
- To become architects of **talent**, through identification and nurture of potential within the workforce.
- To develop **resilience** within the workforce, promoting a positive work-life balance for all.
- To **empower** all employees to be the best that they can be.

- To further strengthen our relationship with our **Dioceses and Church Communities** through regular communication and positive engagement.
- To maintain a purposeful relationship with **Wigan LA and Lancashire LA**, and continue to effectively collaborate with Local Authority maintained schools.
- To foster new and strengthen existing **educational partnerships**, including High School, Colleges, Universities and other School Trusts.
- To promote **parental engagement** to strengthen partnership and ensure the development of the ‘whole child’.
- To be beacons of hope and further establish links within our local and global **communities**.
- To engage in ‘deep collaboration’ at all levels within our **Trust Family**.

- To adhere to the **‘Principles of Public Life’**, including selflessness, integrity, objectivity, accountability, openness, honesty and leadership.
- To increase the **capacity** of our Central Trust Team in readiness for growth.
- To undertake high-quality and relevant **leadership training**, through engagement in National Qualifications and nationally recognised professional development.
- To use **leadership expertise** and **strengths** within our Trust to empower and upskill others, enabling all schools to thrive.
- To **develop Local Governors** through modelling and succession planning.
- To commission an **external review of governance** across Learning Together Trust.

- To increase/maintain **pupil numbers** in order to maximise funding.
- To ensure **sufficient reserves** are in place to mitigate areas of high risk.
- To continuously improve the quality of provision whilst **balancing the budget**.
- To maximise our **estates** to support high-quality and safe provision across all of our schools.
- To ensure a robust system of **internal scrutiny** is in place to provide independent assurance to the Board that financial and non-financial controls are operating effectively.
- To work towards **carbon-neutral** operations by monitoring carbon usage and developing sustainable strategies.