



Mission, Aims and Ethos

Our mission:

To create centres of educational excellence that inspire all pupils to turn their *potential into performance* and, through this, to become a leading educational Trust in the South West

To achieve this our schools will:

Provide a broad and balanced curriculum that allows pupils to develop their talents and ambitions

Deliver the highest quality learning opportunities facilitated by excellent teachers

Inspire our pupils to become confident, motivated and respectful individuals ready to make a positive contribution to society

The Trust will support our schools by:

Having a shared ethos within which the unique identity and character of each school can flourish

Maximising the resources and expertise available to individual schools

Providing a platform for the sharing of excellent practice

Challenging and developing staff to turn their *potential into performance*

Trust Agreed Vision for 3-5 years' time

The Park Academies Trust will have doubled in size (either, number of schools or number of pupils) through additional schools joining the Trust. These could be primary, secondary or special schools and ideally will be situated in Swindon or within 45 minutes drive.

The Trust will have a strong reputation within education in the South West with branding that is recognised within this sphere. The Sixth Form Centre will have developed its own identity as part of the Trust and is likely to have its own governance (Local Advisory Board) and development plan for accommodation and resources.

All established Trust schools will be over-subscribed and the additional growth of the Trust will have created additional opportunities and shared best practice such that they will have benefitted from this growth.

The Trust will be seen as being the employer of choice for teaching and support staff within the local area. There will be a thriving staff development programme that allows staff to turn their potential into performance, and is a cornerstone of collaboration and the sharing of best practice. The Trust will lead a thriving initial teacher training hub, ensuring the best new teachers come to work for the Trust.

Financially, the Trust will have maintained sufficient reserves to support the growth of the Trust. All schools will have maintained solvency and a positive budget. Existing income streams (consultancies, commissioned work, lettings) will have been grown to their potential and new income streams will have been developed. The Trust central administration will have its own space and no longer be reliant on schools' office space, for which there is a pressure. The Trust central levy to all schools will be kept under close, annual review by the Trust Board to ensure maximum efficiency and value for money. There will be a shared procurement strategy and the central Trust team will be able to demonstrate that they are maximising the resources available for educational outcomes. The Trust will ensure that all centrally provided services evolve to keep pace with changing need. There will be a clearly defined Trust School Improvement Team by 2021, including a School Improvement Officer for each phase.

Each established Trust school will have strong and effective local governance. The Trust Board will also demonstrate strength in depth and the full range of desirable areas of expertise. There will be a clear succession plan for the positions of CEO, DFO and Chair of Trust Board.

The Trust will have continued to develop a clear shared ethos, within which the unique identity and character of each school can flourish. There will be consistent branding across the Trust that makes clear our shared ethos and approach. Common policies to support this shared ethos will be in place such as shared, phase-specific behaviour policies.

All established Trust schools will be rated 'good' or 'outstanding' by Ofsted and schools joining the Trust will achieve this within two years of joining. The collective result of our schools' outcomes will be strong progress throughout a continuous pathway from

Foundation Stage to Key Stage 5. This will be achieved through excellent teaching and a well planned curriculum that manages the transition between each key stage clearly and effectively. The Trust will be in the top 25% of Trusts for progress nationally.