



One In A Million Academy Trust Vision Statement

Background and Context: One In A Million (OIAM) Academy Trust was established in 2012 and comprises outstanding teachers, educationalists, business experts and sports professionals who are committed to raising educational standards within the City of Bradford. The vision for our Academy Trust has been developed as a result of the OIAM Charity's extensive experience of community engagement programmes in sports, the arts and enterprise, since 2006.

It is through a deep understanding of the needs of the young people we work with within the District of Bradford and a commitment to breaking the cycles of deprivation for them, together with an ethos that values and celebrates the uniqueness of the young people we work with, that the OIAM Academy Trust is committed to leading schools that offer a sustainable, successful and truly unique educational provision. Our aim is to raise educational attainment, aspirations and improve life chances across the District of Bradford. As such, our Trust has a strong community as well as student and school focussed vision.

Our Ethos: The OIAM core values – *compassion, honesty, integrity and excellence* have been the driving force of the Charity and these will define the behaviours of all staff and volunteers in our schools. Leaders in the school will share our vision and passion for making a difference through establishing respect, high expectations and encouragement – for both students and staff. Our staff will nurture and develop a deep sense of self-worth, pride and ambition in all our students. All young people in our schools will be encouraged to feel exceptional, proud of their own individual talents and skills – confident to be and to be seen as '**one in a million**'.

Our Vision: We wish to establish outstanding schools that offer a unique learning experience that is themed across Sports, the Arts and Enterprise, is framed around a connected and creative approach to learning and supported by a strong and vibrant community enrichment offer. We believe children and young people must be equipped for learning with enquiring minds, significant levels of independence, higher order thinking strategies, strong physical literacy, the ability to problem solve and work collaboratively. We will ensure that all skills developed are applied and are linked to purposeful, energetic and stimulating learning episodes that are relevant to the students themselves. Our curriculum will be broad and balanced, ensuring students acquire strong basic skills in literacy and numeracy, personal, social and emotional learning and employability.

The curriculum will also include opportunities for all students to broaden horizons and aspirations, engage in the world around them and have the ability and confidence to navigate choices as they get older. It is the aspiration of the OIAM Trust that students will become active participants in their community, acting as role models, confident to use their talents and skills to engage others in positive community work/volunteering activities and programmes. An extensive enrichment programme that utilises the expertise from our community partners and professionals and the links with the OIAM Charity will support this, providing activities outside the traditional school day, term dates and structures. Our aim is to offer all students, including those from less privileged starting points and backgrounds, the priceless opportunity to build their skills, confidence and self-esteem by focusing on what appeals to them in Sports, the Arts or Enterprise. We will develop an outstanding reputation for supporting vulnerable children.

The Trust's Core Values and Vision will define all learning, teaching and assessment in the schools. Staff in all our schools, led by leaders who work across the Trust schools will work collaboratively to establish a reputation for high quality, innovative teaching, learning and assessment in our three specialisms and over time will be able to offer outreach services and

support to other schools in the District. Our leadership and teaching teams will constantly draw from recognised outstanding practical experience, current research and the expertise and advice from our local and national education partners. Our staff will utilise each other's experiences and skills from all phases to ensure continuity and progression of learning. Staff will be engaged in continuing professional development, supported by our education partners and our local network of schools and colleges, as well as the Local Authority.

Our community vision is intended to contribute to the social, emotional and moral stability of the community, raising the aspirations and educational outcomes for families as well as students. Parent partnership and family support programmes will be key drivers, with opportunities for parent/carers to learn together and to receive advice, training and support where necessary and appropriate, drawing support from our community partners and stakeholders.

Each of our school buildings will provide a supportive and nurturing environment, with Specialist/Technical teaching areas devoted to Sports and the Arts. There will also be spaces devoted to business and community links in our secondary schools. In all our schools, high quality world-class ICT solutions will be pervasive throughout the curriculum and pedagogy and form a major part of the Trust's cross phase activities and communication.

Monitoring our Vision: The Trust expects high quality, consistent practice and high standards in all its schools.

A shared Data Management System and assessment cycle, common to all the OIAM schools, will be jointly calendared and aligned to staff team meetings, Termly Learning Conferences and the Performance Management Cycle, in order to calibrate and generate student and staff data for review, support and intervention by the Local Governing Body and Trust Board. **All** students in OIAM schools will have an Individual Learning Plan (ILP), which will monitor their academic and vocational progress, their personal and social needs and their individual enrichment programme.

To ensure our schools are realising our vision, the Trust will monitor the following:

How well does the school:

1. Ensure the core values of compassion, honesty, integrity, and excellence are integral to every facet of school life?
2. Use Sports, the Arts and Enterprise as vehicles for learning and a key focus of connected learning throughout the curriculum?
3. Negotiate a curriculum that matches the needs and interests of all students, including the most vulnerable and gifted, building self-esteem, ambition, resilience, independence and a love of learning?
4. Further develop young people's intrinsic creativity in thinking, problem-solving, enquiry, collaborative learning and other higher order thinking skills by ensuring lessons require their constant attention and students are fully engaged?
5. Encourage all students to become active participants and contributors to their own, and the wider community through a comprehensive enrichment programme and strong links with the OIAM Charity?
6. Ensure high quality communication with parents/carers with regular opportunities to engage with the school so that families learn together and parents/carers are advised on how best to support their child's potential and success?
7. Prepare students for their life beyond school?
8. Monitor student progress and rigorously intervene through high quality feedback to secure the best possible outcomes for students?
9. Monitor staff performance and support their CPD needs?
10. Collaborate with community partners and agencies?