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THE de Ferrers ACADEMY

Eton Park Junior
A de Ferrers Trust Academy

GRANVILLE ACADEMY

Horninglow Primary
HPS
A de Ferrers Trust Academy

Lansdowne
A de Ferrers Trust Academy

The Pingle Academy
A place for everyone
RESPECT | ENGAGE | SUCCEED

The de Ferrers Trust

The de Ferrers Trust

THE STRATEGY FOR ACHIEVING OUR VISION

To ensure that all the children and young people in our care have the opportunity to fulfil their potential through achieving highly, regardless of their ability or background

ASPIRE AND ACHIEVE

The de Ferrers Trust

THE STRATEGY FOR ACHIEVING OUR VISION

To ensure that all the children and young people in our care have the opportunity to fulfil their potential through achieving highly, regardless of their ability or background.

This will be achieved by meeting the following strategic aims:

CROSS-AIM OBJECTIVE: EFFECTIVE MAT TO MAT COLLABORATION

OBJECTIVES FOR EACH AIM

AIM 01 — Deliver a high-quality education for all pupils

1.1 IMPROVE the QUALITY OF TEACHING and, thereby, pupils' outcomes

1.2 ENSURE that pupils have access to APPROPRIATE CURRICULAR AND EXTRA-CURRICULAR PROVISION

1.3 IMPLEMENT fair and robust standardised systems of progress tracking and QUALITY ASSURANCE of staff and students

1.4 ESTABLISH COLLABORATIVE, CROSS-SCHOOL PLANNING, schemes of work, assessment and moderation in order to raise standards

1.5 CREATE informative and illustrative CROSS-TRUST MANAGEMENT INFORMATION

1.6 DEVELOP SCHOOL TO SCHOOL SUPPORT to improve identified areas for improvement

1.7 USE EVIDENCE AND TECHNOLOGY to inform and improve practice

1.8 ENSURE pupils have access to EFFECTIVE CAREERS ADVICE

1.9 ENSURE that PUPILS ARE SAFE and feel so in order to support their development and progress

AIM 02 — Recruit, develop and retain high-calibre members of staff

2.1 RECRUIT to ATTRACT AND RETAIN HIGH CALIBRE PROFESSIONALS across all aspects of the Trust

2.2 IMPLEMENT fair and robust systems of PERFORMANCE MANAGEMENT

2.3 DEVELOP appropriate and PERSONALISED CPD PATHWAYS for all members of staff

2.4 COMMIT to ensuring that all members of staff have a manageable WORK-LIFE BALANCE with the acceptance that working in education is demanding

2.5 TRAIN and develop more leaders than we need and ENSURE SCHOOL LEADERSHIP AT ALL LEVELS IS EFFECTIVE

2.6 DEVELOP a consistent and effective ITT AND NQT SUPPORT and induction programme

2.7 ESTABLISH CROSS-TRUST WORKING GROUPS FOR SUPPORT STAFF to ensure their development and trust-wide input

2.8 CREATE an effective strategy to utilise media and CROSS-TRUST RECRUITMENT OPPORTUNITIES appropriately

2.9 ESTABLISH and maintain PRODUCTIVE LABOUR RELATIONS

AIM 03 — Establish and develop robust governance

3.1 ENSURE that a robust framework is in place that supports STRATEGIC LEADERSHIP AND DIRECTION

3.2 ENSURE that THE BOARD IS WELL INFORMED, and respond to, the views and needs of key stakeholders

3.3 MANAGE effectively a TRUST RISK REGISTER

3.4 ENSURE executive REPORTS ARE FIT FOR PURPOSE

3.5 RECRUIT people to GOVERNANCE ROLES who meet our skills needs and ensure their continuous development

3.6 ENSURE that roles and responsibilities of those involved in GOVERNANCE ARE CLEAR TO ALL

3.7 ENSURE that statutory and contractual OBLIGATIONS ARE MET

3.8 ESTABLISH, where possible and desired, TRUST-WIDE POLICIES

3.9 ENSURE that all those involved in governance PARTICIPATE IN REGULAR SELF-REVIEW in order to manage and develop the effectiveness of structures and processes in place

AIM 04 — Ensure financial probity and viability

4.1 COMPLY with all FINANCIAL REGULATIONS

4.2 ENSURE that the financial software used is fit for purpose for a growing trust in order to INCREASE EFFICIENCY AND PRODUCTIVITY

4.3 DEVELOP an effective system of regular FINANCIAL MANAGEMENT REPORTING between the trust and individual schools

4.4 REVIEW internal audit processes to ensure they are providing ADEQUATE ASSURANCE

4.5 ENSURE VALUE FOR MONEY efficiencies through effective procurement policy and practice

4.6 TRAIN EFFECTIVELY the trust's finance team and those responsible for business functions in individual schools
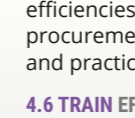
4.7 ENSURE that LONG-TERM FINANCIAL PLANS are in place and regularly review to ensure that these fit with the trust's long-term strategic aims

AIM 05 — Develop a highly-efficient trust infrastructure and central services

5.1 COMPLY with all employment legislation and terms and conditions to ensure FAIRNESS AND EQUALITY

5.2 ENSURE that the HR software used is fit for purpose for a growing trust in order to INCREASE EFFICIENCY AND PRODUCTIVITY

5.3 ENSURE that CENTRAL SERVICES ARE FIT FOR PURPOSE and complementary to adequate in-school provision

5.4 DEVELOP and establish a CLEAR TRUST SERVICE FRAMEWORK

5.5 ESTABLISH and develop an EFFECTIVE TRUST-WIDE IT SYSTEM

5.6 DEVELOP cross-trust estates management processes

5.7 COMPLY with all statutory health and safety requirements to ensure EVERYONE IS WELL SAFEGUARDED

5.8 COMPLY with statutory data protection requirements to ensure APPROPRIATE LEVELS OF PRIVACY AND SAFEGUARDING

AIM 06 — Establish effective systems to support the sustainable growth of the trust

6.1 REBRAND the trust to create A MORE APPEALING AND CONSISTENT IMAGE, including websites of the trust and its schools

6.2 CREATE attractive and ACCESSIBLE PROMOTIONAL AND INDUCTION LITERATURE

6.3 ESTABLISH and develop POSITIVE RELATIONSHIPS WITH KEY STAKEHOLDERS in the wider sector

6.4 AGREE standardised DUE DILIGENCE PROCESSES

6.5 ENSURE that our VISION, ETHOS AND VALUES are understood and acted upon by every stakeholder

6.6 ENSURE that all leaders and members of staff in individual schools have opportunities to ASSOCIATE POSITIVELY WITH THE TRUST

6.7 COMMUNICATE CLEARLY within and without the trust to establish a positive reputation

6.8 DEVELOP a programme to ensure that NEW ACADEMIES are successfully inducted to the trust