

# THE BECKMEAD TRUST



[www.beckmeadtrust.org](http://www.beckmeadtrust.org)

## STRATEGIC PLAN 2022 – 2025

Nurture    Sustain    Grow

# Our Schools

- Beckmead Park Academy
- Beckmead College
- Chaffinch Brook School
- Beckmead Moundwood Academy
- The Ropemakers' Academy
- Roundwood School & Community Centre
- Wells Park School
- The Greenwell Academy
- Sir Geoff Hurst Academy
- The London River Academy





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# THE BECKMEAD TRUST

## OVERVIEW

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The Beckmead Trust opened on April 1st 2019. It was founded on the outstanding work of The Beckmead Family of Schools which ran eight outstanding sites in Croydon. This work is continued and enhanced by the excellence of our three South London Academies: Beckmead Park Academy, Beckmead College and Chaffinch Brook School. The Trust also sponsored Moundwood Academy in Harlow and has two free schools; Roundwood School and Community Centre in Harlesden and The Ropemakers Academy in Hailsham.

The Beckmead Trust also has three other schools in the pre-opening phase: The Greenwell Academy in Harlow, The Sir Geoff Hurst Academy in Chelmsford and The London River Academy in Richmond. The outstanding residential school, Wells Park, in Chigwell will convert into The Trust in 2022. When this period of growth is completed The Trust will be responsible for the education and care of over 800 disadvantaged children and young people. This represents an enormous responsibility and a tremendous privilege.

The Beckmead Trust believes in working with all members of the community to foster life enhancing outcomes and a sustainable sense of progress and happiness. Partnership work is at the heart of everything we do and supports the growth of our Trust which will bring an amplified voice for our youngsters and families. Enthusiastic, expert governance ensures that our Trust delivers the best possible value in every arena. The central team is compact but their skills and work ethic mean that every possible penny is spent on front line staffing and resources.

**'PROUD PAST, STRONG FUTURE'**





# VISION, MISSION AND ETHOS

## Our Vision;

To deliver exceptional education and support for children and young people identified as having SEMH or autism and challenging behaviour and other categories of Special Educational Need.

## Our Values and Beliefs:

### Love;

Unconditional positive regard  
Associations with empathy, compassion and care  
All individuals are worthy of recognition and value

### Flourishing;

The ultimate expression of on-going growth  
A noble aim of education  
Aim to live virtuously  
Achieve a good life and nurture a desire to thrive



### Social Justice;

Celebrate fairness  
Equality and democracy for our pupils and families  
Workforce development  
Professional teams and partnerships

### Community;

A fundamental human need is to belong  
Notions of family, tribes and clans allow distinct identities to prosper under a wider, collective sense of identity  
Develop living, organic communities that fuse education and care and believe in social pedagogy

### Our Ethos;

A stimulating, relevant, exciting curriculum where our pupils thrive and flourish  
Sustainable outcomes, transitions and qualifications for disadvantaged children and young people  
Excellence in professional learning and development  
Dynamic, empathic, ambitious leadership and governance everywhere  
Sound business systems that support excellence and growth

# Our Strategic Objectives

- Outstanding Leadership
- Safeguarding and Wellbeing
- Driving Excellence whilst Achieving Growth
- Nurture and Grow our People
- Building Inclusive Communities





# OUTSTANDING LEADERSHIP

Everyone deserves to be led and managed by individuals and groups who have passion and integrity. We prioritise this through:

- Driving for success, celebrating achievements and promoting a climate of possibility
- Being kind, polite, respectful and hopeful
- The ability to lead from the front and the skill of being able to lead invisibly
- Believing in modelling a vision that inspires and energises those around you
- An awareness of the pressure of change and an empathy towards people who find change difficult
- Championing the nurturing model by being consistent, insistent, persistent
- Being aware of economic, social and technological factors that impact our Trust



# SAFEGUARDING AND WELLBEING

This is at the heart of everything we do and is prioritised by:

- Constantly reflecting on the openness, honesty and integrity of all of our staff
- Hearing and encouraging the voice of all members of our communities - children, families, staff and governors
- Meaningful engagement with parents, carers and external agencies involved with our children
- Ensuring that relationships and practice reflect the finest principles of public service
- Being kind, considerate and caring towards all whilst striving to support the best possible outcomes for our children
- Having excellent recruitment processes supported by high quality supervision and training
- Adopting and updating child protection guidelines through our procedures and a code of conduct for staff, visitors and volunteers





# DRIVING EXCELLENCE WHILST ACHIEVING GROWTH

We are an ambitious Trust aiming to work with a growing number of children by:

- Building pathways, developing meaningful destinations and aiming for life enhancing outcomes for all of our pupils and students
- Adopting an ambitious and measured approach to growth linked to our financial strategy
- Working closely with regional and national bodies to deliver a clear moral purpose and generate a positive impact
- Going above and beyond expectations whilst ensuring our accountability
- Sharing outstanding practice across our academies
- Ensuring compliance and coherent planning through our strategic documents, including our Risk Register and Estates Plan



# NURTURE AND GROW OUR PEOPLE

To support positive outcomes for our learners, we need great people throughout our Trust. We ensure this happens by:

- Investing in our staff and governors, providing opportunities for improvement, liberating talent and promoting ambition
- Recognising that energy, enthusiasm, happiness and hard work are unstoppable
- Ensuring retention, succession planning and progression are strategically planned within a no-limits culture
- Encouraging everyone in our Trust to be available to coach, model and inspire
- Being humble and communicating clearly
- Engaging with local communities to enhance recruitment opportunities





# BUILDING INCLUSIVE COMMUNITIES

The Beckmead Trust is proud to be a diverse and inclusive community, we celebrate and protect this by:

- Not discriminating against characteristics that may include race, colour, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability or age
- Embracing individuality across our Trust
- Forging partnerships and working with a broad range of external stakeholders
- Encouraging collegiality and positive relationships



# Strategic Goals

In the future we have an ambition to:

- Become a leading national Multi Academy Trust working with children and young people identified as having SEND
- Work towards becoming an environmentally attuned, sustainable organisation.
- Grow by at least one school a year to maximise impact for our children and achieve the best possible resource efficiencies.
- Amplify the voices of our children and families by communicating our values and work to gatekeepers and policy makers.
- Influence practice nationally through strategic collaborations and partnerships at local and central levels.

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