

Growth Strategy for Abbey Multi Academy Trust

Abbey MAT Board's vision is to develop a high performing Multi Academy Trust that delivers the very best educational experience for pupils from 3 – 19 across the wide and diverse geographical area of the Diocese of Leeds. We will maintain a clear focus on raising standards, encouraging innovation and strengthening the ethos of the Trust to ensure that we have a positive impact on all the young people within the Trust.

Our aim is that Abbey MAT becomes 'the MAT of choice' for schools within and on the boundaries of Leeds Local Authority. Furthermore, the expansion of the Trust will provide opportunities for an increasingly skilled workforce, staff progression, career growth and succession planning to further strengthen the work of the Trust and the staff within it so that we are regarded as an employer of choice. We will create a network of outstanding schools that thrive through collaboration and interaction.

Our strategy is for **growth with care** ensuring the Trust has the capacity to meet the needs of each joiner academy in terms of support, challenge and leadership, without compromising the core purpose of any academy within the Trust.

We recognise each academy will have its own unique context and will therefore consider each on a case by case basis. The context of the academy, including its location, effectiveness and size will shape future growth. The Trust strategy is based on the following principles:

- Sustainable Geography
- Deliver organisational sustainability and compliance
- Fostering social and professional capital: building key relationships

Growth commitments

The Abbey MAT Board commits that the growth of the Trust will be;

- **Planned** over a number of years on a 'Case by Case' basis.
- **Responsive** to the Diocesan's need to accommodate a growth in academies, both converters and sponsored.
- **Balanced**, taking on Good and Outstanding schools (to ensure capacity for continued progress and improvement) as well as maintaining our 'moral imperative' to support struggling schools where there is greatest need, **providing we have capacity to do so**.
- **Sustainable and measured** according to a shared commitment to the vision and ethos of the MAT. We will only expand when we have the capacity to do so.
- **Diverse**, serving a range of communities including those with relatively high levels of deprivation.

What we won't do

- Put competition before collaboration.
- Do anything that would be detrimental to any young person, staff or school in a neighbouring community
- Put the financial stability or academic reputation of the Trust at further risk.

The Abbey MAT Board will assess each expansion opportunity on a case by case basis, in line with the growth commitments above. The following criteria will also support the Board's decision making;

- a) The school is a Diocesan church school
- b) The school has a Good or Outstanding Ofsted rating
- c) If the school is not Good or Outstanding, then there are no more than 2 RI and 1 SM schools within the MAT at the time of assessment
- d) The school is no more than 1 hour's drive from the MAT central office in LS16