

The ‘**vision**’ for the future of the group of academies within **Abbey Multi Academy Trust** (Abbey MAT) has been shaped through the identification of a number of key thoughts and assumptions that will enable us to build a framework within which **Abbey MAT** will operate. As a Diocesan Multi Academy Trust we are committed to working within a caring and Christian environment.

The **mission** for the Academies is:

“To work in partnership to educate, nurture and empower.”

Our **vision** is that the Academies, supported through **Abbey MAT**, will provide an environment which is welcoming, caring, calm, disciplined and purposeful and which will stretch our young people academically, support them pastorally and help them develop socially and spiritually. We are committed to raising the skills base across the academy communities by ensuring a focus on quality, encouraging innovation through research and strengthening the ethos of the Academies as distinctive schools within their respective communities. Our framework will strive to maintain Academies which will retain their own independent culture and ethos, whilst operating within a strategic partnership to improve quality, share best practice and operate effectively and efficiently.

As a successful Multi Academy Trust we will work in partnership to bring about an environment and culture where, through school to school support, each will flourish and be involved in shaping the partnership.

We believe the development of the Academies will further strengthen the established good practice in operation across each individual Academy which will:

- have a positive effect on the young people in the geographical area of the Diocese of Leeds, through the development of a family of provision, from age 3 to 19, aimed at providing outstanding education and training;
- strive for excellence in all areas of school life by developing the skills and knowledge of all our learners inside and outside the classroom;
- focus on quality teaching and our commitment to the learner, supported by an outstanding pastoral system rooted in mutually respectful relationships;
- ensure that the needs of disadvantaged learners are addressed to improve their engagement, aspirations and social mobility.

Abbey MAT will provide opportunities for all learners to access high quality learning programmes through the development of a wider range of contextualised provision. The provision will be enhanced through our active partnerships between the primary and secondary Academies, link universities, social enterprise partnerships and our local communities. Sharing and developing of resources and good practice will enable learners to develop their active contribution to wider society enhancing their opportunities for lifelong learning.

The development of the Academies will provide a wider opportunity to develop a cohesive and structured strategy for the development of our learners through education, from age 3 to 19. This will enable and encourage progression routes within the region and through working in Partnership with key stakeholders.

A key priority for the region is to meet the ever increasing need for school places in order to meet the rising population. The establishment of an educational family of schools will provide a stable and sustainable platform from which to expand existing provision and to develop new provision, where there is an identified demand.

We are developing a family of Academies that will work together to meet the needs of the learners, both now and in the future. It will meet the **vision** and the **values** of the Christian ethos of **Abbey MAT** through schools of Church Distinctiveness and those who do not have a faith dimension. We will develop of a family of Academies which brings together the cumulative knowledge of providing an outstanding educational experience across the school age which facilitates progression for the learners from primary to secondary within the family.

We will inspire learners across all age ranges to attain knowledge, develop their skills and knowledge and become enablers for achieving their own aspirations and life choices. Specifically, **Abbey MAT** will ensure our Academies raise educational standards by ensuring each Academy provides:

- a positive, orderly and inclusive atmosphere and ethos, characterised by shared aims and values
- strong and positive leadership from all levels of management within the Academies, beginning with the Principal/Headteacher and Senior Leadership Teams;
- a high and consistent expectation of all learners in terms of attainment, achievement and behaviour;
- a clear and explicit focus on teaching and learning and sharing of good practice amongst staff;
- well developed and manageable procedures for assessing learners' work, setting them challenging targets and reporting the information clearly to both learners, parents/carers;
- support for learners to take responsibility for their learning
- opportunities for the development of Student Voice and student leadership
- a physical environment for learning which is as attractive and stimulating as possible;
- a positive behaviour policy which is implemented consistently by all staff and includes a system of rewards and incentives to encourage learners to succeed;
- a wide range of study support and extra-curricular activities to broaden learners' interests and experiences; and
- high levels of parental partnership in the education of their children and in supporting the aims of the Academy.

Abbey MAT's aim is that children and young people within our family of Academies should develop socially, emotionally and academically, have self-confidence, self-belief, achieve personal success and fulfilment.

The Academies within our family will create a unique symbiotic educational relationship to enable learners to access high quality provision to raise aspiration across the areas in which we work. This will ensure a style of delivery which places the learner at the centre of the educational process, whilst encouraging the development of both 'hard' and 'soft'

transferable skills, in order to meet the demands of employers, the world of work and Higher Education requirements.

Our rationale for developing a network of Academies is that **Abbey MAT** wish to develop a range of high quality provision which supports learners to achieve their full potential through clear progression pathways from primary to secondary school and into further and higher education, apprenticeships and employment with training. This will meet local and regional demands for a qualified workforce with the skills and self-confidence to meet their career aspirations, whilst supporting learners to exceed expectations and to maximise their life chances.

We see the development of a family of Academies as an opportunity to build a joined-up strategy for the development of:

- a range of provision with full progression routes, working in active partnership with key stakeholders to link into local, regional and national strategies to develop additional capacity for school places and to engage all, from the academically able and talented to those in the NEET category (Not in Employment, Education or Training);
- core skills in English and Mathematics and transferable skills sought by employers;
- collaborative working with schools and other key stakeholders to eradicate unhelpful duplication and competition;
- and to share good practice across the group of Academies who have a common mission, vision and purpose.

Overall **Abbey MAT** has an ambition to create an infrastructure of provision that is distinctive to meet the needs of individuals whether they are learners, parents and carers, employers or other key partners and stakeholders. **Abbey MAT** believes that we have a moral obligation to improve learning and to ensure that all learners are given the opportunity to make the best of their individual life chances to increase social mobility.

The key objectives for the **Abbey MAT** family of Academies will be to:

- Pursue excellence in everything we do.
- Provide high quality curriculum opportunities across all age ranges and abilities, in which key academic learning is combined with the development of the whole child.
- Develop and provide an inclusive and supportive culture that is safe, effective, friendly, supportive and stimulating.
- Provide a high quality, inspiring and sustainable learning environment, making the most effective use of the Academy estates.
- Build mutually beneficial external partnerships.
- Attract, develop and retain a highly qualified, skilled and professional workforce that will work together to be outstanding in all that we do.
- Ensure the financial health and solvency of each Academy to enable investment in the vision through the effective utilisation of resources and sharing of support services.
- Provide a curriculum that is both responsive to local needs and proactive in providing opportunities that stimulate and build local capacity and progression.

Through the delivery of these objectives we will look to realise a series of key aims within our Academies' group:

- All primary Academies have positive progress scores in Reading, Writing and Maths
- All secondary Academies to attain at, or above, the national average for students attaining Grade 5 and above in GCSE English and maths and a Progress 8 score in the top 25% of secondary schools nationally.
- To ensure high levels of progress for Post 16 students with successful destinations for all
- For each Academy to be assessed by Ofsted as at least "good" but preferably "outstanding".
- To ensure all teaching is good or better, through close and regular monitoring and tracking of performance.
- To install a programme of rigorous Performance Management through focussed staff development days and close monitoring of teachers' SMART targets.
- To ensure the environment is stimulating and age appropriate.
- To support all pupils on the SEN register appropriately.
- To ensure attendance is above the national average.

Specifically, we will ensure our Academies raise educational standards by:

- Broadening the curriculum to offer the very best academic and, where appropriate, vocational pathways.
- Ensuring that the curriculum meets the needs of the 'whole child'
- Providing access to the wide range of learning resources and pedagogic expertise existing across Academies within the group.
- Clearly identifying progression pathways for every learner.
- Facilitating personalised learning programmes which enable achievement matching each child's potential.