



Strategic Plan 2018-2024

Vision:

Tudhoe Learning Trust is a family of schools in County Durham, each with its own identity and heritage with a collective aim – ***to work and learn together; always striving to ensure our pupils achieve their full potential, developing the skills and knowledge required for an ever-changing world.***

OUR CHILDREN COME FIRST – NO EXCUSES

Values:

Excellence - we are committed to utilising our expertise and high levels of professionalism, challenging each other to ensure our focus upon standards & school improvement is consistent across the Trust.
Inspiration – we provide innovative and creative opportunities which engage everyone, in an inclusive environment where risk taking is encouraged, with positivity and passion a prerequisite.
Honesty – we operate our Trust with high levels of transparency, integrity and trust with a small t. We share information freely, with well established communication systems between our schools and the Board of Directors.
Collaboration – we encourage and demand shared responsibility at all levels, which along with joint working practices and a mentality of complete buy in, all stakeholders have a sense of ownership.
Positivity – we want our institutions to be fun, supportive and caring environments, where people want to come to work, to learn, to challenge themselves and be the best that they can be.

Distinctive Features:

1. Our philosophy is to shout the name of the individual schools and whisper the name of the Trust.
2. We believe in celebrating the differences between our schools, sharing good practice and collaborative working.
3. All of our schools have a distinctive feel about them, but all of them buy into our collective Vision.
4. School improvement is always focused upon the needs of our children first and foremost.
5. By tapping into the considerable skills and talents of the staff within our Trust, we support and challenge one another, ensuring the outcomes for our children are the best that they can possibly be.
6. We have a philosophy of leadership at all levels, with everyone within our Trust able to learn and improve together.

Capacity

To grow organically to ensure all our children get the best possible education.

People

The Trust will recruit, develop & retain a motivated workforce of the highest quality.

Education

To provide a world class education for every child in each of our academies.

Governance

Have efficient, effective, robust governance & business arrangements that maximise learning.

Premises

To ensure environments are vibrant, engaging and support a love for learning.

Accountability

Robust procedures which ensure cutting edge systems lead to continual improvement.

To continue to sponsor vulnerable schools as long as capacity allows – usually when we have only one vulnerable school within the Trust.

To recruit staff of the highest calibre who are self motivated, enthusiastic, innovative and passionate about improving the life chances of our children.

To establish and annually review a set of school specific non-negotiables, that underpin the principles of Teaching & Learning and are agreed by all staff along with the CEO.

To establish and review clear roles & responsibilities across the Trust through a Scheme of Delegation that has a clarity of purpose and clear areas of responsibility which are explicit to all.

To ensure all of our learning establishments are maintained and developed creatively, to provide inspirational spaces for our children to learn and grow within.

To conduct regular Continuous Improvement Reviews of our schools, following an agreed framework, along with regular health checks by the CEO on a termly basis.

To engage with schools that are aligned with our values, who wish to join our Trust, following a robust due diligence process.

To ensure all staff access high quality CPD, both within the Trust and through external providers, as well as developing networking opportunities.

To continually review practice within our schools, sharing and learning from each other to ensure the teaching of English & Mathematics is exemplary & the curriculum is world class.

To ensure that the LGBs & the BoD have the necessary skills and knowledge to carry out their roles in accordance with the prime directive of the Trust – the best education possible.

To maximise the opportunities afforded by grants, bursaries or schemes, to improve the infrastructure, increase capacity or complete a rebuild where appropriate.

To work in partnership with the LA, universities and providers such as CFBT or Focus, to develop the skills of leaders within TLT & provide external verification of our work.

To develop more formal partnerships outside of the Trust, especially organisations that have a similar philosophy to TLT, resulting in a model of sustainable growth.

To give all staff who demonstrate the relevant skills & attributes, the opportunity for promotion & career development within the Trust, ensuring clear succession planning.

To make learning irresistible for the pupils of TLT, by maximising every minute of learning time, ensuring lessons are fun, relevant, engaging, logical, focused, stimulating and challenging.

To develop and grow a highly skilled central support team that provides value for money services and advice, to ensure each school can operate at the highest level of efficiency & effectiveness.

To source funding, grants or revenue streams, to build bespoke office space for centrally employed TLT staff, that is eco friendly, sustainable and represents the ethos of our Trust.

To ensure clear internal & external controls for financial processes continue to develop, along with the development of standard operating procedures in all areas.