

TSAT Strategy 2018 – 2023

Vision: To Realise the life chances and dreams of every child

Mission: To provide a safe place to be
To provide great teaching and learning
To create an environment where all opportunities are in reach

Our Ways of Working:

Schools sign up to our 'Mission, Vision and Values' and collaborative ways of working
Schools collaborate 'in partnership for excellence with TSAT'
Each has something to bring to the table and can lead on this
Schools retain their identity and are part of something special
Differentiated solutions according to support needs
Mentoring, coaching, directing
A clear scheme of delegation and decision making to ensure that all our children get the best educational experience

Values:

A culture of professionalism
A focus on nurture as well as achievement
Involvement of the family and wider community in everything we do
Make visible those who feel invisible through disability, poverty, ethnic or cultural disadvantage
Mutual support and development
The health, well-being and safety of all our people

Strategic Aims	Strategic Outcomes		
<p>1. Effective Schools</p> <p>A great place to learn where every child enjoys and achieves and is prepared to succeed in the next stage of their journey towards further learning or meaningful work. Everyone feels safe within a learning community with a focus on values of care for and understanding of others – their wellbeing, physical, mental and emotional. The school will work in mutuality with families and the local community.</p>	<p>1. Secure high levels of attendance and low levels of persistent absence</p> <p>2. Ensure Safeguarding policies and practices operate effectively</p> <p>3. Build relationships further between schools and vulnerable families</p> <p>4. Improve behaviour and focus on vulnerable learners to reduce suspensions and exclusions</p> <p>5. Close the attainment and progress gap between disadvantaged learners and other learners</p>		
<p>2. Outstanding Outcomes</p> <p>Every child develops a love and enjoyment for learning achieved through an outstanding curriculum that balances knowledge and skill and develops self-awareness. Every individual has the ability to engage with and change the world around them.</p>	<p>6. Improve the quality of education in each school</p> <p>7. Provide learning in every classroom for every learner that is at least good and addresses each learners need</p> <p>8. Continue to develop a Trust in which learners achieve high rates of progress</p>		
<p>3. Sustainable Trust</p> <p>We will support every school and learner with the highest standard and most cost-effective education and business support services to ensure that we liberate as much capacity and resources to add value and deliver the highest quality education experience.</p>	<p>9. Actively communicate and engage with all stakeholder groups</p> <p>10. Continue to ensure best value and use of all resources</p> <p>11. Develop revenue raising opportunities</p> <p>12. Future proof buildings and facilities</p>		
<p>4. A Great Place to Work</p> <p>Where every colleague is valued and experiences high quality support and rich learning and development opportunities within a collaborative environment. Every contribution is valued and all receive a well-matched professional development process with a deep focus on managing workload to ensure everyone has a healthy work life balance.</p>	<p>13. Continue to build capacity through cross Trust collaboration and support. With an emphasis on improving workload and subject level collaboration to further develop common approaches</p> <p>14. Develop a Trust talent management plan. Continue to Create opportunities for staff to develop and gain further experience</p> <p>15. Develop a succession plan with an emphasis on executive leadership</p> <p>16. Further the develop our approach to staff wellbeing</p>		

Items highlighted in Blue are priorities for 2021/22