



Endeavour Schools Trust

Trust vision and growth statement

Children are at the heart of our Trust and an unwavering determination that they will develop to their potential must be a shared mind-set for partners joining our Trust family.

Our MAT has aspirations to grow from 2 schools to 5 over the next three years (2020). We anticipate working in partnership with other First schools whilst also welcoming the potential inclusion of primary schools into the Trust. Expanding the age range of the Trust would allow us to provide an enhanced knowledge and understanding of both KS1 and KS2 and has enormous professional development opportunities for staff across the Trust. (2020 – 2023)

Any school wishing to join our MAT would need to adhere to MAT policies as agreed through a process of negotiation and consultation so that increasingly there is cohesion and consistency across the growing group of schools within the Trust. However, most policies remain school based and this enables schools to retain their individual identity whilst benefitting from being part of a larger whole.

Our TRust has Sponsor status; we do envisage the inclusion of a school causing concern as we grow, as we believe that the schools currently within the MAT, having worked together closely for a number of years, have the capacity to successfully support such a school. With growth and the increased capacity that goes along with it, the Trust would be open to welcoming a further school causing concern into the partnership in the future. (We would consider this based on robust assessment of the capacity across the sister schools to provide sufficient support to a school causing concern and on the specific circumstances of the school and the Trust capacity overall.)

Our ambition for the Trust is to “go further and be better than we have ever been before” and our Trust vision statement “Inspired to Excel” encapsulates this. The aim which underpins this is our driver, which is “From good to great”. In order to achieve this we aim to work in partnership with others to provide the best opportunities –

- To achieve pupil outcomes that are better than they have ever been in our schools before
- To provide a professional pathway for all staff so that they have a clear, aspirational and achievable 10 year career plan, underpinned by high quality support and partnership that helps them to realise their own potential
- To give and receive school to school support of high quality in order to achieve the above

As our Trust grows and thus capacity is increased, the vision is for more streamlining of roles and responsibilities so that they are across Trust roles, rather than school level. This will secure a high level of consistency across schools with accountability sitting with one leader. This approach will also support us in providing career pathways for existing staff thus ensuring that talented staff remain within the Trust for



longer, increasing capacity and growing leadership from within. We have already begun on this journey as opportunities arise, but growth of our MAT would give us greater potential to continue to develop this. At present we have a Director of learning and teaching for Maths and a strategic lead for “Reading into writing” which appears as a key MAT development area in the current year (2018)

School to school support is a cornerstone of our MAT’s vision for the future and we are committed to providing opportunities for staff to work together to develop their practice to the highest levels. We have already made staffing changes in order to facilitate this work but this will be part of our strategic plan for development moving forward. It is anticipated that cross-school training and development sessions will be at least bi-annual events. This will formalise opportunities to both grow and share good practice. We have recently launched a CPD opportunity for teachers which sees them undertake an action research project with a focus derived from analysis of pupil outcomes across the schools. For a small stipend they will lead research and development into the chosen area and provide feedback to staff as part of the outcome. It is through such self-driven and innovative approaches to CPD that we aim to develop our team.

Our initial growth plan (2017-2020) is to focus on partnering with schools who are currently good or outstanding; however our mantra for growth is “not just any partner, but the right partner” and should a school causing concern be deemed by all parties to be “the right partner” the Trust would give careful and thorough consideration to their inclusion into the Trust.

We would also like to move to achieving teaching school status so that the good practice within the Trust is utilised more widely by schools; particularly on the North side of the Worcestershire local authority where the context would be reflective of the schools within the MAT. (2018 – 2022). The current Executive Head has a background in school improvement (within Worcestershire and specifically in Redditch, Bromsgrove and Droitwich) and is an accredited SIP and KS1 Lead Moderator and KS2 Moderator, still providing consultancy work to schools and to Babcock Prime (the commissioned provider of school improvement services for Worcestershire) and so is able to offer support to schools in a range of circumstances. This along with particular areas of expertise and experience of other leaders (such as the Headteachers, SENCOs, subject leaders) and staff means there is already potential to bring revenue back into the Trust, without diminishing existing capacity. This can only be further strengthened by welcoming new partners into the MAT followed by the realisation of the ambition – teaching school status.

Our current MAT is successful and forward thinking and we have much to offer to partner schools wishing to join us whilst also being keen to learn from them in order to continue on our journey “from good to great.”

In the longer term, (2022 – 2025) the Trust sees a second phase of growth where the focus would be twofold; supporting schools causing concern and the addition of further good and outstanding primary and First schools within Worcestershire. This phase of growth would take us to a maximum of 10 schools which allows for the “family” ethos of the Trust to be retained whilst also realising the potential for cost cutting within a context of continuing excellence for children.