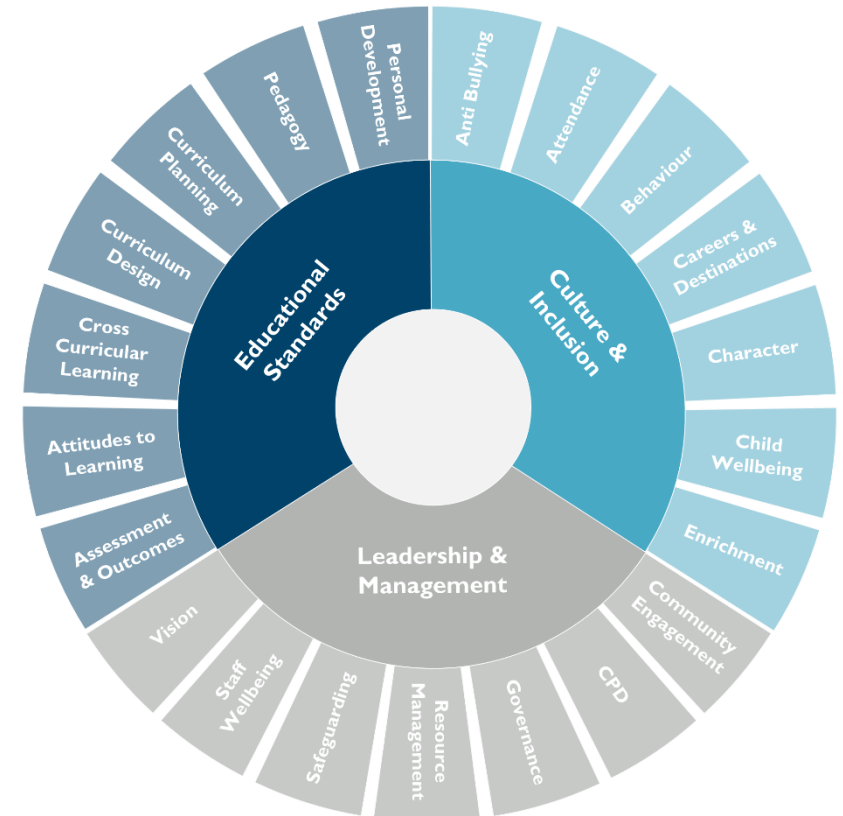




VISION

Our vision is to develop a diverse, inclusive, and collaborative community of highly effective schools that deliver excellent educational opportunities for the children and young people of the communities we serve. Through our work we will ensure that they are equipped with the knowledge, skills, and behaviours to deal with the demands of an ever-changing world.

STRATEGIC PLAN 2023-2028				
Educational Standards	Culture and Inclusion	Leading and Developing People	Growing and Developing our Community	Operational Effectiveness
Outcomes and Destinations Outcomes in each Key Stage to be in the top 10% nationally, with 100% of children having a meaningful destination	Safeguarding A culture of safeguarding is embedded in all schools as measured through external validation	Ethical Leadership Staff will feel part of the Trust community as measured through survey against the national benchmark	Trust Growth The Trust will continue to grow in a measured and sustainable way, educating 10,000 children and young people by 2028	Financial Sustainability ICFP is embedded practice and supports the delivery of balanced budgets, with reserves in line with policy
Quality of Education Provision All schools judged to be Grade 2 or higher as measured through formal accountability processes	Attendance Attendance for all groups is above the national average	Professional Development The Trust will deliver, or provide access to, high quality CPD and career opportunities for all staff, measured through engagement	Community Confidence The Trust will maintain community confidence as we continue to grow as measured through stakeholder survey against the national benchmark	Operational Sustainability The Trust will invest resources to ensure all schools operate effectively, efficiently, and sustainably as measured against its sustainability strategy
Marker of Excellence Strategies to narrow gaps are shown to continually eliminate inequality across groups	Inclusion and SEND Exclusion and suspension rates to be below the national average in all schools	Employer of Choice The Trust will be recognised as employer of choice with vacancy rates better than national comparators	System Leadership The Trust will contribute to wider system leadership with MEI growing year-on-year	Statutory Compliance MET will operate a 'best-practice' approach to ensure statutory compliance is maintained across all operations as validated through audit



Aim High



Be Inclusive



Work Together

ACTION AREA: EDUCATIONAL STANDARDS

<u>WHAT IS THE IMPROVEMENT? (SMART)</u>	<u>HOW WILL YOU KNOW (WHAT EVIDENCE) ?</u>	<u>SLT LEAD</u>
A*-A results – 2% uplift on 2023 results	Year 13 A level results 2024 will show a 2% uplift in A*-A DCP and prelims to show progress towards this target and an uplift from 22/23 DCPs	CE
Highly effective pedagogy in classrooms as a result of small group CPD	Successful implementation of small group CPD Development observations will highlight highly effective practice	MG
Changes to the monitoring of the quality of education have a positive effect on student progress	Student outcomes DCPs Development observations Trust Review	MG
Stakeholders report an increase in value of the personal development programme	All stakeholder surveys report and increase in the value of personal development Curriculum review and development observations will show highly effective practice	BD
Successful reaccreditation of NACE Award	Gold and Silver Programme will be successfully relaunched and increased attendance Platinum programme in place which student's value Progress of high ability student's significantly above national average	RO
Reading – all students are supported to read in line with age related expectations	NGRT demonstrates improvements in reading levels Staff can articulate the reading profile of individuals in their class	RO

ACTION AREA: CULTURE AND INCLUSION

<u>WHAT IS THE IMPROVEMENT? (SMART)</u>	<u>HOW WILL YOU KNOW (WHAT EVIDENCE)?</u>	<u>SLT LEAD</u>
Attendance of Years 10 & 11 is above national average up to and including May half term (including Pupil Premium, CLA & SEN students)	FFT figures at each update demonstrate KS4 attendance is greater than the national average	CE
Pupil Premium attendance in line with non-PP attendance throughout the year	Regular FFT analysis demonstrates that PP attendance is in line with non-PP and above national average	YN
Careers provision exceeds legislative expectations to provide high level careers guidance to our students	Gatsby benchmark compliant Baker clause compliant PAL compliant Stakeholder surveys demonstrate an increase in positive responses from the 2023 surveys	BL
Antibullying - Increase in knowledge and confidence across staff, students, and parents for Antibullying demonstrated by reduced bullying incidents and improved stakeholder survey responses.	How will you know: termly event to focus on antibullying to include antibullying week, staff, student, and parental voice suggest they are more confident and know the process and their role in antibullying, number of cases of bullying reduce.	NO
An increase in value of the house system by stakeholders as demonstrated by student voice and stakeholder surveys. In addition, there will be more house competitions.	Improvement in stakeholder survey responses 100% participation in extra-curricular activities Student council voice demonstrates students value in the house system	TS
Reducing the number of Suspensions, ALPs and FTTs as per 22/23 figures	Reduction in number of students given these sanctions Reductions in the number of detentions	GL

ACTION AREA: LEADERSHIP AND MANAGEMENT

<u>WHAT IS THE IMPROVEMENT? (SMART)</u>	<u>HOW WILL YOU KNOW (WHAT EVIDENCE) ?</u>	<u>SLT LEAD</u>
<p>All parental metrics show an improvement across survey data</p> <p>Pupil Premium and SEND parents have increased attendance at school events</p>	<p>Securing the LPPA Award Improved Parental Engagement Survey Responses (5% uplift on 2023 data)</p> <p>Parents attendance figures on attendance to parents evening</p>	GV
<p>Alternative provision logging is accurate and there is half termly monitoring of all students on a Modified timetable.</p>	<p>Compliant following audit from the Trust</p> <p>Paperwork fully complete for all modified timetables.</p>	STA
<p>All key stakeholders can identify their role relating to online safety and explain the current contextual key issues.</p> <p>Number of online issues in school will decline.</p>	<p>On the PREVENT self-assessment tool the score will be 1.</p> <p>Development observations demonstrate that opportunities are taken where appropriate</p> <p>Parent Voice demonstrates that the school is increasing parental confidence supporting online safety</p>	STA
<p>To be exceptional in all areas of the OFSTED framework</p>	<p>Trust review will demonstrate outstanding performance and validate internal judgements</p> <p>Curriculum reviews will demonstrate high level knowledge of sequencing and pedagogy</p>	HT
<p>Equalities – Identify areas to achieve the Gold Award and complete 50% by the end of the academic year</p>	<p>Identification of the success criteria required for the Gold Award</p> <p>Internal audit to confirm target has been achieved</p>	BL
<p>Balanced budget whilst meeting the needs of all students and staff within the school. Demonstrated through students, parent, and staff surveys</p>	<p>Monitoring reports will balance budget</p> <p>Financial deep dives will continue to refocus our efforts to balance our budget</p> <p>ICFP compliance</p>	BM
<p>Efficient spending of capital budget</p>	<p>Seeing tangible improvement to interior and exterior of the school building, increasing staff and student wellbeing</p>	BM
<p>Compliance</p>	<p>RAG rating score where green indicates excellence & orange is satisfactory. Red scores relate to safeguarding standards not being met</p>	BM
<p>Reaccreditation of the Green Flag Award</p> <p>Teaching of the environment is evidenced in teaching</p>	<p>Development of the teaching of environmental change</p> <p>Increased awareness of environmental issues around the school</p>	TE
<p>Support the wider implementation of Oracy across the Trust.</p>	<p>Roll out of successful strategies at MES across other Trust schools</p> <p>Implementation of further Oracy work to embed this across the school.</p>	RO