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| **West End Schools' Trust Business Plan September 2017 to August 2018** |

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| **VISION: THE WEST END SCHOOLS’ TRUST WILL IMPROVE OPPORTUNITIES FOR THE CHILDREN AND YOUNG PEOPLE** **ACROSS ITS MEMBER SCHOOLS AND ENABLE EVERY LEARNER TO ACHIEVE THE BEST THEY CAN.****KEY PRIORITIES FOR 2017-18** |  |  |  |
| **\* The pursuit of excellence in teaching and learning****\* Robust governance, business and financial management****\* Mastery in teaching and language\* Support for and pastoral care of all pupils and their families** **\* Support of Middle leaders to leadership\* Community projects and development** **\* Focus on outdoor learning\* Raise aspirations by identifying and engaging partners who will bring energy and experience to enhance our learning community**

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| **AIM** | **HOW WE WILL ACHIEVE THIS?** | **TASKS** | **INITIATIVES** | **REVIEW DATE** | **EVIDENCE OF IMPACT** |
| Continue to build on the formal partnership to protect and promote collaborative working to improve the quality of the whole teaching workforce and deliver best value across the Trust. | \* Develop the Trust to provide clear, strong, effective leadership to support schools\* Recruit and develop a quality workforce, ensuring talented staff are retained within the Trust\* Employ effective governance and principles of best value in the procurement and management of resources\* Seek opportunities for additional funding streams and financial efficiencies\* Monitor the success of our work on a regular basis | \* Continue to adhere to administrative processes that support the Board, Executive Committee and other Working Groups\* Continue to support working groups, ensuring they understand their purpose and their role in delivering the Business Plan and monitor their effectiveness.\* Develop a Trust-wide programme of staff training/ professional development for the whole school workforce relevant to our aims\* Identify two middle leaders from each school to complete a bespoke 'Introduction to Leadership Programme' \*Continue to develop, improve and sustain Outstanding Teaching practice across Trust schools\* Continue to regularly update a directory of relevant funders.\* Add to the exemplar of successful funding applications\* Adhere to the plan/timeline for funding applications in order to maximise Trust-wide results \* Review delivery against the business plan termly. | \* Board and Executive meetings to be scheduled for the academic year \* Working groups are as follows: Excellent in teaching & Learning, Robust business/financial management, Community projects/development and Support for Pastoral Care   \* Training programme to take place: incl. mastery across the curriculum (Sept 2017), networks across the term for year groups and coordinators. HT data analysis & peer to peer support termly\*Middle leaders training to take place Autumn & Spring terms with a leadership programme.\*DHTs to lead teaching and learning project.\* Update termly.\* Review termly.\* Review termly.\* Review termly at each working party meeting. | \* 16 Nov 17 \* 22 Feb 18\* 21 June 18\* 16 Nov 17 \* 22 Feb 18\* 21 June 18\* 22 Feb 18\* 21 June 18\* 22 Feb 18\* 21 June 18\* 22 Feb 18\* 21 June 18\* Dec 17 \* April 18\* July 18\* Dec 17\* April 18\* July 18\* Dec 17\* April 18\* July 18\* Dec 17\* April 18\* July 18 | **HVT****HVT****Minutes of meetings****HTs****HTs****DHT monitor greater depth % for Rec,Y2 & Y6 termly.****HVT****HVT****HVT****HVT** |
| Further enhance the educational experiences for children in our care, therefore raising standards in all areas | \* Develop leadership knowledge and capacity through continuing professional development opportunities, sharing best practice and embracing innovative practice\* Create an environment of trust and support across our schools in order to encourage the teaching workforce to continually learn from each other\* Share and implement examples of outstanding teaching practice\* Provide a wider range of curricular and extra curricular opportunities for pupils\* Raise the aspirations of children | \* Establish a programme of outdoor learning\* Work with experienced practitioners to develop strategies to support those pupils for whom English is an Additional Language\* In networks share best practice. Ensure Subject leaders in Trust schools have the opportunity to meet to share ideas and develop best practice  | \*Obtain funding for invention sheds or similar to promote outdoor activities  \* My Story, My Place , My Future initiative with Eat Well Newcastle Gateshead and further arts support if funding obtained  \* Subject leader meetings to take place termly. | \* Dec 17\* April 18\* July 18\* Dec 17\* April 18\* July 18\* Dec 17\* April 18\* July 18 | **HVT & Dave McCleod****HVT & Early Years Coordinators****Subject leaders** |
| Provide further opportunities for those in our local community encouraging them and their children to be active members of society. | \* Equip parents and carers to support their children's development\* Seek opportunities to be 'outward facing' in order to embed our schools as a trusted partner in the local community\* Strengthen and enhance the already effective relationships with parents, carers, partners and the wider community\* Work in partnership with the local community to create opportunities for the whole community to grow | \* Continue to work with the University and other partners to explore the development of a Children's Community in the West End\* Develop and deliver initiatives that support transitions for children and families in particular readiness for education.\* Fully explore opportunities for partnership working across the Trust and make connections to other sources of expertise/capacity/resources\* Continued development of the Trust Pupil Council in order to provide pupils an opportunity to contribute their ideas about the use of the outdoors.\* Deliver the Trust-wide STEPS programme | \* Attend community consultation event in Autumn. Have regular review meetings with relevant partners.\* Awards for all project if successful.\* My Story, My Place , My Future initiative with Eat Well Newcastle Gateshead and further arts support if funding obtained. Work with Open lab.\* Engage in networking opportunities. Duty of every member to promote the Trust where possible.\*Follow STEPS programme | \* Dec 17\* April 18\* July 18\* Dec 17\* April 18\* July 18\* Dec 17\* April 18\* July 18\* Dec 17\* April 18\* July 18\* Dec 17\* April 18\* July 18 | **Executive Group****HVT****HVT, HTs & Early Years Coordinators****HVT & Middle leaders****Family Support Group** |
| Provide a strong voice in response to national and local changes, making sure the impact on our children is always at the forefront of our beliefs. | \* Influence funding decisions so that resources are targeted to our communities\* Ensure our Board are aware of the changing educational landscape and are empowered to respond robustly on behalf of the Trust\* Strengthen and enhance our schools' governing bodies through mentoring and sharing outstanding practice\* Ensure national and local decision makers are aware of issues common across Trust schools\* Ensure the Trust has a high-profile at strategic level | \* Governors access specialist learning and mentoring to share knowledge and best practice\* Continue to link with the LA and city wide Trusts etc to share and strengthen practice \* Encourage our Directors to build others understanding of our work in our communities | Engage Governors across the Trust.Represent the Trust on city wide boards and steering groups.\*Attend community opportunities | \* Dec 17\* April 18\* July 18\* Dec 17\* April 18\* July 18\* Dec 17\* April 18\* July 18 | **HVT & Exec group****HTs****All Directors** |
| Offer our partners the opportunity to become part of, and inspire, our schools and local community. | \* Raise children's and the community's aspirations by working alongside our partners\* Identify areas of joint activity with partners that are mutually beneficial\* Demonstrate the unique qualities of our communities and the benefits of working in partnership with us | \* Expand our partnership with Newcastle University linking to other university departments that could help us achieve our aims\* Formally approach The Centre for Life regarding becoming a Trust partner\* Identify at least one other partner \* Develop a Trust Careers and Enterprise week (wb 21st May 2018) | Work with Open Lab and other parts of the University.\* Approach Andy Lloyd\* Approach Chris Drinkwater\* Obtain funding and organise Enterprise week events | \* Dec 17\* April 18\* July 18\* Dec 17\* April 18\* July 18**\***July 18\*July 18 | **HTs****HVT****HVT****HVT** |
| Retain the unique identities of our individual schools whilst providing our children, staff and parents and carers with a secure identity and sense of belonging within the Trust. | \* Develop a greater recognition and understanding of what we do and why it's important, through good communications\* The Trust will be a visible presence in the community | \* We will share our vision and aims with all members, staff and partners\* Celebrate our successes in local media\* Celebrate our work internally via the website and with a termly newsletter\* Continue to encourage exercise through sport through the Run, Kick, Jump, Hit programme\* Do an environmentally friendly event like recycling Christmas trees\* Increase the breadth and depth of media coverage across all schools by offering media support  | \* Record social media activity. \* Record activity. \* Record activity. \* Carry out the Run, Kick, Jump, Hit programme in accordance with the timetable. Seek further funds where necessary.\*Middle leaders to organise.\* Trust Officer to liaise with Business Managers to share coverage. | \* Dec 17\* April 18\* July 18\* Dec 17\* April 18\* July 18\* Dec 17\* April 18\* July 18\* Dec 17\* April 18\* July 18\* Dec 17\* April 18\* July 18\* Dec 17\* April 18\* July 18 | **HVT****HVT****HVT****HVT****HVT****HVT** |

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