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