



Principles of Excellence

1. A culture of high ambition, expectation and achievement through responsible accountability resulting in an ethic of hard work, pride and enjoyment in learning.
2. An exemplary ethos which emphasises traditional and timeless values, a strong moral purpose, positive and caring relationships, inclusivity and excellent standards of behaviour and professionalism in an environment where every child and adult matter – it also celebrates the distinctiveness of its member schools (including Church status) and the diverse nature of the student population.
3. High quality teaching which features educational passion, innovative and research-proven pedagogy and best practice which engages, challenges and supports young learners who not only enjoy learning, but are curious, see its purpose and demonstrate a positive mind-set, resilience and self-belief and the ability to work independently as well as part of a team.
4. Professional Development which invests in and empowers all colleagues at all career levels and in all roles, nurturing talented teachers, 'growing' leaders, creating career routes, building expertise, recruiting and retaining high quality staff.
5. A broad, balanced and innovative curriculum (including extra-curricular) which is designed to:
 - Prioritise the basic skills within English and Mathematics as the solid foundation for academic success.
 - Create balance, breadth and depth which is flexible and responsive to the needs of the whole range of learners.
 - Ensure targeted support and appropriate stretch for every learner, overcoming barriers and removing gaps in outcomes.
 - Nurture talent and enrich lives through equal entitlement, a wide range of opportunities and access to the arts, technology, creative and practical activity, sport, enterprise, music, dance, foreign language learning, travel and off-site activity.
 - Provides 'futures' guidance which is inspiring, non-stereotypical and broadens children's understanding about the world of work, the skills required and the range of opportunities.
 - Provide an all-rounded education which shapes character, promotes healthy and safe living, fostering a sense of right and wrong in the context of the school, local, national and international communities.
6. Effective partnership and collaboration which features:
 - School-to-school support through Trust and other local schools, local organisations and alliances, maximising the benefits and opportunities for all learners, creating a continuum of learning and ensuring smooth transitions, continuity and progress between key stages.
 - A well-coordinated, prompt and appropriate structure for multi-agency working, supporting young learners and their families, providing clear and regular communication, follow-up, evaluation and long term planning, particularly for those families who are 'hard to reach'.
 - Clear and meaningful partnership with parents who feel integral to the process of education, understand their role in supporting and enriching learning.

- Pro-active community engagement which contributes to cohesive, sustainable communities and to the wider education process.
7. Robust and accountable leadership and governance which demonstrate:
- A clear vision and strategic plan for ongoing school improvement and raising standards through collaboration, with efficacy and ambition, intelligent and mutual accountability and succession planning which plans the development of future leaders, expertise and overall capacity in a financially sustainable manner.
 - A commitment to ensuring that all leaders receive an appropriate balance of support and challenge and are empowered to deliver the Trust vision, while being held to account for the impact.
 - An appropriate balance between school autonomy and collective responsibility
 - A commitment to investment in the recruitment and retention of top quality teachers and support staff and in bespoke professional development and particularly in succession planning from within and also in staff well-being and welfare.
 - A commitment to building sustainable and effective partnerships, maximising the benefits of collaboration in the best interests of the learners.
 - A relentless focus on creating and enhancing an environment which is conducive to learning and high achievement and is welcoming, safe and happy.