



TEAM Multi-Academy Trust



Life, Love and Learning to the Full
Strategy 2020-2025

Introduction

“Education is a once in a lifetime opportunity to open children’s hearts and minds to the unbelievable wonder of the universe.” (Sir Anthony Seldon)

Welcome to TEAM Multi-Academy Trust,

In January of 2020, nobody could have predicted the events that would go on to shape the rest of the year. The Covid-19 crisis placed us all in a position where we had to reflect on the real meaning of life and consider what it means to truly love and care for those around us, especially the most vulnerable. Within our schools we have all had to learn quickly and many hours have been spent considering how we can continue to provide our children with the best education possible (both at home and in school). We have had to reflect on today, tomorrow and the future. At TEAM Multi-Academy Trust the children are always at the centre of all thinking and decision making. We strive to do the very best we can to prepare the young people of North Devon for what lies ahead. We want them to approach the future with hope, confidence and aspirations for achieving great things in life. We believe that as a Trust we are one, a family joined together with a common purpose to collaborate, sharing expertise and supporting our community as a whole.



It is through our vision of **‘Life, Love and Learning to the Full,’** we aim to ensure our pupils receive a world-class education at every stage of their schooling. We want them to understand how precious life is and what it means to be loved. As a Trust, we build the foundations of life in all its fullness underpinned by our values, where we understand what it means to be loved and to love others within our schools, our local, national and global communities.

Our curriculum is built on four drivers: **Building Learning Power, Building Futures, Building Communities and Building Self-Esteem.** It is through our drivers that we seek to raise children's personal aspirations by providing them with the skills, knowledge and understanding to realise their ambitions. Through our ‘Big Event’ curriculum, all children have a wide range of experiences that broaden their horizons and deepens their learning. The curriculum provides opportunities for the children to develop a sense of pride in their locality whilst at the same time helping them to learn about other cultures from around the world. The learning is rich, exciting and diverse, but most importantly, it is accessible to all because we ensure all children have the skills they need to engage with their learning at every level. Our children benefit from increased collaboration and their learning is enhanced through experiencing the different settings our schools offer. As a partnership, we are able to offer specialist teachers for Physical Education, Music and MFL and the vibrant curriculum ensures the children have regular days out to support learning and visitors to our schools to extend curriculum opportunities. It is important to us that we build lifelong memories, so we offer all junior aged children a range of residential visits to places like Dartmoor, London and Segovia in Spain.

Being part of a dynamic Multi-Academy Trust like TEAM brings a whole host of additional benefits to our schools. We have Specialist Leaders of Education to support School Improvement work and a central team who can provide a wealth of knowledge and experience when tackling complex issues. Also, direct funding from the Department for Education gives us more independence and allows us to be more creative with our resources ensuring the children get the best provision possible.

Life, Love and learning to the Full is about seeking to achieve high academic standards for all our children but more importantly, it is about ensuring we provide a very supportive and positive environment for children to learn and to grow as global citizens. We are all very proud of TEAM Multi-Academy Trust and the work it has achieved to date. Looking to the future we are all committed to ensuring that the children of North Devon receive a great education and fantastic experiences that will never be forgotten



Why should we work as a TEAM?

- To set direction so we can deliver the best education possible.
- To build each other up so we can be the best that we can be.
- To build a better future for all the schools.
- To build our learning power through the professional development of all staff.
- To build communities through our collaborations locally, nationally, and internationally.
- To support and challenge each other to succeed.

Our Children

- Live in communities that are unique in character.
- All have access to wonderful outdoor learning environments that can be shared across the trust.
- Through the global partnerships can engage in collaborative events with children across the world.
- Can engage in a wide range of trust musical and sporting events.
- Use the trust's Google platform to share ideas with their pen pals and other classes/year groups.
- Participate in shared residential visits (e.g., London & Segovia in Spain)
- Some of which are disadvantaged and vulnerable will receive the pastoral and academic support they deserve.
- Participate in shared Big Event curriculum visits.

Achieving Success

- At TEAM Multi-Academy Trust, we define success not just by academic outcomes but also through the development of a child's character and spirit.
- We value the Big Event curriculum and all the wider enrichment experiences we offer.
- We are committed to being a Multi-Academy Trust focused on supporting the most disadvantaged members of each school community.
- Evaluating character development provides its challenges but we will develop an evaluation framework which sets out clearly how this will be achieved.



Innovate to Succeed



To continually be a high performing Multi-Academy Trust, we recognise that we will need to be innovative and work differently to ensure that we are consistently good in every TEAM classroom, for every pupil.

The fact that each of our TEAM schools is unique is something to celebrate and we recognise that this may lead to some within school/across school variance in the approach being taken. However, variation in approach should not lead to variation in quality.

To ensure we deliver on the five-year strategy the follow core priorities have been identified to ensure we achieve educational excellence throughout the organisation.

1. Purpose and Direction
2. Curriculum and Assessment
3. Teaching and Learning
4. Developing the Organisation
5. Investing In and Developing Others
6. Facing Outwards
7. Developing Financial and Operational Structures
8. EYFS





Purpose and Direction

To become a leading Multi-Academy trust in North Devon that is driven by its overarching commitment to serve the needs of all children



Why is this a priority?

The children of North Devon are currently growing up in a world that is rapidly changing. They have had to contend with a global pandemic, global warming and a wealth of information being communicated through the press and social media. At TEAM Multi-Academy Trust, we recognise that the children are going to need support like they never have done before. As a Trust we have a moral duty to ensure that the children receive the best care and education possible. Going forwards, the children must always be at the centre of our thinking.

Core Priorities

- To ensure that TEAM's vision, culture, and ethos linked to Life, Love and Learning to the Full is clear and understood by all stakeholders.
- Continue to innovate in the pursuit of educational excellence
- The MAT has a clear understanding of the full spectrum of needs of its pupils in all schools (i.e., SEND, pupil premium, low and high prior attainment and EAL pupils).
- To successfully negotiate our way through the Covid-19 pandemic making sure that staff, pupils, and their families are well supported.
- All schools in the Trust remain good or better when inspected under the new Ofsted Inspection Framework.
- Continue to support other primary schools, particularly those in rural settings and grow as a trust.

Achieving Success

- All schools can clearly demonstrate how they have brought Life, Love and Learning to the Full to life
- Building Learning Power, Building Futures, Building Community and Building Self-Esteem/positive mental wellbeing clearly evident within the school curriculum of each academy.
- Pupil, staff and parent surveys are positive and highlight that all stakeholders feeling well supported.
- Ofsted inspections highlight outcomes of good or better.
- School can clearly demonstrate innovative practice when it comes to curriculum, assessment, teaching and learning.



Curriculum & Assessment

To ensure there is a high quality curriculum on offer throughout the Trust that drives social mobility and improves the life chances of children especially for the most vulnerable.

Why is this a priority?

At TEAM Multi-Academy Trust, we seek to ensure that all our children receive a world class education. To achieve this, we will create an exciting globally thematic knowledge and skills based curriculum that excites the children and prepares them for life in modern day Britain.

Core Priorities

To create a Big Event curriculum that:

- Builds Learning Power, Builds Futures, Builds an understanding of the global community, Builds Self-Esteem & Mental Wellbeing.
- explores the breadth and depth of the national curriculum
- develops a rich and deep subject knowledge
- has a coherent and progressive framework
- provides the challenge and enjoyment of learning
- Is inclusive and ensures all learners, especially the most disadvantaged learn well and leave their school well prepared for the future.
- Is globally outward looking and provides the children with the chance to learn with children from around the world.
- provides the children with the opportunity to experience one Inspirational Big Event a term that provides the stimulus for the learning being undertaken.
- provides opportunities for children to lead their own learning to enable them to become confident, resourceful, creative and enquiring independent learners.

Achieving Success

- When speaking with the children they speak with great enthusiasm about their learning, the Big Events and the breadth of subject on offer.
- Parent feedback highlights strengths within the Big Event curriculum. They would recommend their child's school to others.
- TEAM's curriculum intent, implementation and impact is clear and consistently embedded in each school.
- Each school has a global partner and is engaging with curriculum activities throughout each term.
- There is a consistent approach to assessment across the MAT.





Teaching & Learning

To secure high quality teaching and learning across all subjects and all key stages in all schools through the development of evidence led practice in the classroom

Why is this a priority?

At TEAM Multi-Academy Trust, we love teaching children and recognise that our teachers need to be supported and well looked after to ensure there is high quality learning on offer for our pupils. We are research, evidenced based and innovative in our approach to teaching and learning.

Core Priorities

- To make learning real, exciting and inspirational for the pupils.
- Improving outcomes for all children especially the most vulnerable
- Improving the quality of teaching either because areas of development have been identified or weaknesses observed.
- Sharing best practice
- Developing pedagogy through a research and evidence based approach.
- Reducing within school variance
- Closing the attainment gap
- To ensure all lessons are the best they can be



Achieving Success

1. Heads of Schools are able to concentrate on the management of teaching and learning.
2. All staff benefit from high-quality learning environments and facilities.
3. Inclusive family & culture of collaboration where everyone feels motivated to achieve the goals set.
4. Well trained staff who feel confident to perform their roles to ensure excellent outcomes for their children.



Investing In and Developing Others

To develop future school leaders, Specialist Leaders of Education, outstanding practitioners across the Trust

Why is this a priority?

At TEAM Multi-Academy Trust, we believe that the development of others needs to be at the heart of everything. Professional learning is embedded in the TEAM framework for action because we recognise that all staff members need to see themselves as lifelong learners. We strive to ensure that our workforce at all levels learn to become more and more effective by engaging in a reflective process related to their actions. It is through this that we believe they can then adapt their practice to improve the outcomes for their children and staff.

Core Priorities

- Developing future school leaders and ensuring they receive high quality training.
- Develop an expectation that every school will be a giver and receiver of support. There are pockets of strong practice in weak schools and vice versa.
- Collaboration is most effective when teachers work together regularly rather than just discussing ideas. Our curriculum teams when fully established will support this.
- Making sure every member of staff has a personalised and bespoke development plan.
- Development of career paths through TEAM which will help attract, retain and support the improvement of high-quality teachers.

Achieving Success

- TEAM staff taking up key leadership positions within the trust.
- TEAM schools are active in providing support for each other in a consistent and sustainable manner.
- Establish a peer-to-peer lesson study model/coaching framework.
- Senior Leadership have drawn up plans and evaluated their success.
- Low staff turnover due to enjoyment and challenge of working for TEAM.





Developing the Organisation

To continue to develop the systems, structures and processes of TEAM Multi-Academy Trust to ensure greater efficiency, consistency and effectiveness

Why is this a priority?

Organisational improvement means continually working on structures, systems and processes that ensure efficient and effective delivery of core business (teaching and learning and improving outcomes for children).

Core Priorities

- TEAM - Identity and ensuring our schools are attractive to new parents.
- Develop a clear trust-wide school improvement model.
- Improvements to the learning environments
- Securing excellence in all the schools
- Standardising our approach to the curriculum
- Reducing teacher workload
- Increased collaboration of pupils and staff throughout the trust.

Achieving Success

- Ensure all schools have a full intake.
- Excellent Ofsted & SIAMs Inspections.
- Year on year improvements in academic outcomes.
- All learning environments fit for purpose.
- All teaching consistently good or above across all TEAM schools.
- All teachers and staff to have a healthy work life balance.
- Evidence of an increased number of collaborative events across the trust.





Facing Outwards

To develop partnerships to enhance our provision, skills and capacity to improve

Why is this a priority?

At TEAM Multi-Academy Trust we believe it is important for our leaders and all members of staff to look beyond the boundaries of their school. Above all else, we are receptive to new ideas, eager to listen to others and engage with new thinking.

Core Priorities

- Ensuring our children are fully equipped for the future.
- Being at the centre of each community and meeting challenges head on.
- Providing support for new trusts
- Bringing the global dimension to each school through new national and International partnerships.
- Ensuring we are technologically advanced so our children and staff can communicate easily with people from around the world.
- Leading partnerships and hubs locally, nationally and internationally where innovation and collaboration impact on outcomes for children and staff.
- More collaboration with our parents and stakeholders. Gaining accreditation for the fantastic work we do.

Achieving Success

- Ensuring that each school possesses a world class curriculum.
- Maximising what each school site has to offer with regards to buildings and events.
- By the end of the five-year strategy each school will have its own international partnership and have gained the International Schools Award.
- Each school has Hi-Tech and efficiently running information technology provision.
- Clear evidence that Heads of School and Senior Leaders are leading other schools in school improvement.
- Strong parental and community engagement in each school.



will



Financial and Operational Structures

To ensure that TEAM Multi-Academy Trust year on year remains financial sustainability and provides excellent value for money in achieving its charitable aims.

Why is this a priority?

At TEAM Multi-Academy Trust, we recognise the importance of ensuring that we have a strong system of financial management and control. We believe this is vital if we are to achieve the objectives set out in our five-year strategy. At the heart of all our financial decision-making lie our children who we believe have the right to the best education and opportunities we can offer.

Core Priorities

- Ensuring that the Academy Trust delivers good value in the use of public resources.
- Ensuring that TEAM Multi-Academy Trust has excellent resources to continue in operational existence.
- To implement a strategic approach about the deployment of resources.
- Outstanding Financial Management

Achieving Success

- Effective and robust systems of financial control.
- Entrepreneurial culture and 'can do' attitude (additional income)
- Effective management of budgets.
- Create a shared sense of responsibility for use of resources
- Openness to challenge established practices, systems and structures.
- Financial decisions driven by vision and values.





EYFS

Why is this a priority?

At TEAM Multi-Academy Trust we believe that it is moral duty to ensure all children receive the best possible start to their education. We strive to ensure that children are kept healthy, safe and have the knowledge and skills they need to start school. At the heart of our approach to Education in the Early Years is the principle that young children need to play to have fun, develop their social skills and understand the world around them. We endeavour to build on children's strengths, interests and experiences by providing a stimulating and relevant curriculum following the Early Years Foundation Stage.

Core Priorities

- Children will learn by playing and exploring, being active and through creative and critical thinking which takes place both indoors and outside.
- Children are also encouraged to select activities on their own and with their friends.
- We create quiet carpet times for direct teaching, smaller group learning and a wide range of activities supported by staff.
- Develop children's language and vocabulary through
 - the development of high quality learning conversations with the teaching staff.
 - exposure to high quality stories, poems, rhymes and songs.
 - Teaching new vocabulary
- Ensure there is a high-quality curriculum centred on the seven areas of learning and development on offer throughout the Trust that drives social mobility and improves the life chances of children especially for the most vulnerable. Secure high-quality teaching and learning across all subjects and all key stages in all schools through the development of evidence led practice in the classroom

Achieving Success

- End of year outcomes highlight excellent outcomes for children in each setting across the MAT.
- Parent feedback highlights lots of positives with EYFS provision
- Ofsted and external feedback outcomes highlight strengths within EYFS.
- The quality of the learning environment in each EYFS is the best it can be.



