

Outline Vision of the Empower Trust

The Empower Trust is a network of unique and diverse church and community academies dedicated to collaborating to ensure the provision of an outstanding education for every child within the Trust. It will be an exciting and innovative Multi Academy Trust that champions a collaborative approach to school improvement and aims to develop innovative and dynamic approaches to learning, combining levels of expertise across our academies to develop the best learning strategies possible. We aim to support all stakeholders to raise aspirations for all our children and nurture their ambitions for future success.

The Trust will take a long-term capacity-building approach; 'doing with' not 'doing to' partner schools. A clear ethos and agreed set of values will underpin the way all the Trust's academies collaborate. The Christian character of the Church of England academies within the Trust will be maintained through positive links with the Diocese of Lichfield.

Our mission is to ensure that we give every child the very best education possible – socially, morally and academically. We aim to ensure that each of the academies is recognised as outstanding, by supporting and broadening the horizons of staff, governors and, most importantly, children to ensure that everyone has access to a high quality education. We expect our academies to perform well and have something more about them; to demonstrate 'collaborative autonomy' and contribute willingly to others as well as being supported and inspired in return. We believe that education needs to be exciting and motivational and that this can best be delivered through collaboration between schools, and the professional-led development of innovative teaching and learning methods. Academies within the Empower Trust will demonstrate the courage to innovate and empower every member of the school community to play their part in developing exciting and imaginative child-centred learning experiences.

The 'Empower Trust aims to ensure every parent will want to select our academies as their local school of choice. The provision of a high quality education within an inclusive, caring environment for children, staff and parents will be achieved by:

- Enabling each child to become a happy, confident and enthusiastic learner, willing to take risks with their learning – to be the best they can be;
- Guiding, supporting and inspiring every child to fulfil their true potential, emotionally, physically, spiritually and intellectually, both during their time at school and in their life ahead;
- Providing an excellent academic and holistic education inclusive of access to sporting, cultural and artistic activities;
- Fostering life skills, hard work, resilience and conscientious application of study skills;
- Developing a culture of inclusion and diversity in which everyone – children, parents, staff, governors and members of the community – is welcomed and their opinions valued.

To deliver this, the Trust will make a commitment to ensure that:

- Each academy develops a strong reputation for the quality of its sporting and cultural activities and for its pastoral care;
- Leadership maintains a resolute focus on school improvement and excellence so that each academy achieves consistently high academic results within the local context;
- Every member of staff is actively encouraged to develop and trial innovative teaching and learning strategies to engage, motivate and inspire every child;
- Every academy creates an attractive and professional working environment that ensures the most effective and able staff are appropriately treated and rewarded;
- Resources are prioritised to support front-line teaching;
- The Trust recruits and retains exceptional teachers and staff;
- Every academy works in partnership with each other, the North Shropshire Teaching School Alliance and other partners to develop a 'world class' local education system, to deliver high quality staff and leadership development programmes and effective school-led school improvement services;
- The Trust focuses on building the capacity for each school and academy to provide the very best learning opportunities for children and staff;
- Each academy works towards meeting Ofsted 'outstanding' criteria within five years of joining the Trust, and supports each other to maintain that status.

The Empower Trust celebrates the fact that every school is different. Each of its academies will have a unique ethos and character that responds to the needs of its local community. The role of Local Governing Bodies in developing and monitoring each school remain vital in ensuring local needs are prioritised. We aim to ensure every parent will want to select our academies as their local school of choice by doing everything possible to support all children to become successful learners and to develop into young people of whom the family, academy and community can be proud.

There will be some common features in all of our academies, including:

- An exciting and inspirational curriculum and extra-curricular activities to broaden opportunity and experience for all children;
- A drive to inspire and motivate life-long learners;
- A culture of mutual respect and teamwork – between children, parents and staff;
- High standards and rates of progress;
- An early and consistent focus on developing key literacy and numeracy skills;
- A focus on developing healthy schools – including a focus on maintaining the mental health and well-being of children and adults;
- A uniform code to nurture a sense of identity and responsibility and high expectations around personal appearance;
- A Local Governing Body and a Headteacher exercising high levels of local autonomy within this framework; and
- A commitment to excellence and a culture of no excuses.

Academies will be both school and Trust focused. All schools and lead professionals who wish to join the Empower Trust need to be like-minded in their commitment to collaborative working. They will be;

- Focussed on achieving excellent academic, personal and social outcomes for the children
- Committed to the moral imperative of school improvement and improving all children's lives
- Mutually supportive, not in competition, and fiercely loyal to each other
- Equal partners with all other schools irrespective of their phase, size or successes.
- Multi academy trust minded – our schools celebrate the success of others as well as themselves and share accountabilities
- Financially disciplined and committed to fulfilling their delegated responsibilities to the best of their abilities under a robust governance arrangement