

# Trust Implementation Plan for 2022 - 2023



Key: R: RED - A: AMBER - G: GREEN								
ID	Task	21 / 22 Completed	22 / 23 Autumn 1	22 / 23 Autumn 2	22 / 23 Spring 1	22 / 23 Spring 2	22 / 23 Summer 1	22 / 23 Summer 2
<b>1. SCHOOL IMPROVEMENT</b>								
1.1	Ensure all Trust Policies are implemented in schools.							
1.2	Ensure all school policies reflect trust policies and MAT guidance.							
1.3	Appoint external quality assurance and visit focus triangulation by Trust Executives.							
1.4	External reports available to Local Governing Boards and Trustees.							
1.5	School action plans to be completed to address any concerns in external monitoring.							
1.6	School Development Plans to reflect Trust key objectives.							
1.7	Headteachers to report to Trustees on SDP and pupil outcomes.							
1.8	Standards Committee to review schools' in-house quality assurance procedures.							
1.9	Termly visits from both CEO and Deputy CEO to discuss school improvement, pupil progress, and pupil outcomes.							
1.10	Trustees to visits schools regularly.							
1.11	Headteacher Board meetings to lead on school improvement initiatives and sharing of best practice.							
1.12	Subject Network Leader meetings demonstrate high quality and curriculum reflection based on researched evidence.							
1.13	Schools have an agreed cycle of teaching and learning reviews including lesson visits, book monitoring, planning monitoring and target setting.							
1.14	Termly pupil progress meetings and target setting.							
1.15	EYFS Bold Beginnings in each school.							
<b>2. GROWTH</b>								
2.1	Trust Growth Policy shared and agreed with Trustees and benchmarked against long term financial viability.							

2.2	Strong financial planning in place to ensure no schools have a deficit.							
2.3	Discussions with London Regional Director regarding the strong capacity of the Trust and its capacity to sponsor new schools.							
2.4	Strong Executive Team in place to drive strategic direction for growth.							
2.5	Strong central to provide organisation support and services.							
2.6	Senior leaders capacity in Headteachers to support schools across the MAT including onboarding new schools.							
2.7	Identify talent to create added capacity.							
2.8	Added capacity of Teaching School Hub and SCITT for future growth.							
<b>3. CAPACITY TO SUPPORT SCHOOL LEADERS</b>								
3.1	An experienced and knowledgeable Executive Team in place to support strategic direction of the Trust (Chief Executive, Deputy Chief Executive, Chief Finance and Operating Officer, MAT Finance Specialist, and Director of Teaching School Hub).							
3.2	Increasing the capacity of school leaders by providing effective central services.							
3.3	Opportunities to share ideas and train together.							
3.4	Encouraging and training school leaders to become Inspectors and SIPs, and Moderators.							
3.5	Subject leader networks for every subject as well as network meetings for FSW, safeguarding leads, wellbeing champions, school business managers, and SENCOs etc.							
3.6	Golden thread two year ECT programme with 2 year's continuous mentoring.							
3.7	Trust supporting school leaders to use NPQs to boost leadership strength.							
3.8	Trust to provider therapeutic services and quality assurance.							
3.9	Termly Safeguarding Audit.							
3.10	Working with the DfE and RSC to support non Trust schools and MATs in difficulty.							
<b>4. SECURING ACCOUNTABILITY</b>								
4.1	Accountability of Local Governing Body for standard of quality of education.							
4.2	Trustees have demonstrable impact on performance and outcomes of quality of education.							
4.3	Standards across the schools are monitored by the Local Governing Board.							

4.4	Trust Board ensures compliance with the Academies Financial Handbook.							
4.5	Hold DSLs and Safeguarding Teams to account for safeguarding in each school.							
4.6	Scheme of Delegation is clearly understood by the Local Governing Boards							
<b>5. COMMUNITY COHESION THROUGH PARTNERSHIP</b>								
5.1	Teaching School Hub supports 238 schools across the London Boroughs of Barking and Dagenham, Havering and Newham.							
5.2	SACRE partner RE Curriculum for all faiths represented and supporting the RE and RSC curriculum.							
5.3	Parents trust our school teams.							
5.4	Community Hubs in each school which outreach with family therapists, family support workers, and food banks. Support for parents for Hub Services e.g., benefit clinics, CB clinics, CV clinics, ESOL, remuneration support and continuing education.							
5.5	Working with expressive arts partnership e.g., music provision for all, performance arts from Bricklane Music, and Absolute Theatre.							
5.6	Links with local university UCL, UEL and Ambition Institute for initial teacher training.							
5.7	Trust Partnership with West Ham Sports Foundation.							
<b>6. CREATING AN INCLUSIVE COMMUNITY</b>								
6.1	All Trust schools to have an inclusive ethos and LA Admissions policy.							
6.2	Resource provisions serving the needs of the local community.							
6.3	Lowest 20% are prioritised to both access the curriculum and fulfil their potential.							
6.4	Pupil premium pupils are tracked and are achieving as well as their non PP peers.							
6.5	External QA from SEND Specialists.							
6.6	Subject leaders trained to support class teachers to define smaller steps and the SENDCo Supports Subject Leaders in key areas of special needs.							
6.7	All pupils to have access to a wider curriculum.							
6.8	Curriculum enrichment activities reflects the communities they serve and enhances opportunities that would not be ordinarily available to them, e.g., theatre and residential trips.							
6.9	EAL Data – Dictating a language rich curriculum and subject specific vocabulary.							