



Agape Multi-Academy Trust

## **Agape Trust Core Offer**

### **September 2025**

#### **Our Vision**

To be a collaboration of schools which enhances  
the educational experiences and outcomes for children,  
maximizing the benefits of working together,  
whilst maintaining the individual culture and ethos of each individual school.

#### **Agape**

In the scriptures, the love that Jesus talks about and refers to is **Agape** love.

The term Agape refers to unconditional love.

Christians believe this is the highest type of love, and it is the love that Jesus has for humans.

## Agape Trust Core Offer

**This is a summary of the core benefits to schools in joining Agape linked to our Strategic Goals:**

<b>Educational Standards</b>	<b>Culture and Inclusion</b>	<b>Leading and Developing People</b>	<b>Growing and Developing our community</b>	<b>Operational Effectiveness</b>
<p style="text-align: center;"><b>Outcomes</b></p> <p>Providing strategies, advice and guidance on raising educational outcomes for all children</p>	<p style="text-align: center;"><b>Safeguarding</b></p> <p>Peer to Peer and external support to ensure a deep culture of safeguarding is embedded throughout every school in the Trust</p>	<p style="text-align: center;"><b>Moral &amp; Ethical Leadership</b></p> <p>Training for trustees, governors and school leaders including preparation for SIAMS.</p>	<p style="text-align: center;"><b>Trust Growth</b></p> <p>Providing a complete support package to enable schools to join and flourish within the Trust</p>	<p style="text-align: center;"><b>Financial Sustainability</b></p> <p>Advice, guidance and support for financial matters, budgeting, reporting, tenders and statutory returns.</p>
<p style="text-align: center;"><b>Quality of Education</b></p> <p>Peer to Peer, external and Strategic Leadership support to improve the quality of education for all children</p>	<p style="text-align: center;"><b>Attendance</b></p> <p>Peer and external network support for raising attendance and engagement</p>	<p style="text-align: center;"><b>Professional Development</b></p> <p>Provision and facilitation of high quality, relevant CPD opportunities for staff including preparing for Ofsted.</p>	<p style="text-align: center;"><b>Outreach</b></p> <p>Training opportunities and secondments to assist with, and learn from, other schools</p>	<p style="text-align: center;"><b>Operational Sustainability</b></p> <p>The Trust will invest capital resources to ensure all schools operate efficiently, effectively and sustainably</p>
<p style="text-align: center;"><b>Schools of Choice</b></p> <p>Facilities Improvement and Development Planning and Implementation together with advice and guidance on strategic marketing and recruitment</p>	<p style="text-align: center;"><b>Behaviour and Inclusion</b></p> <p>Behaviour Support networks together with policy and procedure formulation</p>	<p style="text-align: center;"><b>Employer of Choice</b></p> <p>Our Well-Being and workload reduction policies and practice improve staff morale and lead to the recruitment and retention of high-quality motivated staff.</p>	<p style="text-align: center;"><b>System Leadership</b></p> <p>Headteacher, governor and trustee induction, mentoring and coaching which contributes to wider system leadership</p>	<p style="text-align: center;"><b>Statutory Compliance</b></p> <p>The Trust helps ensure its schools operate a best practice model to ensure statutory compliance throughout their operations</p>

## **Agape Trust Core Offer**

### **Educational Standards**

Agape Trust spans the age range from 4 to 18. Its staff have extensive experience and success in raising pupil educational outcomes and performance at all levels. Working together through our peer to peer, consultant and leadership networks our aim is to be in the top 10% for progress nationally. Curriculum modelling, development and deployment expertise, together with mapping and resource generation, assists our schools in raising educational outcomes especially for EAL, pupil premium and SEND children. Strategic leadership support at all levels improves the quality of education for all. Bespoke support targets areas of improvement across any aspects of school provision. Our facilities improvement programme targets capital funding and the skills of our site teams where it is most needed to improve the facilities within our schools. We also create schools' annual admission policy, carry out the consultation process, if required, and provide advice and guidance on admissions strategies.

### **Culture and Inclusion**

Our annual safeguarding reviews, training and audits ensure our schools are providing the best possible care for their children and that safeguarding is embedded throughout each school. Our Trust Safeguarding Network meets termly. Practical advice and guidance on strategies for maximising attendance at school is part of our culture. This, together with support with inclusive behaviour policies, procedures and processes means more children attend school regularly and engage positively with their learning. We assist with recruitment, retraining and retention within our schools.

### **Leading and Developing People**

Continuing Professional Development opportunities for all staff, both to be trained and be the trainer, exist across our schools. Staff and leaders network to share best practice successes as well as areas for improvement. This training extends to preparation for OfSTED inspections and, for our Church Schools, SIAMS inspections. We aim to be the employer of choice locally. Staff well-being and workload reduction initiatives are key to our development planning. Wellbeing days and weeks, access to BUPA, strategic use of IT to reduce assessment, and an Electric Vehicle salary sacrifice scheme are just some of our successes.

### **Growing and Developing Our Community**

We provide a complete package for any school to join our Trust from initial conversations through to consultations, legals, working with the LA, the Regional Schools Director and the TUPE process. We look to provide development opportunities to staff to widen their professional experience, learning from and with other colleagues both within Agape and beyond. Leadership development is a core part of our offer providing headteachers and senior leaders with opportunities to learn across all aspects of school and system leadership.

We provide governance for all schools in our Trust. This includes recruitment of, training, support and mentorship of clerks/governance professionals to Local Governing Committees. Governance and Trustee induction and on-going training is a vital part of our core offer. Schools in our Trust benefit from a subscription to The Key Leaders, The Key Safeguarding and The Key Governors. Schools will also benefit from the Trust's gold membership of the National Governors Association and learning link governor training courses. This gold membership provides a free advice line to Chairs of Local Governing Bodies, free places at NGA conferences and virtual events and online governor resources. The Trust is also part of the Confederation of Schools Trusts which offer online forums and training for a multitude of educational areas such SEND, safeguarding, finance, governor & trustee, people & culture and Early Years.

### **Operational Effectiveness**

Our Executive Team, together with external partners, provide advice and guidance on all aspects of operational effectiveness and compliance, This includes Governance, legal compliance, Health and Safety, Data Protection, Human Resources, IT, Finance, Budgets, Payroll, Tendering, Contracts and Best Value. We draft over 35 statutory and best practice policies for schools including all HR and finance policies, safeguarding, Prevent, whistleblowing, data protection, freedom of information, health & safety, admissions etc. We review and update policies in light of any revised statutory guidance changes and cascade these to schools.

All schools in the trust are part of our Information Commissioner registration and we provide advice and support for Subject Access and Freedom of Information requests.

We create and keep updated the climate action plan and support schools with sustainability measures.

We seek to invest our capital resources to improve and expand schools' facilities together with maximising revenue. We are working to reduce our carbon footprint and reduce energy costs through planned investment in solar energy capture (PV panels) and battery storage.

### **What our Headteachers say about Agape:**

"Agape Trust provides excellent support with all the things that crop up when you are a Headteacher that no-one teaches you during your NPQH. This can be anything from tricky HR situations, site emergencies, parental complaints, legal questions around GDPR or suspensions, as well as always being on the end of the phone if something comes in that needs handling urgently. As a new Headteacher this year, I would not have been able to do my job as effectively without the amazing support I have received from the central team."

"The support I've received from the trust team as a headteacher has been invaluable. They've not only fostered my professional growth but also helped me effectively navigate a wide range of challenges, such as operational matters, site management, financial oversight, policy writing, and managing people. This support has allowed me to prioritise teaching and learning, minimising administrative burdens so I can focus on what matters most for our children and staff."

"Thanks to the invaluable support of The Agape Trust, I have been able to navigate the complexities of financial management and legal compliance with confidence and clarity. The expertise and leadership from the central team has ensured that, as a school, we are well informed and advised regarding changes and developments so that we can focus on what truly matters – providing a first-class education for our students."

## **Agape Executive Team**

Agape's CEO is Derren Gray, formerly Executive Headteacher at The Piggott School – an all-thorough 4-18 mixed Church of England comprehensive based on two sites. Derren has a wealth of school leadership experience across a range of schools having been a school leader for over 25 years. He is an expert in school leadership, raising educational outcomes, funding, budgeting & finance, and curriculum modelling/ timetabling. He mentors and coaches several new and established headteachers both within, and outside, the Trust. He chairs the task and finish budget group for Wokingham School Forum and sits on the Wokingham Borough Educational Partnership. Derren also delivers the NPQH programme for Forest Learning Alliance as a visiting fellow of the Ambition Institute.

The CFOO is Poonam Bhardwaj, a senior business leader with over 20 years of experience in accounting and audit roles across multiple industry sectors. As CFOO she has overall responsibility for finance, H&S, HR, IT management, and premises management. She has extensive experience as a CFO, working with a range of stakeholders, managing diverse relationships in a school setting, and communicating effectively with staff, colleagues, and third parties to achieve beneficial working relationships along with maximizing income and budget balances.

The Lead Governance Professional is Mrs Rebecca (Becci) Marr LLB (Hons), PDLP. Mrs Marr qualified as a solicitor in 1999 and has over 12 years' experience working in legal services, 10 of those as a qualified solicitor. She remains on the Law Society's roll as a non-practicing solicitor. She has previously been a Director of Legal Practice as well as Head of a Civil Litigation Department. Mrs Marr has been a governance professional for several schools for over 12 years.

The Trust Executive Team also includes a Primary Director, John Micklewhite. He is in his second headship at Birch Copse Primary School, which is a two-form Ofsted Outstanding primary school with Early Years provision. John has been a Local Leader in Education and a Professional Partner since 2010 and has been a National Leader of Education (NLE) for seven years. Through his work as an Executive Headteacher of two other schools, an NLE, LLE and SIA he has had the opportunity to successfully support many schools in their development.

The Trust's Estates Manger, David Corringham, leads on estate maintenance and development. He is a very experienced site manager having worked in different industries leading on positive change to the built environment. He works with the Headteachers in the Trust and their site teams to improve facilities using his highly skilled provision. The teams undertake many forms of site maintenance and development including plumbing, electrics, flooring, IT installs and renovation. This model significantly reduces expenditure on external contractors and improves our reactive maintenance agility and site facilities for the schools within the MAT.

**Some recent highlights of the successes of the executive team include the following:**

#### **Strategic Leadership**

- Coaching, mentoring and induction of the headteachers within the Trust providing support and guidance on all aspects of school improvement.
- Producing dynamic and adaptive curriculum models and staffing plans to assist headteachers in efficient and effective deployment and recruitment of staff, making schools inherently more cost effective and efficient – enabling them to address the challenges of the changing funding landscape nationally and locally
- Negotiation, agreement and oversight of the £9.5 million new build programme at Wargrave which includes three new science labs, a new prep room, four RE classrooms with offices, four new floodlit tennis/netball courts and a new 750 m<sup>2</sup> main hall, dining area and kitchen including a dedicated sixth-form area
- Following a change in pupil numbers rewriting a school's timetable mid-year to achieve efficiencies and increase effectiveness of deployment and scheduling
- Income generation through working with local authorities including growth funding for, new sports hall doors at and improved SEN facilities
- Delivering the NPQH for The Forest Learning Alliance as a visiting fellow for the Ambition Institute for four cohorts of aspiring headteachers
- Mentoring and coaching new and established headteachers both within and outside the Trust including budget oversight, site development, policy formation and review, and resolving complex legal, exclusion, SEND, HR and policy problems
- Recruitment, interviewing and appointment of staff including Headteachers
- Growth of the Trust and working with LA and RS
- Formulation of a comprehensive site development plan with headteachers which has improved the provision for students and staff across the Trust including creating new learning spaces, a new Fitness Suite room & Sixth-form study area and flexible learning space for SEND students

#### **Finance and Operations**

- Leadership in Mentorship and Onboarding: Successfully mentored and supported the new and established Finance & Operations Managers and newly appointed Headteachers, providing guidance on financial procedures, budget management and Trust-wide financial compliance.
- Capital Project Involvement: Continues to play a leading part in the new build project at The Piggott School, ensuring financial alignment, project oversight and timely reporting.

- Successful CIF Project Delivery: Oversight of the successful delivery of the CIF-funded asbestos removal and roofing replacement projects: overseeing budgeting, contractor coordination and assurance of value for money
- Finance System Implementation and Data Transition: Facilitated the Trust-wide rollout of a co-ordinated finance system, including seamless migration of budget data and hands-on support to the Finance Managers
- Payroll Continuity and Contract Management: Payroll oversight and administration including back pay calculations for support staff pay awards maintaining accuracy and timeliness
- Contracts and Tendering: Negotiation of key contracts and tender for catering and uniform to ensure best value procurement





### **Estates Management and Development**






- Compilation of comprehensive H&S Procedures document for adoption across the Trust
- Leading on Health and Safety across the Trust including external H&S audit and associated actions.
- Creation of new Fitness suit making use of multiple under-utilised areas to make a more functional gym in a better location, thus freeing up a large double classroom space for 6<sup>th</sup> form students to use as a breakout study space
- Management and consultation of the ongoing investment by Wokingham into Piggott School and its new Hall/Canteen and related works
- Management and consultation of the installation of 4 new floodlit tennis / netball courts
- Planned and created an innovative use of under used space to create additional car parking spaces
- Repurposing of metal work room and creation of new desk area using mostly existing materials to increase teaching capacity
- Management and consultation for additional door installation in Sports hall to allow for greater occupancy and increased fire safety egress
- Full design and install of new Ready to Learn area, offices and sensory room in an un-used space.
- Management and Consultation for Installation works of CAT 5 tank for Science Labs and associated works
- Working with the site team to upgrade dated emergency lighting systems
- Installation of access control systems on doors to meet fire regulations and enhance lettings income potential
- Design, create and decorate two new learning and AP support spaces by partitioning the staffroom and library
- Emergency repairs:
  - First aid room – floor replacement after flood damage
  - Disabled toilet - floor replacement after flood damage
  - Reception and server room – works under the floor level to reduce damage from flooding
  - Fire alarm – emergency repairs to fire alarm system after builders damaged infrastructure




## **Governance**

- Development of initiatives and supporting schools on a range of compliance matters: employer duties in relation to preventing sexual harassment, climate action plan, data protection and potential personal injury claims
- Supporting the Headteachers and Trust Board on a range of legal matters including lettings contracts, judicial review, disability claim, employment matters and associated contract issues
- Supporting Headteachers, Senior Leaders and Governance Professionals in relation to complex permanent exclusions including IRP preparation
- Producing headteacher and clerk templates for permanent exclusions, suspensions and complaints which comply with the relevant legal frameworks and regulations
- Trust wide policies and procedures on a multitude of topics drafted, consulted upon and cascaded to schools; updated where necessary in response to legislative and guidance changes
- Induction and support of new Governance Professional
- Trust Board, committees and Local Governing Board facilitation, advice and guidance
- Leading on admission consultation processes





**Core Offer –Services and Subscriptions offered by the Trust and/or used by schools within the Trust**





Provider	Logo	Description	Website
The Key - School leaders		<p><b><u>Leaders</u></b></p> <p>Trusted advice and resources you can rely on, no matter what comes your way.</p> <p>Templates, articles, interactive tools and model policies to help both new and experienced leaders get a head start on to-do lists, digest new guidance quickly and navigate every challenge.</p>	<p><a href="#">The Key Leaders</a></p>
The Key - Safeguarding		<p><b><u>Safeguarding</u></b></p> <p>Helping your school get safeguarding right. Every time.</p> <p>A unique blend of designated safeguarding lead (DSL) resources, eLearning for all staff, dedicated online safety resources for staff and parents, plus the most comprehensive INSET pack on the market. With the only service that supports your DSL and every single member of staff, you'll keep safeguarding at the front of everyone's mind, all year round.</p>	<p><a href="#">Safeguarding   The Key Safeguarding</a></p>
The Key - Governance		<p>Designed by governors, for governors who want to feel confident in their role and the work of their board(s). Our governance solutions will help you work better, develop your skills and evidence your efforts.</p>	<p><a href="#">GovernorHub</a></p>
Confederation of School Trusts		<p>The Confederation of School Trusts (CST) is the national organisation and sector body for school trusts in England advocating for, connecting and supporting executive and governance leaders.</p> <ul style="list-style-type: none"> <li>• We will stand up for your Trust and influence policy on your behalf.</li> <li>• We will connect you to ministers, regulators and influential policy makers, and to each other.</li> <li>• We will support you with what you need to know.</li> </ul>	<p><a href="#">Home</a></p>

ODBE		<p>At the Oxford Diocesan Board of Education (ODBE) we provide high quality bespoke support to over 300 schools and academies throughout the Diocese of Oxford. We are privileged to serve almost all the church schools in the diocese and provide services to schools in a growing number of Multi Academy Trusts (MATs), standalone academies and other schools.</p> <p>The ODBE is committed to the education of the whole person to their fullest potential, to the development of moral and spiritual understanding, to the uniqueness of the individual and to the education of all within the maintained system. We work within statutory education on behalf of the Diocese of Oxford in developing a Christian vision of education, fulfilling this commitment to all schools through the provision of a comprehensive range of advice and support.</p>	<a href="#">Oxford Diocesan Board of Education</a>
Access		<p>The Access Group is one of the leading providers of business management software. We provide solutions that empower more than 160,000 small and mid-sized organisations in commercial and non-profit sectors across Europe, USA and APAC, giving every employee the freedom to do more of what's important. Our innovative cloud solutions and integrated AI software experience across multiple Access products transform how business technology is used.</p>	<a href="#">The Access Group UK   Business software</a>
EduPay		<h2>Education payroll software you can trust</h2> <p>Simple, efficient, and integrated HR and payroll software for schools and Multi-Academy Trusts.</p>	<a href="#">Tes EduPay   HR and Payroll Software for Schools   Tes</a>
Quadriga		<h3>Quadriga Health &amp; Safety</h3> <p>With over 27 years of experience, and a team of highly qualified experts, <b>Quadriga</b> provides <b>health and safety</b> advice, training and consultancy designed around you. We understand that every organisation has its own <b>health and safety</b> needs. As a result, we work closely with you to deliver precisely what you require, whether it's risk assessments, executive training, policy development audits or expert witness services.</p>	<a href="#">Quadriga Health &amp; Safety</a>
Judicium Education		<p>Here at Judicium we provide 'peace of mind' for busy school &amp; academy leaders. We have developed an unlimited support model that allows for flexibility, growth, and a wealth of knowledge from experts dedicated solely to helping make education better.</p>	<a href="#">Judicium Education: School Support Services   Judicium Education</a>

National College		<p>The National College – part of National Education Group – helps schools, trusts and nurseries achieve compliance, raise standards and reduce staff workload – all on one platform.</p> <p>It's our mission to empower educators with the tools, knowledge and confidence to transform children's lives.</p>	<a href="#">The National College   CPD for Schools, Trusts, Colleges &amp; Nurseries</a>
Sharp IT		<div style="background-color: #333; color: white; padding: 20px; text-align: center;"> <h2 style="margin: 0;">IT Support for Education</h2> <p style="margin: 10px 0;">We empower schools, colleges and universities with seamless IT Support, assisting in creating the optimal learning environment. We can maintain your infrastructure, provide solutions remotely via our dedicated helpdesk, conduct proactive on-site support, monitor your systems, and provide training and development for your staff. We can also simply offer additional capacity for your stretched in-house team.</p> </div>	<a href="#">IT Services   Sharp</a>
Winkworth Sherwood		<p><b>W</b>e have extensive experience of advising academies and supporting Multi Academy Trusts (MATs) with the academy conversion process, with our client base ranging from small geographical clusters to large trusts with a national presence. Importantly, we understand that each academy and family of schools is unique with its own ethos, vision, quirks and challenges.</p>	<a href="#">Academies and Academy Conversion Advice   Winkworth Sherwood</a>

Satswana		<p>Our mission is to deliver on the promise contained in the General Data Protection Regulation that the ownership and control of personal data is returned to the individual.</p> <p>As such we promote the positive benefits of compliance and the commercial advantage to be derived from a great interaction with customers.</p> <p>We seek to be a powerful force in the reversal of what became the increasingly abusive and criminal misuse of personal data through assisting Clients in their implementation of Security and Privacy so as to protect personal data.</p>	<a href="#">Home Page</a>
CPOMS		<h2>The Market Leading Safeguarding, Pastoral and Wellbeing Solution</h2> <p>Innovative software that revolutionises how schools approach the critical job of ensuring the wellbeing of pupils and staff.</p>	<a href="#">CPOMS Safeguarding and Wellbeing Solution for Schools</a>
James Cowper Kreston		<p>We are one of the leading firms of accountants and advisers within the education sector across the Southern region. Our specialist team understands the unique needs of educational institutions and are able to provide comprehensive support and tailored solutions to Independent Schools, Academies, Multi-Academy Trusts, Nurseries, and Pre-Schools.</p>	<a href="#">James Cowper Kreston, Accountants and Business Advisers</a>
Cordell Health		<p>Cordell Health is a social enterprise delivering high quality, tailored occupational health and wellbeing services to clients across South of England and Wales.</p> <p>We partner with our clients to ensure service delivery delivers to their needs combining clinical expertise with the latest technology platforms.</p>	<a href="#">Home - Cordell Health</a>

RPA	 <p>Department for Education</p>	<p><b>Benefits of membership</b></p> <p>Risk management is a continuous cycle that helps ensure strategic priorities and improvements plans for schools and trusts are maintained or met. RPA membership brings many benefits that can help protect your school and staff, including:</p> <ul style="list-style-type: none"> <li>• <b>financial protection:</b> the RPA will cover the cost of any losses that your school suffers, within the scope and up to the limits of your membership</li> <li>• <b>peace of mind:</b> knowing that your school is financially protected within the scope and up to the limits of your membership, so you can focus on teaching and learning</li> <li>• <b>access to support:</b> the RPA offers a range of support services to its members, including risk management advice and training</li> </ul>	<p><a href="#">Risk protection arrangement (RPA) for academy trusts - membership rules</a></p>
NGA		<p>NGA is the national membership association for governors, trustees, and governance professionals in England's state schools and trusts</p>	<p><a href="#">For Schools &amp; Trusts   National Governance Association</a></p>
SIMS		<p><small>As the original schools management information system, SIMS understands the challenges and complexities of running schools and MATs. We give teachers, senior leaders and office staff the time, tools and insights they need to focus on whole school improvement.</small></p>	<p><a href="#">ESS SIMS   Thousands of schools trust SIMS every day</a></p>
4Matrix		<p>4Matrix offers a powerful combination of tools to support both schools and their Trusts in obtaining the maximum value from their performance data. Intuitive dashboards, interactive charts and tables, pupil photo reports, seating plans and a unique approach to 'Assessment Without Levels' are just some of the many exceptional features included with the 4Matrix package.</p>	<p><a href="#">4Matrix Online  </a></p>

SISRA	 <p><b>Sisra Analytics</b></p>	<p>Make time-consuming data analysis a thing of the past with Sisra Analytics, the most flexible data analytics software for schools. Bring together student progress, performance and pastoral data across key stages 3, 4 &amp; 5.</p>	<p><a href="https://www.sisraanalytics.co.uk/">https://www.sisraanalytics.co.uk/</a></p>
Insight		<p><b>Helping schools make sense of their data</b></p> <ul style="list-style-type: none"> <li>✓ Assessment &amp; Curriculum Tracking</li> <li>✓ Attendance</li> <li>✓ Parent Reporting</li> <li>✓ Provision Mapping</li> <li>✓ Demographics</li> <li>✓ MAT Analysis</li> <li>✓ National Estimates</li> </ul>	<p><a href="#">Insight   Online Pupil Tracking for Primary Schools</a></p>
Evolve		<p>Any school that accesses EVOLVE via their Local Authority or Trust can add the EVOLVE+ package to their system. If you have purchased EVOLVE directly from eduFOCUS then all of the EVOLVE+ features are already included in your system.</p> <p>EVOLVE+ is an optional suite of features designed to further assist schools and colleges in the operational management of all opportunities for learning outside the classroom. These features have been designed in a modular, flexible way so that you can choose which features to use.</p>	<p><a href="#">eduFOCUS   EVOLVE+</a></p>
Octopus EV Scheme		<p><b>EV salary sacrifice</b></p> <p>Electric car salary sacrifice is just like cycle to work, but faster. Sign your company up today.</p>	<p><a href="#">Home   Octopus Electric Vehicles</a></p>

## Agape Trust Strategic Priorities 2025 - 2029

<b>Educational Standards</b>	<b>Culture and Inclusion</b>	<b>Leading and Developing People</b>	<b>Growing and Developing our community</b>	<b>Operational Effectiveness</b>
<p style="text-align: center;"><b>Outcomes</b></p> <p>Outcomes in our schools to be in the top 10% nationally for progress for all learners</p>	<p style="text-align: center;"><b>Safeguarding</b></p> <p>A deep culture of safeguarding is embedded throughout every school in the Trust</p>	<p style="text-align: center;"><b>Moral &amp; Ethical Leadership</b></p> <p>All members of our community feel welcomed and valued</p>	<p style="text-align: center;"><b>Trust Growth</b></p> <p>The Trust will grow in a sustainable way.</p>	<p style="text-align: center;"><b>Financial Sustainability</b></p> <p>Schools within the Trust will have balanced budgets and the Trust will maintain adequate reserves</p>
<p style="text-align: center;"><b>Quality of Education</b></p> <p>All schools to be judged at least Good.</p> <p>Church Schools receive outcome 1 for SIAMS</p>	<p style="text-align: center;"><b>Attendance</b></p> <p>Attendance for all groups of learners is above local and national averages</p>	<p style="text-align: center;"><b>Professional Development</b></p> <p>The Trust will provide and facilitate high quality, relevant CPD opportunities for all staff.</p>	<p style="text-align: center;"><b>Outreach</b></p> <p>The Trust will provide training opportunities and secondments to assist other schools</p>	<p style="text-align: center;"><b>Operational Sustainability</b></p> <p>The Trust will invest resources to ensure all schools operate efficiently, effectively and sustainably</p>
<p style="text-align: center;"><b>Schools of Choice</b></p> <p>Schools will be oversubscribed and have waiting lists for admission</p>	<p style="text-align: center;"><b>Behaviour and Inclusion</b></p> <p>Exclusion and suspension rates are below national and local averages</p>	<p style="text-align: center;"><b>Employer of Choice</b></p> <p>The Trust's wellbeing policies and practice lead to the recruitment and retention of high quality staff.</p>	<p style="text-align: center;"><b>System Leadership</b></p> <p>The Trust will continue to contribute to wider system leadership</p>	<p style="text-align: center;"><b>Statutory Compliance</b></p> <p>The Trust will operate a best practice model to ensure statutory compliance throughout</p>