

# Thomas Deacon Education Trust

## TDET Vision

TDET Academies are connected by a common set of values to empower every student, every member of staff, parents and the community through a high-quality education.

## TDET Strategic Intent

We will be a sustainable Trust of 8,000 pupils, rooted in its community, providing externally validated, high quality education with a reputation for excellence.

## Our Objectives

We will do this through our focus on: High Quality Education, Organisational Development and Engagement.



# High Quality Education

## Vision

We provide high quality education and care that empowers all to thrive.

<p><b>Objective 1:</b></p> <p><b>Curriculum Intent and Impact</b></p> <p>We have an evolving curriculum that provides a rich, international, coherent experience, inspiring all learners to continually develop their knowledge and skills. Our children and young people make excellent progress and achieve qualifications that empower them to make the best decisions for their future lives.</p>	<p><b>Objective 2:</b></p> <p><b>Curriculum Implementation</b></p> <p>Our staff are knowledgeable, highly skilled and efficient in delivery of all aspects of their work. They use evidence informed strategies and accurate assessment to support the implementation of the curriculum. Communication, language and literacy are taught and integrated effectively.</p>	<p><b>Objective 3:</b></p> <p><b>Attitude, Behaviour and Personal Development</b></p> <p>We have a culture of high expectations and positive attitudes to learning. We offer a broad range of enrichment opportunities to raise aspirations and prepare each child for life and work as a global citizen.</p>
<p>1. We will understand the needs and context of our children and young people and local community.</p>	<p>1. Staff will be self-reflective and engaged in meaningful professional development.</p>	<p>1. We will provide all learners with high quality tutoring and mentoring.</p>
<p>2. We will design a curriculum which meets learner need and ensures a rich variety of experiences that enhance ambition and achievement.</p>	<p>2. We will encourage Trust-wide collaboration to implement evidence informed strategies.</p>	<p>2. We will enable all learners to develop positive attitudes and resilience towards learning.</p>
<p>3. We will routinely review and adapt curriculum strategies, evaluating their impact on learners' progress and personal development.</p>	<p>3. We will provide learners with work which consistently matches the aims of the curriculum and which is coherently planned and sequenced.</p>	<p>3. We will provide a broad range of curriculum opportunity that promotes health and well-being.</p>
<p>4. Our curriculum will prepare young people for life and work as a global citizen.</p>	<p>4. We will ensure that all children and young people are academically literate.</p>	<p>4. We will ensure all learners' behaviour and attendance are good through the provision of consistent, caring systems underpinned by clear policies based on mutual respect.</p>
<p>5. Learners will develop detailed knowledge and skills which enables them to be ready for their next stage of education, employment or training.</p>	<p>5. Staff will be able to communicate the intent of the curriculum in an informed way.</p>	<p>5. We will embed a culture which constantly challenges low expectations.</p>

# Engagement

## Vision

We are a Multi-Academy Trust that engages meaningfully with our communities.

<p><b>Objective 1:</b></p> <p><b>Communication</b></p> <p>We have clear and accessible ways of communicating with all stakeholders so that they feel fully informed about the work of the Trust and its Academies.</p>	<p><b>Objective 2:</b></p> <p><b>Community</b></p> <p>We have a range of community relationships and partnerships which collectively enhance the opportunities for our children and young people and the Trust itself.</p>	<p><b>Objective 3:</b></p> <p><b>Branding</b></p> <p>We understand and promote the TDET brand so that our values are widely known, understood and highly regarded in our community and beyond.</p>
<p>1. We will have efficient and effective ways to ensure clear and consistent delivery of information.</p>	<p>1. We will engage with networks across education and business communities that could contribute to the work of the Trust and its Academies.</p>	<p>1. We will ensure there is a wide and common understanding of our values and the Thomas Deacon legacy.</p>
<p>2. We will tailor our approach taking into account diversity within the community.</p>	<p>2. We will establish mutually beneficial arrangements between the Trust, our Academies and external networks.</p>	<p>2. We will actively promote our values and demonstrate how these are integral to our success.</p>
<p>3. We will dedicate resources and personnel to manage and deliver communications.</p>	<p>3. We will develop better ways to enable parents and the wider community to engage and support educational outcomes in our academies.</p>	<p>3. We will have a consistent approach to branding.</p>
<p>4. We will ensure relevant and key information is communicated in a timely way.</p>	<p>4. We will promote and facilitate partnership activities for pupils and teachers which provide opportunity and experience that individual academies could not offer alone.</p>	<p>4. We will develop TDET brand ambassadors in a range of networks and communities.</p>
<p>5. We will seek feedback from stakeholders to understand the effectiveness of our communication.</p>	<p>5. We will regularly evaluate and review partnerships to ensure they continue to add value.</p>	<p>5. We will promote the TDET brand through successful local and national award nominations.</p>

## Organisational Development

### Vision

We are fit for purpose, with the right people, efficient systems and have the capacity to deliver and grow our expert services.

<b>Objective 1: People</b>	<b>Objective 2: Growth</b>	<b>Objective 3: Financial Sustainability</b>
<p>We have the best people in the industry working for us and with us as collaborative partners, fully engaged and enabled to deliver our strategic intent in a sustainable and efficient operating model.</p>	<p>We educate 8,000 pupils and deliver business and educational services that are recognised as excellent.</p>	<p>We will have robust financial management and control that is prioritised to support the key aims of the organisation, achieving short term efficiencies and long-term investment.</p>
<p>1. We will develop our culture that is evidenced by a common set of behaviours aligned to our values.</p>	<p>1. We will have a marketing strategy that focuses on our strengths and areas of educational expertise.</p>	<p>1. We will allocate our resources and funding in a fair and transparent way that supports the needs of our children and young people.</p>
<p>2. We will provide an excellent employee value proposition so that our teams feel fully valued, are aligned to the organisations strategic intent and are enabled to deliver excellence.</p>	<p>2. We will maximise opportunities to showcase our services and people that are recognised for excellence.</p>	<p>2. Our finances will be managed to allow appropriate future investment that supports growth and innovation.</p>
<p>3. We will have an unwavering focus on talent acquisition, professional and leadership development and employee retention.</p>	<p>3. Our services will be recognised locally and nationally as best practice.</p>	<p>3. We will deliver ongoing efficiencies that ensure the long-term financial viability of the Trust.</p>
<p>4. We will have a rigorous change management process that will engage and enable all staff.</p>	<p>4. We will build internal capacity to provide support at short notice for a school or Trust that requests it or are directed to us.</p>	<p>4. We will fully embed Integrated Curriculum Led Financial Planning.</p>
<p>5. We will have a governance framework that proactively leads the strategic ambitions of the Trust through a highly skilled group that govern in a clear and transparent manner.</p>	<p>5. We will have a network of contacts and relationships that actively and directly support the aims of the Trust and its aspirations for growth.</p>	<p>5. We will have a robust commercial strategy that increases our external income.</p>