

The STAR MAT Strategic Business Plan 2024 – 2025



Mission

To be a thriving community of exceptional schools, united together by a shared commitment to inspiring every individual within the Trust to flourish and reach their full potential.

Aims and Culture

- Ensure that our children achieve the best possible outcomes
- Work to ensure that our schools are enjoyable places for children to learn

- Develop the whole child; personally, culturally and spiritually
- Ensure that our children are safe from harm

- Be inclusive; have a particular commitment to our most vulnerable children

- Continuously improving through mutual support and collaboration
- Being financially sustainable and legally compliant

Strategic Objectives – 2023/24 Priorities

1. Ensuring the highest standards of teaching and learning, curriculum and outcome.

- Continue to impact our two-year Trust-wide Writing Strategy
- Ensure curriculum development is given appropriate precedence in inter-school working and CPD
- Roll out new School Improvement Strategy
- Align student tracking
- Further enhance primary to secondary transition

2. Building on best practise to ensure we positively support our students' personal growth and development. Ensure that our Trust's safeguarding culture is robust, compliant and ambitious. Impact positively on student attendance and behaviour through a supportive, relational approach linked to our Trust Wellbeing Strategy.

- Continue to focus on student attendance, particularly emphasising vulnerable and disadvantaged students
- Review of current curriculum models for Personal Development to ensure a high impact curriculum is in place for all young people
- Ensure the Trust Student Wellbeing Strategy is being effectively delivered at school level through clear Trust outcomes and success criteria reporting

3. Articulating and implementing a Trust-wide vision and strategy for SEND. Strive to develop an expertise and recognition for being a Trust that champions an inclusive vision where equality of support benefits all our children. Implement a set of Trust-wide principles for Disadvantaged Students.

- Articulate and implement a Trust-wide strategy for SEND that builds on current provision towards more specialist aspects of provision and training to support our young people
- Implement a set of Trust-wide principles for Disadvantaged Students

4. Building our Trust community and infrastructure to further secure our aims. Ensure our People Strategy impacts positively.

- Implement internal governance model to ensure all elements of governance are effective, suitably trained and equipped
- Further realise our People Strategy especially threads in retention, CPD, equality and diversity and talent management
- Collaboration, Partnership and Growth Strategy – look to new partnerships which hold appropriate mutual benefit
- Plan for further alignment and best possible infrastructure including the option of onboarding of some services
- Budget review at school and Trust level to ensure financial sustainability

What does success look like?

- All schools self-evaluation good or better, or have good or better Ofsted judgements
- Writing Strategy improves coherency across schools, impacting positively on teaching and learning and over time, data

- Attendance return to pre-pandemic levels; positive comparators to national sub-groups
- All schools have in place an effective curriculum and wider coverage for PD
- Develop audit and reporting for student wellbeing and support

- SEND strategy is in place and publicly communicated via website etc
- TMP planning completed for provisional opening autumn 2025
- Disadvantaged principles finalised and disseminated
- Disadvantaged data tracking developed and impact demonstrated

- Sustainability Strategy in place; briefings to schools and preparation for School planning in 2025
- Staff Wellbeing Charter in place; accountability methodology produced