



Victoria
ACADEMIES TRUST

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STRATEGIC PLAN 2024-2027

#BeTheBestYouCanBe

Introduction

The Strategic Plan, 2024-2027 outlines our roadmap for the next three years, communicating our aspirations to meeting our vision. Our plan is a commitment to making our people 'The Best They Can Be'.

This long term plan forms the basis of our annual Trust Strategic Improvement Plan, which connects our aspirations with annual objectives. This ensures that year on year we are working towards achieving our aims, and ultimately, our vision.

Our annual strategic priorities are designed to operationalise our vision and mission, driving us towards our goals.

Each goal is supported by specific key success outcomes, or performance indicators that provide a clear measure of success. These measures ensure that our annual plans are not only aligned with our longer term strategic direction, but also allow us to monitor the progress of our schools, and ultimately our Trust towards our overarching vision.

Our schools will have their own annual School Development Plans, which are also aligned to our vision, goals and Performance outcomes or KPIs.

Trustees will measure progress towards our annual Trust Strategic Improvement Plan, and the Trust Executive Team, along with local Academy Councils, will monitor each school's progress towards their own school development plan, and ultimately our Trust KPI's and vision.

We invite all stakeholders to join us on this exciting journey as we work together to bring our vision to life over the next three years.



About Us

Our

Mission

Our mission is our reason for being - it is simply: to make our people the best they can be.

Our people are our colleagues, our pupils, our governors and our school communities - we work with and empower our people to be the best they can be.

Our

Vision

Our vision is the picture we paint, the future we want to create, based on our mission.

We are a family of schools, united in our passion for inspiring pupils to achieve more than they imagine possible.

We have a positive influence on children's lives in areas where we can make the most difference.

We are ambitious for our children. Our high expectations of them, the memorable experiences and opportunities they have in our schools, along with the kindness and compassion which is at the centre of our Trust means that they will be successful in whatever they choose for their future.

We are at the heart of our communities; a place where local people can turn to for help, support and guidance, working with us for the greater good of our shared community.

We are aspirational for our people, who are given opportunities to grow, develop and become experts in their chosen fields.

Our people feel valued and supported; they show ambition, courage and resilience, but most of all are kind and respectful.

Our Values

Our Values are important to us and guide our behaviours, our relationships and the way we work together. They define how we want to be.

These values of **Unity, Integrity, Courage, Curiosity and Excellence**, along with our commitment to strong ethical leadership ensure that we build a positive and powerful legacy to be proud of.



Unity

We know that by working together, we are stronger than working alone. We work together as a family, united in our shared responsibility to achieve our mission.



Integrity

We show integrity by being honest, truthful, and transparent; always doing what we believe is right and true. We show kindness and respect by treating others with dignity, empathy, and understanding.



Courage

We show courage by being ambitious, challenging ourselves and others to achieve more. We take on challenges with enthusiasm, determination, and resilience, learning from failures.



Integrity

We show curiosity by having a passion to learn, explore, and discover new things and new ways of working. We are innovative and ambitious, always seeking to be even better.



Excellence

We have a strong commitment to continuous improvement, a willingness to learn and a dedication to becoming the best we can be.

Our Schools, Our Journey



2012

Victoria Park
Primary becomes
Victoria Park
Academy



2014

Victoria
Academies Trust
founded



2014

Rowley Park
Academy,
Staffordshire join
as first sponsor
school



2014

Devonshire
Infant and Junior
Academies,
Sandwell join as
converter schools



2017

Birchen Coppice
Academy,
Worcestershire
join as a sponsor
academy



2016

Fibbersley Park
Academy, Walsall
join as a sponsor
academy



2015

Northfield
Manor Academy,
Birmingham join
as a converter
academy



2018

Foley Park
Academy,
Worcestershire
join as a converter
academy



2019

Poppyfield
Academy,
Staffordshire
opens as our first
Free School



2022

Elm Tree
Academy,
Sandwell opens
as our first SEND
Free School



Three Year Strategic Plan

GOAL: TO CONTINUALLY IMPROVE OUR SCHOOLS

Our Vision:

We are a family of schools, united in our passion for inspiring pupils to achieve more than they imagine possible.

We have a positive influence on children's lives in areas where we can make the most difference.

Success Criteria

Our children consistently achieve highly across the curriculum, particularly the most disadvantaged. Children with Special Educational Needs achieve exceptionally well.

Quality of education continues to improve, driven by a robust and effective school improvement system, impacting within and beyond our Trust schools.

Income is maximised and used effectively to impact positively on school improvement.

Governance at all levels is strong and effective. Local Academy Councils are focused on ensuring that their school meets the needs of its local community.



GOAL: TO INVEST IN OUR SCHOOL COMMUNITIES

Vision:

We are at the heart of our communities; a place where local people can turn to for help, support and guidance, working with us for the greater good of our shared community.

Success Criteria

Purposeful relationships with local community partners impact across our Trust.

The proactive growth strategy has a positive impact on our Trust, schools and communities.

Communities are engaged and supporting our Trust sustainability strategy.

GOAL: TO GROW AND VALUE OUR COLLEAGUES

Vision:

We are aspirational for our people, who are given opportunities to grow, develop and become experts in their chosen fields.

Success Criteria

Our People Strategy is implemented and embedded, positively impacting on current and future colleagues.

A bespoke pathway of Professional Development is in place which maximises potential and supports successions. Take-up and impact is positive.

Colleagues mental health and wellbeing is prioritised and supported.



GOAL: TO PREPARE OUR CHILDREN FOR THE FUTURE

Vision:

We are ambitious for our children. Our high expectations of them, the memorable experiences and opportunities they have in our schools, along with the kindness and compassion which is at the centre of our Trust means that they will be successful in whatever they choose for their future.

Success Criteria

Our schools are innovative and creative in their approach so that all pupils access a wide set of experiences and opportunities.

Children's talents and interests are identified, and they are well supported to develop these by high quality opportunities.

Children have the skills to be confident, resilient individuals in an ever-changing world.

Our Vision:

Our people feel valued and supported; they show ambition, courage and resilience, but most of all are kind and respectful.



#BeTheBestYouCanBe

Key Success Outcomes

VISION, VALUES AND CULTURE:

To promote and work towards the vision for Victoria Academies Trust.

To promote and live out the values and culture of Victoria Academies Trust, working towards the shared vision, with the mission ‘To Make Our People The Best They Can Be’.

GOAL: TO CONTINUALLY IMPROVE OUR SCHOOLS

Key Area	Key Outcomes
Standards (of all groups)	Children are learning more and remembering more and make accelerated progress across the curriculum.
	Outcomes from national tests are at least in line with national expectations
Attendance	Attendance is at least in line with national, or rapidly closing on this
	Pupils come to school on time and are ready to learn
	PA is at least in line with national, or rapidly closing on this
Behaviour and attitudes	Pupils behave with consistently high levels of respect for others
	Differences are valued and nurtured, and bullying, harassment and violence are never tolerated
	Pupils consistently have highly positive attitudes and commitment to their education
	Exclusions, suspensions and internal suspensions are used appropriately
Curriculum	Curriculum intent and implementation are embedded securely and consistently across schools in line with trust approach
	The school’s curriculum is coherently planned and sequenced and aims to give all children, particular disadvantaged and those with SEND, the skills and cultural capital to succeed in life
	Teachers have good knowledge of the subjects they teach and leaders provide effective support as required.
Finance	Financial resources are appropriately prioritised and equitably allocated ensuring efficiency and value for money, driving school improvement.
Governance	Governors at all levels effectively fulfil all statutory duties. Academy Councils are full, with a skillset that supports the work of the school/Trust
Statutory Compliance	Compliant in all key areas including websites, safeguarding, H&S, finance, premises and policies

GOAL: TO INVEST IN OUR SCHOOL COMMUNITIES

Key Area	Key Outcomes
Safeguarding	Strong culture of safeguarding where families are supported appropriately
	Strong partnerships with external agencies to support the safety and wellbeing of children and families
Links with Community Partners	There are constructive relationships beyond the school, working in partnership with parents, carers and the local community
	There are established working relationships with fellow professionals and colleagues across other public services to improve educational outcomes for all pupils
Growth and Expansion	Appropriate opportunities are taken to position the school at the centre of the community.

GOAL: TO GROW AND VALUE OUR COLLEAGUES

Key Area	Key Outcomes
Wellbeing	Wellbeing surveys and action planning show positive impact
	Staff feel supported and access wellbeing services when needed.
Professional Development	Colleagues; education and non-education are part of a supportive appraisal process which helps people become the best they can be
	CPD is high priority and Pathways is used as a resource to provide effective training and support which impacts positively.
	Staff have opportunities to take on additional roles and responsibilities and share good practice.
Managing Workload	Leaders are committed to addressing workload and supporting staff wellbeing and staff have clear roles and responsibilities.

GOAL: TO PREPARE OUR CHILDREN FOR THE FUTURE

Key Area	Key Outcomes
Metacognition approach	Pupils are highly motivated and persistent with their strategies to succeed
	There is a consistent and embedded approach to meta learning across the schools
Promotion of aspirations	Pupils have opportunities to take part in experiences which raise their aspirations for the future
	The school provides a wide range of opportunities to nurture, develop and stretch pupils' talents and interests.
Curriculum	An ambitious curriculum is in place for all children which is Real Immersive and Purposeful in line the Trust approach
	Children understand the purpose of their work and how this relates to real world situations
	The curriculum is designed to teach life skills to enable pupils to be successful in future life.
Wellbeing	Children are given meaningful opportunities to understand how to be responsible, respectful, active citizens who contribute positively to society
	Strong pastoral support impacts positively on pupils
	There is a strong and consistent culture of promotion of emotional and mental health for pupils



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