

#### TO CONTINUALLY IMPROVE OUR SCHOOLS



- 'How we improve our schools' strategy rolled out to all schools
- Key Performance Measures supporting school Improvement
  - 4 successful Ofsted inspections

#### TO INVEST IN OUR SCHOOL COMMUNITIES



- Successful growth of Elm Tree & Poppyfield Academies
- Sandwell Priority Education Investment Area SEND
  - Growth strategy developed and published
  - Launch of VAT end of year newsletter
  - Whitehall Nursery & Infant Schools
  - £939k invested in maintaining and improving our school estate

#### TO GROW AND VALUE OUR COLLEAGUES

- Launch of our revised Vision and Values with resources and materials developed by Values Champions
- Pluxee Wellbeing services



- People StrategyHR Strategy
- CPD newsletter
- Training in accredited courses for 139 people
- Pay rises awarded to continue to be in line with union recommended pay



- Curriculum -mapping, resourcing and Associate Leaders
- Trips and experiences
- Values Visits
  - Values Day



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#### Victoria Park Academy 6 and 7 December 2023

Pupils describe the school as their 'second home'. They say it plays an important part in their everyday lives. Pupils are rarely absent. They value the level of care and support they get from the staff. Parents and carers appreciate this too.

"

School leaders, the academy council and the MAT work well together. They share a common goal of improving the future life chances of the pupils in their care.



#### Poppyfield Academy 6 and 7 February 2024

Poppyfield Primary Academy is a school at the heart of the community. Pupils arrive happily every day because dedicated and caring staff ensure that they feel safe in school, feel cared for and that learning is an enjoyable experience.

"

Pupils' behaviour is impeccable. They treat each other routinely with respect and kindness. Behaviour in lessons is exemplary.



#### Foley Park Academy 3 and 4 July 2024

The trust's values of, 'unity, integrity, courage, curiosity and excellence' are at the heart of the school. Pupils are fully inclusive and empathetic. They talk confidently about how it is good to be different.

The school is very well led. Leaders, including those with responsibility for governance, know the school well.



#### Birchen Coppice 19 and 20 November 2024

The school is a welcoming oasis that is firmly at the heart of the community. There is a strong sense of belonging amongst staff and pupils.

Pupils behave well. They have a secure understanding of what it means to be part of the community in school



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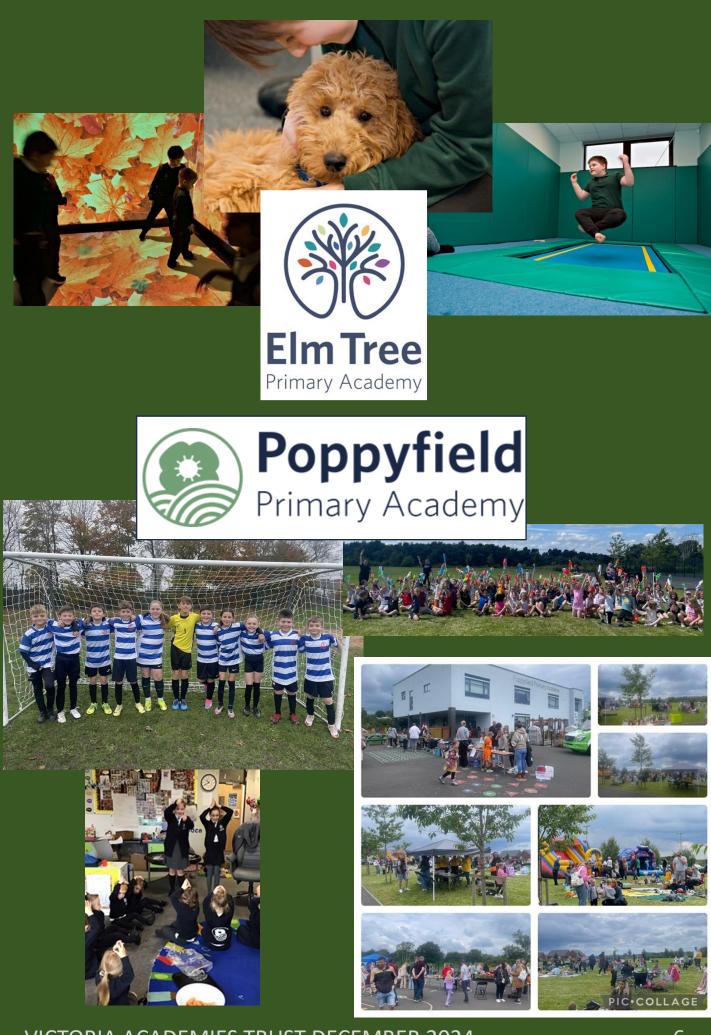
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**VICTORIA ACADEMIES TRUST DECEMBER 2024** 



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#### TO GROW AND VALUE OUR COLLEAGUES

#### Training and development opportunities

84 NPQ's, 12 Makaton courses, 90 CPI courses delivered

> 29 apprentices to date with 7 last academic year

130 colleagues supported across 13 Victoria Academies Trust networks

> On going personal training through SWALLS, TT Education, WE education and in person

#### TO GROW AND VALUE OUR COLLEAGUES

#### Wellbeing support package

Money off vouchers in a variety of Highstreet stores, restaurants and supermarkets

*Cycle to work scheme for employees and their families* 

## a sodex<sup>\*</sup> company

Discounted Gym Membership Confidential Wellbeing and counselling service

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#### **TO PREPARE OUR CHILDREN FOR THE FUTURE**



VICTORIA ACADEMIES TRUST DECEMBER 2024



## Victoria Academies Trust 2024/25

Strategic Plan



## **Goals & Objectives**

## To continually improve our schools

- Implement new School
  Improvement Model
- Consistent approach to Teaching & Learning
- Enhance Governance at all levels

## Invest in our school communities

- Equitable approach to community support through Trust-wide network of partners
- Implement Proactive Growth Strategy

# To make our people the best they can

To grow and value our colleagues

- •Continued development of HR strategy
- •Implement VAT People Strategy

#### To prepare children for the future

Develop and implement
 VAT Sustainability
 Strategy