

Strategic Vision

2025-2030

This strategic plan outlines a transformative five-year vision for our SEND Multi-Academy Trust. Grounded in our commitment to inclusive education, the plan focuses on five key areas: Outcomes, People, Reach, Partnerships, and Sustainability.



What Success Looks Like in 2030:



Outcomes

- All schools in the Trust are meeting at least the “expected standard” in all evaluation areas by OFSTED or showing significant improvement, with a **reputation for excellence** in SEND provision.
- Attendance is consistently above national SEND averages, driven by **high engagement and wellbeing**.
- Parent/carer confidence is high, with active participation in shaping education and strategy.
- A Trust-wide **culture of aspiration** ensures EHCP outcomes are not just met but often exceeded and pupils leave with ambitious qualifications, life skills, and clearly mapped **pathways into adulthood**, employment, or further education.
- All schools embrace the latest technology and evidence-based research to enhance their curriculum offer.



People

- The Trust is recognised as a **sector-leading employer**, known for staff wellbeing, retention, and professional development.
- Staff feel **valued**, have clear career pathways, and benefit from high-quality, evidence-informed **CPD programmes**.
- A positive, **flexible working culture** results in lower-than-average absence levels and **high job satisfaction**.
- The Trust attracts and retains top SEND talent, supported by **outstanding leadership** across schools.



Reach

- The Trust operates 10 **high-performing SEND schools**, each well integrated and aligned to the Trust’s values and vision.
- A thriving Post-16/19-25 provision supports students in achieving **meaningful outcomes in life beyond school**.
- The **outreach service is renowned regionally**, with consistent referrals from local authorities and community services.
- The Trust is **consulted by other LAs, MATs and agencies**, sharing its model of effective SEND practice.



Partnerships

- The Trust has formalised partnerships with local authorities, employers, and adult services, providing **smooth transitions and enriched curriculum** opportunities.
- All pupils engage in **social enterprise, real-world work experiences**, and a community-based curriculum.
- The Trust is a **key influencer in SEND policy**, working at national and regional levels.
- **Stakeholder forums** are active, well-attended, and play a genuine role in Trust-wide decision-making Trust wide.



Sustainability

- The Trust is **financially robust**, with well-managed reserves and sustainable income streams.
- All school sites are **modern, accessible, and fit for purpose**, supporting high-quality provision.
- A central operational team provides **efficient, scalable support services**.
- The Trust leads by example in **environmental responsibility**, with reduced carbon emissions and eco-conscious policies in place.
- IT systems are **fully integrated**, secure, and cost-effective, enhancing teaching, learning, and operations.
- Governance is **supportive and effective** in delivering the Trust’s strategic objectives.