

## VISION AND VALUES

### *Transforming lives through inspirational education*

All academies within our trust work closely with each other as a 'family of schools'. Indeed, each academy individually and collectively forms the trust: the trust as a whole is not a separate body or group of people but rather one single organisation made up of all our academies with one single vision and shared set of values. Together we all work to ensure that all children, irrespective of their starting point, receive an excellent education. We pride ourselves in meeting the needs of all children in our care, including those who are most vulnerable or challenging. These groups of students are a major priority and we work closely with families in helping to raise their children's self-esteem, resilience and subsequent achievement and attainment. We want to transform the life-chances of our children by focussing on raising standards, particularly the basic skills of literacy and numeracy as well as employability skills so that our students have the best possible start in life.

### The non-negotiables

#### **Pupils:**

- Pupils and students arrive on time to lessons; they are equipped and are ready to learn;
- Pupils and students learn in a safe and stimulating learning environment;
- Pupils and students experience a relevant, broad and balanced curriculum. The curriculum reflects the locality and is designed to meet the needs of all learners, preparing them for their lives in a modern British society;
- Pupils and students take pride in their work;
- Pupils and students work reflects regular marking and feedback; all next steps are visible; pupils and students act on next steps showing progress with their learning.

#### **Staff:**

- Staff evidence planning; this planning builds on the students' and pupils' ability and their prior learning;
- Expectations in all schools and lessons are clear;
- Rewards and sanctions are consistently applied;
- Learning objectives are clear, and are shared with students; they stretch and challenge pupils and students and ensure they all progress in their learning;
- Pupil & student performance (progress and attainment) is tracked and monitored half termly; parents, their child and staff know what the child needs to do to progress;
- All interventions have a sense of urgency; they are regularly monitored and reviewed (this includes all elements of school improvement);
- Staff receive high quality training and have opportunities both within and across the Trust to develop their skills, knowledge and expertise.
- Staff, pupils and students have a smart appearance, are always polite and courteous.

#### **Leadership/Governing Body:**

- The workforce is deployed effectively, with a focus on developing high quality staff that impact positively on pupil and student progress and achievement;
- Five year budget forecasts are prepared to ascertain the sustainability of current levels of expenditure and to allow sufficient time for remedial action if necessary;
- Accurate accounting records are maintained;
- High value for money will be delivered in the use of financial resources;
- Governing Bodies reflect the local and wider community and ideally include parents and staff (teaching and associate staff) representatives;
- Governing Bodies approve a financially sound budget plan annually, which underpins the strategy of the school and improves educational standards for the benefit of all pupils and students; reserve levels are carefully monitored and plans are in place to utilise large reserves;
- Governor approved budget plans are monitored each month and appropriate remedial action is taken, where necessary, to avoid overspending;
- Robust systems of internal financial control are maintained, in accordance with the Trust's financial regulations and procedures, for the safety and security of the Trust's assets.

#### **School Community:**

- Members of The MILL Academy Trust community receive regular communications about the successes, developments and progress of their school/academy and of the Trust itself;
- All members of the school community treat each other with fairness, dignity and respect;
- All members of the school community demonstrate positive attitudes, values and behaviours at all times.