



Archbishop Temple  
Multi Academy Trust  
Together With God

# Trust Improvement Plan Summary

2023-2024

[www.archbishoptempletrust.co.uk](http://www.archbishoptempletrust.co.uk)



# Our Vision

Archbishop Temple Multi Academy Trust is committed to improving the life chances of all children. We aim to develop a family of outstanding schools where world-class leaders and teachers put children at the heart of all they do.

Archbishop Temple Multi Trust is founded in the values of Faith, Hope and Love firmly rooted in the Christian faith.

Our Trust is working to support all of its member academies and to develop the culture of mutual support and development. In the Diocesan context each school remains part of the broader family of schools. The commitment to developing a high quality curriculum, delivered by highly trained staff, quality first teaching and sharing expertise is at the heart of the Trust's vision and development.



# Descriptors for flourishing



## Purpose

A clear understanding of our shared purpose—why we are together at school—sets us on the path to flourishing. A common purpose helps us to be unified around clear goals and to work toward a ‘greater good’ to which we aspire together.



## Relationships

Our flourishing is dependent upon who we are with—together in community. As relational beings, the degree to which we value, honour, and care for each other—students, teachers, leaders, and families alike—impacts our mutual flourishing. School communities that are characterised by a sense of belonging are places where we can flourish together.



## Learning

Undoubtedly, learning is what students are supposed to do at school, and the quality of that learning is supremely important. At the same time, student learning is intricately linked to the learning of educators and the school itself as an organisation. When we all learn together in a community of practice, as a group of people who share a concern or passion for something they do and learn how to do it better as they interact regularly, we grow together.



## Resources

Schools are real places occupied by real people - where we meet together matters. Our buildings are shaped by our access to physical, technological, and human resources, which in turn shape our experiences at school—students, educators, and families alike. However, simply ‘having’ enough is not really ‘enough.’ Instead, practising good stewardship and generosity when it comes to our resources contributes to flourishing, whereas competition and scarcity-mindedness inhibits it.



## Wellbeing

The physical and emotional health of students, characterised by healthy habits and developing resilience, is critical to whether—and how—students flourish. The same holds true of teachers and leaders. Those in helping professions like education can only help others out of a place of abundance; otherwise, educator burnout and poorly educated students will result. For this reason, flourishing schools prioritise the wellbeing of their community.

# Purpose

**Key Priority 1: The Trustees and central team, root the Trust vision to meet the needs of our schools and the communities they serve and the wider educational system in line with its charitable objects. The executive team and board maintain a culture of ethical leadership, including the Seven Principles of Public Life.**

Archbishop Temple Trust has a clear understanding of shared purpose. We have a common goal, which helps us to be unified and to work toward a 'greater good' to which we aspire together for the benefit of the children in our care.

The board continually holds central team to account to ensure the trust is delivering its core purpose of making a difference to children.

We are committed to continual development and will be further refining practice by:

- **continuing to provide termly high quality CPD for Trustees and governors**
- **developing a formal governance strategy**
- **holding a annual governor conference and celebration event**
- **further refining reporting systems at LGB level.**



# Relationships

**Key Priority 2: Archbishop Temple Trust creates a culture in all its schools that is motivating and ambitious for all, including disadvantaged children and children with SEND, so that students and adults can flourish**

Archbishop Temple Trust is a relational trust which values, honours and cares for children, teachers, leaders, support staff, and families. Our schools are characterised by a strong sense of belonging and are place where we can flourish together.

We are continually committed to strengthening relationships and we continue to enhance practice by a focus on:

- **Ensuring schools are places where all students attend regularly, are kept safe, feel calm and supported, and are able to actively participate and progress**
- **Enabling children to take part in sport, music and cultural opportunities that enrich the curricula and support children's wider development so that all children leave schools well prepared for the next stage of education, and prepared to become confident citizens.**



# Learning

**Key Priority 3: The Trust creates a culture of continuous improvement in its schools through self-evaluation, challenge, support and appropriate action with schools within the Trust and in this next phase of growth.**

At Archbishop Temple Trust we value learning together in a community of practice, as a group of people who share a passion and drive for improvement learning together and growing together. The executive team have a strong understanding of where specific expertise exists across the Trust, and how this can be used to develop and support professionals, and ultimately benefit the children.

We are devoted to continual learning and we will achieve our priority by:

- **having a clearly defined and effective strategy to improve and maintain the performance of schools that are already part of the trust, as well as those that join.**
- **Further build an innovative and vibrant community of professionals, building expertise through evidence based professional development, collaborating across schools and other trusts to develop and share expertise and evidence-based practice.**



# Cycle of Performance

High performance across the Trust is maintained and evaluated through a cyclical model.

## 08 – SAFEGUARDING AUDIT

Annual safeguarding audit in all schools conducted by CEO/SID and Safeguarding Trustee.

## 07 – SIAMS EVALUATION

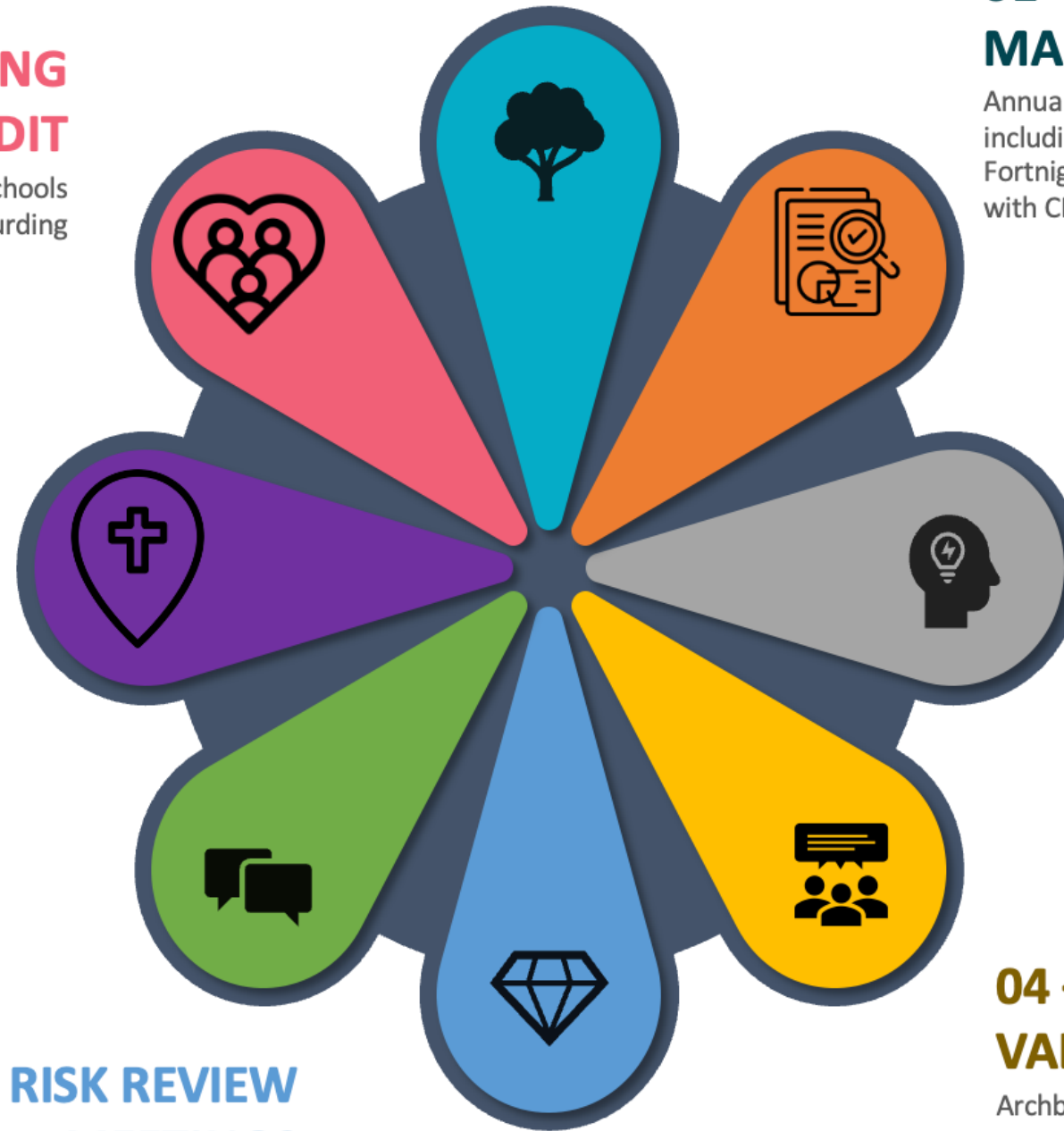
Annual SIAMS Evaluation for all church schools, conducted by CEO, to assure Trustees that all schools remain effective under framework and are distinctively Christian.

## 06 – TAKING A CLOSER LOOK AT

All Good schools entitled to 4 focus days (TACL day) reviewing a subject and confirming leaders evaluation of the subject.

## 05 – RISK REVIEW MEETINGS

Termly meetings with HT/DHT to identify any areas of risk in the Trust Risk Framework. Trust to plan support where required.



## 01 – HEADTEACHER PERFORMANCE MANAGEMENT

Annual HTPM with External Consultants facilitating including CEO and Trust board member on all panels. Fortnightly meetings with individual Heads and Chairs, with CEO meeting Chair of Trust fortnightly also.

## 02 – PUBLISHED DATA

School improvement director (SID) monitors published data and provides analysis to Trust termly through Standards Committee and Trust Board meetings.

## 03 – STANDARDS COMMITTEE

Headteachers present termly to Standards Committee. Performance Data including attainment, progress, attendance, safeguarding and curriculum information. In school data is collated on School on a Page (SOAP) and then SID collates information to give Trust on a Page (TOAP).

## 04 – EXTERNAL VALIDATION

Archbishop Temple Trust utilizes an educational consultant to conduct external reviews using a serving inspector. Website audits also conducted annually.



# Resources

**Key Priority 4: Archbishop Temple Trust recognises the importance of effective and efficient use of resources for the benefit of all schools in the trust and the wider education system**

Archbishop Temple Trust practice good stewardship and generosity when it comes to our resources contributing to flourishing. The trust recognises the importance of effective and efficient use of resources. Trustees understands how the financial health and efficiency and resource allocation compares with similar organisations locally and nationally. There is evidence of good financial oversight by the skilled board of Trustees.

To ensure continued strength leaders are committed to further development by:

- **Continuing to use financial data and intelligence to set a stable, accurate and sustainable long-term financial strategy for the trust. including a clear approach to delivering value for money through effective budgeting and risk management.**
- **Continuing to demonstrate efficient and effective use of resources, for example through school and trust resource management benchmarking tools and Integrated Curriculum and Financial Planning with current and incoming schools**





# Wellbeing

**Key Priority 5: Archbishop Temple Trust creates a high-performing working culture for all staff that promotes collaboration, aspiration and support. Uses the flexibilities of the trust structure to create opportunities for staff. Recognises the critical value of high-quality teaching and champions the profession.**

The physical and emotional health of students and staff is critical to how we flourish together. Those in education can only help others from a place of abundance, which is why the trust prioritises the wellbeing of the whole community. The trust continues to build the resilience of the workforce by cultivating a culture in which people feel they belong and are supported.

Archbishop Temple Trust is committed to wellbeing of the community and will continue to enhance its practice by:

- **Fostering a supportive working environment by managing workload, prioritising wellbeing and taking action to support all staff.**
- **Ensuring inclusive working environments, supporting flexible working and taking action to promote equality and diversity.**
- **Ensuring every member of staff is effectively line managed to maintain high performance. Actively encouraging career progression opportunities across the trust.**





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**For more information contact**

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