

THE TRUST

The Beam Trust Strategic Plan

VISION

Celebrating individuality and working collaboratively to achieve educational excellence.

Collaboration

Ambition

Respect

Innovation

Trust

Education
Development

People
Development

Business
Development
and
Partnerships

Curriculum
development

EYFS

Achievement for all

Phonics and early
reading

Well-being

Workforce
development

Talent mapping and
succession

Governance

Well-being

Financial efficiencies

Growth

Frictionless business
systems

Estate management

Partnerships

IT

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EDUCATION DEVELOPMENT

Curriculum development: To further improve the quality of education across The Beam Trust by ensuring each school’s curriculum, including reading, writing and maths, has clear and explicit progression of knowledge and is designed to be delivered with pedagogy that ensures all children are learning more and remembering more over time.

Early Years Foundation Stage: To utilise the strengths within The Beam Trust to further improve outcomes for Nursery and Reception children.

Achievement for all: To embed achievement for all children; ensuring research and evidence based approaches are implemented with rigour to support Pupil Premium (PP) children and children with Special Educational Needs and Disabilities (SEND) to achieve their full potential.

Phonics and early reading: To further develop the quality and consistent pedagogy in the teaching of early reading in each school. Ensuring that all children gain secure phonics and early reading skills, addressing any gaps in a timely manner.

Well-being: To further develop children’s attitudes to learning through their resilience, independence, social and emotional skills.

PEOPLE DEVELOPMENT

Workforce development, talent mapping and succession planning: To further build The Beam Trust’s training and Continual Professional Development (CPD) offer; to support career pathways and progression and build capacity to deliver our objectives and grow. Mapping talents, skills and interests and planning succession.

Well-being: To further develop and embed mechanisms and approaches across our Trust schools that are effective in supporting our staff wellbeing, ensuring consistency of care and support for all.

Governance: To further build governors and trustees key roles in the development of the vision, values and strategy of the Trust. Ensuring that they are positively impacting the organisation at all levels. Effectively holding leaders to account for the quality of education, management of resources and supporting the vision, values and strategy.

BUSINESS DEVELOPMENT AND PARTNERSHIPS

Finances: To further embed financial systems and processes in each school.

Financial efficiencies: Increase financial efficiencies across the Trust by reviewing all School Level Agreements (SLAs).

Growth: To build capacity and core offer to enable growth. Agreeing a growth strategy to ensure the Trust will be strong in line with expectations in the White Paper.

Frictionless business systems: To improve the integration, administration and management of key business systems. Improving the quality of data, reporting and ease of presentation.

Audit and Reporting Strategy: Implement systems and processes to accurately record and report on key data; assisting compliance monitoring in areas of health and safety, estates and safeguarding.

Estate management: To develop systems and processes to manage The Beam Trust’s estate efficiently and effectively.

Partnerships: To build on existing partnerships and create new relationships with trusts and hubs.

IT: To consolidate and harmonise IT platforms, applications, services and offerings ensuring best value for money across the Trust.