

The Canterbury Academy Trust

Strategic Plan 2025 – 2028

Mission

The vision is of a high attaining and achieving trust with fully inclusive provision at the centre of our community. Young people will leave as positive, confident individuals proud of what they have achieved, prepared to be lifelong learners and ready to play an active and constructive part in society.

Aims and Culture

The Trust's schools and nurseries will be at least Ofsted 'expected standard' and provide the highest standards of education by maintaining our focus upon the highest quality teaching & learning.

To provide the highest possible quality professional development to continually raise the level of performance of all staff across the Trust.

To provide high quality and fully inclusive provision to remove barriers to learning and to provide 'as much as possible, as often as possible for as many as possible'

To provide the highest quality environment, accommodation, resources and customer service to enable all our learners to achieve and our community to benefit from that which the Trust provides.

Strategic Objectives – 2025/28 Priorities

Ensuring the highest standards of teaching and learning, curriculum and outcome, to support:

- Successful learners who enjoy learning, make progress and achieve
- Confident individuals who can live a safe, healthy and fulfilling life
- Active and responsible citizens who make a positive contribution to the well being of present and future generations.

The Trust is one of Canterbury's largest employers. Its success depends on the quality of the people that work for it. The ongoing development of our professional learning culture will continue to be at the heart of all we do, through:

- Ongoing, comprehensive and always evolving comprehensive training and development and CPD programmes for all stages of careers, roles and responsibilities.
- A 'greenhouse' culture, where we continue to recruit, retain and develop highly capable staff, governors and directors.
- Continually develop expertise in supporting children with additional barriers to achieve through SEND and socio-economic factors.
- Continue to build our expertise and capacity in school improvement.
- An ongoing and absolute commitment to the well-being of our staff.

Inclusion and the comprehensive ideal is at the heart of our Trust's philosophy. We believe that schools should exist to serve their communities; not the other way around. We wish to make our Trust's outstanding facilities available for as much as possible, as often as possible, for as many as possible. We believe that our Trust has more than an educational responsibility, but a moral and social one too:

- Our Pillars of Excellence will provide opportunities for all in academic learning, sport, performing arts and practical learning with enterprise education.
- The Trust will continue to deliver, and seek to grow where appropriate, the area-wide ACP PRU at City & Coastal College.
- The campus will remain open 51 weeks a year, with access to facilities for all.
- Work in partnership with the best providers of SEND to further enhance practice and engagement.

To continuously invest in the highest quality resource, facilities and accommodation, engage with artificial intelligence and bridge the digital divide:

- Continue to ensure secure financial management to support Trust and school objectives.
- Ensure our schools are accessible for all and providing a fully inclusive education.
- Continue to embrace new technology systems to further support administrative processes and aid teaching.
- Support students, staff and parents to use technology, mobile and otherwise, safely and effectively.
- Further investigate and embrace the benefits of artificial intelligence.

What does success look like?

- All schools and nurseries have self-evaluations of expected standard or better and have Ofsted reports cards at the same expected standard or better, or have good or better Ofsted judgements.
- Trust schools remain popular and oversubscribed, with low levels of NEET where appropriate.

- With Trust support, each school is able to administer its own, bespoke CPD in line with staff requirements.
- Staff are happy, motivated and have high levels of attendance,. They feel seen and celebrated in the same way that our students are.
- Staff turn over is low.

- The Trust's SRPs continue to flourish, and the young people are happy, confident individual, who believe they can succeed in education.
- Stakeholder engagement continues to develop, and we work closely to hear our families and their needs.
- The Trust's facilities are optimised and used to capacity.

- The Trust continues to evolve its approach to AI and technology.
- Create safe and secure digital environments where all users can thrive.
- Increased levels of augmentation between teaching, administration systems and IT through the intelligent, effective and innovative use of technology.