

# SCLT:

## Our Vision



This document sets out the aims of the trust and a draft vision for each of the stakeholder groups. The draft vision will be used to write a development plan for the short, medium and long term to work towards the vision.

### Overall Aim

Southampton Co-operative Learning Trust will establish long-term sustainable partnerships with a wide variety of other organisations in order to support and deliver outstanding localised, co-ordinated, provision for children and young people aged **3-18 years** and the wider community.

### The key aims of our Trust are:

- The advancement of education for the benefit of the public, in particular for the benefit of the Schools of the Trust, and any other school or educational organisations for whom it acts as a Charitable Foundation or with whom it works in partnership or collaboration, whether formally or not.
- To deliver and further enhance high educational standards and raise children's and young people's aspirations and achievements
- To strengthen collaboration and contribute to community cohesion by delivering improved services and creating an environment in which children, young people and the **diverse** community have access to wide ranging opportunities promoting **British Values**
- To promote and apply shared co-operative values and principles
- To support partner businesses and community organisations' involvement in promoting community cohesion and education to raise standards and aspirations
- To develop mutually beneficial links between schools, education and community service providers, partner businesses and community organisations
- To support and collaborate with the partner schools, education and community service providers and their Governing Bodies in the achievement of their aims, vision and values

As a co-operative trust a Stakeholder Forum representing the various constituencies of membership shall be developed to represent the membership and hold the Trust to account.

## **VISION FOR STAFF**

### **PEDAGOGY**

- To develop a shared understanding of the **pedagogy** for the learning journey from EYFS to KS4 and beyond

### **STAFFING STRUCTURE**

- Linked staffing structures to include staff with Trust responsibilities.
- Cross school leadership work to solve specific issues – using leadership expertise in the trust. Greater leadership experience and skill set including leadership expertise of partners

### **RECRUITMENT**

- Shared Recruitment including central administration - trust contracts/ checks etc.
- Using expertise within the trust for recruitment

### **MEMBERSHIP BENEFITS**

- Identified shared membership benefits for all staff

### **WELLBEING SUPPORT**

- Identified network of wellbeing support for staff members

### **APPRAISAL/ PROFESSIONAL DEVELOPMENT**

- Shared appraisal policies
- Staff supporting each other across the Trust to achieve outcomes
- Shared training across the trust – internal/ external/ national
- National and International experience opportunities including cooperative links
- Coaching network across the schools
- Shared learning projects working with partners
- Expertise in staffing identified across the trust and used for development
- Development opportunities without having to leave the trust.

### **RESOURCES** - Networks in place

- Curriculum support groups
- Behaviour support and provision
- EAL shared support
- Networks – develop networks with a wider perspective/ set of skills to offer support and development from outside of the City
- Contingency and succession planning – using resources within the trust.

## **VISION FOR CHILDREN/LEARNERS**

### **ASPIRATIONS**

- Creating an umbrella to challenge under achievement and disengagement to raise aspirations
- Promoting an 'I can do' mentality in a changing technological world
- Providing opportunities academically and socially for all children to enjoy and achieve their potential
- Developing children's understanding and experience of lifelong learning
- Creative, relevant, shared curriculum and resourcing
- Belonging to a larger community

### **CURRICULUM ENRICHMENT**

- Embedding elements of collaborative and co-operative learning into the curriculum
- Support all children to have equal access to the latest ICT/ Learning Technology
- Deepened understanding about work opportunities + areas + skills
- Enriching learning opportunities through the development of partnerships and the involvement of partners in the curriculum
- Sharing staff expertise across the trust schools and partners
- Providing the widest possible range of opportunities for the trust through schools and partners.
- Regular programme of sports competitions
- Regular programme of other curriculum based competitions e.g. art, chess, science and engineering
- Experiences/ development of workforce skills
- Development of work experience
- Develop a group approach to achieving 'good practice' awards e.g. Eco schools, Healthy Schools, International Awards etc
- Shared learning experiences/ projects for all learners (stakeholder groups)
- Rewarding the achievements of all learners including adults
- Effective skilled and positive Citizenship programmes e.g. Southampton Civic Award

### **FINANCIAL**

- Coordinating funding opportunities to widen learning opportunities

### **SUPPORT**

- Provide parent education to help parents and carers to have the skills and knowledge to support their children's learning in school and at home. (Tailored to meet needs of our community supported by partners)
- Support pupil wellbeing through access to partner advice and resources.
- Membership benefits for all learners and children

### **INFORMATION**

- Share data to identify shared intervention and resources needed to raise attainment and progress.

## **VISION FOR PARENTS/CARERS/COMMUNITY**

- Develop learning for life
- Strong school- parental relationships
- Share a common understanding – investors in education and their child's future
- Positive influential voice harnessed to impact on learning e.g. PTAs, Governors, Stakeholders Forum, Trustees etc
- Facilitation of the provision of support services
- Strong community links to aid 'at risk' families to achieve positive outcomes
- Develop a culture of high attendance and high value of education
- Diversity and commonality are celebrated
- Draw on the skills/ celebrate the diversity of our community through international week celebrations
- Identify membership and other benefits to reduce financial pressures on parents and carers
- Access to a wide variety of low cost training, social and health activities
- Access to health and well being resources to avoid crisis
- Promote high self esteem/ self worth through communication
- Trustwide 'one stop shop' to facilitate parental enquiries e.g. health, welfare, housing, legal and financial

## **VISION FOR PARTNERS**

- Consolidate and develop current trust partnerships for the mutual benefit of the trust/ partners
- Identify and develop new trust partnerships to fulfil the vision/ meet the aims of the trust

June 2016