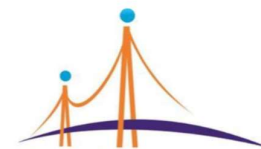


Trust Improvement Plan 2022 - 2023



Humber Education Trust

Where everybody counts,
every moment matters.

Our Ethos

Our strength lies in a common purpose: high aspirations, moral values, care and support; yet celebrates our individual uniqueness. We recognise that as every child needs different things to achieve the same end point, their full potential, so too do the schools that nurture and develop those children.

One size does not fit all. However, effective collaboration ensures that our expertise is shared for the benefit of all children.

Only the best is good enough.

Strategic Aims 2021 - 2024

To sustain the improving quality of education for the benefit of children and young people in all schools.

To embed a self-sustaining, system-led, collaborative approach to improvement within and between schools.

To embed systems of accountability and governance at all layers of the Trust.

To ensure public money is spent and managed ethically and wisely for the benefit of children and communities.

To enhance the experience of all stakeholders by ensuring schools are inspiring physical environments to work and learn in.

Key Improvement Priorities 2022 – 2023

A: Embed the Trust's school improvement offer to ensure the quality of education in all schools is at least good.

Rationale:

1. Effective challenge & support will improve the quality of education in all schools, ensuring strengths are built upon and weaknesses are quickly identified & addressed.
2. Effective challenge & support will ensure SEND pupils and/or those who are disadvantaged are very well supported and achieve highly.
3. Trust aggregated data shows outcomes for disadvantaged pupils need to close the gap to all other pupils.
4. Greater consistency of best practice across and between all classrooms in the Trust will support improving outcomes for pupils.

B: Further develop leadership at all levels

Rationale:

1. Leaders must help teachers understand the curriculum as a progression model, ensuring they have the pedagogical skills to deliver it well so the curriculum is taught effectively and leads to pupils making progress by knowing more and remembering more.
2. Leadership training for school senior staff will ensure leaders have the necessary skills to be highly effective and enable the principles of ethical leadership to become embedded.
3. Effective succession planning and opportunities for career progression are critical to the sustained development of the Trust.
4. A resilient, highly skilled and motivated workforce provide the best support for pupils.

C. Embed effective Trust wide strategies to support vulnerable pupils

Rationale:

1. Pupil attendance has been particularly challenging over the past 18 months; overall attendance has fallen and persistent absenteeism has increased.
2. The Covid pandemic has left some families feeling vulnerable and incidents of poor mental health and challenging behaviour in pupils are on the increase.
3. Effective challenge & support will ensure all schools have a strong culture of safeguarding and comply fully with statutory requirements and best practice.

D: Further develop Trust wide business functions to ensure efficiency, compliance and risk are managed effectively.

Rationale:

1. Saving money through the use of trust wide procurement, will ensure increased funding is left in schools 'at the front line'.
2. Centralising finance, estates and HR processes will improve consistency, reduce risk and enable schools to concentrate on the quality of education they provide.
3. All staff and pupils have the right to work and learn in purposeful, welcoming and high quality school environments.
4. Strategic Trust growth will support the wider work of the Trust and add capacity.