

Our Vision

# Together We're Making a Difference



## Mulberry Tree CE MAT

# OUR VISION & CORE VALUES

**Our core aim is to provide children of all faiths and none with excellent educational provision within a caring and supportive Christian ethos.**

We have at the centre of our vision the belief that every child has a right to educational excellence through the provision of high quality schooling.

### **The Mulberry Tree CE MAT will deliver the following outcomes for our pupils:**

- Support all children at primary stage, regardless of initial entry levels, to achieve national expectations of attainment and beyond.
- Ensure our academies exceed floor targets and are secure above national standard.
- Ensure all of our academies achieve, or are working towards, an Ofsted rating of 'outstanding' within a rigorous improvement plan.

### **In our Trust we believe:**

- Everyone has something to offer
- We are on a shared journey, being

there for each other and not feeling isolated.

- Trust, honesty, empathy and social responsibility are the values that frame the work of our Academy Trust.

### **This means:**

- Focusing on everyone achieving their best and not just on attainment targets.
- Making sure we are an effective sponsor of schools that need our support, thus protecting their church school status where necessary.
- Being open to community schools if they want to join.
- Being a strong voice in 'system leadership' and a vehicle for school to school support and being part of wider local arrangements for collaboration.
- Supporting and judging schools on their context and not just on exam results and inspection outcomes.

### **Benefits to schools**

- Providing a real choice for schools when considering their future in uncertain times.
- Deepen school leadership through high quality training and focused self-evaluation programmes.
- Giving schools the opportunity to focus on what really matters.
- Providing greater security for small schools through flexibility in organisation and structure.
- Supporting small schools that want academy 'freedoms' but are concerned at the risks and paperwork involved.
- Building on existing strengths and potential to strengthen church ethos.
- Providing a unique structure, which welcomes faith and non-faith schools.
- Enabling economies of scale allowing school budgets to be maximised.
- Full support on becoming an academy and a member of a multi academy trust.

Wherever you are on your school improvement journey, and whatever type of schools you are will bring rewards. The Mulberry Tree community will offer a professional home to those good and outstanding schools who wish to retain their individuality, yet benefit from sharing successful ways. For those schools who are seeking support and guidance to improve, Mulberry Tree will work closely with you to remodel your processes to bring a positive change in learning outcomes for all.

The advantages of joining us will be different for each individual member. For example, a successful school will benefit from being in the Mulberry Tree professional team and having access to a range of services, saving time and effort in order to focus on the core business of learning.

A school on a journey to good will benefit from using all of the professional team's improvement tools and strategies. This will reduce the time-consuming administrative tasks which many smaller schools with fewer staff find difficult to manage, while providing the expertise and support to concentrate on educational performance.

All schools within the Trust will of course benefit from the cost efficiencies that come from being part of a group of schools. The Mulberry Tree Trust has a wide range of well-supported back office functions in place to support Trust schools.



# DELIVERING OUR VISION

## **Supporting Joining Schools**

Leadership in Mulberry Tree Academy schools will be driven by a moral purpose ensuring that all our pupils reach their potential both academically and socially.

Such leadership will have a total and persistent focus on high quality teaching, an imaginative and progressive curriculum and developmental performance management. Leadership will be shared within and across schools, have a strong development focus through the use of school improvement teams and be supported by the Mulberry Tree Leadership Team.

As our trust grows it is possible that future executive head opportunities may arise. The growth plan also includes some heads of school or headteachers stepping up to be Educational Leads for groups of schools.

## **For schools that are in an Ofsted Category of Special Measures or Serious Weaknesses**

We will provide immediate and significant intervention to ensure that these schools make rapid and sustained progress.

Due diligence will be carried out by our improvement team and an Improvement Plan will be created linking directly to the school needs and

the Ofsted report if the school has already been inspected.

In our experience schools that are placed in a category often have issues which extend into the administration and premises areas as well and as such our Trust Business manager as well as Facilities Manager form part of the improvement team and contribute to the risk assessment and Improvement Plan.

We will ensure that there is effective leadership and governance in place to secure significant and rapid improvement. The ongoing analysis of pupil data for these schools will show evidence of progress in all year groups.

## **For Schools on the Journey to Good**

For those schools judged by Ofsted to 'require improvement' we will provide a higher level of support. We will ensure they accelerate progress through achieving more precision in teaching and learning and monitoring student achievement across the performance range. The Trust's support in these schools will again ensure both rapid and sustainable progress. This will be achieved through working with the existing school leadership and improvement teams. This approach aims to produce a confident and competent leadership and school improvement team that is able to deliver precise teaching at a good standard and above on a reliable basis.

Quantitative school, class and pupil data will show good progress.



## DELIVERING OUR VISION continued...

### For 'Good to Outstanding' Schools

These schools will by definition require much less support. They will however, require some additional challenge in order to become 'outstanding' and to engage in networking with other schools. This will be achieved through working with the existing school leadership and improvement teams in deepening the understanding of what it means to be outstanding, increasing confidence in use of data and supporting forms of professional development to ensure that all teachers are working towards being 'outstanding'.

### For 'Outstanding' Schools

These schools will automatically become Mulberry Tree Academy Support Schools. They will however still need some monitoring and support to fulfil their own support role.

This will be achieved through working with these schools' leadership and improvement teams supporting the implementation of the school improvement strategy. This will result in schools that are sustaining and deepening their outstanding status and providing support across the Trust.

### Mulberry Tree Pathway

To realise our vision we will employ a phased approach to school improvement. Whether the starting point is 'requires improvement' or otherwise, the intention is that all Trust schools will be on an improvement journey that leads to excellence as shown below.

The milestones in the diagram are illustrative of the progress that will be made...

	NEEDS ANALYSIS	ESSENTIAL	TRANSFORMING	OUTSTANDING
		Schools on the journey to good	Good schools on the journey to outstanding	Outstanding schools
Leadership	Identifying a starting point through due diligence	Building leadership capacity	Driving improvement in another school	System leadership across the MAT
Teaching		Consistently good	Consistently good and much outstanding	Opportunities to develop through coaching and mentoring
Learning		Focus on ensuring basics, equipping all pupils with the necessary skills to make progress	Clear shared and consistent protocols to plan learning that sustains pupils' interest and challenges their thinking	Pupils are curious, interested learners who seek out and use new information to develop, consolidate and deepen their knowledge, understanding and skills
Curriculum		English and maths focus	English and maths; broad and balanced curriculum	English and maths; deeper projects
Community		Parental engagement enhanced through social media	Parental engagement enhanced through social media	Parental engagement enhanced through social media
Accountability		Establish clear systems for self-evaluation	Use embedded systems to monitor consistent progress	Continual and rigorous evaluation and review
Behaviours for learning		Focus on conduct, self-discipline and behaviour to promote high standards	Pupils are confident and self-assured. They take pride in their work, their school and their appearance	Pupils are confident, self-assured learners. Excellent attitudes to learning have a strong, positive impact on their progress

Interested in Joining Our Trust?  
**CONTACT US**

**MULBERRY TREE TRUST**

Tel:

**01204 332636**

Email:

**trust@st-catherines.bolton.sch.uk**

Address:

**Mulberry Tree Trust  
c/o St Catherine's CE Primary School  
Greenstone Avenue,  
Bolton, Lancashire BL6 5SJ**

Website:

**[www.mulberrytreetrust.co.uk](http://www.mulberrytreetrust.co.uk)**