



Greywood

Multi-School's Trust

The House, Eastern Avenue, Lichfield,
Staffordshire, WS13 7EW

Strategic Plan 2019-2022

Founding Principles

- A. To deliver a truly inspirational learning journey for every child.
- B. To maintain individual schools' identities within a shared climate of collaboration.
- C. To maintain, enhance and grow exceptional leaders.
- D. To secure strong, sustainable budgets for each school, benefitting from economies of scale.
- E. To build positive, realistic and meaningful local links to support and enhance our shared community.
- F. To increase the capacity of our community of schools to improve further.

TRUST AIM	
Aim 1	To plan for growth particularly in the primary sector- By end of Summer term 2021-
	<ul style="list-style-type: none">- 1 further primary school will be in project management- looking to join the Trust
	<ul style="list-style-type: none">- Free school secondary and primary application submitted
	<ul style="list-style-type: none">- PH to work closely with RSC to ensure Greywood is noticed as a growing and effective Trust- SEN Conference showcases Greywood MST



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	<ul style="list-style-type: none">- Friary School develop support packages for other secondaries
	<ul style="list-style-type: none">- Marketing package developed- including information about the Trust for Job adverts, newsletters, website (2020-21)
Aim 2	To be financially viable as a small, growing Trust
Principle D	By end of Summer term 2021-
	<ul style="list-style-type: none">- Finances are managed and scrutinised at least monthly
	<ul style="list-style-type: none">- Monthly management accounts show no end of year deficit
	<ul style="list-style-type: none">- Funding streams sourced including bids for national and local funds
Aim 3	Central finance is managed effectively
Principle D	By end of Summer term 2021-
	<ul style="list-style-type: none">- effective and transparent finance systems in place that allow early identification of any financial concerns (as verified by auditors)



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	- Financial management handbook is followed
	- Further SLAs across Trust are instigated to secure savings and other economies are secured
	- Statutory returns are submitted on time
	- Staffing costs are agreed with school and ratified by finance committee
	- Chief accounting officer is vigilant and challenges management of finances in schools and the Trust
Aim 4	Trust estates are managed and deficiencies identified and funding sought
Principle E	By end of Summer term 2021-
	- CIF bids submitted
	- High priority repairs identified and plan in place for 2019/20
	- Funding streams identified (discussions with RSC)
	- Funds set aside for priority repairs/ incidences



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	<ul style="list-style-type: none"> - Use conditions surveys to prioritise works
Aim 5 Principle C	To have in place effective layers of governance with clear accountability at all levels By end of Summer term 2021-
	<ul style="list-style-type: none"> - Layers of governance understand their responsibilities and roles.
	<ul style="list-style-type: none"> - Terms of reference are agreed at all levels
	<ul style="list-style-type: none"> - Review of governance is completed
	<ul style="list-style-type: none"> - Members and Trustees attend key events in schools
	<ul style="list-style-type: none"> - CEO's delegated responsibilities are reflected in the SOD
	<ul style="list-style-type: none"> - Governors portal is operational and accessed by members, trustees, governors and Headteachers
	<ul style="list-style-type: none"> - FMGS is viewed by ESFA as effective (action plan complete)
	<ul style="list-style-type: none"> - Governor training programme to be on offer for all new governors/ trustees and members
	<ul style="list-style-type: none"> - Annual event for governors to be considered
	All schools remain Ofsted good or better By end of Summer term 2021-



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Aim 6

Principle A

- Friary and Henry Chadwick continue to be in the top 10% of schools for external examinations
- QC remains the special school of choice.
- Schools continue to work closely with teaching schools
- Quality assurance paperwork and meetings support challenge and support for schools to achieve their key lines of improvement including safeguarding
- Register of excellent teachers made available to support coaching and mentoring across schools (2020-21)
- Continue to offer cross school PiXL middle leaders course
- Offer nationally accredited ML and SL course(NPQML, NPQSL)
- Offer nationally accredited Headteacher courses (NPQH, NPQEL)
- Coaching and mentoring programme to be instigated across the schools (2020-21)
- Demonstrate outstanding practice with our staff wellbeing programme



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Aim 7 Principle C	High quality, outstanding staff are sought for our schools and the effective deployment of staff support the vision and values of the Trust By end of Summer term 2021-
	- All vacant posts are considered to see if they are necessary or whether new cross trust posts be created
	- All schools are fully staffed - Recruitment process is rigorous including safer recruitment
	- Model trust Job Description and Person Specification in place for all posts and used in all appointments. Identify and build specialist leads in identified areas across MST (2021-22)
	- Cross school CPD programmes support CPD of all staff Design and implement TA development programme (2021-22)
	- Make available online learning that support all staff CPD
	- High quality and cross school NQT programme
- Personal development pathways to be in place for all members of staff (2021-22)	
Aim 8	Being an outward facing organisation and developing collaboration By end of Summer term 2021-



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Principle B/D/F

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| | |
| | <ul style="list-style-type: none">- MST to build relationships with external specialists in all areas e.g. pastoral, school improvement |
| | <ul style="list-style-type: none">- Schools will be working with non-educational agencies to ensure effective safeguarding arrangements and support for SEND pupils. |
| | <ul style="list-style-type: none">- The trust will have identified external organisations e.g. other MATS, universities, teaching school alliances to share and support its ongoing development |
| | <ul style="list-style-type: none">- The trust will be actively working with a range of external agencies, including the RSC, to support the expansion of the trust. |
| | <ul style="list-style-type: none">- External CPD sessions on offer e.g. SEND, Primary curriculum, pastoral |
| | SEND conference (annually) (2020-21) |
| | <ul style="list-style-type: none">- To look towards partnerships with local schools (2020-21) |
| | <ul style="list-style-type: none">- Focus weeks linking to parents and local community. (2020-21) |
| | Schedule events throughout the year, ensure events are marketed (2020-21)
Learning talks to support focus weeks (2020-21) |
| | <ul style="list-style-type: none">- Raise Greywood profile by improving updating of websites and using twitter/ news feeds etc |



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