

## Solent Academies Trust Strategic Vision



**Aim 1** Provide High Quality Education & Transform Lives

**Aim 2** Transform Efficiency & Effectiveness

**Aim 3** Enhance Wellbeing & Workforce Resilience

**Aim 4** Increase Civic Impact

**Aim 5** Enhance Expert Governance

## Strategic Impact

## Empowering Excellence & Equity for Everyone

**1. Every pupil** achieves, flourishes and lives well now and in the future



**2. Every school** thrives with excellence & develops deep partnerships



**3. Our communities** benefit from the 'SAT Dividend' & continuously improve



**4. Our growth** ensures that no child or school is left behind

# Solent Academies Trust - journey so far

## 4 Outstanding 1 Good Ofsted Ratings



**2013**

Mary Rose became an academy  
Mary Rose Academy OFSTED Outstanding  
Solent Academies Trust established,  
including Portsmouth Teaching School Alliance  
Cliffdale School sponsored into our Trust



**2017**

Redwood Park Academy  
sponsored into our Trust



**2021**

Mary Rose Academy  
OFSTED Outstanding



**2023**

Littlegreen Academy  
OFSTED Good



**2006**

Mary Rose School  
Opened



**2010**

Mary Rose School  
OFSTED Outstanding



**2016**

Mary Rose Academy  
OFSTED Outstanding  
Cliffdale Primary Academy  
OFSTED Outstanding



**2019**

Redwood Park Academy  
OFSTED Outstanding  
Littlegreen School Sponsored  
into our Trust  
Willows Nursery amalgamated into  
Cliffdale Primary Academy



**2022**

Cliffdale Primary Academy  
OFSTED Outstanding  
Successful application for  
Littlegreen new school building



**2023**

Dove House Academy  
joined our Trust

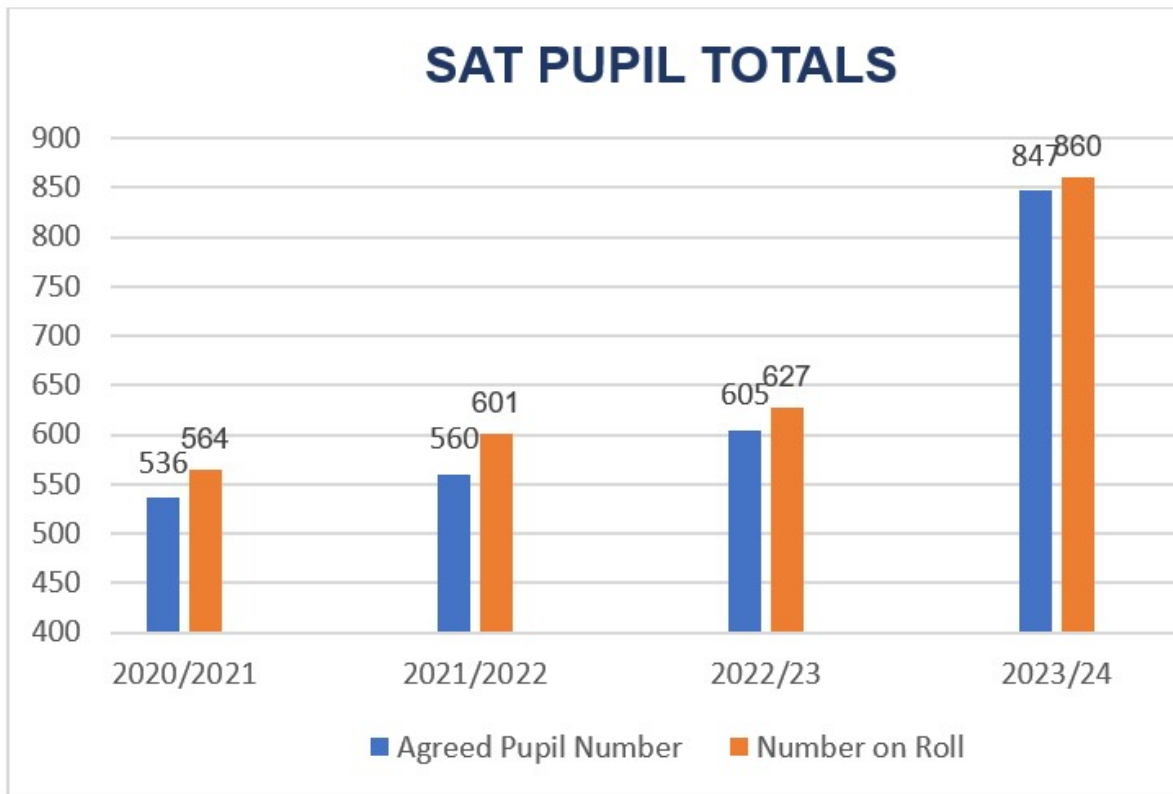
# Solent Academies Trust Profile

Academies	Profile of Pupil Need	Pupil Numbers	Location	Age range	OFSTED Rating
Cliffdale Primary	SLD, Complex Autism	203	Portsmouth	2 – 11	Outstanding
Mary Rose	PMLD, SLD Complex Autism	189.5	Portsmouth	2 - 19	Outstanding
Dove House	MLD (increasingly more SLD, SEMH)	229	Basingstoke	11 – 19	Outstanding
Littlegreen	SEMH	81	West Sussex	7 - 16	Good
Redwood Park	SLD, Complex Autism	161	Portsmouth	11 - 16	Outstanding

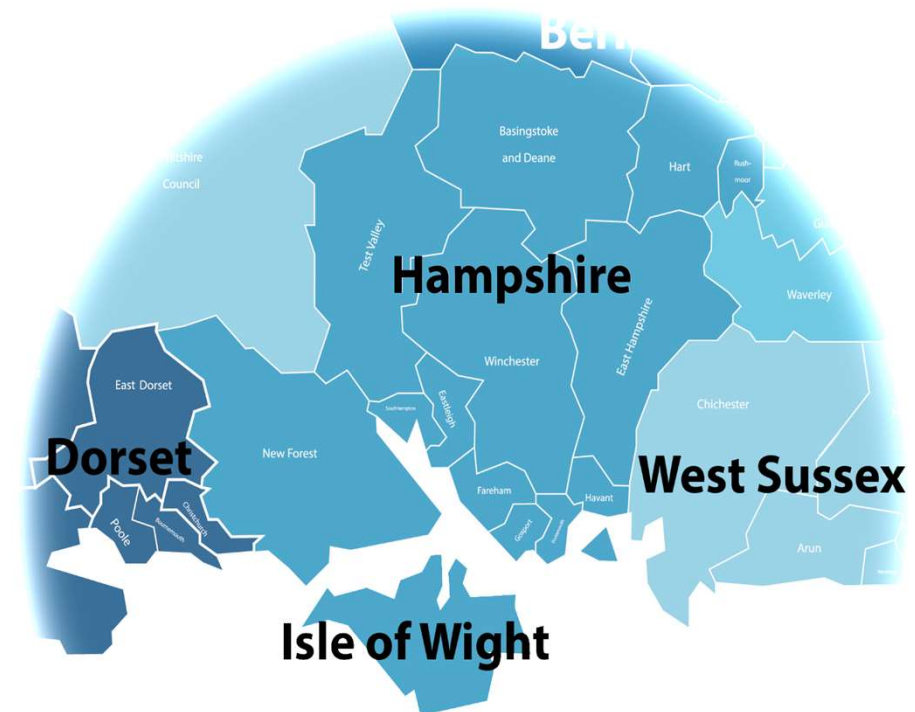
# Growth since 2020

We have applied for 2 special free schools in Hampshire (SEMH & SLD) & await the outcome

## SAT PUPIL TOTALS



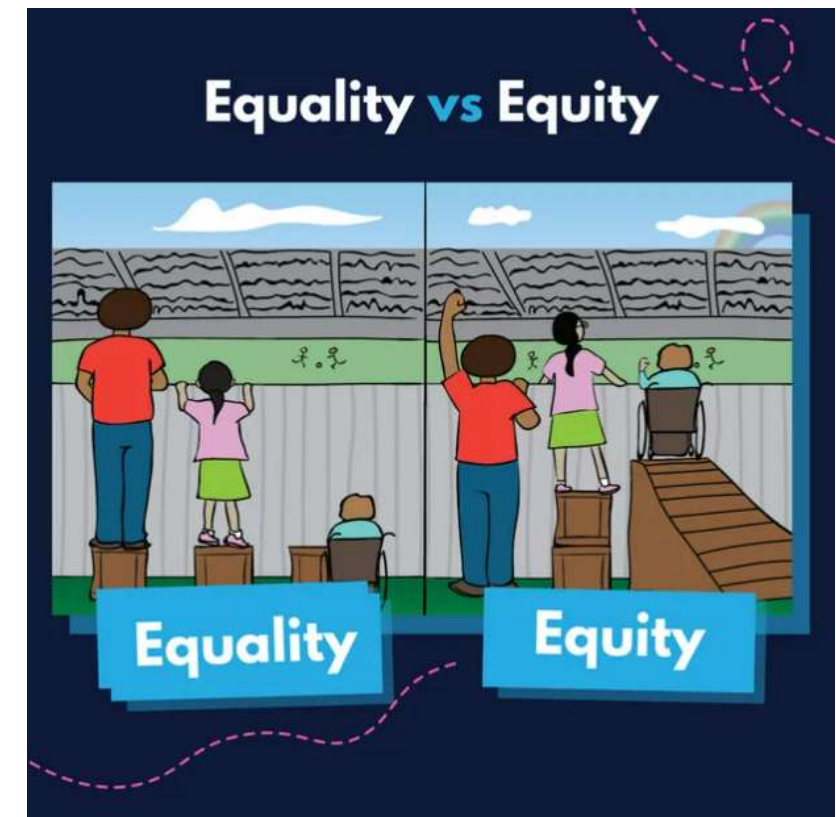
## Potential range for regional growth



# Solent Academies Trust - Mission



Underpinning our vision to transform the lives of children & families is a desire/ **mission** to **reduce disadvantage** and **increase equity** for all our communities....







## 1. Stabilsing

Requires Improvement

Mobilising system support

High visibility

Assess immediate gaps

Focus on urgent priorities

Manage high risks

Safeguard whole community

## 2. Developing

Requires further Improvement

Comprehensive audit & review

Build meduim term plan

Develop 5 Pillar School Improvement Guarantee

Embed early improvements

Increase quality assurance

Retain visibilty

## 3. Improving

Embed strategies

Move from management to leadership at all levels

Strengthen 5 Pillar School Improvement Guarantee

Engage in collaboration

Improve quality assurance & robust systems

High quality senior & middle leadership

Improve outcomes

## 4. Advancing

Graded outstanding

Challenge the status quo & innovate further

Next practice 5 Pillar School Improvement Guarantee

Lead collaboration & partnerships

Improve outcomes beyond SAT

Lead with increased autonomy

Embed excellence

**Solent  
Academies  
Trust**

**School  
Improvement  
Transformation  
Model**

# School Improvement Pillars in our Practice

Solent Academies Trust

Aligned to SAT Values	Safeguarding & Wellbeing	Curriculum & Pedagogy	People, Culture, Development
<b>EMPOWERMENT</b>	<ul style="list-style-type: none"> <li>Personalised &amp; tailored approaches</li> <li>Impact is informed by stakeholder voice</li> <li>Effective Communication</li> <li>Development of skills, knowledge &amp; understanding</li> <li>Communities are equipped with the resources they need to thrive</li> </ul>	<ul style="list-style-type: none"> <li>Personalised, tailored learning linked to EHCPs</li> <li>Informed by National Curriculum appropriate to individual need</li> <li>Use of a range of communication methods</li> <li>Triangulation QA through Triads Model, with evidence linked to Academy SEFs</li> <li>Clear vision and values in each school reflecting the needs of each community</li> </ul>	<ul style="list-style-type: none"> <li>Personalised &amp; tailored</li> <li>A range of Professional Development Programmes</li> <li>Opportunity &amp; growth</li> <li>Environments that support human flourishing</li> <li>Ongoing mentoring</li> <li>Personalised appraisals</li> <li>CPD schedule informed by school improvement plans &amp; gap analysis</li> </ul>
<b>RESPECT</b>	<ul style="list-style-type: none"> <li>People first</li> <li>Family focused</li> <li>Relational approach</li> <li>Collaborative</li> </ul>	<ul style="list-style-type: none"> <li>Equitable &amp; adapted</li> <li>Stage of learning is appropriate, with age-appropriate resources</li> <li>Relational approach</li> <li>Evidence of multi-agency informed practice</li> </ul>	<ul style="list-style-type: none"> <li>Promoting equity at every opportunity</li> <li>Mindful culture</li> <li>Structures &amp; systems support wellbeing</li> <li>Integrity in practice</li> <li>Professional trust &amp; agency</li> <li>Coaching culture</li> <li>Supportive &amp; responsive</li> </ul>
<b>ASPIRATION</b>	<ul style="list-style-type: none"> <li>Excellent provision for all our communities</li> <li>Highly effective systems/ processes</li> <li>High quality reporting &amp; recording</li> <li>Influencing practice beyond our sector (e.g. in health &amp; social care)</li> <li>Compliant</li> </ul>	<ul style="list-style-type: none"> <li>Motivating &amp; engaging</li> <li>Carefully sequenced curriculum</li> <li>Develop skills, knowledge &amp; understanding</li> <li>Enhanced cultural capital</li> <li>Future focused</li> <li>Transition is prioritised at every age &amp; stage with a complete curriculum focus</li> <li>Therapeutically informed</li> </ul>	<ul style="list-style-type: none"> <li>Excellence in recruitment, retention, talent management &amp; succession planning</li> <li>High quality induction &amp; continuous professional development</li> <li>A range of career pathways</li> <li>Development of leadership at all levels</li> </ul>

# School Improvement Teams





# Meet THE STRATEGIC EDUCATION TEAM



**Sharon Burt**  
*Chief Executive  
Officer*



**Louise Isa-Grada**  
*Executive  
Principal*



**Nicola Payne**  
*Principal*



**Faye Watton-Lawrence**  
*Executive  
Principal*



# Strategic Aims & OBJECTIVES



## Aim 1 Provide High Quality Education & Transform Lives

- 1.1 Further Improve pupil outcomes through well matched curriculum
- 1.2 Enable all pupils to fully access high quality education implementing effective strategies
- 1.3 Develop relational practice, pupils, staff & key stakeholders, increasing inclusivity
- 1.4 Embed new leadership opportunities, increasing talent pipeline

## Aim 2 Transform Efficiency & Effectiveness

- 2.1 Build a strong sustainable infrastructure and reinvest for school improvement
- 2.2 Continued delivery of the Digital Strategic plan enhancing practice and processes through Digital Transformation
- 2.3 Continuously develop inspiring learning environments that are safe, compliant & reducing carbon footprint
- 2.4 Continue to implement systems to scale up to 10 academies

## Aim 3 Enhance Wellbeing & Workforce Resilience

- 3.1 Develop the offer of learning, development & research at SAT
- 3.2 Increase & develop our talent pipeline
- 3.3 Increase our Trust recognition as the employer of choice
- 3.4 Accelerate school improvement through enhanced CPD & career pathway opportunities

## Aim 4 Increase Civic Impact

- 4.1 Increase pupil numbers & ensure vulnerable children are educated in the most appropriate settings locally
- 4.2 Positively impact on pupil outcomes beyond our Trust through systems leadership, high quality outreach & school to school support
- 4.3 Further develop multi agency partnerships to widen impact for children with SEND
- 4.4 Increase the number of schools in our Trust to improve outcomes for young people across 2 hubs

## Aim 5 Enhance Expert Governance

- 5.1 Increase diversity & inclusion, further reflecting the communities that we serve
- 5.2 Increase governance visibility, stakeholder engagement & implement revised Scheme of Delegation
- 5.3 Enable & effectively monitor the impact of governance training at all levels
- 5.4 Further improve the cohesion between different levels of governance

## SOLENT ACADEMIES TRUST TRUSTEE BOARD

Andrew  
Hill  
Trust Chair



Philip Slaughter  
Trust  
Chair – Finance &  
General Purposes  
Committee



Ray Mead  
Trustee  
Chair – Audit &  
Risk Committee



Gordon Duff  
Trust  
Vice Chair  
Link to Academy  
Committees



Sue Banger  
Trustee  
Chair – Staffing &  
Pay Committee



Gareth Morgan  
Trustee – Chair  
Standards  
Committee



David Hunt  
Trustee



Murray Campbell  
Trustee



### ACADEMY COMMITTEES

Ruth Sturdy  
Trustee



Sharon Burt  
Chief Executive  
Officer

