

# Strategic Plan 2022-25

...A great place to be

SCAN ME



**Inspiring Futures  
through Learning**

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# Welcome to IFtL

Inspiring Futures through Learning (IFtL) Multi Academy Trust, established in 2016, encompasses 15 schools across Milton Keynes and Corby, Northamptonshire. We are proud of our growth and the development of our schools, not for its own sake, but because we are truly able to evidence that our ways of working together, sharing excellence in practice and developing people positively impacts over 5000 children and their families.

Our roots as an organisation stem from our experience, practice and belief in school development and system leadership. Our ambition and aspiration for all, no matter the starting point, is an essential force in creating confidence, innovation and strength in our individuals, teams and schools.

We are mindful of our integration with the wider school system. The UK Government's White Paper '**Opportunity for all: strong schools with great teachers for your child**' in March 2022, outlines the vision for all schools to be part of a strong Multi-Academy Trust providing '**high quality and inclusive education....working where they are needed most, levelling up standards and transforming underperforming schools**'.

IFtL has a proven track record in these areas and intends to continue to marry our vision with the national landscape of improvement and equity of access to opportunities.

At IFtL, we strive to continuously deliver high quality education, including for disadvantaged children and children with SEND, operating fair access. However, in addition, our schools have an ever-growing wider purpose in intellectual, social and character development; understanding our role in society; our civic duty. We recognise the power of schools working together as places that inspire people, children and adults, to be continuously learning, to be supported in their growth and to celebrate and help others in their achievements is something that we fully recognise and are driven to deliver in an ambitious yet sustainable way.

We are successful in our vision by attracting, retaining and developing the best leaders, teachers and professional services staff; by acting and investing wisely so that our futures are secure and make a sustained, engaging and positive difference to a child's education; and by truly listening to the needs of our community to ensure all are able to thrive.

In education, standing still simply isn't an option. Young people only get one chance and everyone who works for IFtL, within our schools and within the central team, takes this very personally.

We take our successes and learnings into the future. This 3 year strategic plan outlines our key focus areas moving forward and demonstrates our continued commitment to '**inspiring the futures of us all together**'.

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**Sarah Bennett**  
CEO of IFtL





**Inspiring Futures  
through Learning**

## Our vision

To inspire the futures **of us all**  
through learning **together**

## Our values

F

### Fun

We enjoy what we do. We make positive contributions. We take pleasure from success.

U

### Unique

We celebrate difference. We champion diversity. We are divergent in our thinking.

T

### Together

We share the same promise. We support and encourage. We cooperate, collaborate and care for each other.

U

### Unafraid

We are confident to challenge. We are courageous in our thinking. We are robust in our decisions.

R

### Responsible

We act in the best interests of our communities and each other. We are accountable for our actions. We stand up to scrutiny.

E

### Energetic

We are positive and dynamic. We explore new worlds. We innovate to achieve.

S

### Safe

We are secure in our beliefs. We are protective and firm. We make decisions together.

## Our IFtL family

As an IFtL family we understand, and are committed to, our responsibility in shaping and influencing the lives of future generations. We do this in partnership with our families, our communities, fellow educators, and other local and regional partners. We also do this with national policy makers and global leaders. We are committed to the levels of collaboration required to shape and protect the future. We start with our schools, our people, our family, and from there we grow. At IFtL we are never alone – one united family striving for excellence in all that we do.

## Our drivers



### Creating ambitious, lifelong learners in strong schools

Imaginative schools that provide accessible, equitable, aspirational opportunities for all children to flourish



### Delivering high standards of curriculum for all within a positive learning culture

Engaging, adaptive, evidence based and rewarding lessons that build rich knowledge for life



### Investing in staff development to create innovative, research led, career pathways

Nurture, train, recruit, develop, deploy and retain great professionals throughout their careers and the wider system we serve



### Ensuring expert governance with a strong local identity

Robust and ethical accountability measures, engaging effectively with parents and the wider community



### Strong financial management with efficient and effective operational structures

Delivering value for money and prioritising the use of resource to reinvest in educational quality



### Being leaders in our community recognising our wider civic responsibility

Work with other civic structures to advance education for the public good in the communities we serve and beyond








### Nurturing a safe, secure and engaging environment in which we all thrive

Keeping everyone safe and well within an IFtL culture of collaboration and care

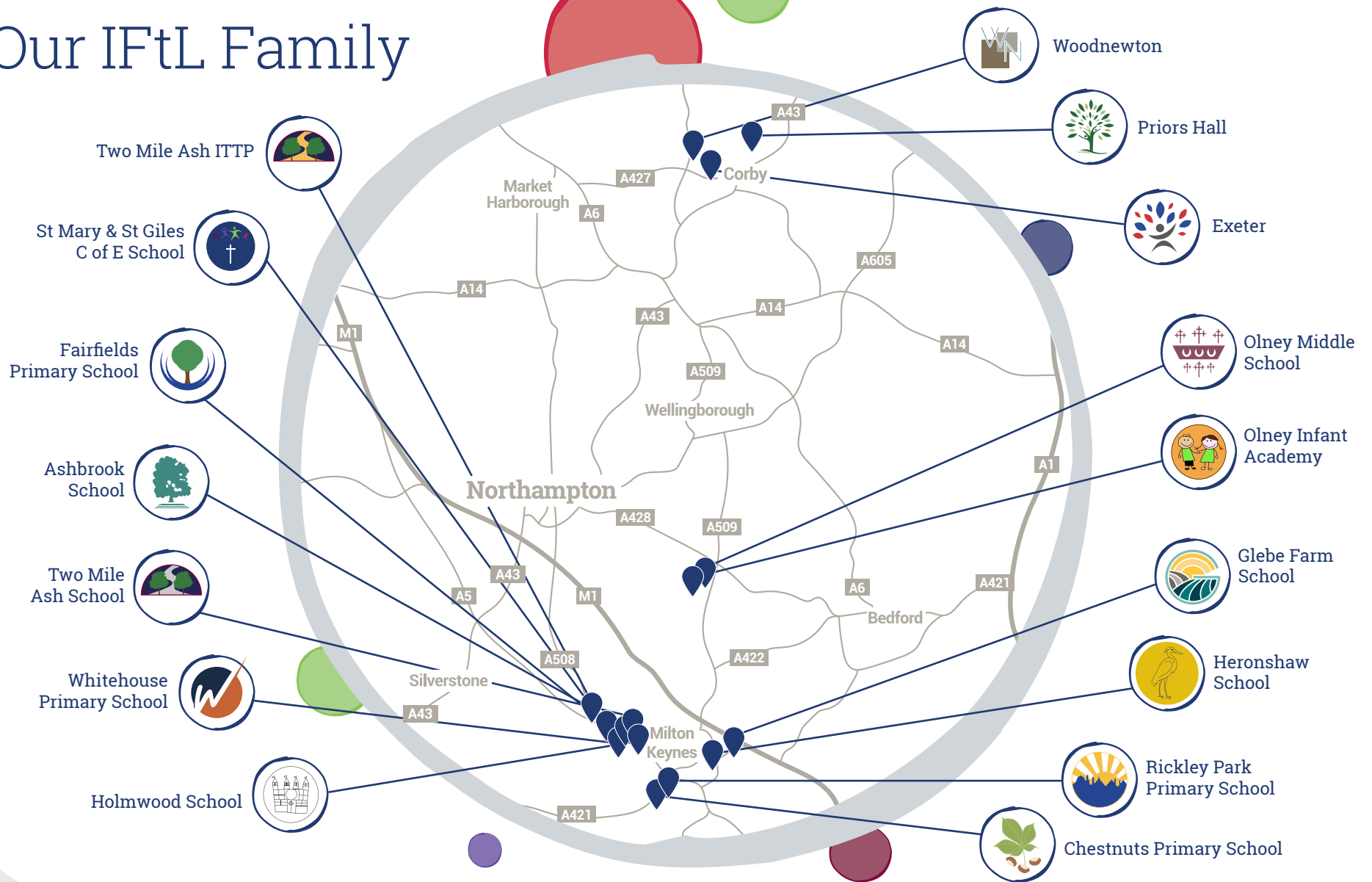
## Our outcomes

Ambitious Learners Rewarding Experiences Skilled Professionals Expert Governance Firm Foundations Community Champions A safe place to be!

# Our Equality Objectives

-  For our staff, and those in governance, across the IFtL trust to value and reflect the diverse society of the whole IFtL community, inclusive of our local communities.
-  To raise the attainment and quality of provision for all vulnerable pupils including those who are disadvantaged, SEND and those who are lower attaining, to enhance their life and educational opportunities.
-  To ensure quality and equitable provision and bespoke support for all vulnerable children including those who are potentially at the risk of internal inclusions, fixed term suspensions or permanent exclusion.
-  To safeguard and protect all children, swiftly identifying and effectively supporting them and their families, improving their life chances to be successful and achieve highly.
-  To ensure Human Resources procedures including recruitment, development and employee relations matters reflect the Trust's vision, promoting equal opportunities and non-discriminatory practices.

# Our IFtL Family



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## Ashbrook School\*

01908 561366  
office@ashbrookschoo.net  
www.ashbrookschoo.co.uk

School Leader:

### Roxanne Jackson

Infant School (Ages 4-7)  
180 pupils in Sept 2022



## Glebe Farm School

01908 794400  
enquiries@glebefarmschool.co.uk  
www.glebefarmschool.co.uk

School Leader:

### Matthew Shotton

All-through school (Ages 4-16)  
Opened in Sept 2022



## Chestnuts Primary School

01908 373748  
office@chestnuts.milton-keynes.sch.uk  
www.chestnutsprimaryschool.co.uk

School Leader:

### Becky Skillings

Primary School (Ages 4-11)  
410 pupils in Sept 2022



## Heronshaw School

01908 608380  
office@heronshawschool.co.uk  
www.heronshawschool.co.uk

School Leader:

### Jamie Ainscow

Infant School (Ages 4-7)  
220 pupils in Sept 2022



## Exeter (A Learning Community)

01536 204765  
info@exeteralc.com  
www.exeterschool.co.uk

School Leader:

### Melanie Saunders

Primary School (Ages 4-11)  
490 pupils in Sept 2022



## Holmwood School \*

01908 260596  
office@holmwoodschool.co.uk  
www.holmwoodschool.com

School Leader:

### Jess Elford

Infant School (Ages 4-7)  
180 pupils in Sept 2022



## Fairfields Primary School

01908 410330  
enquiries@fairfieldsprimary.co.uk  
www.fairfieldsprimary.co.uk

School Leader:

### Kelly Cursley

Primary School (Ages 4-11)  
480 pupils in Sept 2022



## Olney Infant Academy

01234 711388  
admin@olneyinfant.org  
www.olneyinfantacademy.co.uk

School Leader:

### Sarah Armitage

Infant School (Ages 4-7)  
180 pupils in Sept 2022

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## Olney Middle School

01234 711323  
office@olneymiddle.milton-keynes.sch.uk  
www.olneymiddle.milton-keynes.sch.uk

School Leader:  
**Glenn Young**

Junior School (Ages 7-11)  
360 pupils in Sept 2022



## Priors Hall (A Learning Community)

01536 216090  
info@priorshallalc.com  
www.priorshallschool.co.uk

School Leader:  
**Tess McQuade**

Primary School (Ages 4-11)  
440 pupils in Sept 2022



## Rickley Park Primary School

01908 372979  
office@rickleypark.co.uk  
www.rickleypark.co.uk

School Leader:  
**Nicole Bramwell**

Primary School (Ages 4-11)  
430 pupils in Sept 2022



## St Mary & St Giles C of E School

01908 562186  
office@smsg.uk.com  
www.smsg.uk.com

School Leader:  
**Adam Palmer**

Primary School (Ages 4-11)  
355 pupils in Sept 2022



## Two Mile Ash School \*

01908 562262  
reception@tma.bucks.sch.uk  
www.tmaschool.com

School Leader:  
**Lucy Eldridge**

Junior School (Ages 7-11)  
680 pupils in Sept 2022



## Whitehouse Primary School

01908 533288  
enquiries@whitehouseprimary.co.uk  
www.whitehouseprimary.co.uk

School Leader:  
**Linda Kelly**

Primary School (Ages 4-11)  
560 pupils in Sept 2022



## Woodnewton (A Learning Community)

01536 265173  
info@woodnewtonalc.com  
www.woodnewtonalc.com

School Leader:  
**Kate West**

Primary School (Ages 4-11)  
940 pupils in Sept 2022



## Two Mile Ash Initial Teacher Training Provider (TMA ITTP)

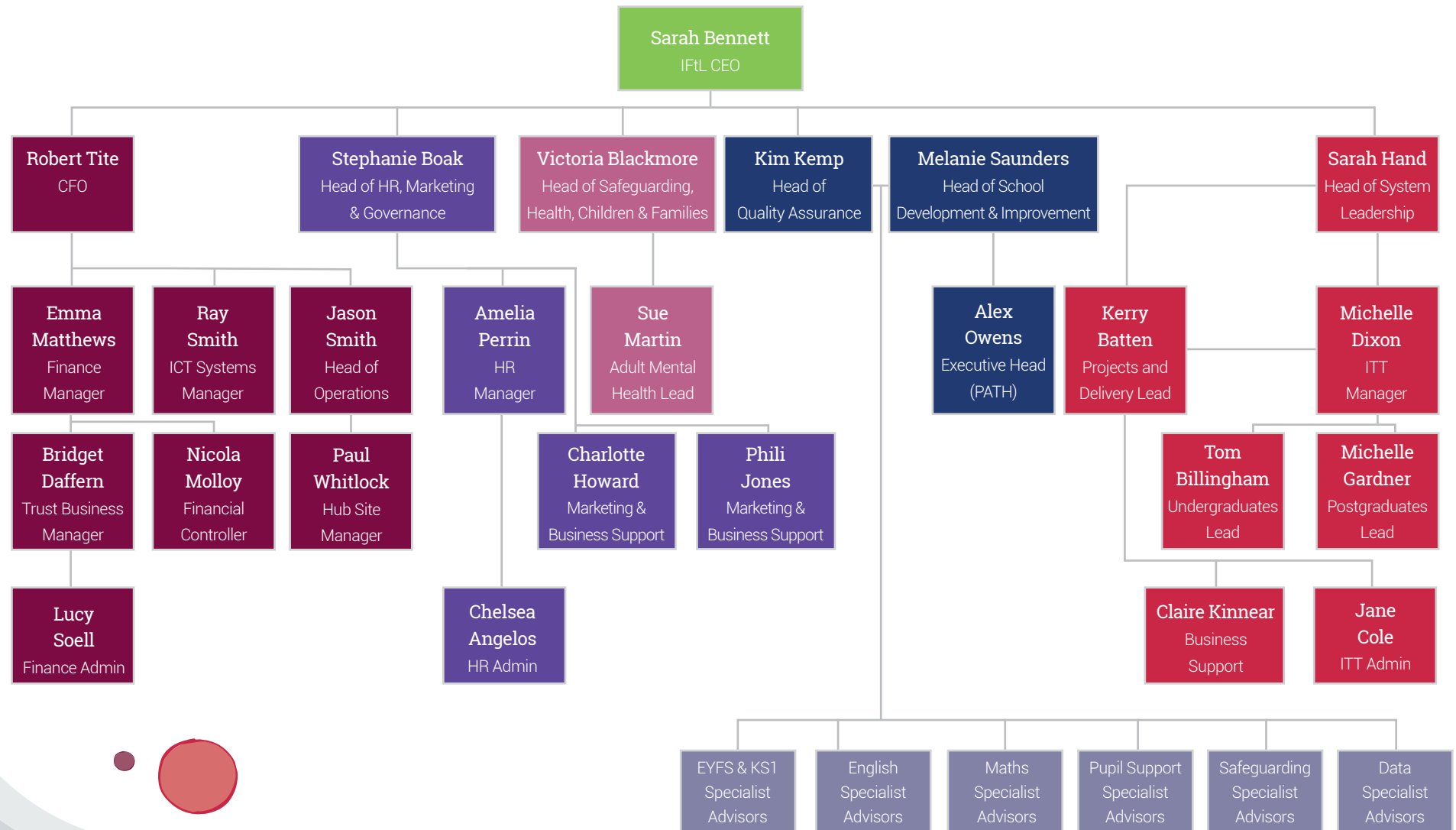
01908 533284  
www.mkitt.co.uk

ITT Leader  
**Sarah Hand**

Teacher training - undergraduate, postgraduate and apprenticeship opportunities



# IFtL Core Team Structure



\*Data correct February 2023

# IFtL in Numbers

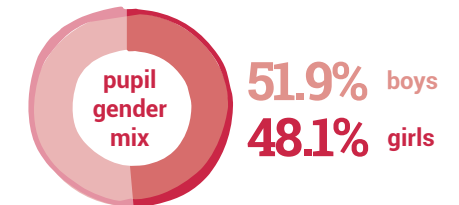
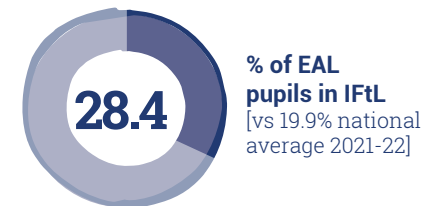
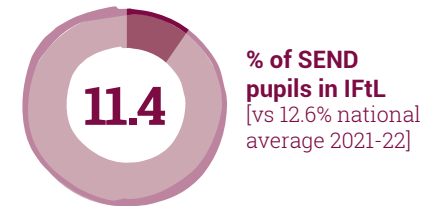
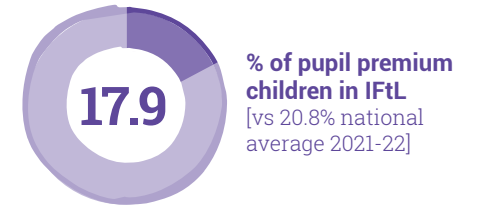
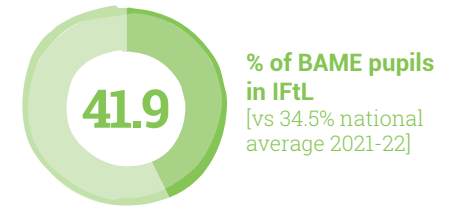
**over 900**  
**colleagues**  
across the IFtL Trust

**over 600**  
**Initial Teacher Training graduates**



**over 5,800**  
**pupils**  
across all schools in the Trust

**over 100**  
**serving Governors and Trustees**  
across the Trust



# Our Ambitions for 2022 – 2025

IFtL is an ambitious, dynamic and multi-faceted MAT with a strong vision that demands excellence, innovation and focus. We are realistic about ourselves and the environment in which we operate – we are clear that solid foundations and addressing challenges with a timely, solution focused approach allows us the flexibility to relentlessly continue in our vision to inspire futures for us all.

Our Strategic Plan outlines our approach for the next three years of development and growth of IFtL. Through awareness, analysis and recognition of our current position and environmental factors, we have identified specific areas of focus for the next period that enhance, strengthen and complement our overall vision and Strategic Priorities.

## Our Strategic Plan Strands are:

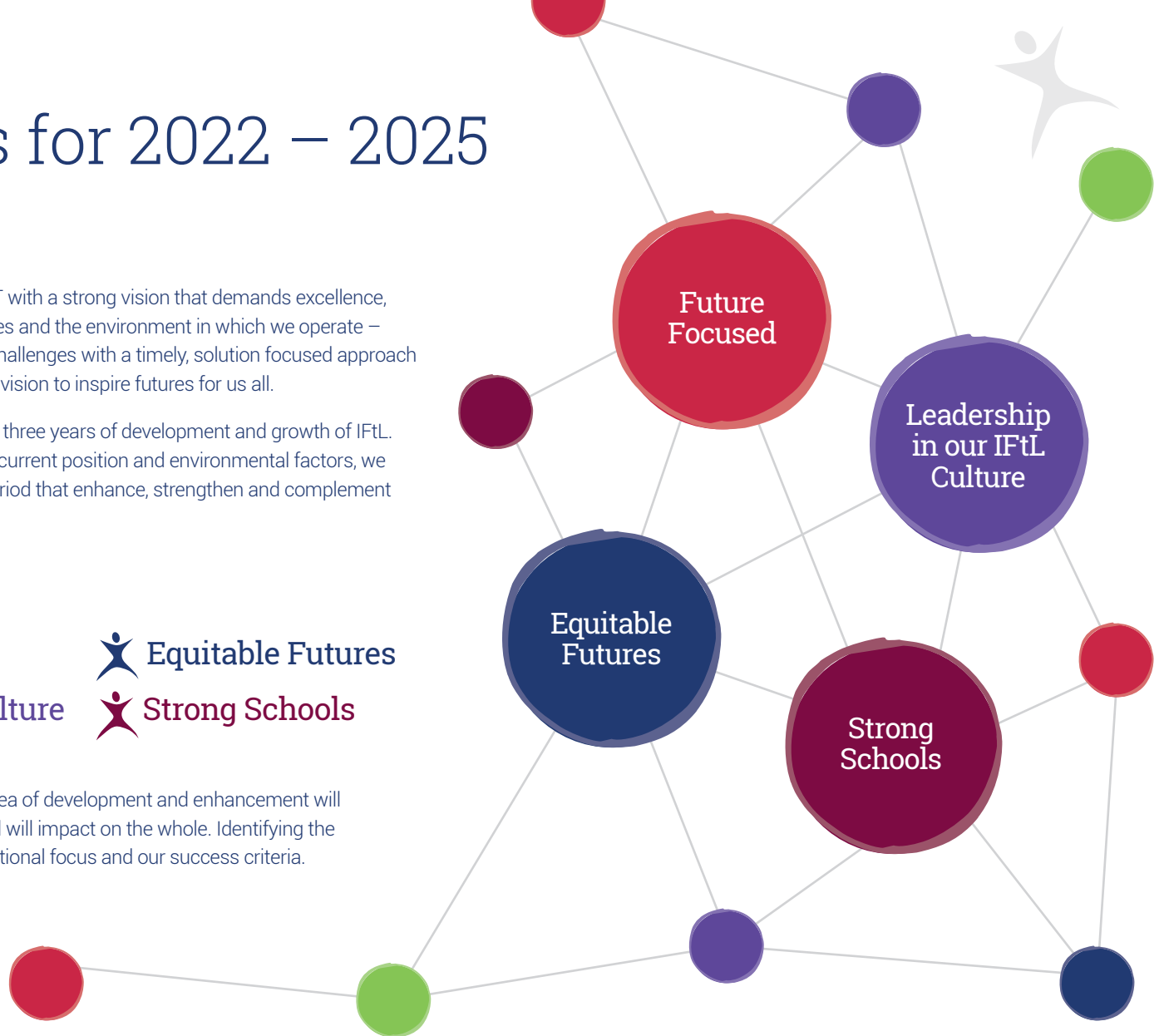
 **Future Focused**

 **Equitable Futures**

 **Leadership in our IFtL Culture**

 **Strong Schools**

These Strategic Plan Strands interconnect – each area of development and enhancement will purposely affect the direction of the organisation and will impact on the whole. Identifying the Strands themselves allows us to be clear in our directional focus and our success criteria.



# Future Focused

Children have never been more aware of their global environment. Digital technology unlocks unlimited opportunities to learn about our world, learn together when geographically apart and develop skills for a world that will continue to advance in ways not yet dreamed of through their lifetimes.

The impact of our actions on our planet are highly visible and our collective responsibilities to ensure sustainability and an action focused approach throughout society, now and into the future, is key.

Development and growth as a Multi Academy Trust - a family of schools that believe in continuous and ambitious school development and recognises the influence of our activities on our communities - will extend our positive impact on an increased number of children and families.

## How will we be Future Focused throughout 2022-25?



Invest in immersive learning technologies for all children that are accessible, that strengthen engagement and learning for each child and that provide a wealth of digital skills



Our responsibilities to the environment will be reflected and embedded in our curriculum and learning as well as our everyday practice and use of resources, aligned with our environmental strategy and targets to reduce our carbon footprint



The systems that we rely on for operation and communication will be reviewed and co-ordinated with impact on workload and efficiency prioritised



Continue in our dynamic and purposeful growth as a strong Multi Academy Trust, with the capacity to build, develop and improve schools. (White Paper – expectation that most trusts will serve 7500 students) - "nurturing a dynamic system of strong trusts with the capacity to improve schools"

# Equitable Futures

Our vision 'to inspire futures of us all through learning together' ensures we are focused on the work of removing barriers, real and perceived, to ensure that world class learning and enriched life experiences are available to all.

We recognise the negative impact of inequality and we are dedicated to ensuring accessible, equitable and aspirational opportunities and educational offer for all. A 'family first' approach that is underpinned by the principle that family engagement is fundamental to the development of our children, young people and colleagues. We ensure we have strong links with a wide range of agencies encompassing Safeguarding, Social Care, Health and Mental Health, SEND amongst others.

Our celebration and championing of diversity provides opportunities and high ambitions for all are embedded in everything we do.

## How will we work towards Equitable Futures throughout 2022-25?



Embed a strategy that offers all children and young people the opportunity to thrive, with access to the right support, in the right place and at the right time, so they can fulfill their potential and lead happy, healthy and productive adult lives.



Create a system that provides meaningful, effective pathways for families in times of vulnerability to unlock the responsive and respectful support of wider family networks and multi disciplinary teams.



Bring our Equality Objectives to life in all we do, continuously and proactively encouraging diversity, cognitive diversity and protection of personal individuality

# Leadership in our IFtL Culture

The distinctive and highly ambitious culture of our organisation is central to our success now and in the future. Our vision, values and strategic priorities outline our cultural framework and makes IFtL a unique place to learn and grow for all.

We have intentionally created our culture to promote outcomes and aspirations for all children and adults learning in our family of schools. We create opportunities to hear the voices of our stakeholders and collaborate, debate, innovate and inspire everyone to be their best version of themselves. Through ambitious leadership, skilled workforce and thoughtful contributions, we strive to ensure accessibility and equity for colleagues to make evidence based decisions to best serve the learning needs of our children; taking reasonable, justified risks and realising that their dreams can become a reality.

Our vision, values and strategic priorities outline our cultural framework and it is vital that these continue to be living and breathing practices, supporting and nurturing the growth of our colleagues and Trust as per their intent. Through their learning, children and colleagues recognise their positions as leaders, celebrating the diversity and knowledge within our communities to collaborate and innovate. All colleagues within IFtL use their professional learning to drive the knowledge, skills and understanding to develop inspiring visions, motivating development opportunities and impact on progress and outcomes.

## How will we lead the IFtL Culture throughout 2022-25?



Create an IFtL Varsity to empower us all in the various aspects of IFtL's culture through communication, change management and, fundamentally, what makes us IFtL



Ignite creativity through open and impactful conversations, coaching and mentoring programmes, continually investing in the careers of all our employees



Inspire and influence; developing experts in our fields, embedding evidence based decision making in all areas of our organisation

# Strong schools

Ambitious progress and outcomes for all our children relies on the strength of our schools investing in excellent teachers for every child to reach their potential. Continuously developing the skills, knowledge and evidence based research of our educators throughout their careers, starting from provision of high quality Initial Teacher Training through to leadership opportunities, remains a key focus in our educational strategy.

Through broad, rich and ambitious curricula, learners are given exceptional opportunities to aspire and be ready for their next destination. Clearly coherent curricula are assessed in agile ways by all colleagues to provide information to ensure provision for all learners meets their needs and interests in a targeted way, not least through the embedding of a coherent and effective SEND strategy.

Leaders across the Trust, including Governors and Trustees, provide astute and insightful challenge to ensure the quality of education enables all learners to excel.

## How will we achieve our Strong Schools ambition 2022-25?



IFtL to be a beacon within safeguarding, child protection and adult protection working across a broad range of organisational boundaries, leading relationships externally and to start to influence the local, regional and national safeguarding developments, through successfully nurturing mental and physical health and appropriate environments in which all can flourish



Embed a SEND strategy to ensure that individual ambition and potential is achieved through targeted support



Be leaders in our community, recognising our wider civic responsibility by working with others for the public good



**Inspiring Futures  
through Learning**



Registered at Fairfields Primary School  
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