



TRUST STRATEGY

2025-2035



Improving Life Chances
through Education
and Opportunity

10 YEAR STRATEGY

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INTRODUCTION



Rush Common Academy Trust, in 2012, became the founding multi-academy trust, albeit with only the one school, Rush Common Primary School, at that point.

The Trust was renamed Abingdon Learning Trust in 2018 when John Mason School joined in April, from being a single academy trust. In November 2018, Fitzharrys School converted from being a local authority maintained school into the Trust, and in December 2024, St Michael's CofE Primary School also converted into the Trust from the local authority.

In 2025, the Trust has two primary schools and two secondaries, with a thriving joint provision sixth form between Fitzharrys and John Mason schools. Both primary schools offer nursery education for 2 year olds upwards.

After 7 years of Abingdon Learning Trust – it's time to reflect on our successes and look to the future.

This strategy is the backbone for the work of the Trust and its schools, as we move into the next phase for the Trust, so that we all have clarity on the direction and aims of the Trust.

VISION, VALUES, & MISSION



Our **VISION**

We will nurture curiosity, ambition, resilience and courage; support a deep-rooted compassion for others and our world, to enable choices and opportunities for a happy and successful life.

Our **VALUES**

- **QUALITY:** to create an outstanding learning community, including strong leadership and governance
- **OPPORTUNITY:** to provide the best opportunities for all children to reach their full potential
- **COLLABORATION:** to support a shared commitment and dedication to learning
- **AMBITION:** for continual improvement and strive for excellence in all we do
- **COMMUNITY:** to be an active participant in our community, leading and supporting initiatives for the benefit of all members of society.

Our **MISSION**

1. Deliver ambitious and high-quality education for every child and young person through collaboration and opportunity across our schools and communities
2. Commit to long-term relationships with other educators and wider society to bring depth and breadth to the education offer for pupils and students, and for enhanced staff development
3. Secure maximum value and impact from our resources working together and make a greater contribution for the good of all our young people, our economy and our communities.

STRATEGIC THEMES

Over the next 10 years, several key themes will be prominent, and as a 'mixed' MAT, with both secular and Church of England schools, we have ensured that this strategy supports the Oxford Diocesan Board of Education's key specific commitments as set out in its academy strategy – championing the needs of children and young people; confronting climate emergency; challenging inequality.

Technology will continue to significantly impact education, as we are seeing with AI in 2025.

The national and international landscapes continue to rapidly change so that high quality **leadership**, supported by on-going professional development, will be key to ensuring the continued success of the Trust and its schools.

Sustainability goals, supporting carbon use reduction and financial stability, through an increase in pupil and staff numbers over time, brings additional resource, fresh ideas and resilience.

Becoming an **employer of choice**, through high quality professional development, a great employment environment and working practices.

Community engagement is core to our work – great schools are important and make a positive difference to their communities, but we also have direct involvement with our wider communities through projects and networks, including with Church of England Schools.

Improving Life Chances through Education and Opportunity



JOURNEY TO EDUCATIONAL EXCELLENCE



10 YEAR LONGITUDINAL THEMES

1. Technology and impact on education
2. Professional leadership and leadership development
3. Sustainability (net zero ambition) and financial sustainability
4. Employer of choice
5. Community engagement and contribution



Improved life chances through education across thriving communities



- Our schools are exceptional, providing excellent outcomes and a curriculum that meets the needs of all pupils, who flourish and thrive, and who are well-prepared for their next steps and for a happy and successful life.
- We are the employer of choice in our local communities.
- The Trust is well-known for community work and its wider impact within and beyond education.
- We are networked into local and regional networks - educational, business and civic - for positive influence.



Impact of collaboration, and long-term relationships with other educators and wider society

- Educational Standards above national (outcomes, attendance, university destinations)
- Vulnerable students do as well as all students nationally
- Ofsted Report Cards show secure/strong with exceptional areas
- Staff surveys show 90% satisfaction with employment in the Trust
- Schools at PAN as a measure of popularity with parents
- The Trust has a wide range of partnerships with local organisations and schools, adding value to the community through leading education projects and support to wider schools and families.

3 YEAR OBJECTIVES

Collaboration & Raised Ambition

COLLABORATION

INTENDED IMPACT

Secondary - to reduce differences between the Trust's schools in outcomes
Joint projects between Trust primaries
Annual Professional Programme (including apprenticeships, NPQs, other quals) in place for teaching and support staff, with 90% positive feedback
Impact of new appraisal arrangements through improved staff effectiveness (outcomes and attendance)
Collaborative project with other primaries in the area on specific project/s for growth pipeline and wider influence/impact
Expansion preschool provision as opportunity arises, working with LA
Youth Voice and Abingdon Town Council

MEASURES

All schools are either meeting green and blue band ALT KPIs or rapidly improving towards them

Staff turnover is below national with over 90% reported satisfaction with work; staff leadership development is a strength

Clear pipeline of schools for collaborative activity and to join the Trust

RAISED AMBITION

Most impactful practice – take what works and implement
Heads take Trust leadership role bringing own expertise
Vulnerable students remain as priority focus in all schools
Focus on more able – focus on Greater Depth and Grades 8/9 at GCSE and A* at A level
Continued investment in leadership programmes, including governance
Diversification of income sources to include grants, partnerships and community funding
Invest in innovative tech to ensure staff have access to digital tools and resources for improved effectiveness
Further engage schools and community groups and members in environmental projects and initiatives

The trust has a known presence in the community and is involved in community projects/activity

Annual presentation of Trust work to the community

I & 2 YEAR OBJECTIVES

Greater Alignment & Consistency

ALIGNMENT

INTENDED IMPACT

Professional networks in place for systematic sharing what works well and improving professional effectiveness

Vulnerable Learner Strategy consistently in place in each school

Secondary SLTs work together on leadership of teaching, attendance and inclusion projects

Primaries work on maths and greater depth

Data analysis in secondaries aligned more closely

New Teacher appraisal arrangements

MEASURES

Attendance at national levels or above or improving rapidly

Academic outcomes at national or above or improving rapidly

Ofsted Report Card grades especially in 'teaching' show minimum 'secure'

Staff turnover is below national with over 75% reported satisfaction with work; staff leadership framework implemented across all schools

Clear pipeline of schools for collaborative activity and to join the Trust

CONSISTENCY

School annual calendars aligned (without detriment to schools' operations)

JMF6 – increased consistency of student experience between schools

New Trust-specific HR policies and all HR staff trained and understand changes

Embed SMS governance working as part of Trust

All schools use MIS in the same way

Detailed activity and measures can be found in the Trust Action Plan 2024-26