



Chiltern Way Academy Trust Strategy 2020- 2023



Foreword

This document gives an honest and unswerving account of our strategic intent. Its direct nature gives stakeholders a strong sense of our DNA while also functioning as the introduction to the CWA staff 'instruction manual.'

Introduction

We are very pleased to introduce the Chiltern Way Academy Trust Strategy 2020-2023.

'Stop doing what is easy. Start doing what is right'

The year 2020 has defined Chiltern Way Academy Trust. The challenges and the opportunities blurred into one, as our courageous team and resilient young people successfully navigated the most treacherous of paths. We are proud of their integrity and we are proud of their achievements. We have:

- managed the COVID crisis like few others
- added a new school to our Trust
- secured our funding
- consolidated high performance at the Bierton Campus
- once again produced an outstanding audit
- developed and secured exceptional staff
- enhanced facilities across all of our sites
- helped our young people produce CWA's best ever set of exam results
- provided safe and progressive learning environments for our young people

- been astounded by the bravery, loyalty and resilience of our young people

2020 will be the springboard that drives us forward creating an even better future for the Academy. A future of growth, opportunity, and success for all of our community. It is amazing what you can achieve when you do your job!

Vision

GET OUR STUDENTS A JOB

Purpose

Get students in
Get students engaged
Get students a Job



Values

How do you know you are in a Chiltern Way Academy Trust School? What defines us? What is our DNA?

All staff will consistently deliver on the following:

Warrior Spirit

Be courageous, work hard, do what it takes and never give up.

Deliver High Quality Results

Whatever your job, get it done well. We need meaningful outcomes for our young people. Own your responsibility.

Be Organised

Fail to plan prepare to fail. Clichés are often true!

Teamwork

We are one team. We work with each other and look out for each other. We are all in this together.

Child comes first

All decisions must benefit the children.

Advocacy

Advocate for our young people. Work relentlessly to educate an ignorant society.



Four Strand Approach

1. Post-16

We must keep our young people under our 'wing' for as long as necessary. We must ensure they have the education, skills, knowledge and above all maturity to succeed in life.

We will do this by:

- Talking with students and families. Can we make their hopes and dreams a reality?

- Ensuring the relevant curriculum building blocks are in place from KS1- KS5.
- Providing them with a distinct Post-16 Campus.
- Employing the right people with the right skills and the appropriate attitude.
- Engaging with local communities, employers and training providers.
- Creating our own business enterprises.

2. Growth

The Academy has a moral imperative to grow. Our work can and does improve society; we must actively seek opportunities to spread our good practice. This growth will also provide organisational stability in an unstable educational landscape.

We will do this by:

- Ensuring that Wokingham is a success.
- Improving performance levels and outcomes in all schools.
- Managing our admissions process, ensuring we admit the appropriate children.
- Improve our outward facing PR. This begins with staff. Our good reputation must proceed us.
- Grow and develop our staff team in line with our vision, purpose and values.

3. Curriculum

We must continue to shape our offer to ensure that we **"Get our Students a Job"**.

We will do this by:

- Carrying out an evidence driven curriculum audit KS1 – KS5 to ensure that our offer is 'sharp' enough. We must not waste valuable contact time.

- Talking to students and families. We are all in this together.
- Have a deep understanding of the job market and its needs.
- Employ the staff that will deliver on our vision, purpose and values. We need real world skills, experience and thinking.
- All accreditation must have measurable value.

4. Admissions and Designation

We are not a Buckinghamshire Academy, rather an Academy in Buckinghamshire. We have six Local Authorities currently commissioning places across all sites. We will always seek to work with Local Authorities and stakeholders who understand the nature of the Academy and how it is developing.

We will do this by:

- Forming good working relationships with surrounding Local Authorities.
- Ensuring that our admissions team has the necessary support, training and capacity.
- Ensuring our facilities estate is rationalised to meet the needs of our changing student population.

Next Steps

A strategic framework will support his strategy. This will bring detail, timescales and accountability to the process. We will continue to monitor and evaluate our strategy and make the necessary adjustments in order to keep Chiltern Way Academy Trust progressive and successful

