

Raising Aspirations, Enriching Lives



We are a growing, dynamic and innovative Multi-Academy Trust with an educational heritage and a strong belief that education is the key to transforming lives and securing social mobility.

Our Vision is for all young people to be inspired by an excellent education that raises their aspirations and enriches their lives.

Our Mission is to create a vibrant inclusive and aspirational family of academies, transforming life chances for pupils through excellent teaching and learning.

Our Shared values are:

- Aspirational
- Inclusive
- Collaborative
- Dynamic
- Evidence Based
- People focused
- Sustainable



The University of Chichester Academy Trust aims to provide inspirational education through an eclectic cross-phase family of academies that are continuously improving through collaboration, challenge and support.

Our Aims

Aim 1. Promote high aspirations and success for all

Our learning community will inspire and empower our staff and students to exceed their own expectations. We will recognise and reward talent in pupils and in our staff. Learning and teaching will benefit from the high-quality research undertaken by the University, which is designed to inform and inspire. We will work in partnership with each other and with the University to ensure that our learning and teaching contributes to high aspirations and reflects excellent evidence-based practice. We will contribute to the vision of the University to support high quality learning from Pre-School to PhD.

Aim 2. Ensure progressive and sustained improvement in standards of education and pupil's rates of progress.

Our academies will prioritise the learning of all pupils and will aim for every child to make excellent progress. This will be done by academies undertaking rigorous self-evaluation, identifying priorities for development and producing a Journey to Excellence Plan to meet those objectives. This process will be supported by high-quality improvement advisers, specialists from the University's Institute of Education, and from expert practitioners from other schools in the Trust.

Aim 3. Create a creative, dynamic, engaging and relevant curriculum delivered by high quality staff, in order to deliver excellent outcomes for all children.

Each of our academies will continue to support our learners in their journey to adulthood through experiences which harness their intellectual curiosity, natural enthusiasm and eager engagement in learning, while nurturing their self-esteem, confidence, resilience and well-being. This is underpinned by a stimulating curriculum which promotes development through a range of active learning opportunities designed to engage children. We will provide the best support and training for our staff so they can ensure our delivery of the curriculum is of the highest quality.

Aim 4. Develop sustainable learning environments which engage and inspire pupils learning and development

We will continue to enhance the fabric of our academies. We will create a cohesive community of learning with a sense of belonging and shared endeavour. This will include capital and refurbishment projects, shared branding and a common commitment to sharing facilities, expertise and equipment. The University will also share facilities, staffing and expertise with academies to enhance learning for pupils and provide opportunities for everyone to develop.

Aim 5. Value and ensure the continual professional learning and wellbeing of all staff.

The Trust is an inclusive learning community and encourages all staff to be both teachers and learners whatever their role in their academy. Every adult in our academies has an important role to play in our pupils' learning, whether it is at reception, in the dining hall, in the corridors or in the classroom. All staff are encouraged to engage in reflective practice and plan their own personal learning journey and to look after their wellbeing and that of others. The Trust supports apprentices and interns as a strategy to attract new dynamic individuals; we provide Initial Teacher Training through the University and directly in our academies, providing opportunities for enthusiastic individuals to get into teaching. We provide an ongoing professional journey for all staff through coaching, academy placements, school to school support and training opportunities, leading to fast track leadership opportunities. We encourage the wellbeing of all staff through identifying wellbeing champions in all of our schools. Through providing guidance and support using support materials, training, experts and also provide an employee assistance programme.

Aim 6. Support and build leadership and management capacity within and across schools' academies.

The Trust believes that high quality leadership and management is key to maintaining an appropriate culture and ethos which facilitates high quality learning. Leadership at all levels will be nurtured and enhanced through shared opportunities: for research, training, mentoring, academy placements and coaching. Trustees, Governors, Headteachers, Senior Leaders and the Executive Leadership team are each on personal and collective journeys to excellence. The Trust is led through a co-leadership model encouraging engagement from all. The Trust also provides opportunities for formal leadership training leading to academic qualifications.

Aim 7. Develop local learning communities where parents and carers are valued and encouraged to engage.

We believe in the power of education to transform life chances for individuals and communities. In order to further this aim the Trust will focus our recruitment in areas that are in need of regeneration for example, Whitehill and Bordon as well as the coastal strip. Our academies will not only engage with their own pupils, but with parents and carers and will encourage them to engage in both the learning of their children and in lifelong learning for themselves.

Aim 8. Embrace opportunities presented by the new educational landscape in a way that is coherent with our values and strategic direction.

The period to 2025 is widely anticipated as a period of significant change for education. The government is proposing a continued development of academy status, increasing links between Universities and schools, a stronger focus on disadvantaged areas and a determination to improve social mobility. We will draw upon our educational heritage, leading and participating in academy development and school-based teacher training. We will establish ourselves as a Teacher Training Partnership and School Direct provider and will provide professional development and academy improvement support beyond our own academies. We will support other Trusts by providing peer mentoring and access to training and opportunities at a regional and national level.

Aim 9. Generate levels of surplus, sufficient to secure sustainability and create funds to invest in our academies to support the delivery of our Vision.

The Trust has always been financially well-managed, but schools are going through a difficult period financially. The University provided resources to support the central Trust staff during its establishment and now the Trust and the individual schools need to be self-supporting to ensure our schools have a sound and secure future. We will continue to secure income from a number of sources and achieve surplus budgets in order to fund strategic development of academy facilities and exciting curriculum opportunities for pupils.

Aim 10. Achieve a shared sense of mission and belonging across our family of academies, so that the vision is owned by the whole Trust and academies collaborate to share best practice and support each other.

The University's goal is to be an inspirational agent for social, cultural and economic regeneration. The entire Trust and its sponsor the University, will work together in order to ensure our strategy becomes the shared vision of our learning community and is coherent with the 2020 vision of the University. Our staff body, both teaching and professional services, is our most important asset in delivering an excellent education for our pupils and we commit to leading, managing and investing in them in a manner that reflects this outlook.

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