



THE PRIORY LEARNING TRUST

TPLT Strategy 2023-24

Aim 1 | Strategy, Leadership & Governance

By September 2024 the trust will have a compelling vision, clear strategic direction, dynamic leadership and strong governance

Objective 1.1 | Strategy | Define a sustainable purpose for the trust that contributes to the regional schools system, clarify the trust's vision, and develop a clear strategy to achieve this.

Objective 1.2 | Leadership | Ensure the trust has suitably experienced and expert leaders to deliver its Strategy in 2023/24, with sustainable leadership arrangements in place for 2024/25 onwards

Objective 1.3 | Governance | Review and refresh governance to ensure that Members, Trustees and Governors have the skills, expertise and understanding needed to provide strong oversight in the context of further growth, and that accountabilities are logical, clearly defined and well understood.

Aim 2 | School Outcomes

TPLT schools will be evaluated as 'Good' with outcomes at least in line with national averages by September 2024, and where this is not the case there will be externally validated evidence of rapid improvement towards achieving this by September 2025

Objective 2.1 | School Improvement

Strengthen school improvement capacity by coordinating approaches across schools, developing central expertise, and linking to strong schools beyond the trust

Objective 2.2 | Priory Community School

Objective 2.3 | Worle Community School

Objective 2.4 | The King Alfred School

Objective 2.5 | Castle Batch Primary Academy

Objective 2.6 | St Anne's Church Academy

Objective 2.7 | Berrow Primary Church Academy

Objective 2.8 | West Huntspill Primary Academy

Objective 2.9 | East Huntspill Primary Academy

Objective 2.10 | Pawlett Primary Academy

Aim 3 | People and Teams

By September 2024 the trust will have an integrated approach to people and team development across schools and functions, ensuring that staff have the skills and expertise needed to achieve great outcomes for students.

Objective 3.1 | Recruitment & Retention

Ensure TPLT is a competitive employer by further strengthening recruitment and induction, and improving staff wellbeing and equity

Objective 3.2 | Performance, Training & Development

Build workforce capacity by integrating approaches to performance management, professional development, training and succession planning

Objective 3.3 | Attendance

Improve staff attendance by strengthening systems for monitoring and managing absence

Aim 4 | Growth

By September 2024 the trust will have grown to 11 schools, and agreed a sustainable future growth strategy with external partners

Objective 4.1 | New schools | Growth of TPLT to 11 schools through new schools joining by September 2024

Objective 4.2 | Growth Strategy | Options for future growth evaluated, and preferred TPLT strategy agreed with external partners

Aim 5 | Operations

By September 2024 we will have refined operating systems and processes to ensure that resources are effectively prioritised across schools, maintaining high levels of compliance whilst reducing the complexity as the trust grows.

Objective 5.1 | Finance | Ensure continued financial sustainability through education-led strategic response to funding and inflationary pressures

Objective 5.2 | Estates & Sustainability | Continue to improve building condition, the learning environment, and our environmental impact

Objective 5.3 | IT | Continue to update IT infrastructure and develop user experience across the trust

Objective 5.4 | Operations & Compliance | Review and refine business operating models to maintain high levels of compliance whilst reducing complexity