

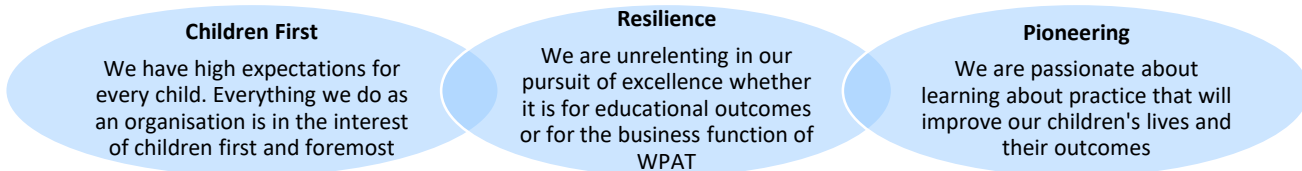


Warrington Primary Academy Trust - Together we forge our Tomorrows

Guiding Principle

To deliver a first class education through partnership, innovation, school improvement and accountability

Core Values



Key Questions

Does the MAT have the capacity to give Schools what they need and is it getting the best value possible?

Does the Trust understand the needs of each school and what is being done to address these needs?

What is the competency of the Strategic capacity of the Trust to hold the CEO to account?

Strategic Approaches	Partnership	School Improvement	Accountable
	We work together to take the very best practice from all and to extend our reach to positively influence the outcome for more children	We develop intelligent leaders to lead beyond their schools to influence positively on the outcomes of more children	As an organisation we value quality assurance and see that individuals have a responsibility for doing the best that they can do. We welcome challenge and scrutiny
	Our Identity We embed with our teams & partners our core values; by doing so we empower & motivate our people through a shared goal to deliver a quality education	Skilled Workforce We ensure we have the right people in the right roles. Through distributed leadership we raise the expertise of our people across the MAT. All Trustees, LGCs & staff access high quality training grounded in the latest research.	Risk Management We have risk management protocols with a central & school risk registers, set within a strategic school improvement strategy that will prioritise schools that are at risk of becoming less than good in the quality of provision they offer children.
Priority work-streams	Clear Communication We have a communications strategy that is effective & meaningful to ensure that information is accessible, & we can engage with our different audiences. Our internal reporting synergy ensures clarity on what are the important messages we need to note.	Succession Planning We have career pathway programmes that invest in our staff to identify & foster skills that WPAT will need to grow while sustaining its current, & securing its future, successes	Quality Assurance As a reflective organisation which seeks to improve we have internal quality assurance models to test the robustness of our provision. We challenge our judgements with timely external reviews.
	Vision & Growth Strategy Our marketing strategy seeks schools that demonstrate the drive to embrace mutual partnership. We have robust due diligence procedures that clarify our capacity to support schools seeking entry with an on-boarding process that plans for the school needs to assist transition into WPAT.	School Performance We highlight underperformance & work to tackle it ensuring that whole school approaches are considered alongside interventions. We seek out & embrace resources to drive improvement including latest research & evidence based practice.	Staff Performance Management Clear job descriptions, induction & staff performance management processes ensure staff understand their & colleagues' roles, the part that they play within their teams & the organisation as a whole to improve children's outcomes. We have a strong leadership structure, understood by all with clear lines of accountability
	Governance We ensure the Trust's operational & governance structures are relevant & reflect not just the MAT we are now but also the MAT we will become in the future.	Understanding Data We provide WPAT management information in a standardised & easily accessible format so that the Trust, LGC & school leaders understand what has gone well & what they still need to improve.	Finance We ensure financial probity across all aspects of WPAT through transparent financial management processes, in order to generate financial efficiencies & provide a quality service to maximise provision.
	Integration We respect the unique quality of individual schools while integrating them into business systems & educational strategies within WPAT.	Quality of Education We ensure the right leadership is in place to provide the guidance to help all staff to teach a quality curriculum.	Ethical Leadership We apply the principles of Ethical Leadership in all aspects of Trust activity.