

## Visions, Values and Beliefs

### **Stronger together . . . every child in a great school**

Welcome to Westcountry Schools Trust (WeST): a family of 22 schools providing primary and secondary education within a tight geographical area in the South West region. Initially formed as a small Multi-Academy Trust (MAT) of two schools in 2011 we have since experienced a couple of growth spurts to become what we are today. A unique feature of our work is our provision of Higher Education through The Learning Institute (TLI).

WeST holds a firm belief in giving each child every opportunity to learn and succeed in all that they do. Whilst we are a united family of schools who share common values and beliefs, all our schools are unique and hold their own identity. We believe that by working collectively, sharing what works well and jointly developing best practice, we are stronger together and can provide the very best education for our children. We are proud of our schools, staff and children, and thrive on the constant challenge to do better.

**Rob Haring - Chief Executive Officer**

### **Vision**

We believe that by working together, our collective children will be afforded improved life chances through academic success and positive relationships. We aspire to the vision that every school in the Trust will be considered 'great'. We aim for all of our schools' performance to be ranked in the top 20% nationally.

Our vision is supported through our deeply held values:

1. We care passionately about our children and want them all to succeed regardless of background or starting point.
2. Relationships are the life-blood of our schools and trust is a key value of our MAT. We will work collaboratively with honesty and transparency.
3. Teaching and learning is our core purpose.
4. We believe in high quality continuous professional development (drawn from evidence based research) to constantly develop our staff.
5. We aim to be an employer of choice – acting with integrity and providing rewarding career pathways that are carefully constructed.

## What does it mean to be a WeST School?

We believe passionately in our vision that together we can deliver the highest quality education in great schools: schools where a child can flourish within a rich and exciting curriculum and is given the opportunity to develop a deep-seated love of learning. Each school within the family is both a 'giver and a receiver' of support, sharing a common desire to nurture children on their learning journey from two to nineteen.

- Schools within WeST are individual, have a clear identity but are part of a wider community with similarities across the three geographical hubs and Trust-wide;
- Each school actively exhibits a thirst for continual improvement in educational standards;
- Access to a rich and engaging curriculum is an entitlement for all our children;
- Our Trust aims to impact positively upon its communities, recognising the importance of education to the wellbeing and prospects of the local community it serves.

## Our schools

The educational vision of the Trust is one of an inclusive family of schools in which children and staff thrive; where schools are challenged to improve performance at every level in every dimension.

Each school within WeST has its own Principal or Headteacher whose prime responsibility it is to establish the ethos and culture of their school in order to achieve the overall vision of our Trust. WeST schools retain their own character and individuality, whilst sharing a common purpose a desire to secure the best possible outcomes for all our children. The understanding within the family of WeST schools is co-constructed to establish an educational framework that promotes our children's success and wellbeing. All WeST schools are equal partners in the Trust with equality of access to the same level of support and services that the Trust provides and a clear voice in any decision-making.

### Primary Schools

School	Head	Hub
Ashburton Primary School TQ13 7DW	Tammy Docking	C
Boringdon Primary School PL7 4HJ	Jason Scales	B
Buckfastleigh Primary School TQ11 0DD	Eddie Brown	C
Chaddlewood Primary School PL7 2EU	Sarah King	B

## Westcountry Schools Trust (WeST)

Dunstone Primary School PL9 8TQ	Kate Patrick	A
Glen Park Primary School PL7 2DE	Anthony Hutchings	B
Holbeton Primary School PL8 1LT	Jackie Rundle	C
Oreston Community Academy PL9 7JY	Esther Best	A
Plympton St Maurice Primary School PL7 1UB	Sarah-Jane Tustain	B
Sherford Vale School PL9 8FA	Carla Bennett	A
Stowford School PL21 0BG	Sue Williams	C
Wembury Primary School PL9 0EB	Susie Evans	A
Woodford Primary School PL7 4RR	Philippa Harvey	B
Woodlands Park Primary School PL21 9TF	Steve Bone	C
Yealmpton Primary School PL8 2HF	Louise Young	C

### Secondary Schools

School	Principal/Head	Hub
Atrium Studio School TQ13 7EW	Sam Morcumb	C
Callington Community College PL17 7DR	Wendy Ainsworth	B
Coombe Dean School PL9 8ES	Richard Woodland	A
Hele's School PL7 4LT	Justine Mason	B
Ivybridge Community College PL21 0JA	Rachel Hutchinson	C
Plymstock School PL9 9AZ	Rob Pearsall	A
South Dartmoor Community College TQ13 7EW	Kevin Dyke	C

## The benefits for our children

The Trust believes that our children and staff benefit from the sharing of expertise and resources across the Trust, working for the benefit of all children in our schools by:

- Ensuring that a positive and supportive environment is created which promotes well-being and mental health in our schools;
- Improving the transition from primary to secondary school, through a shared understanding of the learning phases;
- Promoting the wellbeing of children as a core element of what we do. Every child will feel safe, happy & valued and reflecting this in their respect for others . . . with no child left behind;
- Instilling a culture of aspiration and high expectation across the family of schools within the Trust; sharing new and better practice;
- Maximising the progress of all our children; combining academic achievement with personal development through the provision of rich and creative learning opportunities alongside a thriving extra-curricular programme;
- Enabling children through their school experience to become problem solvers, effective communicators and resilient to the challenges that lie ahead;
- Through understanding and practice of the values of democracy, equality, freedom of expression and belief, mutual respect, acceptance of difference, children are encouraged to be naturally inclusive and responsible global citizens.

## The benefits for our staff

- Enhanced staff development through increased opportunities to share best practice and professional development programmes; adding real value to the professional learning journey and career progression;
- Valued wellbeing; ensuring our staff are happy, healthy and safe;
- Smarter working through shared materials with the aim of reducing workload and minimising bureaucracy;
- Structured talent pool management with a wider platform for succession planning beyond the single school;
- Dynamic cross-phase working with a greater awareness and understanding of each sector;
- Wider opportunities for career development through intentional design, not by chance;
- Supportive governance with a clear focus on strategic development.

## Together we are stronger in the community

WeST holds high standards and expectations for all, seeking to develop staff and children who are resilient, life-long learners, well-rounded and thoughtful individuals. Young people who are prepared to face the challenges of the next stages in their careers. To this end, WeST will ensure

that its schools enable children to benefit not only from the academic expertise on offer, but from enrichment activities including visits, musical tuition, sporting opportunities and other cultural experiences. WeST is aware that its schools could not achieve these aspirations without the support and engagement of the communities in which they lie.

## The role of WeST Members, Trustees & Governors

### Members

WeST has five members of which no more than one can be a trustee and none can be employees of the Trust. They are ultimately responsible for the MAT achieving its charitable objectives, make sure that the Trust is fulfilling its aims, following its vision and abiding by the law. They agree the Articles of Association and have the power to appoint and remove trustees.

### Trustees

Trustees are strategic in ensuring the objectives are upheld, monitoring the effectiveness of individual schools, ensuring schools are performing to the best of their ability and that they receive the support they require. Trustees oversee financial security and check that the Trust is legally compliant.

### Governors

Each WeST school has its own strong Local Governing Board (LGB) that operates within a clearly defined and understood scheme of delegation. The LGB's membership will include parental and staff representation as governors, and may also include members of the local community. Governors know their schools forensically well, seeing the life and work of the school through the lens of the child and shaping decisions in the interests of the children and the community they serve.

## Our core values

### School Improvement - Tailored school to school support

- Schools are challenged and supported to consistently improve as they strive for excellence;
- Assessment is aligned to tackle underperformance quickly & intervene to get children back on track;
- Expertise is utilised, developed and shared; giving regular opportunities to collaborate on common identified priorities;
- Cross school, phase and subject moderation, in addition to the forensic use of data, to to inform progress and school improvement.

## Outcomes for children

- Great outcomes are delivered for all children within a culture of accountability;
- Any gaps are closed by swift intervention . . . with a focus on keeping up, not catching up;
- The enormous contribution of Early Years education is strongly valued as underpinning long-term achievement;
- Dynamic cross-phase working is embraced in order to minimise the impact of transition and take advantage of specialist teaching opportunities;
- All groups of children are challenged; ensuring success from the disadvantaged to the most able.

## Teaching and Learning

- Inspirational teaching and learning that ensures all children are engaged, challenged and make progress;
- A clear and consistent set of core values, routines and expectations for well-being and behaviour across all schools is established;
- Effective practice is shared across schools to bring about positive change and sustainable high standards;
- Strong leadership is built, which maintains a relentless focus on teaching and learning; keeping this at the forefront of our thinking.

## Professional Development

- Excellent leadership is developed at all levels; planning for succession and building capacity;
- Our schools are enabled to recruit, train, develop and retain high quality staff by offering a clear career pathway;
- Enhanced opportunities for staff development and progression are provided;
- Opportunities are offered to work across, and in wider networks beyond, WeST.