



# The Aspire Federation

'Aiming High, Reaching All'

**Strategy**  
**2023-2026**

## Introduction

The Aspire Federation was formed in 2015 after a period of systems leadership support from Oakfield High School and College for Landgate School. A strong culture of collaboration has been developed. Our staff work together, have ownership and take decisions based on a shared moral purpose.

This document outlines the key strategic priorities for The Aspire Federation over the next three years, sharing and defining our vision and ethos, setting our strategic intents, aims and outcomes that will determine the success of the federation.

### Mrs Sue Allen

#### Executive Principal



## Our vision

### 'Aiming High, Reaching All'

Children and young people are at the centre of everything we do. Throughout the Federation, there is an unshakeable belief that every learner has the potential to succeed and achieve academically, creatively, socially and personally. We are focused on raising aspirations and creating opportunities for everyone in the federation.

## Our mission

We are committed to delivering:

- an inspiring and memorable education for all our children and young people
- effective support for their families
- an amazing place to work
- systems leadership and outreach support for our partners

Our ethos is inclusive and child centred.

## Our Strategic Aims:

- To help children and young people develop the knowledge, skills and qualities they need to flourish and thrive throughout their learning and life.
- To provide a broad, rich and vibrant curriculum enabling children and young people to successfully transition to their next stage.
- To create a nurturing, friendly and supportive environment where everyone feels they are valued for who they are.
- To have robust infrastructure supporting the schools and their learners balancing the educational values and financial position of the federation.
- To have governance that has impact, is socially just and ethically sound.
- To build capacity by providing systems leadership and support to other settings, schools and leaders.



## The Aspire Federation

## Our Core Values:



### **Authentic Relationships**

We build authentic relationships, where each child and young person are at the heart of everything we do. They are valued and listened to.



### **Respect:**

We behave with honesty, integrity and are inclusive.



### **Aspiration:**

We have high expectations, we create opportunities and make it happen.



### **Collaboration:**

We work together to create cohesion and for the benefit of all.



### **Innovation:**

We embrace creativity, challenge and change to shape the future.

**We have a bold vision for the future. By 2026 we aim to have achieved five strategic ambitions that will allow us to move The Aspire Federation forward.**

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## Aspirational Schools



**Aspirational schools and post 16 provision that allow every child and young person to succeed and flourish.**

Our first strategic ambition focuses on sustainable and impactful school improvement ensuring that every child and young person is educated in an aspirational school or setting that develops the knowledge, skills and qualities they need to flourish and thrive throughout their learning and life.

### Over the next 3 years we will:

Continue to create personalised approaches that support collaboration at across all phases around curriculum, pedagogy and teaching.

Continue developing collaborative professionalism, using research and evidence across the sites focused on curriculum, teaching and learning and shared experiences.

Enhance the structure for transparent and collaborative approaches to school improvement, peer review, moderation and quality assurance.

Enhance our approach to engaging curricula maximising outcomes and allowing our learners to achieve their full potential.

In 3 years, the key outcomes we aim to achieve are:

- There will be a clearly defined federation wide school improvement model based on collaboration.
- Every teacher in every classroom has the curriculum and pedagogy to deliver exceptional outcomes for every learner.

- The Aspiring Inquiry approach to developing consistency in school improvement, curriculum and teaching and learning will be embedded throughout the federation.
- Every school will have exceptional and impactful provision for personal development, where every learner has opportunities to flourish and be part of their community.

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### Staff Talent



Nurturing staff talent and developing capacity across the staff team.

Our approach to staff learning, development and growth is based on the belief that people are our most important resource. The drivers for this are focused on professional learning, development and a commitment to staff wellbeing.

### Over the next 3 years we will:

Review the principles, mechanisms and structures for CDPL for staff across the federation to continue to develop inspiring evidence informed staff.

Continue to drive professional learning and talent development, building on collaboration and working with peers right for each setting and individual starting points.

Continue supporting staff wellbeing through resourcing, coaching, support, guidance and professional learning aligned with The Aspire Federation Wellbeing Charter.

In 3 years, the key outcomes we aim to achieve are:

- The Aspire Federation provides vibrant, innovative, research grounded, practice informed professional learning and is recognised for growing staff talent.
- The Aspire Federation Staff are inspired and impactful in their roles, demonstrated through staff voice and learner outcomes, voice.
- All elements of the wellbeing charter are embedded.

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## Social Values



**Working with families and our communities to drive social values securing wider social and environmental benefits.**

Our children and young people will thrive, when their families and communities do.

### Over the next 3 years we will:

Continue to build relationships with our communities by developing links with businesses and other agencies.

Work with parents and families to provide support and approaches to removing disadvantage and well-being.

Continue to develop our learner leadership and curriculum to allow our learners to be global citizens, bring an awareness of sustainability to our federation.

In 3 years, the key outcomes we aim to achieve are:

- A learner leadership agreement is in place through the federation.
- Learners regularly undertake citizenship activities in their community.
- Partnerships with groups, e.g. sports clubs, food banks, charities, businesses, colleges and other education settings are established and learners participate in collaboration with these groups.
- A federation parent and family charter will be co-created.



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## Sustainability



**Robust infrastructure in place to support our schools and their learners so that any future growth is carefully managed to maintain the educational values and financial position of the Federation.**

Sustainability focuses on meeting the needs of present without compromising on the needs of the future. The federation will be fully engaged in more sustainable practice, influencing and changing our environments to be ready for the future.

### Over the next 3 years we will:

Establish the Aspire Federation Post 16 provision at Leigh Sports Village. Year 14 Oakfield and Post 16 Landgate year 1 and 2. In year 3 All post 16 learners from both schools located in provision together as Aspire College.

Plan for the number of learners and the spaces/buildings needed for next year and beyond.

Secure space or building for additional sixth form learners from September 2024. Continue to provide school improvement support as part of a costed approach to creating capacity in mainstream settings.

In 3 years, the key outcomes we aim to achieve are:

- Aspire Post 16 provision located in suitable site and resourced appropriately.
- Aspire Post 16 provision is providing a vibrant curriculum, inspiring teaching and learning focused on positive destinations, developing skills for adulthood, employment and learner's future lives.
- The Aspire Federation provides confident, innovative and collaborative SEND school improvement support to mainstream schools.



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## Connectivity



A clear connectivity strategy focused on aligning the 'connectivity' priorities with the federation's culture ethos, procedures and experiences.

Throughout the last 7 years a culture of collaboration has been developed. As we grow we will revisit and refine how we connect and communicate building on our successes.

### Over the next 3 years we will:

Review the connectivity strategy across the three pillars of Professional Development and Support, Connections Based Learning, Wider Connectivity and the 'golden thread' of wellbeing and communication.

Promote a culture of technological innovation and application across the federation, providing rich learning experiences which inspire and encourage people to become confident and skilled in embracing the challenge of our future world.

In 3 years, the key outcomes we aim to achieve are:

- Review our people offer to make sure it reflects wellbeing, recognition and underpins our plans to attract, retain and nurture the best talent.
- Technology will be used to enhance teaching and learning, improve efficiency in systems and processes and enhance business services functions.
- Technological tools will be used to elevate the Federation's approach to curriculum and innovative teaching and learning.



## Our codified approaches are:

- Finance
- HR – our staff
- Premises
- Digital technologies
- Culture
- Expectations
- Communications
- Governance

## Supporting the 5 Strategic Ambitions are the enablers:

### Enablers:



#### Resources:

We will explore the best mechanisms and systems to make sure that human and financial resources are available to support the strategic ambitions.



#### Marketing and Communications:

We will develop a marketing and communications strategy to allow for effective communication and delivery of the strategic ambitions.



#### Digital Technology:

The connectivity strategy will allow the federation to have a programme of infrastructure and devices to support teaching, learning and business support services.



#### Governance:

We will continue to build effective governance by recruiting and providing



#### Innovation:

We will continue to develop our culture where all staff are empowered to research, innovate and share. We will build collaborative opportunities and systems to allow innovation to be shared.