

The Island Learning Trust

'Grow, Achieve, Succeed'



'Education doesn't need to be reformed – it needs to be transformed. The key to this transformation is not to standardise education, but to personalise it, to build achievement on discovering the individual talents of each child, to put students in an environment where they want to learn and where they can naturally discover their true passions.'

The Island Learning Trust

Growth Plan 2019-2024

Core Principles

Decisions regarding the growth of a MAT are made by the Board of Trustees ensuring sustainability and the ability to improve existing and new schools. These decisions regarding growth are communicated to the RSC who approve converter schools and advise the Secretary of State regarding sponsored academies and, in some cases, will promote schools towards our MAT.

Due diligence is an essential part of identifying the right schools to join our Trust. It focuses on educational standards, safeguarding and finance but also ethos and moral purpose of all school stakeholders.

The success of all schools is dependent on the quality and capacity of the SLT, especially the HT. As the MAT expands a central school improvement team will be developed to add capacity to the work of school based teams enabling rapid improvement.

1. The principle vision is central to all decisions made regarding growth, both now and in the future.
2. The processes and procedures to ensure growth are in line with the aims, vision and ethos; is imperative that the Trust continually improves as it grows. The quality assurance evaluations and teaching and learning reviews inform the MAT on how successful the delivery of the vision, values and strategic objectives are.
3. Robust due diligence procedures ensure that the exact level of challenge and risk associated with each academy that joins is known. The systematic evaluation of this risk in terms of education, finance and estate management allows more informed choices about which schools join the Trust.

In addition to the above criteria, additional criteria have become increasingly important;

1. How well existing schools perform in their Ofsted inspections, moving out of category, when applicable, and towards being good and outstanding schools and sustaining outstanding.
2. How all school create environments that are deep-rooted in care and guidance for even pupil, ensuring their safety is paramount at all times.
3. A robust criteria for admitting converter schools into the Trust so that they add capacity and are not over burdensome or time consuming to recruit. There are risks associated with accepting 'requires improvement' or 'good' converter schools as there are often hidden difficulties.
4. Recruiting hubs of schools regionally, rather than individual schools ad hoc, so that they can be brought into the Trust more efficiently and not isolated.
5. Growth is linked to the quality and effectiveness of both our educational and service provision. The teams will take time to establish themselves in developing effective ways of working. Any further growth should not compromise this and the Trust will need to be clear about their capacity to both embed the new structure and cope with any further growth.

Growth Toward 2022

Academy Timeline		
DATE	No of Academies	Growth
September 2020	3	+1
September 2021	4	+1
September 2022	5	+1
September 2023	6	+1

We aim to have between 6 and 9 primary schools working in hubs over 3 geographical areas within 7 years.

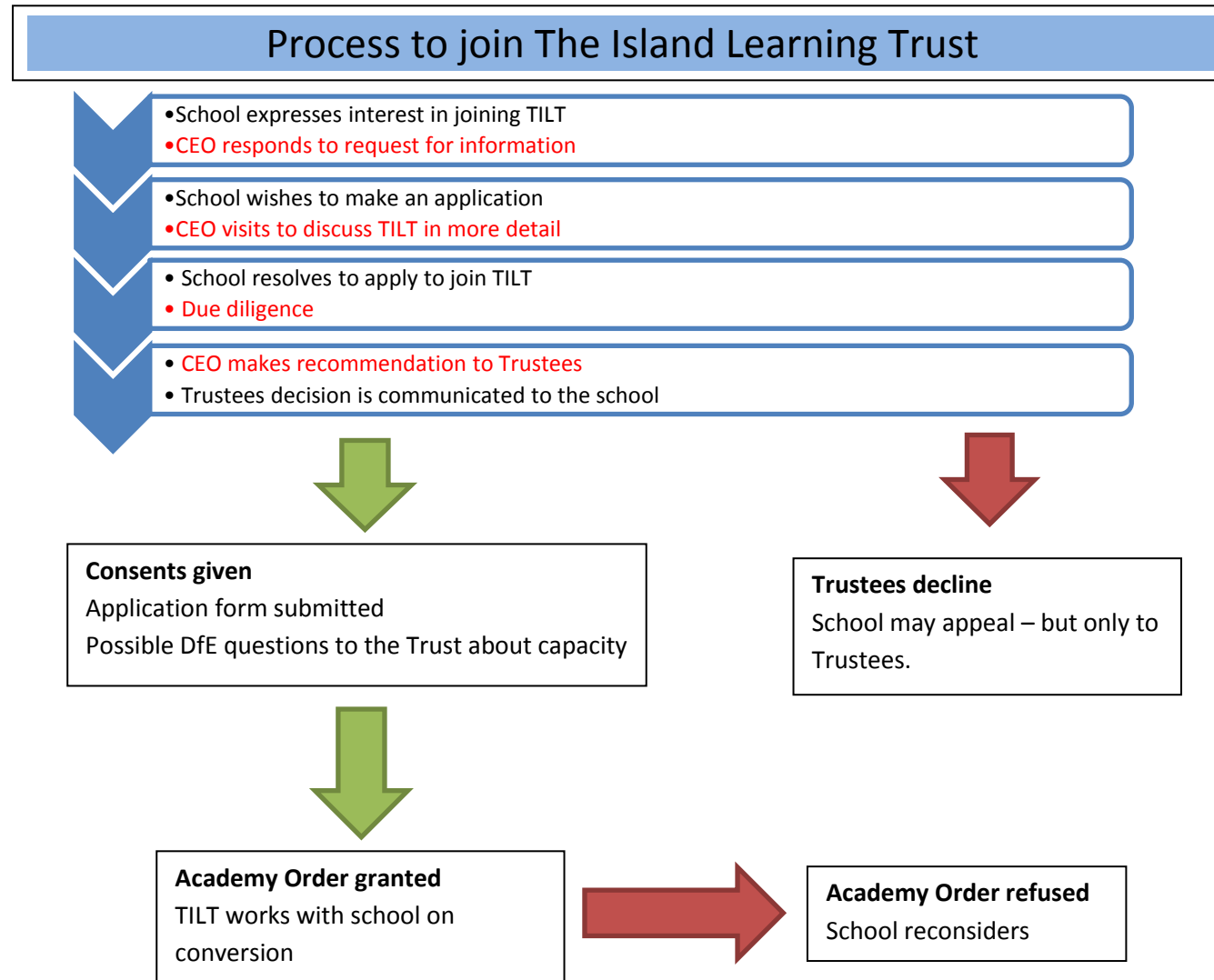
Principles

1. Each hub of 3 schools will be led by an Executive Headteacher with a highly effective headteacher or head of school in each Academy.
2. The expanding MAT will inspire greater collaboration and innovation, built on current good practice.
3. When a school is proposed or applies to be a part of our MAT, we consider:
 - ✚ moral obligation- overriding consideration
 - ✚ size of school - any new school joining would need to be 1FE or above
 - ✚ financial position of the school
 - ✚ distance between schools
 - ✚ Ofsted category of the school
4. Our Trust will serve a range of communities including those with relatively high levels of deprivation. Our intention and ambition is to create a network of good and outstanding academies that 'work together to achieve excellence for all'.
5. We feel a sense of responsibility and obligation to expand. We will only expand when we have the capacity to do so.
6. We will put collaboration before competition and would not do anything that would be detrimental to any young person, staff or school in a neighbouring community. We will grow the MAT at an appropriate rate so that the standards within the Trust are not compromised.

Our Approach:

- ✚ We work in partnership with schools ensuring we match support specifically to their needs
- ✚ We lead by example, using up-to-date methods
- ✚ We tailor support to individual needs as every school is different
- ✚ We are open, honest and professional in our approach
- ✚ We recognise that every school has areas of expertise as well as areas for development
- ✚ We strive to reduce unnecessary bureaucracy and promote a positive work/life balance

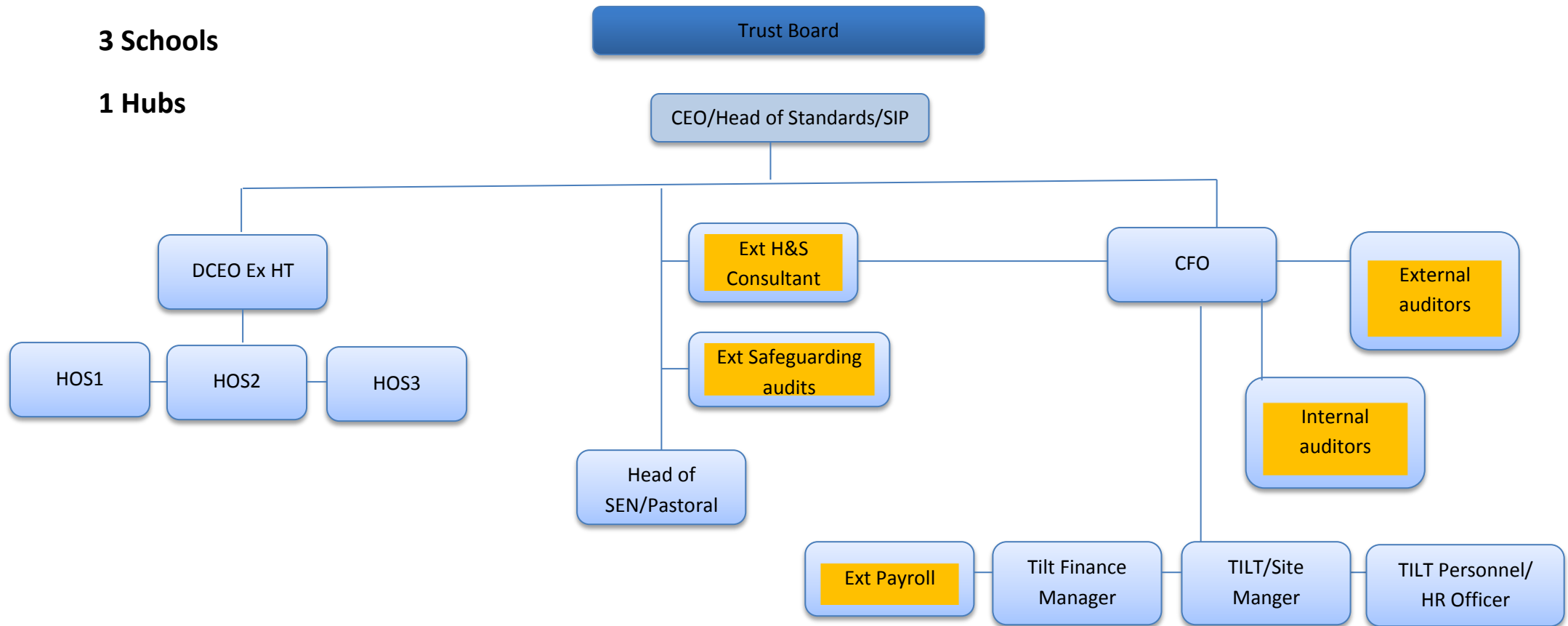
Joining TILT



2020 VISION

3 Schools

1 Hubs

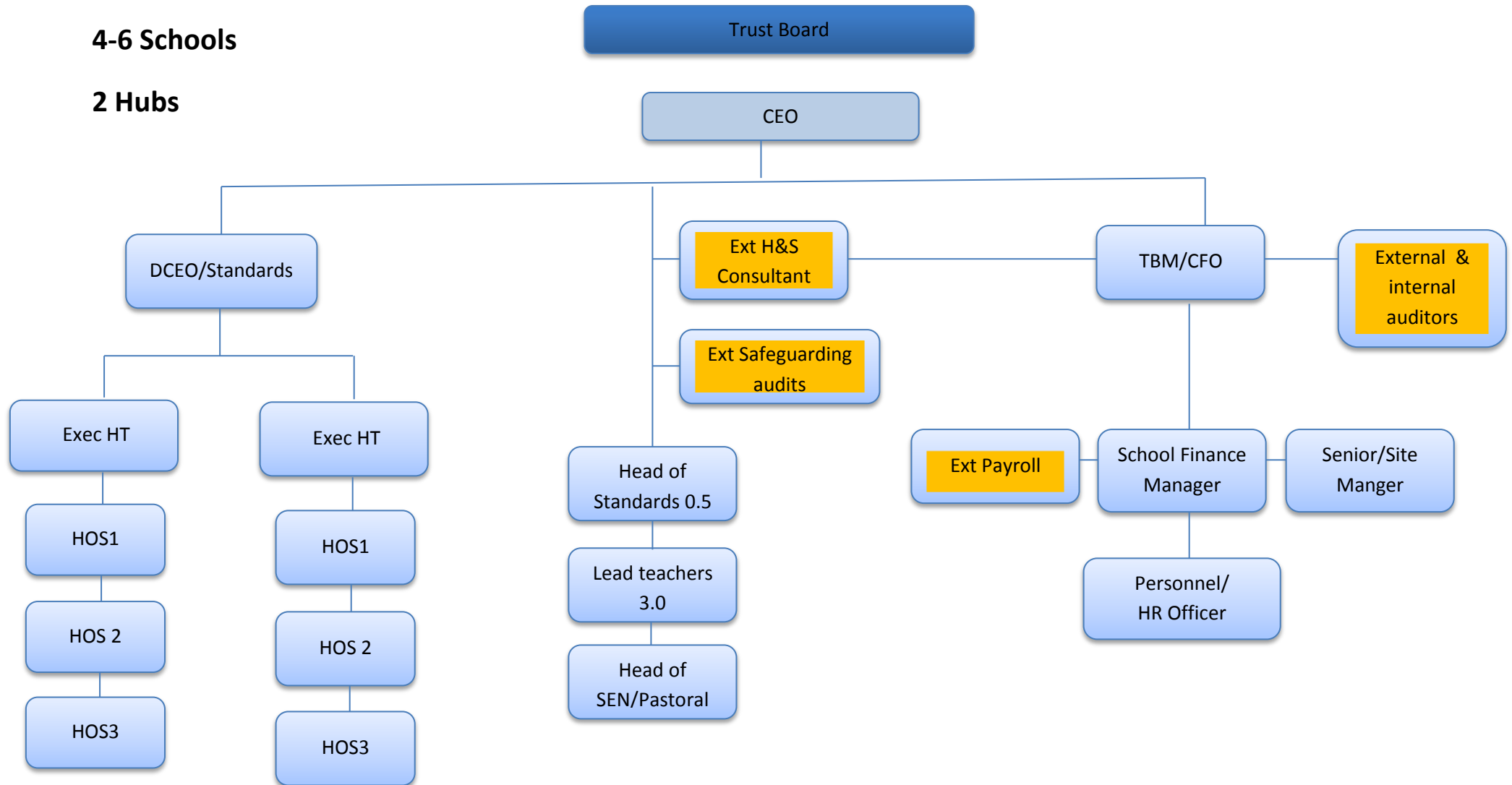


Purchased
service not
staff

2020 VISION

4-6 Schools

2 Hubs



Purchased
service not
staff

2025 VISION

9 Schools

3 Hubs

