

Always Aiming Higher

REAch2 Strategic Plan 2022-2027





Contents

4	Chairman Introduction
6	Chief Executive Officer Introduction
8	Our Touchstones
10	Strategic Goals
12	Great Schools
14	Social Justice
16	Sustainability
18	Digital Transformation
20	Working Together

An Introduction from the Chair



Every member of the REAch2 family deserves to feel proud of the work which has taken place over the last five years. We now have an opportunity to build on that success.



As we look to the next five years, the challenges that our children, their families and our staff face have not gone away.

This document contains the blueprint to ensure that every child is given the highest quality education that we can offer, regardless of their background, so they get the best start in life. We want every REAch2 school to be a great school.

The pandemic accentuated the social disadvantages that are too common across our families. But it also highlighted the important role that schools can play at the heart of their communities, and the work we can do to erode the barriers which prevent the most disadvantaged children from fulfilling their potential.

It also led to a revolution in how we utilise technology across schools, highlighting that now more than ever we need a digital infrastructure which is fit for the 21st Century. We need to incorporate

the latest technologies into our teaching, enhancing the learning opportunities available to our children, and into the way that REAch2 works together as a team.

And we need to do this while understanding better the impact we have on the world around us. It is the most disadvantaged communities in our society that suffer most from climate change. We want to harness the passion for environmental sustainability that our children, our families, our staff, already share.

Now is the right time to bring together these objectives and build our future around them. This is our strategy for doing precisely that.

Gavin Robert
Chairman of Trustees

An Introduction from the CEO



Since REAch2 was founded in 2012, the heart of the vision has been to enable all children in the Trust to have exceptional opportunities for learning.



Growing from a handful of schools in the first few months, now to a Trust of 60 primary schools across the country, it has been my honour and privilege to have been part of this first decade. The last ten years have shown us what can be achieved; we have created a strong and organisationally resilient foundation on which we can now build. But it is the culture that we have shaped that will equip us and sustain us for the challenges and opportunities ahead.

Taking up my role as Chief Executive, it is right that we come together as an organisation to decide the direction for the next ten years and write the following chapter together. I deeply value the

diversity across our Trust; a diversity of people and of thought, with such a range of life experiences – all of which have contributed to the creation of this plan. For me it is vital that this strategy grows out of conversation and consultation, bringing in ideas from every part of this remarkable organisation.

As CEO, I am the ambassador of this radically different future and my job is to shape and imbue REAch2 with a breakthrough vision of what it is possible to achieve.

Cathie Paine
Chief Executive Officer



Our Touchstones

The Cornerstone of REAch2 is a solid, unshakeable foundation, defined by exceptional teaching experiences and shared Touchstone values of learning, leadership, enjoyment, inclusion, inspiration, responsibility and integrity.



Integrity

Being courageously true to our purpose.



Leadership

Finding the leader in all of us.



Responsibility

Unwavering commitment to seeing things through.



Learning

Creating exceptional opportunities for learning.



Inclusion

Realising the greatness in our difference.



Enjoyment

Loving what we do.



Inspiration

Feeling the power of the possible.



Strategic Goals

In short, we want every REAch2 school to be a 'great' school.

This document is divided into four Strategic Goals that contain the assurances that each and every child will be given the best possible experience at school – ready for the next stage of their education. This is the time for ambitious and considered strategic goals – goals which stretch us, demand that we move the needle and inspire each and every adult and child.



Great Schools

Remarkable places, remarkable people, remarkable learning.



Social Justice

Relentless responsibility for dignity, fairness and fulfilment.



Sustainability

Upholding responsibility for our shared future.



Digital Transformation

Creating a future where we learn, work and connect better.



Great Schools

Remarkable places, remarkable people,
remarkable learning.

We will make sure that every one of our schools sets the highest aspirations for children and makes an exceptional contribution to their communities.

Our Goals

1. All schools provide a great education for all children, championing the most vulnerable and disadvantaged.
2. All schools achieve excellence in identified areas beyond the curriculum that enable them to thrive in their unique context and community.
3. All schools achieve REAch2 standards, through a new Kitemark, which exceed national expectations for pupil outcomes at the end of primary school.

To achieve this we will

- Build the capacity within REAch2 for every child to thrive, regardless of their background, personal needs, or specific learning requirements.
- Invest in our people at all levels to ensure that they reach their full potential and become the best they can be.
- Develop a REAch2 Kitemark so that every school receives the support and challenge required to become 'great'.
- Ensure every school delivers an aspirational curriculum, including 11 before 11 which promotes personal development and academic excellence.
- Place a key emphasis on excellent teaching of reading across our schools as a foundation for children to excel.
- Create wider opportunities at the heart of the local community, which promote cultural capital, develop skills, build self-confidence and meet emotional needs.
- Engage meaningfully with parents and deliver above and beyond the 'Parent Pledge'.



Social Justice

Relentless responsibility for dignity, fairness and fulfilment.

We will be relentless in breaking down the barriers which prevent primary children from fulfilling their potential and so, enable them to face life's challenges with confidence.

Our Goals

1. We work proactively with families and our safeguarding network to advocate for children and keep them safe.
2. All children receive a remarkable primary educational experience which equips them with skills and confidence for life.
3. Children in vulnerable groups achieve highly and at least equal to other children nationally.
4. We support REAch2 families and play an active role in the communities in which we serve.

To achieve this we will

- Create a Social Justice Toolkit, combining core and bespoke elements which address collective and discrete challenges.
- Develop a framework to identify the challenges for individual children, ensuring the curriculum is accessible and sets high expectations.
- Ensure that all children have equitable access to a rich programme of extra-curricular opportunities, including 11 before 11.
- Enable all families to support home learning through a suite of new learning resources.
- Create opportunities for schools to provide a central role at the hub of their communities.
- Engage with REAch2 children beyond their primary education to inform our approach and to identify role models for forthcoming generations.
- Identify a network of social justice champions and partner with external organisations to adopt evidence-based practice.



Sustainability

Upholding responsibility for our shared future.

We will transform our approach to sustainability across REAch2 by inspiring our children to become environmental ambassadors, unlocking their potential to make positive change.



Our Goals

1. All children develop a depth of knowledge to understand environmental sustainability and the actions that they can take to become ambassadors for change.
2. By 2027 we will significantly reduce our carbon footprint.
3. REAch2 will implement environmental initiatives that promote, preserve and enhance local biodiversity.

To achieve this we will

- Ensure every school develops a sustainability action plan placing ecological literacy and environmental sustainability at the heart of its curriculum.
- Support all REAch2 schools to achieve a nationally recognised Eco-Award through developing rich biodiverse environments.
- Involve all children in community activities to promote positive environmental activity in their local area.
- Reduce our carbon footprint through improving the built estate and developing planet-friendly procurement processes.
- Invest in our people to achieve accreditation in environmental sustainability.
- Adopt a range of activities which connect children with nature, ensuring their investment in the world around them.



Digital Transformation

Creating a future where we learn, work and connect better.

We will construct a digital infrastructure fit for the 21st Century, leveraging technology to unlock teaching and learning.



Our Goals

1. Develop the skills and confidence of educators in the appropriate and effective use of digital technology to support exceptional learning and teaching and achieve improved outcomes.
2. Cultivate independent learning through enabling access to digital technology for all learners.
3. To become a national voice within education for the use of technology within schools.

To achieve this we will

- Ensure that all children receive a high-quality computing curriculum where computer science, information technology and digital literacy are taught to a high standard.
- Provide and signpost a range of digital tools and services allowing educators a number of approaches to learning.
- Create a learning platform community accessible by all schools to collaborate, access resources and share best practice.
- Explore new technologies and ways in which technology can be used to supplement and enhance teaching and learning and wider ways of working.
- Create a digital competence framework for children which prepares them for the future and provides them with the necessary skills for life.



Working together

Working together to achieve our REAch2 vision. The goals contained in this document are ambitious but achievable. But only if we work together, pitting the full force of our entire REAch2 family against the challenges which lie ahead.

Because this is more than just a list of objectives and KPIs, but rather a statement of intent to show that we will not accept anything less than a great education for our children. We live in a world surrounded by challenges, one which has seen children devastatingly affected by a pandemic with the potential to ravage their time at school and ruin their life chances.

The worst part is that it is the most vulnerable who are most at risk of being left behind as a result. We cannot let this happen, and fortunately, we have the power to address this.

Education is the key vehicle for achieving true equality, whether that is through experiencing great teaching, receiving the school support you need to face external challenges, learning how to work together for a greener tomorrow, or using the latest technology to support a better standard of living.

This document is our promise, our action plan for creating a brighter world. But we are also calling upon our stakeholders to make their own pledge in support of this work and to help us deliver this strategy.

For our external stakeholders, we ask that you work with schools in your communities to see how you can support the teaching they offer. Whether it's financially, funding extra-curricular programmes and enrichment activities, or through donating equipment, resources or even just knowledge, you can change thousands of lives and help make a fairer world.



Working together (cont.)

For our parents and carers, your role has to be to support your child, and we ask that you also support your school. But more than this, you should challenge them. Challenge their goals for all children, not just yours, and see how they are supporting the most vulnerable to reach the highest possible goals.

And finally, our most important stakeholders, our children. We ask that you learn to live by our touchstones, that you work your hardest every single day, that you show the compassion and kindness which is a cornerstone of every REAch2 school. And more than this, we ask that you use your voice for good, that you look around you at the problems in this world, you look for solutions and you fight for change. As we will always fight for you.

This strategy sets out our plans for the next five years, but more than that, it is a guide to show what can be accomplished for a generation. All of us working together will write the next chapter for REAch2 Academy Trust, and together we can ensure it is a successful one.

It is a document which has come together through unprecedented collaboration, into which staff at every level have been able to input. Together we march on as a REAch2 army for change, united by the shared goal of achieving great schools and all working our hardest to produce a great education for every child.




REACH2
ACADEMY TRUST