



# The Richmond upon Thames Trust

*Excellence through Endeavour*

The Richmond upon Thames Trust (RTT) is a Multi-Academy Trust which was set up in partnership with Harlequins FC, Haymarket Media Group and Richmond upon Thames College; these organisations are represented at Member level and were joined by a representative from the National Physical Laboratory in January 2022.

The Trust currently operates one school, The Richmond upon Thames School (RTS).

## Strategic Plan 2022-2030

The Trust is responsible for setting the strategic direction for each of its schools. This plan sets out a clear direction for development over the next eight years; it informs each school's Development and Improvement Plan and the prioritisation of the Trust's resources. The plan is reviewed annually.

## Vision

At RTT, endeavour leads to excellence; a place of opportunity where every student is supported to harness their full potential, achieve excellence and acquire the skills and knowledge needed for the next stages of their lives.

## Strategic Priorities

1. Enable every young person to achieve ambitious academic outcomes, fulfilling their individual potential and preparing successfully for the next stages of their lives.
2. Be a centre of excellence for staff training and development and an employer of choice
3. Create a high-quality, socially-just learning community where all students and staff meet their full potential
4. Develop and grow a financially sustainable, collaborative family of schools and educational settings.





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| Priority:  | By 2030 the Trust will:   |
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| <b>1. Enable every young person to achieve ambitious academic outcomes, fulfilling their individual potential and preparing successfully for the next stages of their lives.</b> | <ul style="list-style-type: none"> <li>● Provide an outstanding quality of education through consistently excellent teaching for every young person at each point in their educational journey.</li> <li>● Maintain high expectations for all students, ensuring that aspirations are not constrained by prior attainment data or starting points.</li> <li>● Be in the top 10% nationally for all attainment outcomes and progress measures, while demonstrating strong progress for all groups of learners.</li> <li>● Offer bespoke transition pathways thereby ensuring that each young person succeeds and progresses to an appropriate and aspirational destination.</li> <li>● Provide all young people with a range of opportunities, on and off site, that enhance the breadth of their experiences, develop independence and build emotional resilience.</li> </ul> |
| <b>2. Be a centre of excellence for staff training and development and an employer of choice</b>   | <ul style="list-style-type: none"> <li>● Provide bespoke professional evidence-based learning and personal growth opportunities for all staff supporting their endeavours for excellence.</li> <li>● Develop innovative partnerships with local Initial Teacher Training providers and Higher Education (HE) institutions to attract and retain the best teachers.</li> <li>● Collaborate with local partners, HE and Further Education (FE) institutions to create innovative and progressive leadership pathways that combine academic and corporate leadership and management approaches.</li> <li>● Ensure a culture that supports and promotes staff health, wellbeing and workload.</li> </ul>  |
| <b>3. Create a high-quality, socially just learning community where all young people and staff meet their full potential</b>   | <ul style="list-style-type: none"> <li>● Construct a broad, ambitious and inclusive curriculum appropriate to each setting which gives all young people the skills, knowledge and cultural capital they need to succeed.</li> <li>● Expect excellent punctuality and high attendance at each educational setting.</li> <li>● Be renowned as centres of excellence in mainstream Special Educational Needs and Disabilities (SEND) provision.</li> <li>● Provide enrichment programmes that support all young people to try new things, discover their full potential and promote a love of learning.</li> <li>● Ensure that young people learn from each other and develop as tolerant, respectful citizens within a calm, orderly and safe environment.</li> </ul>   |
| <b>4. Develop and grow a financially sustainable, collaborative family of schools and educational settings.</b>  | <ul style="list-style-type: none"> <li>● Build upon relationships with other local educational providers to develop communities of research, networks of best practice and share evidence-based approaches.</li> <li>● Collaborate with other educational establishments to share resources as well as entrepreneurial and targeted improvement strategies.</li> <li>● Maintain balanced budgets and eliminate structural deficits, building appropriate reserves to protect educational provision from demographic and funding volatility.</li> <li>● Plan bespoke transition programmes in collaboration with feeder and destination organisations.</li> <li>● Enable positive and targeted collaboration with wider children's services, agencies and organisations so that every young person is supported to realise their full potential.</li> </ul>                    |

