



5-Year Strategic Priorities

2024-29



The Circle Trust is an educational charity, and it exists to do one thing and that is to advance education for the public benefit.

This is our sole purpose.



Our Trust's vision is:

All children and young people deserve to have an excellent well-rounded education and **to flourish** in first rate schools with the best teaching, the best facilities and the most up to date resources made available to them.

The phrase "**to flourish**" captures our unlimited ambition for children, young people and adults in this Trust.

The Circle Trust believes that preserving the unique identity and ethos of schools themselves is essential, but we are far more than a collection of individual schools working nicely together. We together are The Circle Trust, the Trust is the schools, the schools are the Trust.

As a single legal entity, our Trust is hardwired for collaboration and shared accountability; our schools are crucially connected, and we learn from each other. By working together in this way, we become more than the sum of our parts and a great deal more than any one school could achieve alone.



Our essential work is to improve schools, but this is not enough. Education has wider purposes in intellectual, social and cultural development, the formation of character and helping pupils understand they play a role and contribute to society to support the common good. Schools hold a unique position in society; they are anchors of communities and communities in themselves.



Our Values

Our values are our cultural north star; they drive our behaviour and decision making.



The **highest educational outcomes** for every learner is **paramount**.



Preserving the **unique identity and ethos** of all our schools is essential.



To be anything but **utterly inclusive** is **non-negotiable**.



Being self-reflective is essential in encouraging innovation, our Trust is always **driven to improve** further.



What we say is what we do, we recognise talent, foster expertise, believe well-being for all is fundamental.



Our Trust **promotes** **collaborating with others** and **being outward looking**.

Our Strategic Priorities

Our strategic priorities are curated for a five-year period and set out our direction. Priorities are grouped under the pillar descriptors of high-quality trusts which are: high quality and inclusive education; school improvement; people; finance and operations and governance and leadership. The Trust Improvement Plan (TIP) is agreed annually to deliver these strategic priorities.

The strategic priorities for the period 2024 – 2029:

High Quality and Inclusive Education

We will be The Circle Trust in everything we do. We will continue to work with absolute authenticity (what we say is what we do) as a distinct and compelling organisation so that those inside and outside the organisation can recognise who we are, what we aspire to and how and why we do it.

We will seek greater equity through education for all pupils by promoting a stronger education system that creates social mobility, justice and prioritises those presently disadvantaged.

We will embrace diversity and inclusion, not just because it is the correct thing to do; we pursue it and chase it down because it is inherently better.





School Improvement

Everything we do is aimed at supporting pupils to flourish, enhancing their life chances. We will bring cohesion to what we want pupils to know, do and experience because as a trust we have capacity at scale and can gather the best expertise to codify what works across many schools.



People

We will be an employer where everyone feels a genuine part of a thriving and successful organisation, where employees have their talents and expertise fostered and where staff well-being is a fundamental priority.

We will seek to innovate and reimagine working in schools by transforming our practices, using artificial intelligence's rapidly evolving opportunities alongside our human wisdom to improve learning and achievement and reduce workload meaningfully for all.



Finance and Operations

We will ensure every penny is spent on education, using income and utilising reserves to make the greatest possible impact so that every pupil can achieve their potential.

We will maintain, improve and invest in the trust estate so that it is a safe, sustainable and inspiring learning environment.

We will never ignore our duties in respect to the climate; we will not be passive in this work and will always think and act in a way that goes quite beyond our own tenure in this Trust.



Governance and Leadership

We will be outward looking and engage with other civic actors for the wider good. Our civic contribution will be to support the conditions for system leaders to address complex issues affecting children and young people that require different actors to work together.

We will attract, keep, and train high quality Trustees and Members to avoid exposing schools and the Trust to undue risk. We will simplify and reduce the workload of governance at all layers and succession plan for key roles.



The Circle Trust, a charitable company limited by guarantee registered in England and Wales (number 11031096) whose registered office is The Oval Offices, C/O St Crispin's School, London Road, Wokingham, Berkshire, RG40 1SS. Tel: 0118 3381961