



Stronger Together

Our Strategy
2024-2027

Bradgate Education Partnership



Chief Executive Foreword



We are driven by the belief that we are '**Stronger Together**'.

We are ambitious in everything we do and pride ourselves on our strong collaborative relationships. We challenge, support and develop each other whilst remaining ethical in our decision-making. All schools and staff are expected to give and receive support so that we drive continual school improvement collectively. As leaders, we are committed to developing an ambitious educational model across our local landscape and within the communities we serve.

Our firm belief is that through collaboration and effective support, we can continue to develop all of our pupils and staff. We ensure that our schools aspire for outstanding broad outcomes that enrich the lives of our pupils, creating opportunities for future success.

Our strategy for 2024-2027 focusses on four strategic priorities:

- Great Education
- Our People
- Strong Partnerships
- Transformational Business

In developing this strategy, we have spent time reflecting on what we know about our school communities and our workforce so that we continue to make a positive difference. We will build our **ambitious, collaborative, ethical** partnership and bring to life our mission and vision.

Gareth Nemes
Chief Executive Officer



Our Mission

Our mission is our ambition. It defines our organisation, who we serve and what we do.

Through strong collaboration between our schools, Bradgate Education Partnership is committed to providing an ambitious and inclusive education for all. We want our pupils and young people to realise their full potential academically, socially and personally. We celebrate the distinctive ethos of each individual school. We ensure that all who are part of our Trust have a deep sense of belonging and a supportive opportunity to grow.





Our Vision

Goals for the future, setting out our aspirations for key areas of our organisation.



Pupils

All our pupils are equipped with the knowledge, skills, values and attitudes to thrive in life and make a positive difference.



Schools

All our schools provide a safe and happy space where pupils study an ambitious curriculum which unlocks their personal potential so they achieve exceptional outcomes.



Workforce

All staff having a positive impact in their roles whilst feeling supported and valued both personally and professionally.



Community

All our schools embrace the local area they serve within a deeply embedded culture of community partnership.



Wider World

All our pupils and staff understand, respect and embrace the diversity of the wider world in which they live.



Sustainability

Across our partnership, everything we do is aligned to meet the needs of the present without compromising a sustainable future.

Our Values

Our values personify how we behave and the standards that we have set for ourselves. The values guide us everyday.



Ambitious

We aim high and are aspirational for all.



Collaborative

We work closely together to encourage, support, challenge and share.



Ethical

We treat everyone fairly, within a culture of kindness and respect.



Great Education

Providing a great education for all our pupils sits at the heart of all we do. From nursery through to sixth form, we are committed to providing the highest quality education and school experience.

All of our schools engage in meaningful **collaboration** so that sharing expertise and best practice promotes continuous school improvement.

Our Goals

Safeguarding

Through strategic leadership of safeguarding, we will ensure that all our pupils are healthy, happy, safe, and ready to learn.

Inclusion

Inclusion will be a '*golden thread*'. We are committed to removing barriers, adapting learning and supporting pupils with additional needs.

Curriculum

All of our pupils will study a rich, broad and ambitious curriculum and enjoy their learning. We will provide a programme of careers education from early years to entry into the world of work.

Outcomes

We will enable all pupils to make good progress from their individual starting points in schools that have built on learning at each stage, ensuring appropriate progression in knowledge and skills.

2027 Success

Safeguarding

A cohesive Trust-wide approach to policy, systems and practice will ensure a strong culture of safeguarding in all our schools. Pupils will be well prepared in how to stay safe and succeed.

Inclusion

Pupils will receive the right support, in the right place at the right time. Pupils with additional needs will be understood and achieve their potential.

Curriculum

The curriculum in our schools will be carefully considered and effectively sequenced so that pupils acquire the knowledge and skills that they need for their next step. All pupils will have been exposed to a rich and aspirational view of the world of work.

Outcomes

Our schools will be truly ambitious, achieving the top 20% for progress nationally. Our attendance and support for our disadvantaged pupils will be enable all our pupils to aspire to achieve greatness.

Our People



Our future is dependent upon our people. We recognise that we must continually develop practices and employment experiences to always ensure that the partnership is a great place to work. We want to ensure that our people feel they have opportunity to make a difference and contribute to the overall mission.

We will be **ambitious** in providing the best quality people services. We will be **collaborative** in seeking out opportunities to work with colleagues across the organisation to inform and develop our people practice.

We will ensure that our advice, guidance and decision making is ethical and enables practitioners across the organisation to drive great education.

Our Goals

Employee Experience

We will analyse and review every aspect of employee experience to enhance the day to day lives of our staff. Our focus will be on key points from onboarding people into the profession to wellbeing.

Learning and Development

Our staff will have access to learning that will improve skills, knowledge and competence for all. This encompasses everything from mandatory training to tailored professional development.

Leadership Development

We will develop a leadership pipeline and the capability to create an organisation of inspirational leaders who will drive our mission, vision and values alongside our strategic plans.

Performance Development

We will review our approach to performance development and seek to embed a highly sophisticated approach to developing our people to reach our organisational goals.

2027 Success

Employee Experience

Through creating a first class employee experience, we will view our success as being the employer of choice with high retention rates.

Learning & Development

Our learning management system will be implemented, developed and embedded into the learning experience. Collaborative working across the partnership will have enabled focussed CPD.

Leadership Development

We will have a clear succession plan in place and a programme to develop talent and leadership capability across the organisation.

Performance Development

We will have highly skilled practitioners and our people will understand and contribute to the implementation of our strategy.



Strong Partnerships

Our firm **ethical** belief is that we must develop, build and maintain strong partnerships internally and externally creating our success. We will create opportunities for our people to **collaborate**, develop relationships and share best practice.

Our partnerships will extend into our local communities and beyond. We will be **ambitious** in bringing together stakeholders to support and enrich the experience for all.

Our Goals

Growth of the partnership

We will make plans to grow our partnership organically within the Leicester City and Leicestershire area. Growth will be with like minded schools where both school and partnership can benefit.

Internal Collaboration

We will strengthen our internal collaboration further by developing all practitioners in order to share expertise across the organisation.

External Partnerships

We will build links with local, regional and national organisations to provide opportunities for our pupils and staff to develop and learn from others.

Community

We will celebrate our communities, develop our governance model, and ensure meaningful engagement across our schools. Schools will sit at the heart of their community.

Our 2027 Success

Growth of the partnership

Our Trust will have grown by at least three additional schools. This will enable further sustainability of our model, increased services and the continued development of our educational landscape.

School to School Support

We will hold leaders to account through our systematic approach. We will share expertise widely and ensure our Trust and school leaders are relentless in their drive for success.

External Partnerships

We will have established meaningful working relationships with other organisations, developing MAT to MAT challenge and support.

Community

School events will celebrate each community and its diverse nature. Strong connections will be evident between trustees, school leaders and our school communities.

Transformational Business

As a Trust, we provide an efficient, effective, and **ethical** business service to all our schools. This model is built around enabling our school leaders to focus on delivering a high-quality education to our pupils, whilst being connected to the business functions and the decisions made.

We will work together to offer the best value business solutions for the benefit of our schools and communities. Through our **collaborative** team, we will research, develop, and deliver a sector leading, **ambitious** service to all schools.



Our Goals

Digital Transformation

We will embark on the implementation of state of the art digital technology to empower pupils to be independent, curious and skilled. Through this transformation great education will be realised.

Estates

Our learning environments will enable great, safe learning experiences. We will create a sustainable estate that reflects our support for climate change whilst delivering effective services.

Financial Sustainability

We will continue to build upon our effective financial management model which will maximise our financial resources and put equity at the heart of our decision making.

Procurement

We will fully centralise our procurement model to provide the best value business solutions at all levels. We will ensure ethical principles run throughout our supply chain to ensure sustainability.

2027 Success

Digital Transformation

Pupils will have enhanced digital expertise and confidence to use new technologies. Staff will be provided with opportunities to adopt innovative working practices to improve their own working lives.

Estates

We will enhance our learning environments and ensure our buildings are fit for purpose. Our sustainability plans will focus on decarbonisation schemes and centralising our estates offer.

Financial Sustainability

Fairness and equity will be at the heart of our model for the benefit of all pupils, staff and schools. Our ability to maintain a sustainable model whilst investing in new areas and initiatives is critical.

Procurement

Procurement will fully centralised to enable greater efficiency and value for money. Our procurement plan will put schools at the heart of decision making, and deliver high quality solutions.



Stronger Together

Our 2024-2027 strategy is built around our mission, vision and values. Leaders across the organisation have come together to develop a cohesive strategy for the next three years. It now relies on us continuing to work together to create success.

Educational and business leaders will be responsible for the delivery of our overall strategic objectives. School leaders will ensure that their development plans are robust, highly ambitious and that they align with our strategic priorities. We will actively seek opportunities to work together to achieve our strategic and operational goals.

This strategy is our statement of intent and our continued commitment to grow and create something special. This strategy gives us even greater focus as we look to the future.

This is our promise to the pupils and young people that we serve.





Our 2027 Ambition

By 2027 our mission, vision and values will be fully embedded across Bradgate Education Partnership. Our staff, pupils and families will have exceptional experiences of learning and working with us.

We will be the employer of choice having implemented an excellent employee experience. We will be outward facing, learning from others and contributing to the communities we serve.

Our partnership will have developed locally and regionally, enabling us to look to the future with confidence and see what is coming over the horizon.

Our business services team will provide a first class offer to our schools, demonstrating a relentless drive to enhance the quality of education we provide.

We will have continued to build on the already solid foundations in place.





Find out more:
bepschools.org
info@bepschools.org
0116 478 3426