



Aspire North East Multi Academy Trust

Strategic Plan 2026–2029

We are a family of academies who share one vision:

To provide exceptional education to strengthen the communities we serve.

Our vision extends beyond our own Trust.

We aim to contribute to the regeneration of our region by empowering young people with high aspirations, excellent outcomes and a lifelong love of learning.

Mission

We will achieve our vision by being an excellent employer that enables all staff, within and across our academies, to work together with integrity, professionalism and a shared commitment to improving outcomes for young people.

We base every decision on one fundamental question: "**How will this improve things for our young people?**"

Values

V	Value Everyone	Everyone matters, belongs, and has a contribution to make.
A	Aligned in Ambition	We maintain clear, purposeful policies and practices aligned to our vision.
L	Learning Without Limits	We provide high-quality learning experiences within and beyond the classroom, enabling staff and students to demonstrate creativity, passion and ambition. We overcome barriers to success.
U	Understand First	We build strong relationships and seek to understand before aiming to be understood.
E	Excellence Through High Expectations	Our high expectations drive exceptional outcomes and continuous improvement.
S	Success for All	We celebrate achievement and support every member of our community to thrive.

Who We Are

Aspire North East MAT is a small, community centred Multi Academy Trust serving Sunderland and the North East.

Since our rebranding in 2021, our academies have worked together under one vision while retaining their unique identities and strong local connections.

We are committed to:

- Collaborative improvement across all academies.
- Continuous professional development for all staff.
- High levels of staff wellbeing and job satisfaction.
- Sustainable growth that strengthens educational opportunities across the region.
- Meaningful engagement with local communities and stakeholders.

Our central team provides expertise in:

- School improvement
- Human resources
- Governance
- Finance
- Estates management
- Marketing and communications
- Digital technology and cyber security

As Trustees, we are committed to ensuring Aspire North East MAT is recognised for educational excellence, ethical leadership and positive community impact.

Our Ambition for 2029

By 2029 Aspire North East MAT will be recognised as:

- A leader in inclusive education.
- A high-performing Trust where every academy meets the expected standard or higher in all areas.
- An employer of choice with a highly skilled and motivated workforce.
- A trusted partner within the communities we serve.
- A financially sustainable and digitally innovative organisation.
- A Trust committed to developing young people who are aspirational, successful and equipped to thrive in modern Britain.

Above all, our success will be measured by the difference we make to the lives, opportunities and futures of our young people.

Strategic Priorities 2026–2029

To ensure greater focus, our strategic objectives are grouped into five key strategic areas.

Strategic area 1: Quality of Education

Goal	Key Priorities	Success Measure	Monitoring Indicators
To ensure all academies deliver exceptional educational experiences that enable every young person to know more, do more and go further.	• School improvement • Curriculum • Attainment and progress • English and Mathematics outcomes • Catch-up and intervention	• All academies meet the expected standard criteria Teaching and • At least 50% of academies currently judged Good demonstrate evidence of working towards Outstanding. • English and Mathematics outcomes are at or above national averages. • Every academy demonstrates year-on-year improvements in attainment and progress measures. • Disadvantaged and vulnerable pupil attainment gaps reduce annually. • Intervention programmes demonstrate measurable impact through termly evaluations. • Curriculum reviews confirm all academies provide broad, balanced and ambitious curricula.	Annual indicators: • Ofsted outcomes • Internal quality assurance reviews Termly Indicators • Progress and attainment measures • Curriculum evaluations • Intervention impact reports • English and Mathematics performance • Vulnerable group outcomes

Strategic area 2: Culture, Character and Inclusion

Goal	Key Priorities	Success Measure	Annual Monitoring Indicators
To further develop innovative, inclusive learning environments where attendance, behaviour, personal development and aspiration enable all pupils to thrive.	• Attendance • Attitudes to learning • SEND • Personal development • Progression pathways	• Attendance exceeds local authority averages across all academies. • Persistent absence reduces annually. • Pupil surveys demonstrate increased engagement with learning. • Participation in enrichment activities increases by at least 10% across the Trust. • Homework completion rates improve annually. • External SEND reviews recognise effective inclusive practice in every academy. • Personal Development is recognised as a significant strength during inspections and external reviews. • NEET figures remain below local and national averages.	Annual Indicators: • SEND review outcomes • Destination measures Termly Indicators: • Attendance and persistent absence data • SEND outcomes • Behaviour data • Enrichment participation • Student voice surveys

Strategic Area 3: People, Leadership and Wellbeing

Goal	Key Priorities	Success Measure	Monitoring Indicators
To attract, develop and retain outstanding staff through strong leadership, high-quality professional development and a culture of wellbeing.	• Leadership and management • Staff development • Professional learning • Staff wellbeing • Succession planning	• Staff survey results indicate at least 85% confidence in leadership communication and vision. • Staff turnover remains below regional averages. • Staff absence remains below education sector benchmarks. • 90% of staff evaluate professional development as good or better. • Evidence of professional learning impact is identified in at least 90% of quality assurance activities. • Each academy has identified succession plans for key leadership positions. • Leadership development programmes produce internal progression opportunities across the Trust.	Termly Indicators: • Staff wellbeing surveys • Staff recruitment and retention figures • Leadership succession plans • CPD evaluation and impact • Workforce absence data

Strategic Area 4: Sustainability, Digital Development and Resources

Goal	Key Priorities	Success Measure	Monitoring Indicators
To ensure the Trust remains financially sustainable, digitally advanced and environmentally responsible.	- Financial sustainability - Estates management - Digital strategy - Cyber security - Environmental sustainability	- All academies remain financially sustainable. - Annual audits confirm compliance, value for money and strong financial management. - Digital technology is embedded effectively in teaching, learning and operational systems. - Cyber security standards meet national expectations. - All staff receive regular digital skills development training. - Energy consumption and environmental impact reduce year on year. - Sustainability initiatives are included in curriculum and operational planning.	Termly Indicators - Budget monitoring reports - Audit outcomes - Digital strategy reviews - Cyber security audits - Estates efficiency reports - Sustainability measures

Strategic Area 5: Governance, Partnerships and Growth

Goal	Key Priorities	Success Measure	Monitoring Indicators
To provide strong governance and grow sustainably through strategic partnerships that enhance opportunities for young people.	• Governance effectiveness • Strategic partnerships • Trust growth • Community engagement	• Governance reviews confirm effective strategic oversight and challenge. • Governance meeting minutes demonstrate robust scrutiny and triangulation of evidence. • Annual governor skills audits inform development planning. • All academies establish at least one active partnership with an external educational organisation. • Sustainable growth opportunities are evaluated through rigorous due diligence processes. • Any Trust growth is fully aligned with organisational capacity and educational standards.	Annual Indicators • Governance reviews • Skills audits Termly Indicators • Trustee and governor training completion • Partnership evaluations • Growth opportunities and due diligence reports • Strategic partnerships • Risk management