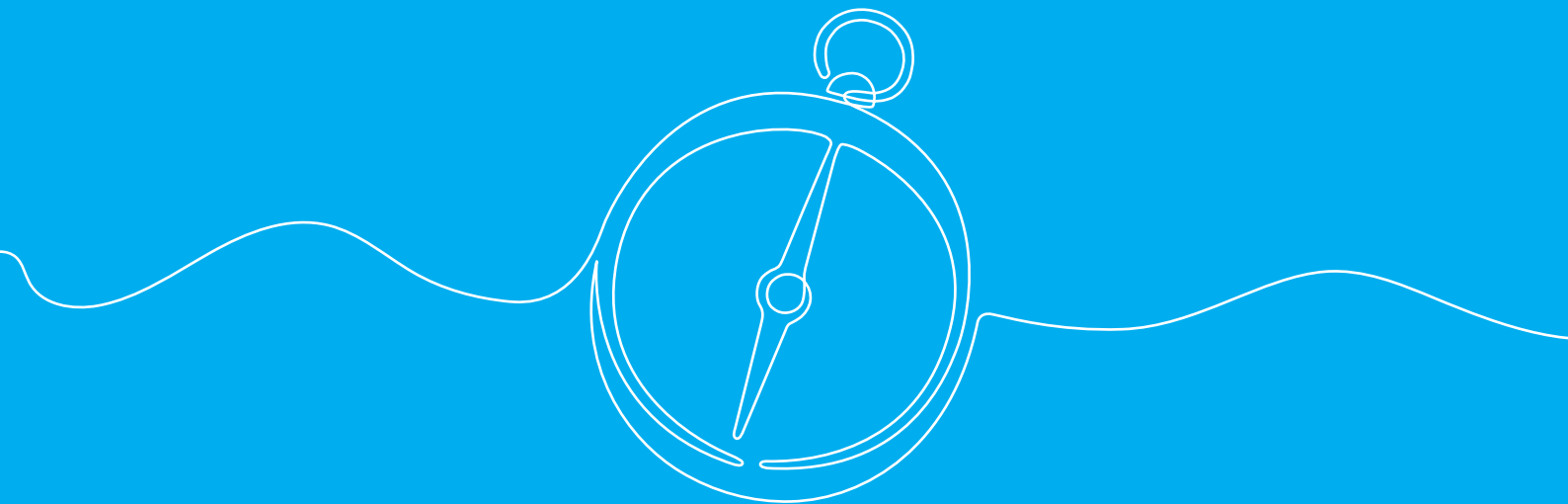




ACHIEVING MORE TOGETHER

# Our strategy

## 2025-2030







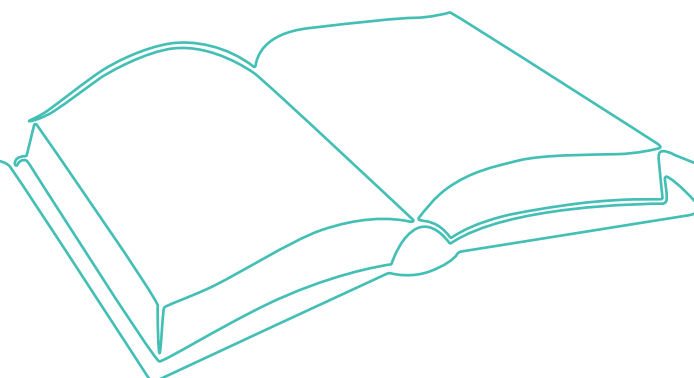
# Our story

Fiona Ormiston Murray's tragic death in 1969 spurred her family on to establish the Ormiston Trust, dedicated to helping children and families in need.

For over 40 years, the Ormiston Trust has supported families and, 15 years ago, began running schools through Ormiston Academies Trust, founded by Fiona's brother, Peter Murray. Ormiston Academies Trust operates on the principle that every child deserves to thrive.

Our founding story and history provide us with three beliefs which guide our work.

1. Every child deserves the opportunity to thrive, regardless of their background.
2. We work where the challenge is greatest, and we embrace this challenge.
3. We have a broad and rich vision of education and are committed to providing the best learning experiences for every child both inside and outside the classroom.





## Our history

Founded in 2009, Ormiston Academies Trust is one of the oldest and largest school trusts in the country, educating over 35,000 pupils in 44 schools with over 5,000 staff. We are one of the few national trusts in the school system with our schools spread across England in diverse locations such as Lowestoft, the Isle of Wight, Grimsby, Runcorn and in the West Midlands.

## Purpose of our schools

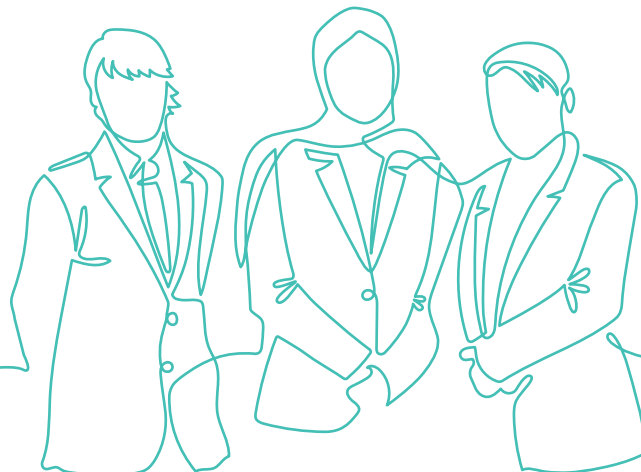
We believe there are three core purposes of our schools: **education**, **enrichment** and **futures**.

**Education** inducts young people into the knowledge and achievements of humankind. It enables them to

think about, appreciate and understand the world in different ways and, in turn, to contribute to it.

**Enrichment** supports young people in developing wider interests and passions to carry into their adult lives. It encourages them to become part of a school community built on shared values, experiences and relationships, enabling them to positively contribute to their communities and wider society.

**Futures** are nurtured in our schools which prepare young people to take their place in the world, which afford dignity to all forms of work, and which acknowledge there are many ways to live a good life. Future-focused schools give young people the qualifications that provide choice and opportunity, the capacity to flourish in adult life and, in turn, enable them to create a positive future for others.





## Our vision

Our vision is a school system where every child can thrive.

## Our mission

To ensure every child has excellent learning opportunities, inside and outside of the classroom, which enrich their lives and afford them choice and opportunity in the future.

## Our values

At Ormiston, we have five values:

- **Ambition:** we believe everyone can achieve, and we aspire for excellence in all we do
- **Learning:** we are always learning and see development as the route to improvement
- **Perseverance:** we embrace challenge and learn through doing difficult things
- **Collaboration:** we achieve more through working together
- **Inclusion:** we break down barriers to learning and participation

## Our ambition

By 2030, we will have:

- **Thriving pupils.** Outcomes are high and pupils enjoy school. Teaching is expert and the curriculum and enrichment are of consistent high-quality. Every pupil belongs and is cared for, behaviour is excellent
- **Thriving staff.** We attract, develop and retain great people in our Trust. All staff are engaged in high-quality professional development and enjoy working as part of a 'values-led, performance-driven' culture
- **Thriving schools.** All schools are 'great Ormiston schools', with Ofsted good as the floor and not the ceiling of our ambition. Every school delivers excellence for pupils, is popular with parents and works well with its local communities as civic institutions
- **A thriving trust.** We run great schools and are known nationally for our impact on disadvantaged pupils, professional development and inclusion. We are a learning organisation, passionate about how we can continually improve and achieve more together

## Our education priorities

We believe that each school has its own unique identity and is part of its local community which serves children and families. As a group of schools we have several shared priorities which we work on in collaboration, to enable each school to deliver for its community.

### An excellent education with great outcomes for all pupils

- High-quality curriculum delivered through expert teaching in all subject areas for all pupils
- School cultures with high levels of behaviour and pastoral care for all pupils
- A broad, rich and targeted enrichment programme for all pupils

To improve  
behaviour and  
culture

To develop great  
teaching

To raise attainment,  
particularly of  
children from  
disadvantaged  
backgrounds

To strengthen  
approaches to  
reading

Our education priorities are underpinned by  
**inclusion** and **enrichment**

### Inclusion

At Ormiston, inclusion is at the heart of everything we do. We believe that every child, regardless of background, deserves the opportunity to thrive in an environment where they feel valued, supported and empowered.

Inclusion is not just about access – it's about ensuring high expectations, expert teaching and tailored support so that every child can succeed. We are committed to removing barriers to learning before they take hold, fostering a culture where differences are celebrated, and creating classrooms where all children can participate fully.

Our approach is rooted in collaboration between staff, children, families and external partners to ensure that every child gets the right support at the right time. Together, we build schools where inclusion is not an

add-on, but an integral part of how we teach, lead and support every learner. Inclusion is not just a priority; it is at the heart of everything we do.

### Enrichment

#### A broad, rich and targeted enrichment programme for all pupils

We want all of our schools to have a clearly articulated co-curricular offer which is a driver of local collaboration, including across phases and between both mainstream and specialist provision. Schools innovate around their co-curricular offer, foster partnerships that they share with others.

Our aim is for more than 80% of pupils to actively participate in enrichment activities and for there to be no disadvantage gap in terms of participation.

## Our Trust strategy

We are focused on supporting and enabling our schools to thrive. We are a national trust that understands and values the need for unique education for local communities.

Our strategy has five strategic priorities:

### **An excellent education with great outcomes for all pupils**

We will be in the top 20% of schools and trusts nationally for attainment, progress and attendance and attainment for disadvantaged pupils will have increased by 20%.

### **A strong educational delivery model**

We will have a highly effective model which has demonstrated its capacity to support rapid and sustained school improvement, along with the internal capacity and the partnership to develop programmes and support which support schools to be constantly improving.

### **High performing people and teams**

We will have consistent high performance and learning culture across the organisation which attract and retain high calibre individuals who are aligned to our values.

### **Enabling functions which are operating effectively and sustainably**

We will run enabling functions which are highly effective and support schools to focus on delivering excellent education within an environmentally and financially sustainable envelope. Our ICT and Estates infrastructure will support schools to deliver an excellent education.

### **Thriving clusters of schools**

We will be a trust made up of mixed, thriving local clusters of schools playing an important role in supporting the system around SEND and AP.

This means that...

- Disadvantaged pupil outcomes will be in the top 20% nationally
- We will have halved the number of pupils who read below their chronological age
- We will have doubled the number of staff who say that pupil behaviour and professional development are good in their school
- 75% of staff recommend their school as a good place to work
- Schools will be 100% Ofsted good and outstanding
- We will have thriving clusters of schools and will be known nationally for the contribution we make to the system on workforce, inclusion and raising standards for disadvantaged pupils

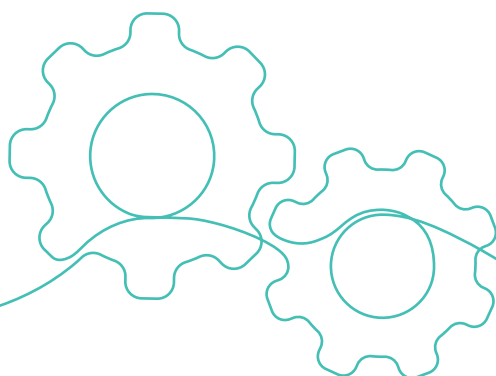
## Our commitment to you

**Work where it matters most, achieve what matters more**

We are all part of a team where passion meets purpose, as we work together where the challenge is greatest to change the lives and build the futures of children and young people.

At Ormiston, every member of staff enjoys...

- The opportunity to build on the legacy of those who came before – being part of one of the longest standing trusts, created with the sole purpose of enabling children and young people to thrive
- Working for a trust nationally recognised for its impact on disadvantaged children – a rewarding, stimulating career where staff are challenged to be the best they can be, for the pupils we are proud to serve
- Being part of a team and community where you belong – being part of a well-resourced and ambitious network of experts and professionals that work at the heart of communities
- A supportive environment to grow your career – an extensive professional development programme, alongside flexible working arrangements and generous benefits





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