



Ambition through Inclusion

ACT Multi Academy Trust Strategic Plan 2025–2029



The Driver (Internal Ethos)

**Think it,
Believe it,
Live it.**

- Love (Agapé)
- Growth
- Moral Citizenship

The Standard (DfE Statutory)

1. High-Quality & Inclusive Education
2. School Improvement
3. Workforce
4. Finance & Operations
5. Governance & Leadership

Our 2025–2028 Strategic Plan is a cohesive blueprint that anchors the Trust's Christian ethos directly into the DfE's Trust Quality Descriptions (TQDs), ensuring spiritual mission drives rigorous educational standards.

The Ecosystem of Excellence



Complexity
to Clarity





Year 3: Foundation & Compliance

- Establish Trust-wide frameworks (KPIs, Curriculum, Risk).
- Baseline audits and appointment of Ethos/Inclusion leads.



Year 4: Embedding & Strengthening

- Consistency, narrowing gaps, refining tools.
- **10% reduction in attainment gaps; procurement savings realised.**



Year 5: Innovation & Impact

- Sustained excellence and national recognition.
- **90% 'Good' teaching; top-tier educational outcomes.**

Strategic Area 1: Vision, Ethos & Strategic Direction



Pillar: Pillar 5
(Governance &
Leadership) –
Ethical
Leadership.

CST Domain:
Culture & Ethos

Think it, Believe it, Live it

Love
Growth
Moral Citizenship

Year 3 Target

100% of academies complete ethos audits; appointment of Ethos Leads.

Year 4 Target

Christian Ethos Toolkit implemented; Termly Ethos Network meetings.

Year 5 Target

Sustained excellence in audits; Ethos fully embedded in leadership structure.

Area 2: Academy Improvement

- Rigorous benchmarking against IDSR and national data.
- 100% adoption of Trust-wide KPI framework.
- Targeted support plans issued within 4 weeks for any school identified as 'at risk'.



DfE Alignment:

DfE Trust Quality Description:

Pillar: School Improvement & Workforce.

CST Assurance:

Domain 11: Educational quality and improvement.

Area 3: Quality of Education & Curriculum

Curriculum: All subjects mapped to National Curriculum;
SEND/disadvantaged access audits completed. 100% statutory compliance.

DfE Alignment:

DfE Trust Quality
Description:

Pillar: High-Quality &
Inclusive Education
(Ambitious, broad,
well-sequenced
curricula).

CST Assurance:

Domain 11:
Educational Quality.



Primary Pupils
meeting expected
standards (R/W/M).



Early Years
Good Level of
Development (GLD)



Phonics
Pass Rate



KS2 Progress
Scores ≥ 0 in
all subjects

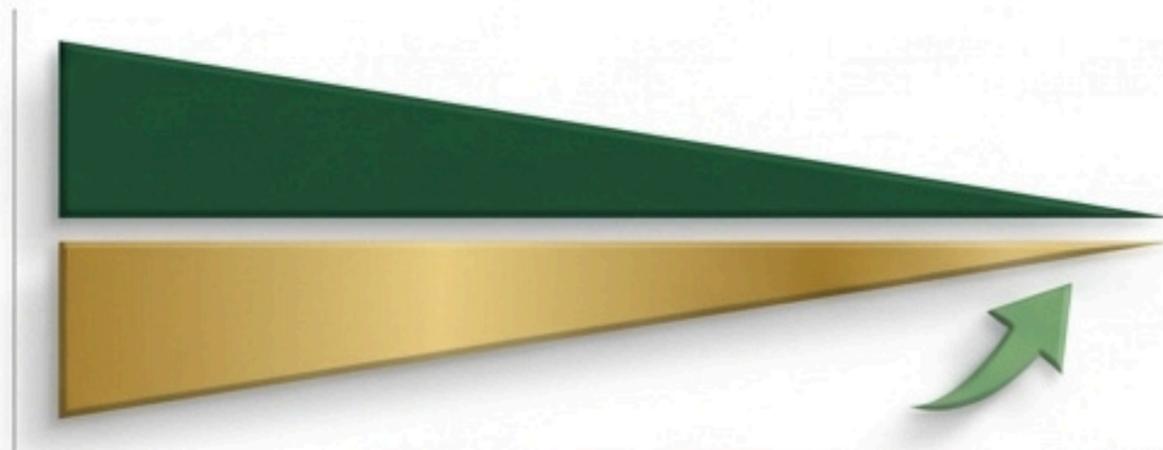


DfE Trust Quality Alignment

Pillar: Pillar 1
(High-Quality
Education) -
Accessible to all,
inclusive pastoral
support.

CST Domain:
Safety, safeguarding,
welfare.

Strategic Area 4: Safeguarding, Inclusion & Personal Development



Closing the Gap Targets:

Sustain a 10%+ year-on-year improvement in SEND pupil progress.

Target a 20% reduction in fixed-term exclusions over three years.



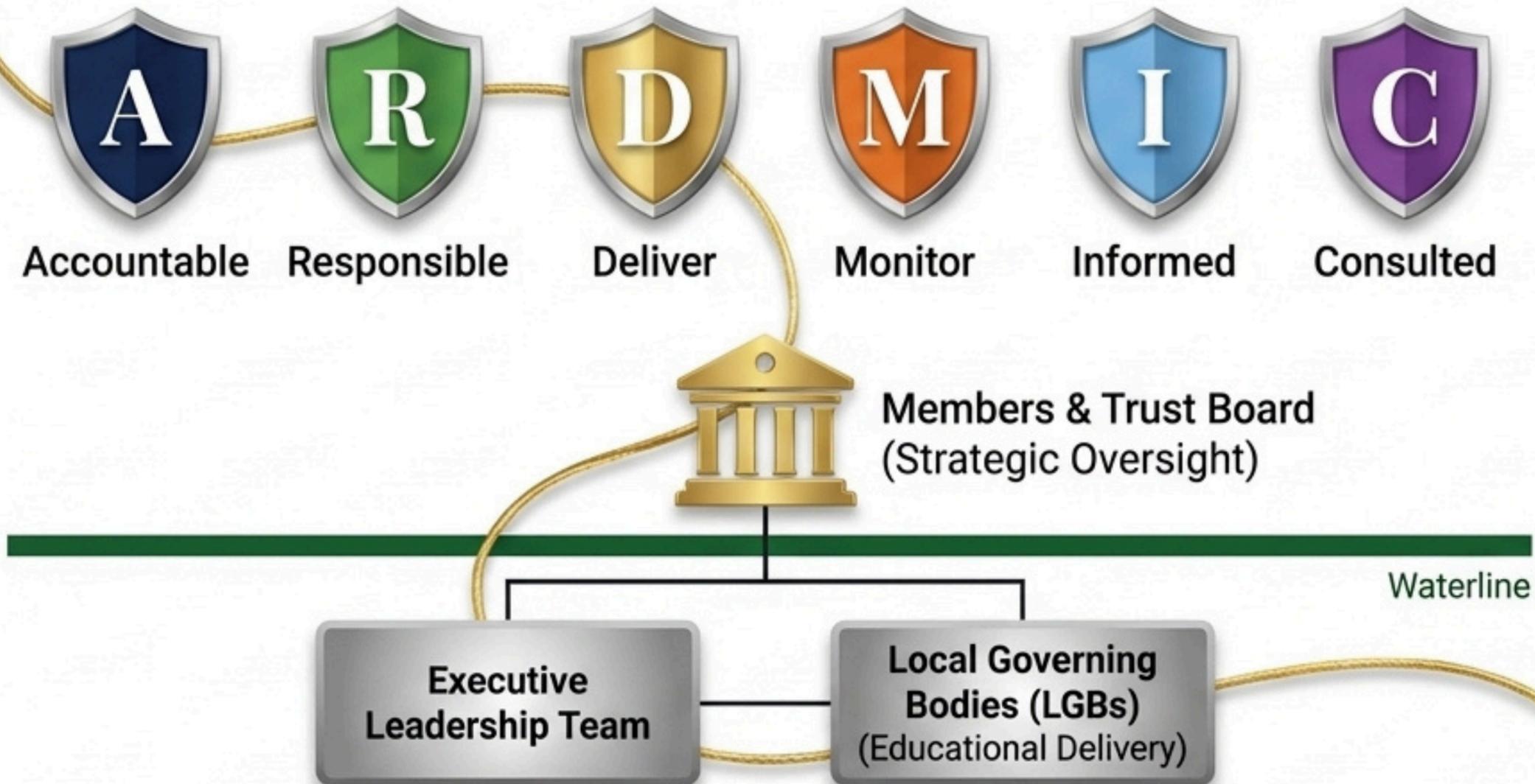
Operational Standard

100% effectiveness in safeguarding external reviews; concerns logged and actioned within 24 hours. Trauma-informed practice training for all staff.

Enrichment & Extended Services

Target 85% pupil participation in extra-curricular activities. 20% growth target for wrap-around care (breakfast/after-school clubs).

Area 5: Leadership & Governance



DfE Alignment:

DfE Trust Quality
Description:

Pillar: Governance &
Leadership.

CST Assurance:

Domain 1: Board
Leadership &

Domain 6: Separation.



Civic Duty: ≥85% satisfaction from Staff, Parents, and Pupils.
Active Church & Community Partnerships mapped.



DfE Trust Quality Alignment

Pillar: Pillar 5
(Governance) - Risk &
Capital Strategy.

Inter

CST Domain: Audit &
Compliance.

Inter

Strategic Area 7: Statutory Compliance & Risk



Internal Scrutiny Cycle

- Risk-based audit planning.
- KPI: 95%+ audit recommendations implemented on time.

Safeguarding Accountability

- Trust Board ensures legal compliance;
- Headteachers implement requirements.

Estates & Assets

- Annual premises plan aligned with DfE GEMS guidance.
- Asset registers updated termly.
- Capital works delivered with <5% budget variance.

Continuity

- 100% completion of Business Continuity Plan (BCP) drills by Year 4.



The 3-Year Strategic Roadmap

Year 3: Foundation & Compliance



Establish Trust-wide KPI and Risk frameworks. Conduct baseline audits. Appoint Ethos and Inclusion leads.



Year 4: Embedding & Strengthening



Achieve gap reduction and operational consistency. 10% reduction in attainment gaps; central procurement savings realised.



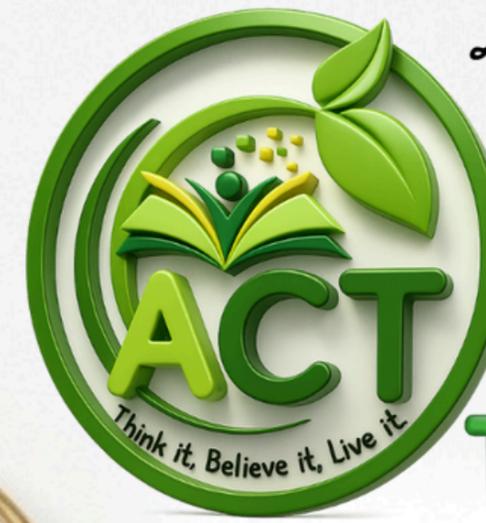
Year 5: Innovation & Impact



Sustained excellence and national recognition. 90% 'Good' teaching; top-tier student outcomes achieved.



2028 Headline Outcomes: A Data-Driven Future



Diocese of Ely

Agapé
Courage
Thankfulness

100% 

Academies with KS2 outcomes exceeding national averages

≥90% 

Academies rated 'Good' or better by internal review/Ofsted

90% 

Teaching rated 'Good' or 'Outstanding' trust-wide

10% 

Year-on-year reduction in attainment gaps for Vulnerable/SEND pupils

25% 

Reduction in turnover among supported staff

≥85% 

Stakeholder confidence in transparency and reporting



Realising the Vision

Think it, Believe it, Live it.

This Strategic Plan ensures ACT Multi Academy Trust is legally compliant, ethically grounded, and operationally robust. By marrying our internal ambition with national standards, we prepare every learner for a life of purpose.