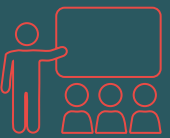




Learning
Community Trust

5-YEAR

Strategic Plan





DOCUMENT

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Learning Community Trust
2.04-2.06 Grosvenor House
Central Park
Telford
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For more information please visit lct.education





INTRODUCTION FROM THE

Chair of Trustees

OUR VALUES

Together, with our families, our staff and our communities, we are stronger.

At the heart of the Learning Community Trust lies a powerful and unifying mission: to deliver an inclusive, compelling and transformative education that empowers young people both in the classroom and beyond. Our vision is to develop compassionate, resilient and inspirational individuals who can thrive in an ever-changing global community. These aspirations are underpinned by our core values, these pillars of commitment are not just words they are the foundation of every decision we make, every policy we shape, and every relationship we build across our academies.

As we look ahead to the next five years, the importance of a strong and ambitious strategic plan cannot be overstated. The world our young people are growing into is evolving rapidly, and our Trust must be prepared to meet these challenges head-on. Our five-year plan is designed to be bold, inclusive and forward-thinking, ensuring that every young person, regardless of background, has access to exceptional educational outcomes and enrichment opportunities. This plan will guide our growth, innovation and resilience, and will be the blueprint for how we continue to transform lives across our communities.

The passion and dedication of our staff are the driving force behind our success. Across our LCT central teams and our academies, we see educators, support teams and leaders going above and beyond to ensure that every young person feels valued, supported and inspired. Their commitment to excellence and their belief in the potential of every young person is what makes our Trust truly special. It is this collective energy and shared purpose that will bring our strategic plan to life and ensure its success.

As Chair, I am deeply aware of the responsibility that comes with governance. Alongside our Trustees and Local Governing Bodies (LGBs), we are committed to holding our leaders accountable to the plan, ensuring transparency, rigour and impact. Our role is to challenge, support and champion the work of our academies, always with the best interests of our young people, families and communities at heart. We are united in our determination to see the Trust flourish and to uphold the values that define us.

When every element of our five-year plan is realised, from curriculum innovation to community engagement, from safeguarding excellence to inclusive enrichment, LCT will be a beacon of educational transformation. We will be a Trust where every young person thrives, every staff member feels empowered, and every community feels proud. The journey ahead is exciting, and together, we will make LCT truly extraordinary.



OUR DIRECTION

Trust Vision and Values

Mission Statement

Delivering an inclusive, compelling and transformative education that empowers young people, both in the classroom and beyond, preparing them for the rapidly changing world ahead.



Vision

Developing compassionate, resilient and inspirational young people who can thrive within an ever-changing global community.



OUR VALUES

Drive our Trust to succeed:



A Trust With Heart

We place our young people, staff and families at the heart of everything we do; we empower our young people to become compassionate, caring, humble and inspirational individuals.



Never Leave A Child Behind

We support all our young people to ensure that - regardless of their background or starting point - they can achieve exceptional educational outcomes.



Thriving Community

We passionately believe that a positive, thriving community is the heartbeat of the academy. We embrace our collective strength to create a range of opportunities that enhance the lives of our young people and families whilst also acknowledging and celebrating the distinctiveness and individuality of each academy's community.



Together We Are Stronger

We are united in our vision to ensure the best learning experiences for our young people, staff, and community through strong relationships and effective collaboration.



Successful Young People

We create a pride in our academies and a thirst for learning that raises aspirations and ensures our young people are ambitious - both within school life and through extensive enrichment offers - to prepare them for the global community.



Learning For All

We deliver compelling, transformative and reflective learning in our classrooms, celebrating the differences of each academy's community, inspiring all our young people and staff to be the very best that they can be.



Respect For All

We celebrate equality, diversity, inclusivity and individuality because we believe that we have far more in common than that which divides us.



Coping With The Challenges Of Life

We develop resilience within all our young people and staff to ensure a mindset for success and readiness to thrive in an ever-changing global community.





CHIEF EXECUTIVE OFFICER

Vision

OUR YOUNG PEOPLE ACROSS THE LCT

are our greatest asset and their thirst for life is supported by amazing staff

The Learning Community Trust is driven by a powerful and inclusive mission: to deliver a compelling and transformative education that empowers young people both in the classroom and beyond. Its vision is to develop compassionate, resilient and inspirational individuals who can thrive in an ever-changing global community. These aspirations are underpinned by eight deeply embedded values: respect for all, coping with the challenges of life, a Trust with heart, learning for all, thriving communities, together we are stronger, success for every young person, and never leaving a child behind. These principles are not just statements; they are the foundation of every decision, policy and relationship across the Trust.

Since its establishment, our Trust has grown into a vibrant and diverse family of academies, currently comprising of five primary schools, five secondary schools, two special schools and a pupil referral unit. We are proud that each academy retains its unique identity while being united by the Trust's shared values and strategic goals. This rapid, yet measured growth, reflects the Trust's commitment to expanding its reach and impact, ensuring that every child, regardless of background or need, has access to high-quality education and support. The Trust's inclusive ethos ensures that all young people are valued, supported and celebrated for who they are.

Community lies at the heart of LCT's work. The Trust passionately believes that thriving communities are the heartbeat of its academies. It embraces collective strength to create opportunities that enhance the lives of young people and their families, while also celebrating the distinctiveness of each academy's local context. The Trust's inclusive approach ensures that no child is left behind, and that every young person is given the tools to succeed academically, socially and emotionally. This commitment is reflected in the Trust's strategic plans, which aligns resources and innovation to meet the evolving needs of its communities.

Our young people across the LCT are our greatest asset and their thirst for life if supported by amazing staff.

Their passion, dedication and belief in the potential of every young person drives the Trust's success. From Trust central teams to classroom teachers, support teams and leaders, every member of staff contributes to a culture of excellence and care. The Trust dreams big for its young people, its families and its staff and is committed to creating environments where everyone can flourish. Professional development, wellbeing and collaboration are prioritised to ensure that staff feel empowered and supported in their roles.

Looking ahead, LCT's commitment to its mission and values is unwavering. The Trust's five-year strategic plan sets out bold aspirations for growth, innovation and impact. It unites all stakeholders: leaders, educators, trustees, governors, families and partners, around a shared vision for transformative education. Crucially, the Trust is also committed to supporting more academies in a variety of ways, ensuring that all young people, regardless of their setting, have access to the same high-quality opportunities. We believe that LCT is already a shining light for education, however, we know that when every element of our five-year plan is realised, LCT will be a beacon of excellence, inclusion and community empowerment. It will be a Trust where every young person thrives, every staff member feels valued, and every community feels proud to be part of something truly extraordinary.



OUR

Ambition for our students



OVER THE NEXT FIVE YEARS our ambition is for every young person in our Trust to flourish

Over the next five years, our ambition is for every young person in our Trust to flourish - academically, personally, and socially - so they leave us not only with strong qualifications, but with the confidence, character, and curiosity to shape their own futures and contribute meaningfully to the world around them. We want our young people to be inspired by a curriculum that is rich in knowledge, inclusive in design, and ambitious in its intent; one that challenges them to think critically, communicate effectively, and engage with the world as thoughtful, compassionate citizens.

We are committed to nurturing young people who are resilient and emotionally intelligent, supported by a culture that prioritises wellbeing, celebrates individuality, and fosters a deep sense of belonging. Through a strong focus on personal development, character education, and social-emotional learning, we will help them grow into kind, humble, and self-assured individuals who are ready to face life's challenges with optimism and strength.

In a world increasingly shaped by technology, we want our young people to be digitally fluent, safe, and empowered, able to navigate the digital landscape with confidence and integrity. By embedding cutting-edge technology into their learning and providing the tools and skills needed for independence, we will prepare them to thrive in a digital future.

Beyond the classroom, we will offer rich opportunities for leadership, creativity, and exploration, ensuring every young person can discover their passions, develop their talents, and build the confidence to lead. Through meaningful community engagement, inclusive enrichment, and a commitment to equity, we will ensure that every young person, regardless of background or need, has the opportunity to succeed and feels seen, supported, and celebrated.

Ultimately, we want our young people to leave our academies not only ready for the next stage of education or employment, but ready to make a difference - to their communities, to their families, and to the wider world.



OUR
Strategic plan



Shaping our young people to empower their futures



Building a stronger trust and academies: school improvement and conception of quality at scale



Safe young people lead to effective and happy learners: safeguarding



Digital transformation that drives productivity and inspires learning



Creating strong communities: fulfilling our civic purpose and wider common good



Developing robust strategies and cultures through supportive accountability: strategic and ethical leadership and governance



Working environments that support our educational purpose: property and estates



Financial security and innovation to support the vision of the Trust: financial strategy and probity



Workforce resilience and wellbeing: working culture, workload and wellbeing



Strategic Trust growth to meet the needs of the communities we serve





Shaping our young people to empower their futures



Our young people will leave our academies with the character, confidence and skills needed to thrive in whatever path they choose. Enriched by meaningful school experiences, they will be humble yet confident, socially aware, and equipped to positively influence the world around them.

In the next five years, we will develop our curriculums and global competencies, ensuring our young people are successful both academically and pastorally by:

- Integrating global competencies throughout our curriculum, including critical thinking, communication, collaboration, and cultural awareness.
- Ensuring full delivery of the national curriculum with explicit focus on personal development with an aim to prepare young people to navigate and succeed in an increasingly interconnected and diverse world.
- Embedding social-emotional learning and character education.
- A commitment to fostering an environment where our young people are happy, confident, humble, energetic and ambitious, ensuring they are well-prepared to face future challenges with enthusiasm and resilience.

Over the next five years, our vision is to enrich the personal development of our young people, ensuring they leave our academies with the character, confidence, and skills to shape their futures with purpose by:

- Delivering a rich programme of extracurricular activities, leadership roles, and experiential learning that foster people skills, confidence, and personality of our young people.
- Embedding the LCT Enrichment Passport across all academies.
- Providing a curriculum that supports these outcomes by incorporating social-emotional learning, character education, and experiential learning opportunities.
- Designing programmes and curriculum elements that will build respect, resilience, empathy, and self-assurance, ensuring that our young people are well-rounded individuals ready to contribute positively to society.

Our vision for the next five years will focus on strengthening pastoral support and cultivating a positive, inclusive culture across our academies, ensuring every young person feels safe, valued, and supported by:

- Establishing inclusive, responsive pastoral teams with specialist roles.
- Recognising that a positive school experience encourages regular attendance. Wrap-around support provided by dedicated professionals, in collaboration with families, will foster a nurturing educational environment.



Building a stronger Trust and academies: school improvement and conception of quality at scale

A relentless drive for exceptional academic and personal outcomes will be driven by a culture of high-quality professional development. Our workforce will be a community of highly trained, motivated, and passionate educators and professionals who inspire and empower young people to engage with learning through curiosity, enthusiasm, and ambition. We will lead our academies and central teams to become centres of educational excellence, while rigorously supporting and driving improvements in outcomes, provisions, and aspirations for our young people - both across our Trust and the wider region.

Over the next five years, our vision for attainment and outcomes is for our young people to achieve exceptional educational outcomes by:

- Ensuring quality first teaching, targeted interventions, and evidence-informed practices.
- Ensuring that every young person reaches their full potential in a nurturing and stimulating educational environment.
- Utilising clear metrics and regular data analysis to measure young people's progress to inform pedagogical strategies.

Over the next five years, our vision for teaching and learning is to embed high-impact, evidence-informed practices that enable adaptive and effective teaching by:

- Developing and embedding a consistent LCT framework for teaching and learning.
- Developing expert practitioners that are consistent in expectations, adaptive in their practice, and reflective in their professional growth.
- Establishing a culture of professional accountability and shared expectations for excellence in classroom practice across all LCT academies.

Over the next five years, our vision for the curriculum is to ensure every young person experiences a rich, responsive curriculum that raises aspirations and drives achievement by:

- Ensuring a broad and balanced curriculum that not only secures strong academic outcomes but also prepares young people for a rich, fulfilling life beyond school.
- Strengthening our ambitious, knowledge-rich curriculum with academic rigour at its core, ensuring all young people experience depth, challenge, and progression.
- Embedding equality, diversity and inclusivity into every aspect of the curriculum so that no young person is left behind and every learner sees themselves reflected and respected in what they study.
- Expanding access to high-quality enrichment opportunities, through the LCT Enrichment Passport that enhance young people's life experiences, develops cultural capital, and raise aspirations.
- Guarantee equality of opportunity for every LCT young person, regardless of background, need, or setting.

Our five-year vision for continuing professional development is to develop an expert workforce that inspires young people and drives excellence by:

- Establishing a continuous professional development pathway for teaching and operational staff that secures expert practice at all levels.
- Designing and implementing comprehensive and progressive training programmes that prepare staff for the next stage in their careers and ensure consistent high-quality practice.
- Creating centres of excellence to support our development of teaching, leadership, and operational support. These centres will act as hubs for collaboration, innovation, and the sharing of best practice, fostering a Trust-wide culture of excellence and professional growth.
- Developing a robust impact evaluation framework to assess the effectiveness of CPD and centres of excellence. Feedback, professional progression data, and pupil outcomes will guide future improvements.



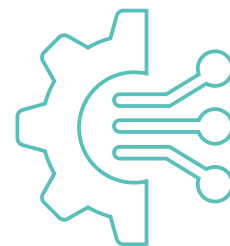
Safe young people lead to effective and happy learners: safeguarding



As a Trust, we place the highest priority on the safety, welfare and wellbeing of every young person in our care. We are committed to creating a culture of vigilance and a shared responsibility across all our academies to ensure that every young person is safe, supported, and protected from harm within inclusive environments.

We will continue to pride ourselves on a Trust-wide safeguarding culture where all staff are highly trained, alert, and confident in identifying and responding to safeguarding concerns by:

- Embedding a consistent safeguarding ethos across all academies, underpinned by effective, up-to-date training, practice, and policy.
- Ensuring our young people are empowered through an age-appropriate curriculum to understand risk, seek help, and keep themselves safe.
- Building strong partnerships with external agencies to provide swift, effective, and coordinated support for vulnerable young people and families.
- Continually reviewing and enhancing safeguarding systems using data, feedback, and case reviews to drive improvement.



Digital transformation that drives productivity and inspires learning

As a Trust, we will provide young people with access to advanced technological resources that equip them with the skills necessary to thrive in the modern world and achieve independence in life. Young people will benefit from high-tech learning facilities, while we assist families to understand and utilise technology to support their children's education and their own personal development, fostering independence for everyone

Over the next five years, our vision for digital transformation is to provide cutting-edge technology that empowers young people and families with the skills and tools to thrive independently in a digital world by:

- Integrating cutting-edge technology into every aspect of our educational framework.
- Enhancing digital literacy among young people, employees and families.
- Raising the importance and profile of staying safe in a digital world/online and protecting your digital footprint.
- Implementing information management systems that provide meaningful data insights to support informed decision-making-primarily to enhance academic and holistic progress for young people, while also aiding operational decisions.
- Creating a technologically advanced learning environment that prepares young people and families for the future and expands knowledge and opportunities for the communities we serve.
- Utilising technological advances in assistive and accessibility technology to support young people develop and remove barriers in both an academic and holistic way.
- Ensuring systems, information and data is secure and meets the regulatory requirements to protect the information of everyone.
- Exploring and adopt technological advances, such as artificial intelligence, to support with managing and reducing workload.

Our five-year vision for digital transformation is to lead in innovative educational technology by harnessing cutting-edge tools to enhance learning, independence, and digital confidence across our Trust by:

- Investing in state-of-the-art digital tools and platforms.
- Providing comprehensive training for employees and developing personalised learning experiences for all young people.
- Embracing a positive culture of digital transformation, we aim to enhance educational outcomes, streamline administrative processes, and foster a culture of innovation.
- Using data insights to create an open and transparent culture, helping inform decision-making that drives performance and operational efficiency.
- Leveraging technology to develop knowledge and create opportunities for the communities we serve, ensuring that everyone benefits from our advancements.
- Harnessing the support of the Trust's main supply chain partners to raise the profile of technology careers and the importance of technology in a modern world.



Creating strong communities: fulfilling our civic purpose and wider common good

As a Trust, we recognise that our strength comes from the communities we serve. We are committed to building strong relationships with local communities and businesses, inspiring families to seek educational opportunities, improve their financial well-being, and create transformative experiences for the entire family.

In the next five years, we envision building a strong and vibrant community that actively supports and engages with our Learning Community Trust by:

- Fostering meaningful partnerships with local organisations, parents, and stakeholders to create a collaborative environment that enhances educational opportunities.
- Working with local partners to develop comprehensive adult education programmes designed to equip adults with the skills and qualifications needed to access increased employment opportunities, thereby contributing to family economic growth and personal development.

Our vision for the next five years is to become a cornerstone of the community by building strong local partnerships that inspire learning, enhance financial well-being, and deliver transformative experiences by:

- Actively gathering and responding to community feedback, ensuring it shapes our decision-making processes.
- Promoting meaningful engagement, address local educational issues, and position our academies at the heart of academic and social life.
- Local governing bodies playing a crucial role in maintaining responsiveness to community needs, fostering strong connections between schools and local communities, and facilitating open communication and collaboration.
- Harnessing community expertise to enhance Trust-wide development through local mentoring, curriculum input, and real-world initiative co-delivery.



Developing robust strategies and cultures through supportive accountability: strategic and ethical leadership and governance

The Learning Community Trust believes that governance is crucial in ensuring that the vision, mission, and values are consistently upheld and aligned with its strategic goals. Both Local Governing Bodies and Trustees provide a framework for accountability, transparency, and ethical decision-making. Effective governance also fosters trust and collaboration among all stakeholders, enhancing the overall integrity and success of the Academies, Trust and the wider community.

As part of the Learning Community Trust's 5 year strategic plan, we are committed to delivering effective and powerful governance that champions the Trusts mission, vision and values by:

- Embedding a strong Governance Framework that ensures clear, effective and transparent decision-making across all levels of the Trust.
- Ensuring the CEO and executive team provide effective strategic leadership that enacts the trust's values, culture and strategy.
- Developing and embedding a structured policy framework to ensure the timely and effective production of all key policies, aligned with statutory guidelines, while promoting consistent compliance and clear communication with all stakeholders.

Governance will enable effective strategic oversight to empower the Trust to make the best strategic decisions in the interests of its academies' communities by:

- Monitoring educational excellence through expert leadership, ensuring the CEO and executive team bring deep school improvement expertise to ensure high-quality, inclusive education across all academies.
- Ensuring financial sustainability and strategic growth, with assurance that the CEO and executive team consistently apply robust financial expertise to steward resources effectively and responsibly.
- Fostering a high-performing, collaborative culture, evaluating the CEO and executive team's cultivation of an environment where staff thrive—promoting aspiration, mutual support, and professional growth.
- Empowering governance through expert guidance, ensuring the CEO and executive team support trustees and non-executive leaders to confidently fulfil their duties and drive strategic impact.

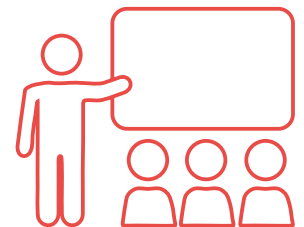
Our vision over the next 5 years is to ensure those who govern our Trust have the skills, knowledge and backgrounds to both reflect our unique community and contribute to it by:

- Recruiting diverse governors who represent the backgrounds and lived experiences of our communities.
- Providing high-quality training to build governance expertise and confidence.
- Embedding continuous development through mentoring, peer learning, and reflective practice.
- Strengthening community links by engaging governors with local voices and priorities.
- Promoting inclusive leadership that values equity, collaboration, and accountability.
- Regularly reviewing board composition to align with evolving community needs and strategic goals.





Working environments that support our educational purpose: property and estates



Through effective and efficient use of resources, the Learning Community Trust aims to ensure that the estate portfolio of academies provides a safe, high-quality environment that is conducive to learning, inspires our young people to engage in the classroom, makes staff feel valued and is welcoming to visitors and the wider community.

Over the next five years, we are committed to shaping a safe, inclusive, and future-focused estate that inspires learning, promotes wellbeing, and upholds our dedication to excellence for young people, staff, families, and the wider community by:

- Designing and maintaining academies that are well-presented, future-ready, adaptable to evolving educational and environmental needs and support outstanding educational provision.
- Creating clean, secure, and welcoming environments where young people thrive, staff feel valued, and families and visitors feel at home.
- Embedding sustainability at the heart of our estate strategy, reducing environmental impact, improving energy efficiency, and supporting the Trust's long-term climate goals.
- Using estate performance data to drive strategic decisions that ensure environmental and financial sustainability.
- Investing in redevelopment opportunities that enhance educational outcomes while aligning with our sustainability and estate vision.

The safety and wellbeing of everyone across our Trust is our highest priority. We are committed to ensuring that all sites provide a safe, healthy, and secure environment for our young people, staff, and visitors. We uphold this commitment by:

- Ensuring full compliance with Health & Safety and Safeguarding legislation to protect all members of the school community.
- Embedding safe working practices that support effective teaching, learning, and day-to-day operations.
- Conducting regular audits and risk assessments to proactively identify and resolve issues that could disrupt learning or wellbeing.
- Maintaining premises and equipment to the highest safety standards through planned and preventative maintenance cycles.



Financial security and innovation to support the vision of the trust: financial strategy and probity



Our Trust will maintain strong financial health, support effective strategic planning and allow us to dedicate additional resources solely to delivering the highest quality educational experiences for every young person.

In the next five years, the Learning Community Trust will prioritise sustainable financial growth and fiscal responsibility to support educational excellence by:

- Implementing comprehensive budgeting processes, optimise resource allocation, and seek diverse funding sources to enhance our educational programmes.
- Maintaining financial stability while investing in initiatives that directly improve learning outcomes for our young people and professional development for staff.
- Fully implement and integrate HR/payroll system that enables all Trust staff to access accurate data and for leadership to have the key workforce insights to ensure value for money in staffing decisions.

Over the next five years, we envision a financial framework for our Trust that emphasises transparency and accountability—ensuring resources are effectively aligned to support educational priorities and improve outcomes for all young people by:

- Leveraging advanced financial management tools and practices, such as ICFP, ensuring that every expenditure aligns with our strategic educational goals.
- Building a resilient financial foundation that supports long-term educational excellence and fosters community engagement.



Strategic Trust growth to meet the needs of the communities we serve

Our Trust will maintain its position as a strong educational organisation across Telford and beyond, in both leadership and supportive capacities, to ensure that young people within our communities have the very best education possible.

Over the next five years, The Learning Community Trust will drive its growth strategy by working closely with primary feeder/linked schools, ensuring a structured and cohesive educational journey that brings the Trust's vision to life; supporting young people across Telford and beyond by:

- Developing a clear and strategic engagement plan with primary feeder schools that have strong transition links with LCT secondary schools and assess alignment in values and performance.
- Offering high-quality, tailored support to selected schools through customised packages that include leadership mentoring, curriculum alignment, and operational support
- Working within schools to promote continuity in learning through the development of cross-phase curriculum planning, shared CPD, and transition programs to ensure a seamless educational experience for young people.

The Learning Community Trust will grow its Traded Services beyond the Trust, delivering high-quality, value-driven support that benefits more young people, generates income, and broadens LCT's impact by:

- Providing high-quality, targeted service packages with clear, tiered options in areas such as CPD, curriculum design, safeguarding audits, IT support, HR consultancy, and financial management-supporting young people within LCT and beyond

Over the next five years, The Learning Community Trust will continue to strengthen its central capacity to deliver high-quality, scalable support across all Trust academies and educational partners by:

- Expanding specialist expertise through the recruitment of additional professionals in key areas such as academy improvement, safeguarding, SEND, HR, finance, estates, IT, and data analysis to ensure academies receive expert guidance and operational support.
- Investing in infrastructure and high-quality systems to ensure that the integrated digital platforms for finance, HR, and performance tracking streamline operations and improve efficiency across the Trust.
- Continuing to invest in its people by building internal leadership capacity through dedicated development pathways within the central team-helping to retain talent and support effective succession planning.

The Learning Community Trust will, over the next five years, refine its policies and processes to support growth, embedding strong governance, operational, and educational frameworks that meet the needs of a larger and more diverse Trust by:

- Continually adapting governance structures to ensure effective oversight, including the role of local governing bodies and trustee engagement.
- Ensuring Trust-wide policies-such as safeguarding, curriculum, and finance are regularly reviewed and adapted to remain scalable, compliant, and responsive to local needs and diverse working practices.



Workforce resilience and wellbeing: working culture, workload and wellbeing

Every member of the LCT community—our young people, staff and families—will be valued, respected, and feel part of something special. This will foster a sense of happiness and motivation among everyone that breeds a culture of success.

Over the next five years, our Human Resources strategy will be driven by a commitment to cultivating a dynamic, inclusive, and high-performing workforce that champions educational excellence across the Learning Community Trust. We will deliver this ambition by:

- Attracting, retaining, and developing talent through a robust recruitment strategy, designed to attract top-tier professionals who align with our values and mission.
- Delivering comprehensive professional development programmes, mentoring opportunities, and clear career progression pathways, that retain and grow our talent.
- Investing in leadership development at all levels, identifying and nurturing future leaders who can inspire, influence, and drive positive change across the Trust. Our leadership programmes will be aligned with our strategic goals and tailored to meet the evolving needs of our academies and young people.
- Fostering a culture where collaboration is instinctive and innovation is actively encouraged at every level. Promoting cross-functional teamwork, sharing best practices, and embracing new ideas that will drive continuous improvement in both educational delivery and operational effectiveness
- Championing inclusion and wellbeing, embedding equity, diversity, and inclusion into all aspects of our HR practices, ensuring that our workforce reflects the communities we serve.
- Prioritising staff wellbeing through proactive support systems, flexible working arrangements, and a culture of compassion and respect.

Over the next five years, our Human Resources strategy will be shaped by a commitment to transforming our practices into a benchmark of excellence within the education sector. Guided by a forward-thinking, people-first approach, we will support our mission to deliver outstanding educational outcomes across the Learning Community Trust. This vision will be realised by:

- Integrating cutting-edge HR technologies that streamline and modernise our operations. From AI-driven recruitment tools to advanced HR analytics, we will enhance the employee experience, improve decision-making, and ensure our processes are efficient, transparent, and responsive to the evolving needs of our workforce.
- Creating a workplace culture where every individual feels heard, valued, and empowered. Through regular feedback mechanisms, recognition programmes, and inclusive communication channels, we will foster a sense of belonging and shared purpose across all roles and settings.
- Empowering staff to reach their full potential by investing in targeted professional development, coaching, and leadership pathways. By supporting our people to excel, we create a ripple effect-enhancing classroom practice, strengthening our academies and positively impacting the lives of the young people we serve.
- Developing accessible, high-quality statutory and mandatory training, ensuring all colleagues, regardless of role or setting, have the knowledge and confidence to create a safe, supportive environment for young people and staff alike. Robust compliance and tracking systems will underpin this commitment, enabling clear oversight, timely completion, and targeted support to maintain the highest standards of safety and accountability across the Trust.
- Ensuring every HR initiative is aligned with our core goal of improving educational outcomes. Our people strategy is designed to support teaching excellence, enhance learner engagement, and drive school improvement—contributing meaningfully to the success of the Learning Community Trust.





OUR

Relationships

WE ARE COMMITTED

Together, with our families, our staff and our communities, we are stronger.

The Learning Community Trust is committed to building strong, purposeful relationships with families, communities, and educational partners to improve outcomes for young people across Telford and beyond. We recognise that our impact extends beyond our own academies, and we aim to be a trusted and collaborative partner in education - supporting others, sharing expertise, and contributing to a stronger local education system.

We will work closely with primary feeder schools to ensure a smooth and consistent educational journey for every young person. By aligning values, developing joint curriculum planning, and delivering shared professional development, we will create a more coherent and supportive transition from primary to secondary education.

As part of our growth strategy, we will expand our traded services offer; providing high-quality, tailored support to schools outside the Trust. This includes leadership mentoring, curriculum design, safeguarding audits, IT support, HR consultancy, and financial management. These services will be designed to meet the specific needs of each school, helping to raise standards and improve outcomes for more young people across the region.

We are also committed to becoming a centre of excellence for teaching, learning, and operational support. Through the development of specialist hubs, we will share best practice, deliver high-impact training, and support professional growth across the wider education community. These centres will foster collaboration, innovation, and continuous improvement ensuring that our expertise benefit not only our own staff and young people, but also those in other schools and settings.

We will continue to strengthen our central capacity, investing in skilled professionals, robust systems, and

scalable frameworks that enable us to deliver consistent, high-quality support across a growing network. Our governance structures and operational policies will be regularly reviewed to ensure they remain effective, responsive, and aligned with the needs of our partners.

We will also continue to play an active role in our local communities. Our schools will be welcoming spaces where families feel involved, local voices are heard, and partnerships are built on trust and shared goals. We will work with local organisations to deliver adult education programmes, support family wellbeing, and create opportunities that benefit the wider community.

Through digital transformation, we will enhance communication, improve access to learning, and support families and communities in developing the digital skills they need to thrive. We will use technology to increase transparency, streamline operations, and ensure that our services are accessible, efficient, and secure.

Our ambition is to be a reliable and forward-thinking education partner; one that supports others, shares what works, and contributes to a stronger, more connected education system. By working together, we can ensure that every young person, whether in our Trust or beyond, has the opportunity to succeed.



Learning Community Trust

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For more information please visit lct.education