



ORCHARD ACADEMY TRUST
STRATEGIC PLAN
2026-2029



Orchard Academy Trust

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Foreword from the Executive Headteacher

Mrs Ashley Crittenden
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At Orchard Academy Trust our motto is, ***“Don’t go where the path may lead, go instead where there is no trail and leave a path.” Ralph Waldo Emerson***

Our Strategic Plan for the period 2026-2029 sets out our ambition for the next 3 years for our pupils, staff, families, and communities, aligning to our vision and values.

Despite significant challenges in the education sector, the Trust and our schools work together to ensure our young people thrive and achieve. Our focus is threaded together through 5 key drivers. These five Golden Threads run through every aspect of our Strategic Plan and provide a shared focus for our work over the next three years. They reflect our commitment to delivering exceptional educational experiences, developing our people, embracing innovation and creating opportunities for every child to succeed. Together, they ensure that as Orchard Academy Trust grows, we remain true to our values and our mission: to nurture our children to thrive and lead fulfilling lives.

Kind regards,
Ashley Crittenden

Thread 1

Inclusion in every pillar



Inclusion is at the heart of everything we do. We believe every child, regardless of background, circumstance or need, deserves to thrive in a school where they feel valued, supported and inspired. Across our Trust, we are committed to removing barriers, championing belonging and ensuring that all children have equitable access to high-quality education, enriching opportunities and the support they need to succeed.

Thread 2

EYFS as the foundation of success

The earliest years of a child's education lay the foundations for a lifetime of learning. We are committed to providing exceptional **Early Years** provision that nurtures curiosity, communication, confidence and independence. By investing in strong foundations from the very beginning, we ensure that every child is ready to flourish academically, socially and emotionally as they progress through school.



Thread 3

Digital Transformation



Technology has the power to enhance learning, improve efficiency and prepare children for the future. We will harness digital innovation to enrich teaching and learning, streamline operations and reduce unnecessary workload. By developing digitally confident learners and staff, we will equip our communities with the skills, knowledge and tools required to thrive in an increasingly connected world.

Thread 4

Workforce Development

Our **people** are our greatest strength. We are dedicated to attracting, developing and retaining talented staff by providing high-quality professional development, meaningful career pathways and a culture of collaboration and support. By investing in our workforce, we create the conditions for exceptional teaching, strong leadership and improved outcomes for every child.



Thread 5

Sustainable Growth and System Leadership



As a successful and ambitious Trust, we recognise our responsibility to **contribute** beyond our own schools. We will pursue sustainable growth that strengthens educational provision, expands opportunities for collaboration and maintains the high standards our communities expect. Through partnership, school-to-school support and system leadership, we will share expertise and help shape a stronger education system for all children.

Our Vision and Values

*"Do not go where the path may lead,
go instead where there is no path and leave a trail."
(Ralph Waldo Emerson 1803 - 1882)*

Our Vision:

- To **provide** high quality and inclusive education which **prepares** our young people for the next phase of their education and beyond
- To **nurture** growth and self-development
- To **celebrate** uniqueness and strength
- To **support** everyone in our Trust to flourish

Resilience

*We persevere and find
creative solutions to
challenges*



Integrity

*We are honest and
trustworthy and uphold
high standards*

Collaboration

We work together and share our skills and knowledge for the benefit of our Trust and beyond.



Excellence

We aspire to be exceptional in all we do.



1. High Quality and Inclusive Education

We will:

- 1.1 Develop a sector-leading inclusion model
- 1.2 Enhance EYFS provision
- 1.3 Expand enrichment and pupil development & well-being



2. School Improvement

We will:

- 2.1 Develop a trust-wide, evidence-led development model
- 2.2 Lead system-wide improvement and partnerships
- 2.3 Prepare for sustainable trust growth



3. Workforce

We will:

- 3.1 Enable a high-performing, expert workforce
- 3.2 Build leadership capacity at all levels
- 3.3 Further enhance a culture of inclusion and well-being for staff



4. Finance and Operations

We will:

- 4.1 Deliver long-term financial sustainability
- 4.2 Transform digital infrastructure and strategy
- 4.3 Optimise estates and operational efficiency



Governance and Leadership

We will:

- 5.1 Embed a strong trust identity and culture
- 5.2 Enhance stakeholder engagement and reputation
- 5.3 Deliver strategic growth responsibly

