



The Rivers
C.of E. Academy Trust

2030 Strategy

'An extraordinary education for every pupil'



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Who are we?

We are a family of schools with a 'Christian ethos'. We have Church of England and community schools, welcoming families from all faiths and no faiths but together we are guided by our mission, vision and values. As a primary specialist trust with a strong track record of improving schools, our focus is on providing an extraordinary education for every pupil.

Our journey so far

Established in 2014, our trust has grown from three schools to a family of fifteen primary schools and a nursery. We also have a central services team supporting schools and a thriving Teaching Alliance. With over 5,500 pupils and more than 850 staff, we are one of the largest primary multi academy trusts in the West Midlands. Our geographical reach now includes Sandwell and Dudley, in addition to Worcestershire. Our ambition for each school remains a priority, with 100% of our schools rated 'Good' or 'Outstanding' by Ofsted, several of which have improved from weaker predecessor judgements.

Ten years in

Working collaboratively, both across the trust and with external organisations, is central to our success and we are now in a position to celebrate our reputation as a primary trust of choice in the West Midlands. Over the last ten years, we have enjoyed many successes including opening two free schools, winning Large MAT of the Year and MAT Leadership of the Year at the National MAT Awards 2023 and STEM Project of the Year at Worcestershire Education Awards 2024, and implementing our innovative governance structure. In 2023, the trust was approved as a founding associate college for the National Institute of Teaching and our thriving teaching alliance now works with over forty schools across the region. We are proud of all we have achieved at school and trust level and are now ready to build on the success of our first ten years to ensure that our future is equally bright.



What is our shared mission now?

Under the leadership of our new CEO, we have worked with all stakeholders to review our vision for the trust as we enter our second decade. Together, we have revisited and reviewed our current mission, 'Love, Learn, Live', to see if it truly reflects the aspirations we have for our pupils and staff.

Over the last six months our stakeholders have created a mission that encapsulates both what we do as a trust every day and the ambitions we have for our whole community. With this in mind, our new mission embraces the character, purpose and future direction of our trust. It defines what we do and why we do it:

Extraordinary Education

Extraordinary People

Extraordinary Futures

The repetition of the word '**extraordinary**' conveys our ambition to be bold and out of the ordinary in our thinking, in the education we provide and in the expectations we have for pupils and staff to be the best they can be now and in the future.

The mission is substantiated by our vision statement, which clearly sets out how this mission is realised:

Through an extraordinary education, we empower pupils to be life-long learners and see their limitless potential. Respectful relationships and an unwavering focus on discovering talents and interests, enable pupils to flourish and be extraordinary people. Together, we spark aspiration and drive achievement, so that pupils contribute positively to society and to their extraordinary futures in an ever-changing world.

How do we work together?

Whilst each school's individual ethos and distinctive features are celebrated within our family of schools, we are united by our **STARS** values. These are the characteristics and behaviours that we ALL share.



What is our 2030 strategy?

Whilst acknowledging and celebrating our many successes during our first ten years, we are not complacent and we continue to strive for excellence in everything we do. Our 2030 strategy sets out our three key themes, what success looks like and what we will focus on as we move forward into our second decade as a strong and inclusive trust of choice.



Theme 1 Extraordinary Education

What will 2030 look like if we have been successful?

All pupils:

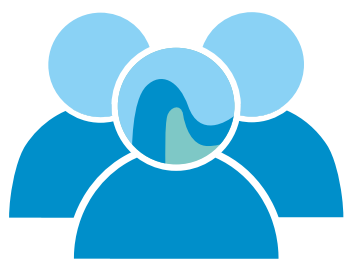
- Receive great teaching, enabling them to know how to learn, so that they can reach their academic potential.
- Access an equitable education entitlement that goes beyond academic learning and into a deep development of pupils' characters, interests, talents and aspirations.

Anchors: what priorities will we focus on to be successful?

- Excellent teaching and provision
- High-quality support for vulnerable pupils
- Exceptional enrichment

How will we know if we have been successful in 2030?

- 95% phonics check
- Year 4 multiplication check mean average 23
- Increase expected standard (ES) by 10% in KS2 Maths
- 85% RWM KS2 ES
- 75% RWM KS2 ES for underserved pupils
- 100% of pupils have achieved/on track for the Rivers' 'My extraordinary experiences'
- 0 permanent exclusions each year
- Rivers' alumni established and key measurable criteria tracked
- Our Teaching Alliance builds its local and national reputation. 100% of feedback shows impact on practice
- Establish relevant metrics for the Rivers' standards



Theme 2 Extraordinary People

What will 2030 look like if we have been successful?

All staff:

- Are empowered to thrive and contribute brilliantly to an extraordinary education.
- Have the confidence to be bold, innovative and out of the ordinary.
- Benefit from highly effective collaboration, learning and development.

Anchors: what priorities will we focus on to be successful?

- Empowered and valued employees
- Clear professional learning pathways
- High-quality collaboration and networks

How will we know if we have been successful in 2030?

- Staff turnover is no greater than 10%
- 100% 'right first time' appointments
- Staff attendance above 97%
- 90% of staff survey responses are positive in relation to key themes (wellbeing/communication/CPL/employee experience/environment/EDI)
- An EDI strategy is established, implemented and showing impact
- 100% staff response rate in surveys
- 100% of staff complete relevant learning on their professional pathway
- 100% of staff roles are represented in a collaborative network
- 50% of Rivers' ITT trainees are appointed and deployed early
- Establish relevant metrics for the Rivers' standards



Theme 3

Extraordinary Futures

What will 2030 look like if we have been successful?

Our community of schools will:

- Have a future characterised by exceptional services to contribute brilliantly to an extraordinary education.
- Achieve advancements in the use of technology.
- Develop new and innovative partnerships with key community stakeholders.

Anchors: what priorities will we focus on to be successful?

- Purposeful environments
- Digital innovation and efficiency
- Thriving growth and partnerships


How will we know if we have been successful in 2030?

- 25% reduction in the consumption of physical resources
- 10% increase in the time that school leaders focus on teaching and learning
- 50% increase in the number of pupils through growth of schools
- Schools have no more than 5% vacant pupil NOR places (current 16%)
- More than 8% whole trust reserves with in-year revenue surpluses
- Establish our carbon footprint and targets for reduction by 2030 and 2050
- Rivers' traded service is supporting local schools generating 1% additional turnover
- Establish relevant metrics for the Rivers' standards



The Rivers

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