

Monday 8<sup>th</sup> January 2024

Dear Parents and Carers,

### The Endeavour Mission

*"We pledge that our schools will be transformational places of academic excellence that offer a true richness of experience, providing all children with the same opportunities to flourish and develop their unique skills, qualities and talents.*

*We will work collaboratively with our colleagues, parents and carers and our partners to remove any barriers that place limitations on our children, creating schools that are happy and harmonious places at the centre of their community."*

Happy New Year!

I hope you have all enjoyed a joyous and peaceful Christmas and new year break.

Having joined the Trust last summer, it has been an absolute privilege to get to know our schools and to meet some of our young people. Throughout the autumn term, I have taken the opportunity to reflect with colleagues on the feedback received from parents and carers, young people and colleagues through the engagement survey in July 2023. It was wonderful to see you celebrate some of the fantastic aspects of our work through this survey. However, you also highlighted some areas where you felt we could do more.

As a result of all of this feedback, I have been working with Trustees, Local Academy Councillors, School Leaders and Central Team colleagues to consider our strategy moving forwards. I am delighted that we are now able to launch our plan, and you can download a copy from the Trust's website at <https://endeavourlearning.org/about/strategic-plan>.

The purpose of the strategy is to set our course for the next three years, and I hope that you agree that the plan sets out a compelling and ambitious vision for our future. The focus of our plan is on "Realising Potential", ensuring that we make the most of the benefits of our Trust partnership for the benefit of our children, colleagues and communities. We have summarised our priorities for these three groups within the plan as follows:

### Realising Potential for our Children

*Our students are at the heart of everything we do at Endeavour Learning Trust. Regardless of our size, we will remain focussed on ensuring that each and every one of them is supported to achieve their own version*

*of success, regardless of their needs, background or starting points. Each of our schools will focus on our young people experiencing the joy that a rich, high-quality and child-centred education should provide.*

### Realising Potential for our Colleagues

*Our colleagues are our greatest asset and a fundamental part in our Trust community. We know that we will never be successful in delivering our vision for our young people unless our colleagues are supported, nurtured and developed to achieve their full potential with us. Every colleague, regardless of their role or career stage, plays a critical role in ensuring our Trust is successful, and we will embed our position as an employer of choice by offering each of them a sector-leading experience.*

### Realising Potential for our Communities

*Our schools sit at the heart of their communities. We will work to maximise the impact our Trust has on our communities by working collaboratively with partners to deliver what our communities need from us, and particularly for those members of our communities who are most vulnerable. We will invest in the development of provision so that any child, regardless of their needs, can access provision in an Endeavour Learning Trust school if they want to.*

The plan itself goes into further detail on what we are hoping to achieve against each of our three priorities, and I would encourage you to take a few minutes to read it. I hope you will recognise the ways in which we have responded to your feedback in setting our priorities.

One of our key priorities is to embed the Trust's values into our daily practice so that all of our actions are values-led. Utilising your feedback, we have re-developed the values to ensure they articulate what we collectively believe in:

#### Individuality

*We are firmly committed to recognising, celebrating and investing in the individuality of all of our children and young people, each of our colleagues and the distinct ethos and identity of each of our schools, whilst remaining united by our core values. We don't believe in a "one size fits all" approach, and will adapt our provision to meet individual needs.*

#### People centred

*Our work is driven by our responsibility to every individual within our Trust community. Every person deserves to be treated with respect, dignity and kindness. We demonstrate empathy and humility in our approach, ensuring that our Trust provides an environment where every individual feels confident to be their true authentic self.*

#### Belonging

*Equity of opportunity is central to our practice and we will be relentless in our endeavour to identify and remove barriers that prevent full inclusion. Our culture extends beyond tolerance to one where difference is embraced and every individual is valued and celebrated for their unique contribution to our community. Every individual is a full member in our community.*



## Transformational

*We believe in the promise of each individual across the Trust and will ensure we inspire, support and challenge in proportionate measure, so that we all thrive and are able to achieve our own individual successes. We are bold in our approach, stretching perceived boundaries, to go further for our children, colleagues and communities. We continually develop our approach to respond to changes in the communities we operate within to support every child, colleague and partners to realise their potential.*

## Togetherness

*We are a proud family of schools bonded by our Trust vision, priorities and values. We work as one team in school, across our Trust and with our wider partners for the benefit of the communities we serve. Our collaborative approach inspires us to be bold and brings us together in ways that help us to make a difference. We are better together.*

We will be talking a lot more about our values over the coming months, working to embed them into our Trust and School culture so that they are central to our decision making.

It is with a real sense of excitement that I look ahead to 2024 and the next exciting stages in our Trust's development, which I know will deliver real benefits to each of our children. Thank you, once again, for all of your support.

Wishing you all the very best for the new year



David Clayton  
Chief Executive