



**SESAT**  
Creating Lifelong Learners



**STRATEGIC PLAN**

# Welcome

---

## CONTENTS

3. Introduction & Vision
4. Values
5. Commitments
6. Education
7. School Improvement
8. Leadership
9. Team
10. Finance
11. Safeguarding, Health & Safety
12. Estates Management
13. Governance & Compliance Management



**Creating  
Lifelong  
Learners**

# INTRODUCTION



It is my great pleasure to welcome you to SESAT (South East Stafford Academy Trust). Our Trust is founded on the belief that every individual deserves the best possible educational journey, one that fosters both academic excellence and personal growth. As a vibrant, diverse and ambitious collaboration of schools, we remain steadfast in our vision and values, ensuring every learner is supported, challenged and inspired. I am immensely proud to lead a Trust that creates life-long learners and embraces the individuality of each child, empowering them to thrive and reach their full potential.

At SESAT, we celebrate the distinct identity of each school while fostering a collaborative spirit that strengthens our entire Trust. Each school retains its uniqueness through a bespoke curriculum tailored to its community, ensuring that individuality is not only preserved but embraced. At the same time, we harness the collective strengths of our schools, learning from one another and sharing best practices to enrich the educational experience for all. This culture of collaboration also extends to our staff, providing exciting opportunities for professional growth, development and shared expertise across the Trust. While we share a common commitment to excellence, we recognise that diversity in approach enhances our ability to inspire, challenge and support every learner. By balancing both our similarities and differences, we create dynamic and enriched environments where every school - and every child - can thrive.

Thank you for taking the time to learn more about SESAT. We are incredibly proud of our schools, staff and most importantly, our children. Together, we are on an exciting journey of growth, innovation and collaboration, ensuring every child receives the best possible education and opportunities for success.

## VISION

SESAT is dedicated to building a dynamic network of schools where collaboration, innovation and a relentless commitment to excellence drive continuous improvement. Led by inspirational leaders and underpinned by a strong moral compass, we strive to provide every child with a broad, enriching curriculum and core values that prepare them to thrive in an ever-changing society. Through a focus on exceptional education, supported by ongoing professional development and high-quality research, we empower both staff and children to excel. By nurturing personal growth alongside academic achievement and fostering a lifelong love of learning, we ensure that every child has the best possible start in life and the knowledge and skills to be highly successful.



**Mrs Bettany** CEO

# SESAT

## Creating Lifelong Learners

### VALUES

- **Integrity** - Guided by a strong moral compass, always acting with honesty, fairness and respect in everything we do.
- **Ambition** - Determined in our drive to achieve, having the courage to exceed boundaries and the strength to empower our future.
- **Innovation** - Be forward-thinking and lead with creativity, constantly exploring new ideas to inspire progress and growth.
- **Inclusivity** - Champion equity, ensuring every individual is valued and supported, providing the opportunities needed to thrive regardless of background or circumstances.
- **Collaboration** - Foster a spirit of working together, sharing ideas, solving challenges and achieving meaningful success.
- **Excellence** - Dedicated to the pursuit of exceptional achievement, with the discipline to refine every detail and uphold the highest standards



SESAT's vision and values are strategically embodied in eight key commitments. Each commitment reflects a shared understanding of its meaning, guided by our three core principles, reinforced through quality assurance measures and evaluated using key performance indicators. By consistently meeting and exceeding these commitments, we ensure that every child has the best possible opportunity to reach their full potential.



**Our Commitments**

**Education**

**School Improvement**

**Leadership Team**

**Finance Estates Management**

**Safeguarding, Health & Safety**

**Governance & Compliance Management**

See the full breakdown of each commitment as you move through the brochure



**Creating Lifelong Learners**





# EDUCATION

Education plays a pivotal role in shaping individuals and societies by equipping learners with essential knowledge and skills. A well-designed curriculum provides a structured yet dynamic framework for children to become ambitious and curious learners. We believe that the curriculum should allow children the opportunity to achieve excellence academically, whilst nurturing personal growth. SESAT will work collaboratively with our schools to ensure that we provide a bespoke quality education that continually evolves to meet the needs of our children and their communities. Through a research-based approach, our curriculums are carefully planned and sequenced to build on knowledge and skills. We will foster learning environments where children are motivated to ask questions, seek answers and push the boundaries of their understanding. By nurturing these qualities, we empower learners to engage with the world more thoughtfully and meaningfully, preparing them for both personal success and broader societal contribution.



## CORE PRINCIPLES

- **Quality First Teaching:** Expert teachers that provide an inclusive and equitable learning environment achieving the best possible outcomes for all children.
- **Building Knowledge and Skills:** Carefully sequencing relevant knowledge and skills, equipping learners to navigate challenges and develop the confidence to tackle increasingly complex tasks
- **Life-Long Learners:** By providing exciting, engaging and memorable learning opportunities we ignite curiosity, creating children who are passionate and develop personal character to enable them to contribute to the changing world around them.



## KPI MEASUREMENT

- All schools are graded good or better
- Pupil outcomes consistently exceed national benchmarks
- High pupil engagement and attendance



## QUALITY ASSURANCE

- Attendance
- CEO Reports
- Ofsted Outcomes
- Trustee Action Plan
- Enrichment Opportunities
- Headteacher Report
- Pupil Engagement
- Monitoring
- Pupil Outcomes
- Trust Policies
- Trust and Governor Minutes
- Quality First Teaching

*'Our curriculum is great because it lets us get completely involved, thinking about how we could use our learning in real life.'* – Archie





Creating Lifelong Learners



### QUALITY ASSURANCE

School Improvement Plan

Ofsted Outcomes Pupil Outcomes

School Self Evaluation Learning Conference

Parental Feedback School Categorisation

External Partners Reviews

Quality Assurance Monitoring

Staff Voice CPD Impact

Pupil Voice



### CORE PRINCIPLES

- **Child-Centred Decision Making:** Ensuring that every decision prioritises the needs and best interests of the child, placing them at the heart of the Trust's vision.
- **Collaborative Effort and Collective Responsibility:** Schools working together, sharing expertise and taking joint responsibility for improving outcomes across the Trust.
- **Continuous Improvement and Excellence:** Fostering a culture of high ambition, providing expert support and empowering schools to become self-improving for sustained success.



### KPI MEASUREMENT

- All Trust schools achieving good or better Ofsted outcomes.
- Leaders have an accurate view of improvement priorities.
- Pupil outcomes to exceed national data.



*'Our playground is so much fun, I love using all of the equipment and the Active Sheds.'* - Alba

School improvement across the Trust is driven by a shared belief that together, we can achieve more. With the child at the heart of all decisions, the Trust is committed to fostering high ambition and ensuring that every learner has access to the best possible opportunities. Collective responsibility underpins our approach, with schools working collaboratively to share expertise, resources and best practices. By offering access to specialists and experts in key areas, we ensure targeted support and guidance that drives excellence. This collaborative effort builds a culture of continuous improvement, empowering schools within the Trust to become self-improving and ensuring sustained success for all.





# LEADERSHIP

Leadership across the Trust is built on a foundation of shared vision and values, with every leader fully committed to driving excellence for both children and staff. Leaders prioritise talent spotting and development, recognising the importance of nurturing potential at all levels to create opportunities for growth and success. Reflective practices and a relentless drive for excellence ensure that both academic achievement and personal development are equally valued, enabling every child to reach their full potential. Leadership within the Trust is holistic, embracing equity for all and ensuring that children and staff alike have access to the resources and opportunities they need to thrive. Importantly, the Trust fosters leadership opportunities for children, empowering them to take on responsibilities, develop confidence and contribute meaningfully to their school communities. By investing in leadership qualifications and professional development, we create confident and capable leaders who uphold the Trust's high standards and inspire children to excel. We hold ourselves to account through transparent processes and a shared commitment to continuous improvement, fostering an environment where everyone – children and adults alike – are empowered to succeed. This approach ensures a lasting impact by building leadership capacity that drives sustained excellence and inspires future generations to achieve their potential.



## KPI MEASUREMENT

- Increase the opportunities into leadership roles through talent spotting and development initiatives.
- Well established network of leaders, who collaborate to share expertise.
- Opportunities for children to develop as leaders, having a clear voice and making lasting impact.



## CORE PRINCIPLES

- **Commitment to Vision, Values, and Accountability:** Leaders aligning with the Trust's vision and values, investing in professional qualifications and holding themselves to high standards of accountability.
- **Developing Talent:** Identifying and nurturing potential at all levels while fostering a reflective and growth-oriented leadership culture.
- **Holistic and Equitable Approach:** Balancing academic achievement with personal development and ensuring equity for all members of the Trust community

*'There are lots of opportunities for us, like visiting places locally as well as far away. Our experiences are not just about having fun: they are also really educational.'* – Eliza



## QUALITY ASSURANCE

Recruitment & Retention

Performance Management

Promotion to Senior Leadership Roles

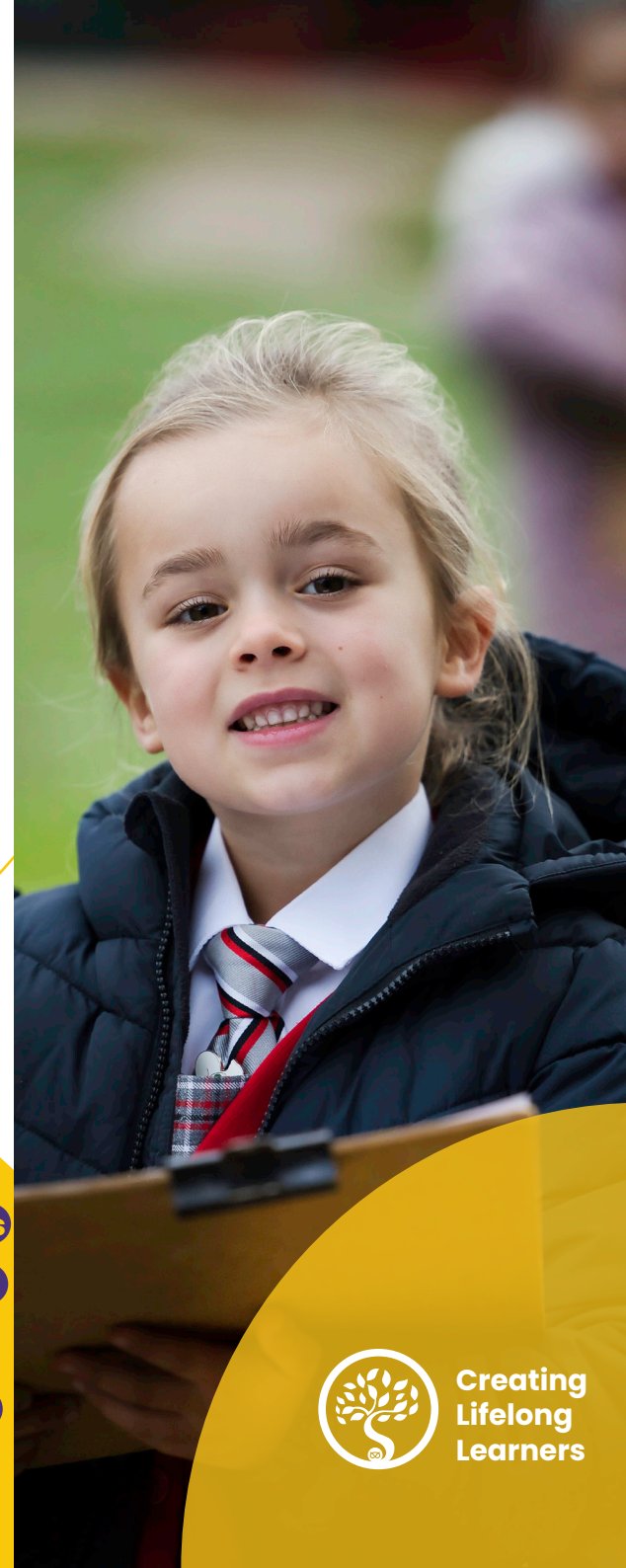
Children's Leadership Opportunities

Ofsted Outcomes

Engagement in Leadership Qualifications

Workload and Wellbeing CPD

Experts in their Field



Creating Lifelong Learners



- Recruit high quality staff that can contribute to the Trust vision and impact outcomes for children.
- Maintain or increase positive feedback in annual staff surveys, with staff reporting that they feel valued, have a voice and are part of a supportive Trust family.
- Ensure schools meet established benchmarks for providing well-equipped, inviting environments as assessed through internal audits, staff feed back and attendance.



**KPI  
MEASUREMENT**



*'Our allotment is wonderful and we get to go and grow amazing plants and fruit in it.'* - Charlie

The strength of our team lies at the heart of our success, with people recognised as our best and most valuable resource. Rooted in a culture of rich continuing professional development (CPD), every individual is supported to grow, excel and feel valued within a Trust that prioritises their professional and personal wellbeing. We foster inviting and well-equipped environments where staff can thrive, with workload and wellbeing carefully considered to maintain a healthy balance. As a Trust family, everyone is encouraged to have a voice, contributing to decisions and feeling part of a united vision. By aligning with our shared values and goals, our team works collaboratively, empowered to make a meaningful impact on the lives of children and the wider school community.



**QUALITY  
ASSURANCE**

**Recruitment & Retention**

**Exit Interviews**

**Performance Management**

**Teacher Apprenticeship**

**Absence Data**

**Workload**

**CPD Wellbeing Strategy**

**Deployment Across Schools**

**CPD Engagement**

**Staff Engagement**



**CORE  
PRINCIPLES**

- **Recruiting and Retaining High Quality Staff:** Recruiting high quality staff, investing in rich CPD, ensuring staff feel valued to create a supportive and thriving work environment.
- **Collaboration and Voice:** Fostering a Trust family where everyone has a voice and feels connected to the shared vision and values.
- **Inviting and Well-Equipped Environments:** Providing spaces that empower staff to perform their roles effectively and feel a sense of pride in their work environment.



**TEAM**

# FINANCE

Financial stability within the education sector remains one of our greatest challenges. A strong financial foundation enables school leaders to strategically allocate resources, enhancing outcomes for all children and continuously advancing our educational offerings.

At SESAT, we provide strategic financial support and centralised financial services. Through a clear financial strategy and an innovative solution-focused approach, we ease the burden of budget management for schools. Our rigorous processes and procedures ensure full financial compliance, mitigate risks and drive best value across the Trust. This financial stability empowers courageous and proactive leadership, enabling schools to deliver excellent, bespoke curriculums. It also positions SESAT Schools as the schools of choice, ensuring the best opportunities for every child.

*'The teachers are all really kind and friendly and if you want to tell them something, they are always ready to listen to us.'*



- Georgina

- **Strong Financial Position:** Ensuring financial compliance and stability to position SESAT schools as the schools of choice, supporting efforts to meet planned admission numbers.
- **Innovative Approach:** Driving organisational efficiency through benchmarking and strategic procurement, delivering best value for money across the Trust.
- **Additional Funding Streams & Marketing:** Using our expertise to identify and secure additional funding opportunities, while managing reserves effectively to enhance financial stability and sustainability for all schools.

## CORE PRINCIPLES

## KPI MEASUREMENT

- The Trust are financially stable and fully compliant in line with the Academy Handbook.
- Trust wide efficiencies, procurement and benchmarking are implemented, driving best value for money across the Trust.
- Robust reserves and growth strategy.

## QUALITY ASSURANCE

- Financial Audit
- Financial Policy
- Internal Audit
- Financial Strategy
- Benchmarking
- Reserves
- School Budget
- Monthly Management Accounts
- End of Year Statutory Accunts



Creating Lifelong Learners



### QUALITY ASSURANCE

- Safeguarding Audit
  - Premises Checks
  - Health and Safety Audit
  - Monitoring Systems
- 175/157 Local Authority Audit
  - Online Monitoring
- Training Platforms
  - Health and Safety Policies
- Safeguarding Reporting
  - Safeguarding Policies
- Incident Reporting
  - Recruitment Packs
  - Risk Assessments
  - Ofsted



### CORE PRINCIPLES

- Culture:** Embedded culture where 'everyone is responsible' for promoting the safeguarding, health and safety of all.
- Robust Processes and Procedures:** A cycle of continuous monitoring, evaluation and improvement ensures the highest standards of safeguarding, health and safety across all schools, creating a safe and secure environment for children and staff.
- CPD: Everyone Having the Right Knowledge:** A commitment to providing robust education and training to staff and children, ensuring that everyone possesses a comprehensive understanding of their responsibilities regarding safeguarding, health and safety.



### KPI MEASUREMENT

- All staff know and understand their responsibilities.
- All schools are fully compliant with safeguarding, health and safety requirements.
- Full engagement in strategically planned CPD

*'Our teachers are inspirational. They help us to show our courage to try things that we've never done before and learn for ourselves.'*

- Umut



Creating Lifelong Learners

The safeguarding, health and safety of our children is a collective responsibility and at SESAT, we are committed to providing a safe, secure and vibrant environment where every child can thrive and prepare for the future. In a constantly evolving world, where challenges and priorities shift, it is crucial that we maintain a clear focus on the safeguarding, health and safety of our premises and, most importantly, our children. This shared responsibility also extends to the ever-expanding digital landscape, where safeguarding children is more important than ever. With a wealth of experience and proven success, SESAT supports the management of safeguarding, health and safety through a deeply ingrained culture that emphasises 'everyone is responsible'. We uphold robust policies, effective procedures and continuous monitoring to ensure a safe environment for all. Education is key to achieving this vision, and ongoing professional development is the cornerstone of our approach at every level.



**SHS** SAFEGUARDING, HEALTH & SAFETY



# ESTATES MANAGEMENT

Effective estates management is integral to maintaining sustainable, efficient and well-resourced educational environments. Strategic management of estates focuses on reducing running costs, negotiating better deals and making informed investments that ensure long-term value. By proactively accessing funding opportunities and prioritising sustainability, SESAT ensures that all buildings are equipped for longevity and remain fit for purpose. This approach not only supports operational efficiency but also enhances the quality of learning spaces, fostering an environment where children and staff can thrive. Strategic investments in modern infrastructure and green initiatives further strengthen SESAT's commitment to sustainability and future-proofing its estates.

*'Our teachers at school set us high expectations meaning our lessons are a great challenge.'* - Millie




## QUALITY ASSURANCE

- CIF Bids
- Compliance Tracker
- Sustainability Policies
- Estates Strategy
- Energy Consumption
- Landlord Agreements
- Asbestos Management
- S77 Compliance
- Good Estate Management for Schools (GEMS)
- Compliance Documents
- Managing of Contractors



## CORE PRINCIPLES

- Cost Efficiency:** Proactively reducing running costs and negotiating better deals to maximise value and ensure the optimal use of resources.
- Sustainability:** Prioritising sustainable practices and green initiatives to enhance the longevity of buildings and align with environmental goals.
- Strategic Investment:** Making informed investments and accessing funding opportunities to maintain and improve infrastructure for long-term benefits.



## KPI MEASUREMENT

- Reduction in running costs and effective maintenance planning.
- Sustainability projects.
- 3-5 years building management plan and investment.





Creating Lifelong Learners



- **Clear Accountability and Strategic Oversight:** Robust governance structures ensure transparency and alignment with the Trust's vision and objectives.
- **Adherence to Standards:** Effective compliance frameworks maintain legal, financial and educational standards; minimising risks and fostering trust.
- **Consistency and Equity Across Schools:** Strong governance ensures equitable resource allocation and consistency in quality across all schools within the Trust.



### CORE PRINCIPLES



*'Our amazing space lets us get outside and understand what we can do to protect nature. Forest School and all the different sports are for everyone, not just certain year groups.'* - Harneesh



### QUALITY ASSURANCE

- Attendance
- Trustee Action Plan
- Headteacher Report
- Ofsted Outcomes
- Trust Minutes
- CEO Reports
- Trust Policies
- Complaints
- Governor Monitoring
- Risk Register
- Pupil Outcomes
- Local Governing Board Minutes
- Commitments
- Scheme of Delegation
- Visions
- Values



### KPI MEASUREMENT

- Full attendance and active participation in governance meetings by Trustees and key stakeholders annually.
- 100% adherence to all statutory legal, financial and educational compliance requirements during audits and inspections.
- Ensure all schools within the Trust meet or exceed a predefined resource sufficiency threshold (e.g. pupil to staff ratio or funding per pupil) annually.

Strong governance and compliance are fundamental to the success of the Trust. Robust governance structures ensure clear accountability, strategic oversight and informed decision-making, enabling the Trust to respond effectively to challenges and opportunities while staying aligned with its vision and objectives. Trustees play a crucial role by maintaining a focus on strategy, allowing Governors to focus on the quality of education, whilst empowering senior leaders to manage the operational aspects of the Trust effectively. This clear distinction of roles ensures that leadership efforts are optimised and aligned towards achieving long-term goals. Effective compliance frameworks safeguard the Trust's integrity by ensuring adherence to legal, financial and educational standards. This minimises risks, promotes transparency and builds trust among stakeholders; including parents, staff and regulatory bodies. Strong governance fosters consistency across schools within the Trust, driving excellence and equitable resource allocation. Together, governance and compliance create a stable foundation that empowers the Trust to achieve its mission of delivering an outstanding education for all.





Creating  
Lifelong  
Learners

