

The Diocese of Salisbury Multi-Academy Trust

Putting children, young people & families at the heart of our mission

Diocese of Salisbury Multi Academy Trust

Vision, Ethos and Values

Background, Context, Principles

Children are our nation's most precious resource. Their school life and learning experience will shape them for the whole of their lives. The Salisbury Diocese, in dynamic and committed partnership with Mott MacDonald, as the Diocese of Salisbury Multi Academy Trust (DSMAT), has a vision that each academy within the DSMAT family should become an outstanding, distinctive, Christian learning community – achieving world class provision in all aspects of school and academy life, built on a foundation of Christian values.

Central to our thinking is the recognition of the need to build self-sustaining schools rooted in their communities, effective in self-evaluation, but also networked with a wide group of strong church schools.

Over the last year we have developed strong and practical working relationships with each of the schools and we are eager for DSMAT formally to begin its relationship with the new academies. Each school has its own school improvement journey; there is immense commitment, sincere passion for children and families and the service of the schools to the community. For each school it is a story which includes asking searching questions as they have determined to be robust and accurate self-evaluators. It is also a story of hard decisions made to ensure that the weaknesses of the predecessor schools are eliminated and the strengths of each school are further built.

In developing our partnership we have committed to modelling working practices that are collaborative; a culture within which we co-construct solutions. The Salisbury Diocese Board of Education and Mott MacDonald have established a Trust in which we both have three representatives as Directors; the Trust is completed by three headteachers from outstanding schools within the Diocese and the Chair of Governors of one of the DSMAT academies, rooting DSMAT in grounded, current school practice and experience.

DSMAT academies will provide an exciting and dramatically different high quality learning environment fit for the twenty-first century. High quality leadership and teaching will enthuse and inspire all learners, and enable the wider learning community to become an outstanding beacon for inclusion, providing personalised learning opportunities for each learner to succeed in order to become the best they can be. DSMAT academies will play a pivotal role in transforming and enhancing the life experiences of the wider communities they will serve.

DSMAT is committed to becoming a Trust of excellence and, in partnership, shaping the education landscape within the diocese. Most importantly, however, the Trust will put

children, young people and families at the heart of our mission, shaping the life chances and the experiences of a community of children's learning and of school.

Through DSMAT's high expectations for all children's learning, there will be strong moral purpose and a unique ethos of warmth and respect to educate young people who:

- Respect themselves and show respect to others
- Understand the importance of learning and who will achieve their best
- Understand the importance of making a positive contribution to the community and to society as a whole
- Communicate well with others and show consideration to others' beliefs and points of view
- Present themselves with confidence and pride
- Take responsibility for their own actions
- Develop the ability to show compassion and give support to others

DSMAT Mission

Through collaborative partnerships we will build modern and inspired learning environments in all our academies. We will develop creative, passionate and respectful learners who make excellent progress and are supported by well-motivated and professional staff.

Our academies will be at the heart of compassionate and caring communities that are underpinned by strong Christian values. The academies will continue to develop their religious character in accordance with the principles of the Church of England and in partnership with the Church at parish and diocesan levels. They will serve their communities by providing an education of the highest quality within the context of Christian belief and practice.