



Aims and Vision



Athena Schools Trust - Better Together

Welcome to the Athena Schools Trust: a collaborative Multi Academy Trust (MAT) which is built on partnership and thrives on local schools working together.

Our aim: To offer the best schools to our communities, delivering outstanding education to every child.



What we do

Collaboration is key to delivering the best education – academic, physical and emotional – for every child, whatever their individual needs, across all ages. Athena was set up by local schools to develop a MAT that sets high aspirations and goals for every school in the partnership. We believe in driving up educational standards and raising targets through collaborative school-to-school support.

Teachers need more time to teach. We aim to allow schools to focus on delivering excellent education by centralising services to achieve operational efficiencies.

Our MAT is not about direction from the top, but an all-inclusive approach to school improvement, delivering strong outcomes for all our young people and understanding the communities in which we operate.

Our Values

Aspirations

We have high aspirations for every school and every individual, irrespective of background.

We aspire for every child to reach their potential.

We will create a safe, supportive and caring environment to ensure that every student's academic, physical and emotional needs are met.

We provide varied opportunities for progression and development of our staff. The health and happiness of staff is a central tenet to school success.

We expect every school to have a clear improvement strategy, and to continually strive to be the best so that they can deliver outstanding education.

Rigorous monitoring of standards – at school, executive and board level – will enable support to be targeted swiftly and efficiently.

We will support under-performing schools where we believe we can improve teaching and benefit student outcomes.

Where performance does not meet requirements, the Trust will intervene and act swiftly to make improvements.

Collaboration

All schools are expected to participate in the shaping and running of the MAT – there is no “lead” school – we are all in this together.

We share ideas, best practice and expertise to achieve consistently high standards.

We will celebrate our successes – within individual schools and collectively as a MAT.

Robust and centralised services support our schools, enabling resources to be used as effectively as possible.



Local leadership

Schools are led locally by those who know their students, staff and communities best - their headteachers and local governing bodies. We provide support services and structure to enable local leaders to focus on delivering excellent education.

Our Trust reflects a wide professional skillset, including educational expertise, to enable it to hold all our schools to account.

Our Headteachers' Council sets high standards across all schools, explores pedagogical innovation and ensures staff have the resources and knowledge to drive up standards.

The Joint Governors' Council, made up of governors from all schools, gives a collective leadership voice and holds the work of the Trust and the executive to account.

The executive team ensures that all schools are equipped with the best finances, premises and resources to deliver outstanding education at every site.

Learning - creative and inspiring

We prize creative and inspiring teaching.

Our staff are motivated, well-managed and well-led, with effective opportunities for continuous professional development.

Schools will explore new pedagogical methods and share ideas and strategies to provide effective and varied learning.

We want to imbue our children and young people with a lifelong love of learning.

Our CARE strategy - Compassion, Achievement, Resilience and Empowerment – embodies our values and what we want for our young people.



Our 3-year objectives

- Establish a Trust of 5-10 schools; with multiple schools in each phase of education.
- Develop further effective shared services that result in net financial benefits to all schools.
- Continue to provide constructive and challenging improvement support to every school, resulting in evidenced improvements in achievement.
- Support schools to raise the attainment of disadvantaged students using best practice and an open mind to innovation.
- Be flexible in our rich and varied curriculum so our young people can best meet the changing needs of further education and society.

And beyond...

We aim to grow to 15-20 schools within Surrey and the south-east - schools with a range of backgrounds and experiences, serving diverse communities.

We intend to build robust capability in the outstanding schools to equip us with the capacity to offer support to underperforming schools.

We strive to become the best-performing Multi Academy Trust in the local area.

We take the social responsibility of being a MAT seriously. As well as providing a home for good and outstanding schools, as our strength permits, we will reach out to share our high-performing model with any schools in our local area that are under-performing.



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