



Our Standards and Expectations

“Working together to achieve excellence for all”

The vision for all academies in Castleford Multi Academy Trust.

The Trust has a set of simple ‘non-negotiables’ – these are our expectations for all CMAT academies. We value individuality but when an academy is not yet ‘good’ intervention will take place to realise this vision.

- 1. Total commitment to improving the life chances and aspirations of pupils – high expectations and a relentless focus on pupil progress and attainment so that no child is left behind.**

Commitment to the very highest pupil outcomes for our children, at all key stages. Headteachers and senior teams that focus on pupils and their outcomes, with everything else as peripheral. This is not at odds with a broad and balanced curriculum or enrichment, but it is establishing a success culture in all. “We must be judged by standards. Governors must focus on this and nothing else” Heath Monk – Future Leaders Trust.

- 2. Outstanding and proactive leadership at all levels that is visible and has a positive impact. Leaders that ‘see it, sort it’ and develop a culture of ‘no excuses’.**

“Leadership sets the tone for any organisation, our leaders will inspire, be visible, act as role models for other leaders and for pupils, will be proactive and build high performing, unified teams.” Sir Daniel Moynihan – Harris Trust

- 3. Exemplary behaviour based on a consistent, fair and positive behaviour management approach. High expectations for all and zero tolerance to low level disruption, so that teachers can teach and learners can learn.**

“The quality of teaching, learning and behaviour are inseparable. The management of behaviour and the management of learning should be aligned and consistent.” Sir Alan Steer – The Cambridge Primary Review Board.

- 4. Positive caring relationships, where pupils, staff, parents and governors work together for the benefit of the community.**

“Every child deserves a champion and an adult who will never give up on them, who understands the power of connection, and insists that they become the best that they can possibly be. How powerful would our world be if we had kids who were not afraid to take risks, who were not afraid to think, and who had a champion?” Rita Pierson TED Talks Education TV.

- 5. Recruit, retain and develop highly effective staff who are committed to a culture where there is no acceptance of teaching less than good.**

“The quality of teaching is more important to pupil outcomes than anything else a school can control, so it is essential that the education system can recruit, train, develop and retain the best possible teachers”. Educational white paper

- 6. Always strive to improve and do things better with no complacency.**

Our Academies will always strive to be outstanding for the communities they serve, there will be no excuses for underperformance. “We would be deluding ourselves if we thought the battle to raise standards had been won. There is still much more to do”. Sir Michael Wilshaw- Chief Inspector of Schools.

- 7. All academies within the MAT are able to generate a positive financial outcome at the end of each financial year to deliver its aims through efficient, forward and effective curriculum led planning.**

“Education in schools has operated in a relatively benign financial climate for a long time. But a new generation of school leaders is going to have to emerge to cut their cloth to drive efficiencies. This is one of the biggest challenges facing the school system: schools will increasingly have to do more with the same money.” Lord Nash