Summit

We invest intelligently, inspire collaboration and pioneer so that all learners in our family of schools have equality of access to an exceptional education that consciously liberates

Horizon

Educational excellence for all

All children and young people are prepared to thrive at intrapersonal, interpersonal, societal and global levels. Learners' experience is relational, empowering and liberates consciously.

Great place to work

Pioneer creates the conditions for all staff to thrive and be fulfilled as a result of: leadership, culture and climate; professional development; and, manageable workload.

Sustainable, inspiring environments

Inspiring environments reflect our mission, vision and values. Positive action is taken to reduce energy consumption and increase efficiencies to protect our planet.

Leading ethically in service to others

Within a culture of ethical leadership, Pioneer serves our communities and the wider education system in line with our pioneering leadership dynamics, charitable objects and equality objectives.

Peaks

1: Transformative school improvement: exceptional outcomes for all

- Continue to deliver our impactful **School Improvement Strategy** to embed a culture of continuous improvement through self-evaluation, challenge, support and appropriate action
- Implement sustainable model for **school-to-school support**: all schools capacity givers and capacity takers

2: Growing impact: community and growth strategy

- **Grow** the Pioneer community to 10+ schools or 7500 pupils
- Deliver a thorough and uplifting **communications strategy** that builds community and supports the wider system in sharing best practice
- Introduce **community hubs** at each of our schools to support those most in need in our communities

3: Culture of ethical leadership: exceptional leadership and governance

- Introduce our **Pioneer Leadership Academy** delivering exceptional leadership development for all
- Deliver exceptional **governance** meeting the ambitious strategic priorities set in line with our **charitable objects** and **equality objectives**

4: Accessible to all: inclusive education and pastoral support

- Ensure children with **SEND** and **disadvantaged pupils** receive an exceptional education that consciously liberates
- Develop Pioneer's **Alternative Provision** to provide inclusive pastoral support

5: Digital innovation: unleashing exceptional teaching and learning

- Deliver high quality **digital systems and services** that enable inclusion, build belonging, unleash teaching and learning, and enable leaders through increasing efficiencies

6: Powerful learning: every child a reader; every child an orator

- Deliver a **reading strategy** to embed a love of reading and ensure all pupils have full access to the curriculum
- Embed **oracy** to enable all pupils to engage in successful discussion, deliver inspiring speeches and communicate effectively.

7: Thriving: empowering enrichment for all

- Deliver the full **Pioneer Offer** enabling all children and young people to take part in an enriched curricula
- Develop all children and young people as **ethical future leaders** with the cultural capital, character and citizenship skills to make a meaningful difference to the world.

8: Inspiring environments: estates

- Deliver continuous capital improvement across our **estates** to create inspiring environments
- Progress actively to **carbon neutral**
- Promote meaningful and effective **pupil partnership and engagement** in our estates and environmental thriving

9: Championing the profession: people partnership

- Deliver a pioneering, innovative **people strategy** that makes our trust a great place to work
- Recruit and retain **pioneering people** meeting and beating national pay and conditions
- Provide exceptional professional development for all through bespoke, impactful **pioneering pathways**
- Prioritise staff workload and wellbeing delivering our 10 **Pioneer Promises**

10: Leading the way: flexible working and hybrid learning

- Continue to drive diversity, equity, inclusion and belonging as a national leader of **flexible working**
- Pioneer **hybrid learning** at key stage 5 to maximise the opportunities for collaboration and partnership, ensure equity of access to exceptional teaching, and achieve strong outcomes

11: Making a difference: impactful system-led improvement

- Support the wider system and help schools to improve through pioneering **leadership development** opportunities
- Play a positive and impactful role in local, regional and national **networks** supporting schools to improve, sharing effective practice and contributing positively to the education system

12: Effective use of resources: finance and reserves

- Embed our partnership approach in delivering Pioneer's sustainable long-term **financial strategy** ensuring strong financial and information management systems with effective oversight
- Focus **revenue expenditure** to maximise educational impact, benefit schools and the wider education system
- Operate an ethical, intelligent **reserves** policy aligned to expenditure priorities

Bedrock

Invest intelligently

Pioneer Educational Trust **creates the conditions** to pioneer an exceptional education for all by providing an **enabling environment, system leadership and specialist support.**

Consciously liberate

Diversity, equity, inclusion and belonging permeates Pioneer Educational Trust. We are cohesively diverse, demonstrate allyship and seek to consciously liberate through an exceptional education and being a great place to work.

Inspiring collaboration

Pioneering leadership drives our trust's culture and supports all pupils and staff to feel, think and act like an ethical leader. In a culture of high trust and professionalism, pioneering leadership liberates, inspires and drives excellence.

Pioneer

Pioneer Educational Trust is ever evolving. Through consultation and feedback, engagement in evidence-led practices and powerful conversations, we seek to innovate, take intelligent risks, and contribute to our local communities and the education system.