



The Park Federation
ACADEMY TRUST



Success For All

Strategic Plan 2026-2030

Our Vision

The Park Federation want more children to enjoy and benefit from a first-rate education.

Its academies are safe, happy and inclusive places where hard work, good behaviour, creativity and progress are prized.

All families – irrespective of background – are welcome, respected and encouraged to play an active part in their children's learning.

Each and every child experiences success, grows in self-belief and increases in confidence.



Our Values



Service

Our overriding purpose is to serve the community, particularly the children and families in the local area. By service, we mean putting the needs, priorities and ambitions of the families at the heart of our work and then providing schools that consistently meet and exceed these aspirations. To achieve these goals, we provide schools that are welcoming, inclusive, orderly, innovative and high performing.



Kindness

Kindness is the emotional bedrock on which the Federation is built. It manifests itself in the way people speak to each other, and the way they treat each other. It is experienced through politeness, good manners and sensitivity. Everybody's needs must be considered when decisions are being made, as must the needs of the school community as a whole. Kindness does not mean individuals always get what they want but it does mean that they are treated thoughtfully and fairly in all circumstances.



Respect

Respect for others and respect for oneself are central principles of The Park Federation. Respect is built on the valuing of the individual, and a belief in the specialness and uniqueness of each person. We also respect groups as well as individuals. Therefore, individual families and faith, language and cultural communities are prized too.



Responsibility

We value in the children and adults in our schools their keen sense of taking responsibility. They are aware of their individual and shared responsibilities, especially their responsibilities to others. In addition to knowing their responsibilities, they execute them to a very high standard on a daily basis. For the adults in the Federation, their clear sense of taking responsibility is a fundamental feature of their commitment to professionalism in everything they do.



High Expectations

We value excellence in all its forms when achieved ethically but as educationalists, we particularly value excellence in learning, educational progress and safeguarding. In relation to learning, we value all educational endeavours – academic, artistic, expressive and extracurricular. The breadth, variety and creativity of the curriculum are keys to the Federation's success.

Excellence in learning is underpinned by high expectations for pupil behaviour and general conduct.



Inclusion

The valuing of human diversity is at the heart of the Federation's beliefs exemplified through the active inclusion of children with special educational needs/disability, and our whole-hearted celebration of multiculturalism. We value curriculums, classrooms, libraries, corridors, playgrounds and assembly halls that brim with both human difference and human similarity/solidarity.

Moreover, we value environmental diversity and promote it through our curriculum and in the care of our school grounds.



Team Work

We value working collaboratively and celebrating collective successes. We look out for each other and when things are difficult, we rally round those who need support. We believe in accelerating the sharing of good practice and the transfer of great ideas across the Federation's schools and within individual schools. Although teamwork is a central aim, we still value individual endeavour and personal excellence. We combine collaboration with healthy competition.



Integrity

We value clear, honest and consistent expressions of our values. Our values guide us every day and manifest themselves in the actions seen and words heard across our schools. Our values form an integrated pattern of behaviours which exemplify a healthy moral climate, and a first-rate learning environment. The living out of these ideals in a consistent manner leads to high levels of trust and trust is, amongst other things, the cornerstone of both human relationships and institutional excellence.



Humility

We value our successes and fully celebrate them, but these celebrations never lead to self-importance and the demeaning of others. We have a realistic evaluation of our strengths and healthy self-worth but also acknowledge areas for improvement and address them. We value children and staff members who are quick to help others even if it means, at times, setting aside their own needs temporarily. We are truly proud of our achievements and value them, but our pride never leads to a sense of arrogant superiority over others.



Strategic Goals



Educational Excellence



Inclusion



Growth and Development



Disciplined Innovation



Serving Our Communities

Educational Excellence



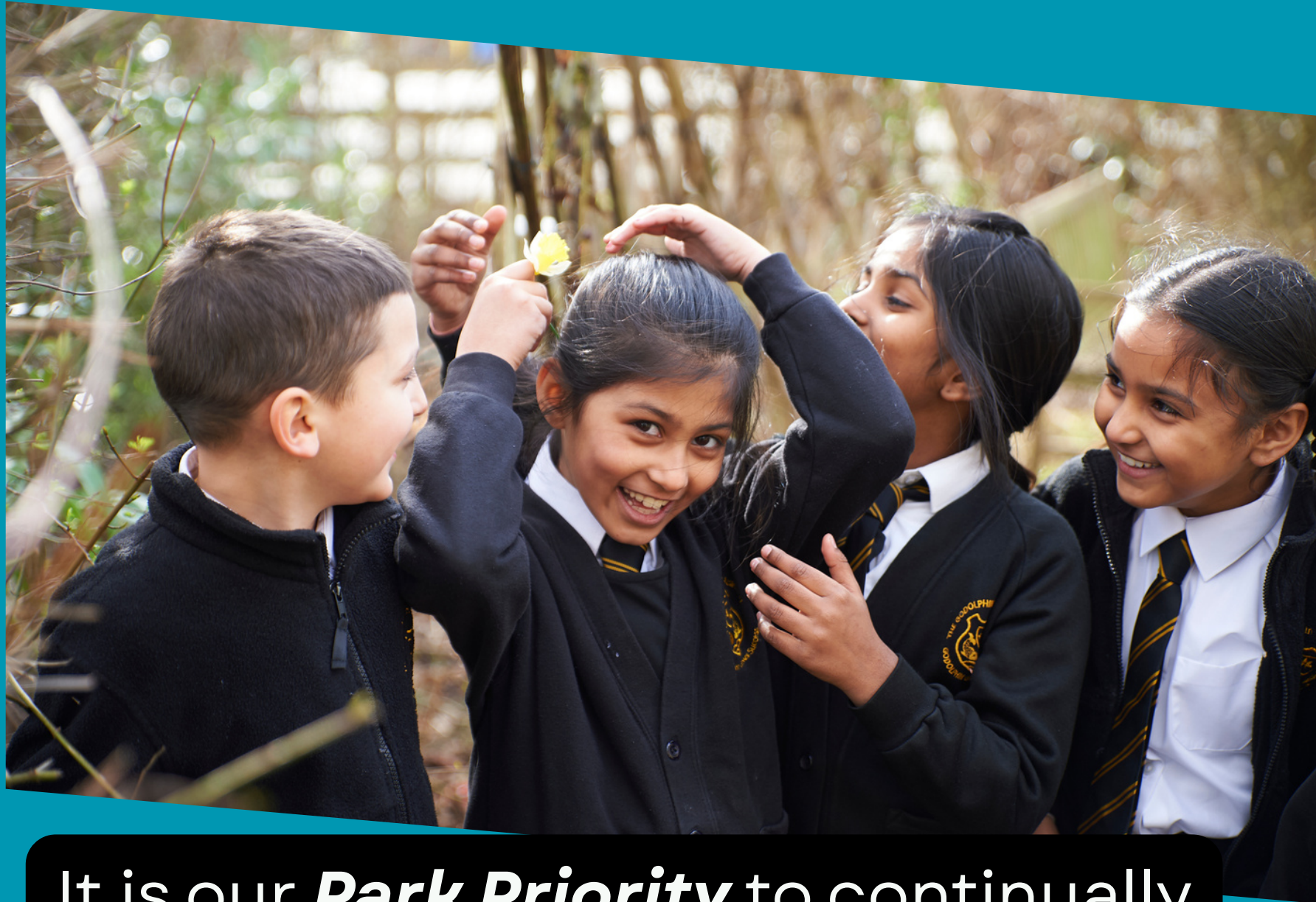
What success will look like:

Every academy will excel in all school performance measures. Academies will exceed national expectations in pupil outcomes.

The Park Federation is recognised for its strong educational performance and school-to-school support.

This is our ***Park Promise*** to the families and communities we serve.

Inclusion



It is our ***Park Priority*** to continually strengthen our provision so that all children, especially those who are disadvantaged or have SEND, achieve highly.

What success will look like:

Exceptional standards of inclusion have been sustained over time. Disadvantaged and SEND learners achieve exceptionally high outcomes. The Park Federation is recognised for excellence in inclusion.

Growth and Development



Our ***Park Pathways*** provide excellent opportunities for staff development at every stage through our professional development hub, 'The School of Education.'

What success will look like:

Colleagues across the trust are confident, capable, and fulfilled in their roles, enabling them to make a positive difference.

The externally accredited School of Education provides the highest quality CPD to staff at all stages within and beyond the The Park Federation.

Staff are happy and successful and their work and contribution is regularly celebrated. The Park Federation provides impactful school-to-school support and is in a strong position to grow.

As a result of the trust's positive reputation, more people, and schools want to join us.

Disciplined Innovation



We actively encourage the idea of **Park Pioneers** and embrace innovation in a thoughtful, structured and evidence-based way.

What success will look like:

The Park Federation is known as an exciting, forward-thinking trust that is bold in its decision-making and adventurous in its innovative planning, while remaining disciplined in its approach so that decisions are evidence-informed, well planned and aligned with our values and strategy.

Global citizenship will be taught, championed and celebrated, and the trust will be at the forefront of leading sustainable initiatives and promoting climate action.

The Park Federation will be a world-class provider of technological education and will demonstrate the transformative impact this has on pupil outcomes, teacher workload and sustainability.

Serving Our Communities



We will continue to meet the needs of each of our **Park Partnerships** by building strong, respectful relationships with parents and the wider community to strengthen our provision.

What success will look like:

We continue to have strong, respectful relationships with parents, carers and our wider communities.

Every school has a healthy pupil roll because Park Federation academies are trusted, valued and known as places where all pupils thrive.

Each academy has built purposeful partnerships within its local community, providing even richer opportunities for pupils. Pupils, parents, staff and the community feel proud to be part of our Trust.

