

Discover... Our strategy



Our three P's strategy; **People**, **Provision** and **Partnership**, is central to ensuring our mission of providing a world-class education for all our learners - from our nursery children through to our sixth form students. This collaborative strategy was launched last year and involves working closely with teachers, pupils, and key partners such as parents, businesses, other education providers and our local communities.



People

We become an employer of choice by investing in our employees so that we have the best People working for us, who are fully engaged and empowered to achieve our collective goals.



TDET's **People** strategy, led by Jodie McDonald, Head of Human Resources & Organisational Development, is a dynamic plan to attract, engage and enable people who work across TDET and its academies.

Central to the **People** strategy is enabling our people through influential and inspirational leadership, ensuring that TDET encourages a supportive, ambitious culture for all its employees and becomes an 'Employer of Choice'.

Jodie and her team have five focus areas: Leadership, Professional Learning, Continuous Development, Culture & Wellbeing, and Recruitment & Retention.

Plans are underway to create working groups for each of these five areas, made up of people from across the Trust who will participate in and work on the group's objectives.

Jodie is working closely with key stakeholders and employees across TDET, welcoming their input to ensure our strategy is achievable and able to deliver its aims.

A steering group made up of colleagues from across the Trust has also been established, with meetings held to decide priorities for the **People** strategy - including a focus on wellbeing and continuous development opportunities.

We have lots of plans underway for our **People** strategy and look forward to bringing you more updates in the near future.



Provision

Offers the highest quality educational Provision so that every child is empowered to be a confident learner, successfully prepared for their future.



Our **Provision** strategy is led by Jenny Brassington, Director for Standards and Education, and is part of our three P's approach towards our mission of providing a truly world-class education for our learners.

To deliver our **Provision** strategy, the Education Provision Steering Group (EPSG) has been created. The EPSG will develop TDET's strategic education plan and, together with the Executive Group, oversee its implementation across all TDET academies.

A key focus of our **Provision** strategy is allowing contextualised flexibility for our academies, according to their differing requirements - such as different locations and pupils' needs. The group will determine how to provide this flexibility while providing consistent frameworks to support the provision of the highest quality education to all our learners.

Another focus will be on working together as a Trust to support each other to achieve our educational goals, including considering the role of central team support, academy-to-academy support and linking with the **People** and **Partnership** steering groups to identify areas of shared working.

This is an exciting and positive time for TDET and we look forward to updating you on our three P's strategy moving forward.



Partnerships

Develops meaningful and high-leverage Partnerships that actively and directly support our goals as a strong multi-academy trust.



TDET's **Partnerships** strategy is led by Adam Stevens, Director of Resources. This strand of the strategy focuses on innovative collaboration through The Trust's internal and external partnerships.

These effective **partnerships**, firstly within the Trust, and secondly between TDET and external organisations, will ensure that our Trust is efficient - sharing resources, expertise and ultimately providing additional opportunities for all our learners.

The **Partnerships** steering group has been reviewing focused discussion points from our autumn Leadership Conference. This has included measuring the effectiveness of the relationship between academies and Trust Business Services, a key internal partnership. The group has also been analysing the focus and types of our external partnerships.

We are working closely with Principals and our Provision Steering Group on Trust and academy priorities that could be enhanced by external partners, sharing examples and auditing existing partnerships to understand where External Partners could have the greatest impact for our Trust.

Establishing meaningful **partnerships** will help us fulfil our mission of providing a world-class education for all our learners, by sharing best practice and ensuring the Trust is effective and efficient. They will also ensure we work economically, provide value for money and deliver a demonstrable MAT dividend - where being part of TDET brings benefits to each of our academies.

Harnessing the best expertise from both inside and outside TDET will ensure we move forward as a highly successful multi-academy trust which provides the very best education for all its learners.

