



Lumen Learning Trust

Core Principles and School Improvement Strategy





We believe
that the first
years of a child's
education are precious
and should be filled
with a joy of
learning.



Lumen Learning Trust puts the children's needs at the heart of its provision. We are committed to enabling children become successful lifelong learners and happy, fulfilled adults who can make positive choices about their future.

Our School Improvement Strategy aims to enable each school to develop and sustain their capacity for improvement, shaped by our Lumen Learning Trust principles.

We are more than just a collection of primary schools – it is a family of like minded individuals with a relentless focus on securing the best possible outcomes for every child in their care. Our approach has been shaped with this in mind so that the skills and talents that exist within the Trust's schools and wider specialist services can benefit all our pupils.

Each of our schools will be at a different stage on their improvement and development journey. Our school improvement approach will remain evidence-informed, responsive and proportionate to a school's improvement needs over time. This approach allows the us to build and strengthen our capacity to support more schools as we expand.

Mary Ellen McCarthy
Executive Principal,
Lumen Learning Trust



We understand the pivotal role pre-school and primary provision plays in our children's future success as adults.

Our Core Principles

Education = choices

- We believe education is emancipatory, providing children the opportunities and choices to shape their lives for the future.
- We are committed to developing a curriculum and a learning environment that encourages critical thinking, creativity and personal development alongside academic achievement.

Primary Education = foundations

- We recognise that primary schools, in collaboration with parents/carers and the local community, play a crucial role in laying the foundations for every child's future success.
- We are committed to tailoring each school's provision to meet the diverse needs of children, with the aspiration that they become happy, successful adults to who respect others regardless of differences.

Child-Centred Approach

- We place the child at the centre of the provision, crafting the learning around their needs and aspirations.
- We promote a nurturing and inclusive environment where every child feels valued, supported and empowered to reach their full potential.

Uniqueness of each Community

- We acknowledge the unique identity and diversity of each community our schools serve; we strive to ensure our provision respects and reflects these needs.
- We ensure that our provision reflects and celebrates the uniqueness of the local area and recognise that "one size" does not "fit all".

Aiming for Excellence

- We set high expectations in all aspects of provision for every school within Lumen.
- We play our part to the full in the school-led system, working to ensure that every local school (regardless of status) provides high-quality education, eliminating the need for families to seek alternative options elsewhere.



Developing
Leadership Capacity

Strengthening
Classroom Provision

Realising Potential

Future Leaders

- We seek to talent-spot in order to identify and nurture leadership potential among staff at all levels, providing a wide range of development opportunities to support their growth and progression.
- We believe every teacher has the potential to be a school leader.

Capacity Building

- We are outward-looking, focused on fostering partnerships with local organizations, statutory partners and community groups to enrich learning opportunities, provide additional support, and create wide opportunities for pupil engagement.

Collaborative Problem-Solving

- We promote a culture of collaboration within Lumen Learning Trust, where everyone works together to identify barriers and find solutions.
- We create a range of forums and opportunities to share best practices, addressing challenges and co-designing strategies for improvement.

Accountability & Communication

- We establish clear lines of accountability across Lumen Learning Trust, ensuring that roles and responsibilities are transparent and well-defined.
- We expect open and candid communication among all stakeholders, recognising and celebrating achievements, while also holding individuals and institutions to account for their actions and outcomes.

Holistic Outcomes

- We maintain a constant focus on outcomes for children that recognise success beyond academic achievement to encompass personal, social and emotional development.
- We celebrate progress in areas such as resilience, creativity and citizenship alongside the traditional academic metrics.

By embracing these core principles and strategies, the Lumen Learning Trust can create a culture of excellence, equity and innovation across all its schools, ensuring that every child receives the support and opportunities they need to thrive and succeed.

We have a creative, solution-focused outlook and look for those individuals that also wish to work in this way.



School Improvement Strategy

Vision & Values Alignment

- Ensure that each school development plan aligns with Lumen Learning Trust's Core Principles.
- Ensure that each school sets clear objectives that reflect the shared goals of raising standards, promoting excellence, and providing high-quality education for all students.

Data Analysis & Assessment

- Thorough analysis of performance data (including academic attainment and progress, and attendance) to identify areas for improvement.
- Use a range of assessment tools to evaluate teaching and learning effectiveness, as well as the impact of any interventions (including those focusing on personal social development), and to identify strengths and areas for development.

Teaching & Learning

- Support each school's senior leadership team in implementing relevant professional development program for all staff, focused on the achievement of the objectives in the SDP.
- Promote a culture of continuous improvement through regular peer observations, lesson studies, collaborative planning sessions. This is realised through the range of Trust-wide groups:
 - Termly Year Group seminars;
 - Half termly Deputy/Assistant Heads meetings;
 - Half termly Inclusion Lead meetings;
 - Half termly English Lead meetings;
 - Half termly Maths Lead meetings;
 - Fortnightly Headteacher meetings (with Executive Principal);
 - Fortnightly Teaching Assistant meetings in each school;
 - Half termly Office Manager meetings;
 - Half termly School Business Leader meetings.

In addition the Executive Principal carries out formal school visits every three weeks

Practitioners supporting practitioners is the most effective way of strengthening provision



Curriculum Enhancement

- Review and refine curriculum to ensure alignment with national standards, while also incorporating local context and community needs; this includes engagement with development opportunities offered by other local partners.
- Foster creativity, resilience-building and problem-solving skills through cross-curricular learning experiences and enrichment activities both on and off school sites.
- Embrace digital technologies to enhance teaching and learning opportunities, while also promoting responsible digital citizenship.



Leadership & Governance

- Promote a culture and expectation of distributed leadership structures in each school, empowering leaders at all levels to drive improvement initiatives.
- Ensure termly monitoring schedules are in place to enable local governors to take part in monitoring activities with Executive Principal and respective SLT members, triangulating impact of action taken by leaders towards achievement of school development plan objectives.
- Ensure good attendance at relevant Lumen Learning Trust committee meetings; foster collaboration and knowledge sharing between the local governors and the Directors in order to support Directors' fulfilment in seeking assurance of their core statutory responsibilities (Quality of Education, Safeguarding, discharge of the Equality Act).

Monitoring & Evaluation

- Set aspirational performance indicators and benchmarks towards improvement goals at the school and at MAT level.
- Conduct regular reviews and evaluations of action taken towards achieving school improvement objectives, using both qualitative and quantitative data to assess impact and identify further areas of development.
- Engage stakeholders in the evaluation process, seeking feedback from children, parents, staff, local governors and Directors to inform future planning and decision-making.

We are unashamedly ambitious, not only for our children but also for all of our staff.

Every community is unique and the school serving it should respect and reflect that individuality; one size does not fit all.

Parent & Community Engagement

- Strengthen partnerships with parents and families through open communication channels, regular feedback mechanisms, and opportunities for involvement in their child's learning and school life. Ensure parity of offer to all families – including those “hard to reach” - by identifying barriers to engagement, and working with pastoral team members to address them (each school has a Home School Link Worker & an Emotional Literacy Support Assistant, line managed by Lumen Learning Trust's Pastoral Co-ordinator).
- Forge links with local businesses, statutory partners and community groups to strengthen and enrich learning experiences.
- Celebrate successes and achievements within the school community, recognising the contributions of all children, staff and parents.

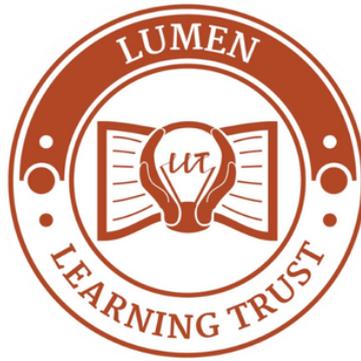
Sustainability & Scalability

- Embed a culture of sustainability and resilience within Lumen Learning Trust, with an ongoing focus on succession-planning at all levels to ensure that improvement initiatives and developments are built on solid foundations and can be sustained over the long term.
- Consider opportunities for scalability and replication of successful practice and interventions across other schools, leveraging the collective expertise and resources across Lumen Learning Trust.
- Adapt and respond to the evolving contextual challenges across the education landscape, while remaining true to the core values and principles of Lumen Learning Trust.





We pride ourselves on knowing and understanding every pupil so that we can craft our provision to meet their needs.



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