

NSAT Strategy 2020-2025

Lighting the way forward in education



Northern Star
Academies Trust

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At Northern Star Academies Trust, community is at the heart of everything we do.

Our mission is the NSAT Promise. We make the NSAT promise to each young person, their family, and all the people who work for our Trust Partnership.

NSAT Promise

N

Nurture:

We promise that children will learn in a nurturing environment in which each child's individuality is respected.

S

Sustain:

We promise to provide strong and steady leadership, and to encourage all children to live and learn in a sustainable way.

A

Aspire:

We promise that we will provide stimulating, 21st century learning environments and pedagogies, using the most effective digital technologies and EdTech available, so that all children can reach their aspirations.

T

Thrive:

We promise to all our learning communities - children, parents, staff and the wider community - that we will do all we can to ensure that they thrive in a supportive Trust which is committed to looking after the wellness of everyone.

Our Values

Nurture

Empathy, care for others and self-kindness

Sustain

Green, resilience, leadership, steadfastness and trust

Aspire

Imaginative and innovative thinking, inclusive and diverse and entrepreneurship

Thrive

Courage, confidence, curiosity, collaboration and partnership

NSAT's Five-Year strategic priorities

Introduction

Our core function is to raise standards of education. We are committed to helping every learner develop as a whole person and to shaping a shared future built on the well-being of individuals, communities and the planet.

We want our Trust Strategy to create a greater sense of shared purpose and build a more inclusive educational organisation where decisions, actions and behaviours are aligned.

Our particular focus over the next five years will be on finding new solutions to delivering green, relevant and sustainable education. We will do this by optimising our school environments and resources to reduce our carbon impact and by ensuring our curriculum is fit for a rapidly changing world. NSAT also has a major commitment to embracing digital technology to better respond to our learners' needs, inform high quality communication and improve systems and processes.



NURTURE: People make the difference. We are a learning organisation supporting and connecting learning, teaching, leadership and governance.

Goals

1	To be deeply committed to providing inclusion and diversity in education, playing a leading role in practice and advocacy.
2	To enable NSAT's people to thrive as a dynamic and engaged team of professionals and ensure our workforce more closely reflect the diversity of the communities NSAT schools serve.
3	To support all staff to play a part in building a more inclusive and diverse culture where they benefit from high quality professional development designed uniquely to support career progression and role satisfaction.
4	To maximise partnerships and networks across and beyond the Trust to advance knowledge and skill sharing, contribute to national and international dialogue about education and further increase grant funded projects. Develop a Hub of exchange with peer institutions.
5	To grow the next generation of teachers by promoting Northern Lights SCITT as a Teacher-Training 'centre of excellence'.



SUSTAIN: We are One Learning Community that educates children and young people in an inclusive, progressive and sustainable school improvement model which transforms their life chances.

Goals

1	To provide children and young people with the highest standards of academic excellence from EYFS to Post 16.
2	To deliver an innovative, green, comprehensive and progressive curriculum model in each school that develops robust learning skills, habits and competencies.
3	To review what we teach and how we teach so that we close perceived inequalities and social fragmentation in our curriculum provision.
4	To maintain regular and healthy engagement, communication and strong relationships with parents/carers and local communities and ensure that stakeholders feedback inform our positive development



ASPIRE: Learning in inspiring Places. We educate and look after NSAT children in a safe and secure, green and sustainable, personalised learning environment.

Goals

1	To reduce our carbon consumption considerably and lead education sectorial thinking about how best to educate in a sustainable and green way.
2	To make the use of education technology part of all that we do and close the digital divide between all groups of learners. Reliable and flexible information technology solutions will be in place.
3	To use digital thinking and solutions across the Trust partnership to provide a contemporary HR Infrastructure and provide the support that staff need to do their jobs effectively.
4	To develop the physical, digital, technical and environmental infrastructure to preserve NSAT school buildings, develop estates and expand access and inclusion across all estates.
5	To optimise space across all NSAT estates to support real-world learning, curriculum provision, care, guidance and support.



THRIVE: We are a strong and resilient Trust Partnership who influence by example and operate with a secure long term financial stability. Placing collaboration, partnership and sustainability above short term gains.

Goals

1	To increase Trust membership in a considered and strategic way, ensuring new Academies share our ambitions and are closely aligned to the NSAT vision, mission and values.
2	To promote a whole organisational approach to wellness and positive mental health in a safe, happy and healthy workplace.
3	To be a steadfast, responsible and compliant organisation with appropriate systems, policies and procedures.
4	To develop a business model with diversified income streams that allows us to be bold and innovative with the education we offer and how we serve our larger communities.

