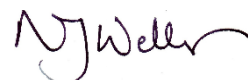



Key Themes	Academy Transformation Trust will:	(Insert Name) Academy will:	As a Pupil I will:	As a Parent/Carer - I/We will:
Aspiration and Pride	<ul style="list-style-type: none"> Set, promote and deliver an ambitious vision Celebrate and promote the achievements of pupils and the academies Support and challenge academies to be the very best they can be for our pupils 	<ul style="list-style-type: none"> Be ambitious for every individual in the academy fostering interests and passions Provide opportunities for pupils to broaden their horizons Create a community we can all be proud of 	<ul style="list-style-type: none"> Work hard, try my best and be prepared Take pride in my efforts, wear my uniform correctly and be proud of my academy Consider my future options and work towards achieving them 	<ul style="list-style-type: none"> Make sure my child wears the correct uniform and has all necessary resources Encourage thinking about the future Be proud to be part of the academy Reward effort
Behaviour and Sanctions	<ul style="list-style-type: none"> Communicate key expectations to academies regarding the management of pupil behaviour Support and challenge academies with developing and implementing their policies 	<ul style="list-style-type: none"> Promote positive behaviours Set out clearly rules, rewards and sanctions in a policy and ensure they are communicated and promoted widely and often Apply the policy fairly and equitably 	<ul style="list-style-type: none"> Have excellent attendance Read and uphold the academy rules Promote positive behaviour, be a role model to others in the academy and off site Accept what happens if rules are broken 	<ul style="list-style-type: none"> Read and respect the academy rules Work with staff to ensure rules are upheld and not repeatedly broken Ensure positive behaviour messages and full attendance are promoted at home
Communication and Events	<ul style="list-style-type: none"> Build a strong, collective reputation and brand Develop, maintain and update a Trust web page and other key documentation Plan and run Trust-wide events to build alignment and publish a calendar annually 	<ul style="list-style-type: none"> Ensure all documentation is available electronically and if required in paper form Give sufficient notice of events and update the website calendar to reflect this Plan and run a wide range of events annually 	<ul style="list-style-type: none"> Share key academy information with home Regularly visit the academy web site and check the academy calendar Attend relevant academy events and support them fully 	<ul style="list-style-type: none"> Read and where required act on academy communications promptly Ensure my child is aware of key dates across the academy year and is prepared for them Support academy events
If things go wrong	<ul style="list-style-type: none"> Ensure all academies have and promote our clearly accessible complaints procedure Support and challenge academy leaders where required to lead to a positive resolution 	<ul style="list-style-type: none"> Actively listen and ask questions Direct parents to further help and/or the complaints procedure Make changes if they are deemed required Contact you after to check for resolution 	<ul style="list-style-type: none"> Share any worries I may have with my parents and/or academy staff Support all decisions made by the academy and my parents/carers Speak up again if things are still not right 	<ul style="list-style-type: none"> Initially contact academy teaching staff Not use social media to air my views Escalate my concerns through the complaints procedure Work with staff to resolve the issue
Learning Environment	<ul style="list-style-type: none"> Ensure all academies have a high quality site supervisor and regional premises manager, are well maintained, fully compliant with legislation and updated in response to need Expect high quality learning environments 	<ul style="list-style-type: none"> Maintain and improve the academy campus and develop a safe, happy, respectful and learning focussed community for all Have top quality displays that promote and celebrate learning, culture and endeavour 	<ul style="list-style-type: none"> Help keep my academy clean and tidy and use academy resources appropriately Work hard and allow others to work hard Be proud to have my work displayed and take an interest in the work of others 	<ul style="list-style-type: none"> Pass on any concerns and positive comments about the academy premises to academy staff Remind my child to respect the academy environment and check they do Observe the displays when in the academy
Teaching, Learning and Curriculum	<ul style="list-style-type: none"> Regularly monitor the work of academies through the model of challenge, support and intervention Promote and share existing best practice from within and beyond the Trust 	<ul style="list-style-type: none"> Insist on teaching of the highest quality Design and implement a diverse, challenging and relevant curriculum Ensure all pupils have access to a range of broader experiences and opportunities 	<ul style="list-style-type: none"> Listen carefully and pay attention Be positive, open minded, ask questions and for help if I need it Be determined to do my best Reflect on feedback and learn from mistakes 	<ul style="list-style-type: none"> Take an active interest in what my child is learning and support where I can Expect my child to complete homework Attend open events, parent/staff consultations and read relevant documents
Safeguarding	<ul style="list-style-type: none"> Make safeguarding the top priority Monitor the quality of safeguarding practices across all academies providing swift and effective support and challenge where necessary 	<ul style="list-style-type: none"> Make safeguarding the top priority Ensure checks, training, systems and procedures are compliant and reflect best proactive practice Support pupils and families in partnership 	<ul style="list-style-type: none"> Talk to staff if anything is worrying me Keep an eye on my friends and classmates and talk to staff if I think something may be worrying or wrong with them 	<ul style="list-style-type: none"> Make safeguarding a priority Be vigilant and alert the academy to any concerns Fully support staff with all safeguarding work, training and procedures

	Academy Transformation Trust	Phoenix Academy Principal	Pupil	Parent/Carer/s
Signed	 Nick Weller, Chief Executive Officer	 Elyse Phillips, Principal		