

The Roseland  
**trust**   
Where Everyone Succeeds

# **GROWTH STRATEGY 2025**

Kindness Responsibility Ambition

[www.theroselandmat.co.uk](http://www.theroselandmat.co.uk)

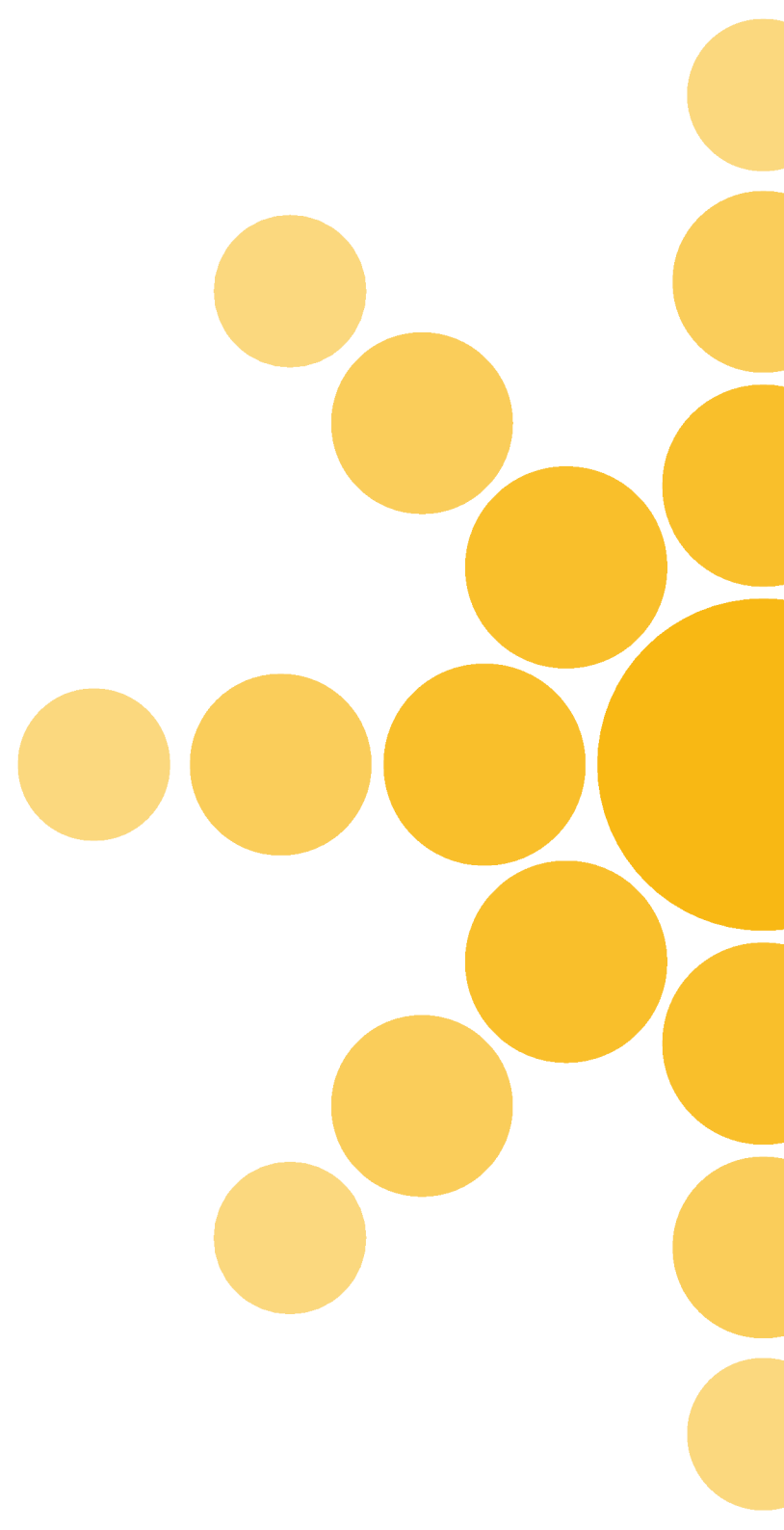


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## The Roseland Trust - Growth Strategy

### Our Mission Vision & Values

#### Our Mission



To provide an outstanding education for our communities  
Where Everyone Succeeds.

#### Our Vision



To inspire a love of learning within environments that are happy, respectful and challenging where everyone feels valued and able to reach their full potential.

#### Our Values



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# OUR TRUST



**2**

## NURSERIES

3 - 5 Age  
Key Stage 1  
Education



**2**

## PRIMARY SCHOOLS

6 - 11 Age  
Key Stage 2 & 3  
Education



**3**

## SECONDARY SCHOOLS

11-16 Age  
Key Stage 3 & 4  
Education



**2**

## SIXTH FORMS

Post-16  
Key Stage 5  
Education



**1**

## TEACHING SCHOOL HUB

Post-Graduate  
Education



**Tregony C.P. School**

185 + Nursery



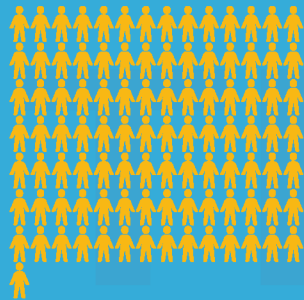
**Gerrans School**

73 + Nursery



**Falmouth School**

985



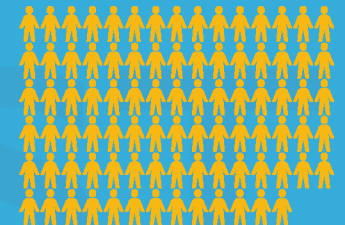
**The Roseland Academy**

658



**Treviglas Academy**

877



+



**Little Carne  
Nursery**

+



**Tatums  
Nursery**

+



**Falmouth  
Sixth Form**

+



**The Roseland  
Teaching School**

+



**Treviglas  
Sixth Form**



Exploring polar  
coordinates filter  
distort

PALMOUTH  
SCHOOL

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## INSTITUTIONS OVERVIEW:



Our primary schools, Gerrans School and Tregony Community Primary School, are both Good schools. The Roseland Academy continues to be an Outstanding Secondary School - Ofsted 2024. The Trust sponsored Treviglas Academy in 2019 as an Inadequate school and re-brokered Falmouth School in 2020, also graded Inadequate. Both schools are improving and in 2022/23 received Requires Improvement in their OFSTED inspections.



It is anticipated that in order to be in a position to benefit fully from economies of scale and to continue to have a significant educational impact over a number of institutions, the Trust will work towards having an overall total student number of approximately 7,500 or 10+ institutions of all phases and sizes. It must also be measured growth, incorporating schools with significant school improvement capacity, as well as those that are vulnerable at the point of entry into the Trust.

## THE TRUST BOARD HAVE AGREED THE FOLLOWING GROWTH PRINCIPLES:



1

Central to the growth plan is that any school wishing to join our Trust must align with our vision and values and be dedicated to working in enthusiastic partnerships with an outward facing approach to collaboration. School leaders must also ensure that the unique qualities of their individual school flourish and develop as a result of being part of our Trust.

2

The wellbeing of our workforce is at the forefront of our decision-making. Open communications about future growth, opportunities, collaboration and partnership working will ensure continuous improvement, the development of professional relationships and the recruitment and retention of our workforce.

3

To focus on professional development of our workforce. If students are to receive the highest standard of education, then staff must have access to the best possible CPD. School-to-school support is central to this and our commitment is to work in collaboration with local and national partners to develop the highest quality of teaching for our students.



## THE TRUST BOARD HAVE AGREED THE FOLLOWING GROWTH PRINCIPLES:



4

We will continue to work with schools both within and outside the Trust to ensure that school leaders and our workforce have access to the best practice and inset.

5

The central team will continue to develop and grow, enhancing the offer to joining schools. The provision of services will be of the highest quality to ensure the Trust remains sustainable and effective.

6

Outcomes are essential for the future of our students. Growth must support, enhance and create opportunities to ensure the young people in every school in the Trust achieve positive outcomes for a bright future.

## WHY JOIN OUR TRUST?



Ambitious mission, vision, values and standards which put our children and workforce at the heart of everything.



Curriculum Design - cross-school teaching teams develop curriculum content and resources to enable a focus on teaching practice led by the Trust School Improvement Team and Executive Leadership.



Teacher Development - professional development via the Golden Thread of ITT, ECF and our NPQ opportunities via the Teaching School Hub in collaboration with Teach First and The National Institute of Teaching. Internal teacher development via our own 'Lead the Roseland Way' opportunities.



Support Staff Development - internal and external professional development opportunities including recognised qualifications and apprenticeships.



Estates and operations support - Headteachers and School Site Teams are complimented by the Trust's Premises Lead and Operations Team to enhance the school estate and ensure operational and regulatory compliance.



Financial planning and management - Management Accountant expertise to support Headteachers and budget holders to effectively plan and deliver on a school's budget plan.



Internal and external audit provision - internal auditor service across key operational areas to support continuous improvement within the Trust and across its schools; Governance & Risk Management, Financial Systems, HR, ICT & Digital Assurance and Operations. External financial audit is managed by the Trust's Central Team to allow member schools to focus on educational priorities.



The Trust's People Strategy; developed to focus on recruitment, retention and development of our workforce.



HR support, advice and guidance - Headteachers are supported with operational matters including recruitment; suite of Trust HR policies and procedures in place to provide a framework and ensure compliance with employment law; face to face support, advice and guidance at disciplinary investigations, attendance reviews and grievance hearings; induction, probation and line management systems and processes modelled to schools to support recruitment and retention of their workforce; centralised production of Contracts of Employment, Casual Worker Agreements and payroll processing.



A staff Wellbeing Champion in place in each setting with all employees having access to an Employee Assistance Programme. Support is provided to ensure all settings are a happy and healthy working environment by developing Wellbeing Strategies and supporting all staff to maintain a positive work-life balance.



Governance - a strong model developed through external review and external expertise. Our Trust Board is supported by specialist Local Monitoring Committees for each phase. All joining schools are encouraged to bring representation from their own Board into our governance structure.



Marketing/Communications - creative support, advice and guidance on branding, website and communication strategies.

## STRATEGIC PLAN;



The strategic plan for growth over the next 3 years is based on the following guidelines:



**The Trust will work towards having an overall total student number of approximately 7,500 or 10+ institutions of all phases and sizes. We will consider growth each academic year, unless there is a strategic reason to consider more regularly.**

**The DfE South West Development Statements detail the RDD's Trust development priorities and the intentional design for Cornwall and the South West. The intention is that the Trust landscape must consolidate to provide the best possible educational landscape for our students. Strong Trusts should work in partnership with other Trusts, SATs and maintained schools to enable school improvement capacity as Cornwall has been identified as a priority education investment area (EIA).**

**There is a recognition that the educational landscape can change suddenly. We would look to respond positively if the right opportunity for growth presents itself, or to accommodate a request from a relevant body.**

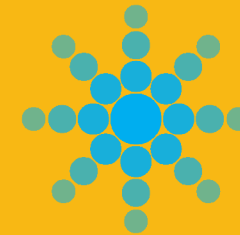
**Capacity for growth will be regularly reviewed and improved through ongoing development of leaders and the central team to enable continuous improvements allowing growth opportunities to be pursued.**

**Our designated Teaching School Hub will support the Golden Thread of professional development including ITT, ECF and NPQs within our schools, across Cornwall and the south west.**

**The provision of high quality CPD will provide opportunities that develop our workforce to enable the creation of a talent pool to support the Trust's growth and long term goals.**

**In line with our mission, we will maintain an effective balance between school improvement and high ambition within our schools. Thorough due diligence will be undertaken to ensure that schools joining the Trust will complement and enhance our member schools, and vice-versa.**

***This growth strategy document is reviewed regularly by our Board of Trustees.***



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