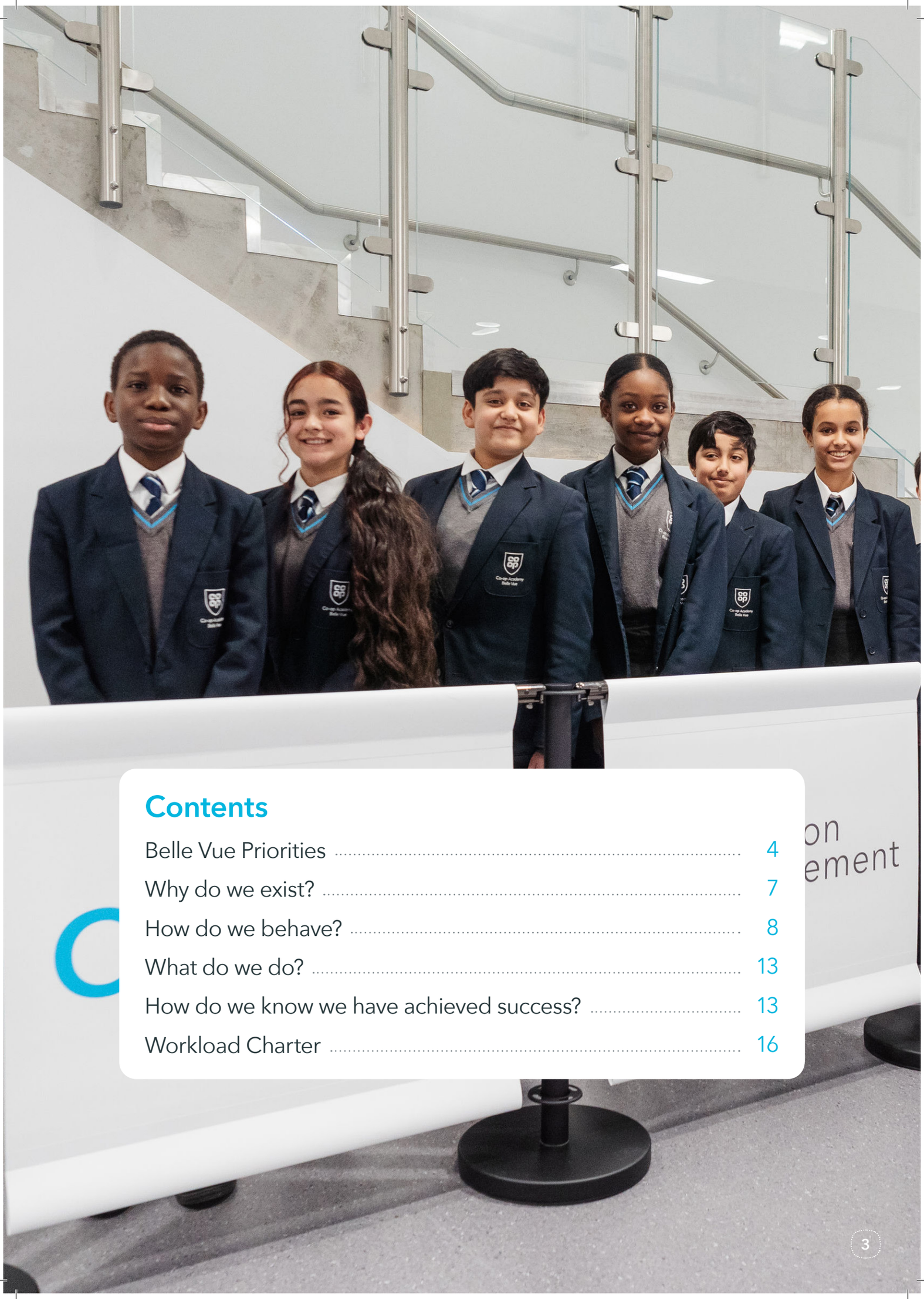
Co-op Academy
Belle Vue

The Difference
Strategic Plan
2023-24

Unlocking potential through expert knowledge and character

C community cooperation **A** ambition achievement **R** respect responsibility **E** endeavour enjoyment



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2023 - 2024
Belle Vue Priorities

1 Implement the workload charter and consistently support staff to manage their workload.

2 Build a culture where staff respect each other, where commonalities are celebrated and where differences are valued and nurtured. Ensure bullying, harassment and violence are never tolerated.

3 Ensure our intent and implementation are fully embedded across the academy. Teachers have a firm understanding of our curriculum intent and what it means for their practice. Put in place a series of lessons that deliver our curriculum intent effectively.

"Co-op Academy Belle Vue has a lot of strengths that shine through as soon as you spend any time in the building. There are clear systems and processes in place which help to underpin an orderly and aspirational culture. There is a sense of belonging and community in the academy and amongst staff and students, which provides a strong foundation for future success."

Nick Lowry, Regional Director
Trust Academy Review 2023

At Co-op Academy Belle Vue, we unlock potential through expert knowledge and character. Behaviour is exemplary and our classroom thrive. Students have a real thirst for learning.

Every child has unique potential, and it is our duty to nurture and develop it. With the support of our teachers, staff, and governors, we provide an excellent education that prepares students for their future.

Why do we exist?

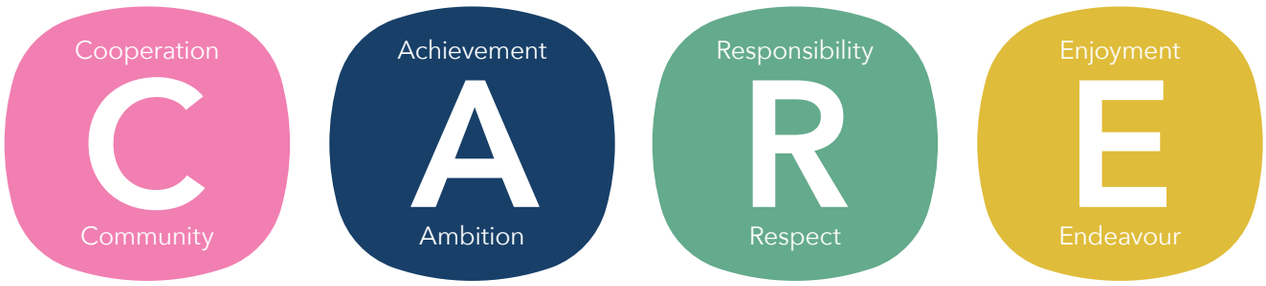
We unlock students' potential by providing them with expert knowledge. This instills the character traits needed to be successful global citizens.

We are a value-driven academy that puts knowledge and character at the forefront of everything we do, especially because of the challenges our community experience:

- Unemployment rates are significantly higher than the national average and the North West of England
- Number of workless households is above the national average
- A significant proportion of people have no qualifications compared to the national and regional average
- Gross weekly pay is below the national and regional average
- Most popular jobs are in: Administration and Support Services, Wholesale and Retail Trade and Repair of Motor Vehicles and Motorcycles.

Our day is deliberately designed to proactively address and overcome these obstacles - creating a sense of belonging within our community. Our academy achieves excellence, driven by our CARE principles. We're proud to adopt our vision of unlocking potential and developing expertise in our students.

How do we behave?



Cooperation	Cooperation
We work together to achieve a common goal	We value the group, we are all different but equal

Achievement	Ambition
We recognise and celebrate success	We strive for academic and personal growth

Responsibility	Respect
We take ownership of our actions and choices	We treat ourselves and others with kindness

Endeavour	Enjoyment
We give our best effort in all that we do	We find joy, fulfilment and pride in what we do and who we are

"Pupils are polite, well behaved and respectful in the corridors and classrooms."

James Davies, Director of English
Co-op Academies Trust

op Academy
Belle Vue

"100% of staff say leaders have a clear and ambitious vision for providing high-quality education to all pupils. This is realised through strong, shared values, policies and practice."

Staff 'Big Voice' Survey
September 2023

What do we do?

We serve our community by educating and preparing our students for the next steps in their lives.

We provide an ambitious learning experience. We believe that all students, irrespective of their background, should have equitable access to an education that allows them to achieve well.

We expect exceptional behaviour from students to ensure everyone is safe and happy. A calm environment helps everyone to unlock their potential and experience success.

We reward students for their efforts and hard work. We believe students should be fully aware of their success and achievements, as well as the improvements needed to be the best they can be.

How do we know we have achieved success?

Outcomes that exceed national expectations, giving our students enhanced life choices and chances.

Developing the knowledge and abilities to make well-informed decisions in education, employment, and training pathways.

Students benefiting from impactful experiences that contribute to their cultural development

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Workload Charter

Our Belle Vue commitment:

We will do everything we can to support our staff to balance the demands of their jobs and those at home, and we recognize that in everyone's life there are good times and bad. It is the job of all of us to support each other through both.

Culture

The culture at Belle Vue is critical in ensuring we have an enjoyable, rewarding working environment in which all colleagues believe the demands of their job are reasonable and manageable. We are committed to ensuring our school is safe, our corridors and calm and orderly, classrooms are free from disruption, where teachers can teach, students can learn and leaders can lead.

We will take advantage of our outstanding culture and teach large groups. Ambition Briefings ensure students know more and remember more. They will play a huge part in developing our students' cultural capital providing knowledge and understanding beyond our curriculum, community or their everyday lived experiences.

We operate an open-door policy and recognise that our coaching programme (of learning and / or student behaviour) is an important aspect of our work and to support development and practice.

Priorities

Where new initiatives are introduced, they will be based upon evidence that they are likely to improve student outcomes. Serious consideration will be given to what we are going to stop doing, to 'make space' for what we may start doing.

Workload

The academy supports the principle of 1,265 hours per year for teaching staff: A breakdown of directed time for teaching staff is produced and shared with staff each year. All staff will have access to an accurate up-to-date whole academy calendar with meetings and deadlines shared. Calendar requests will ensure consistent messaging and strategic placement of activities / events. We commit to given careful consideration as to when deadlines are set including looking at other work streams (and we encourage staff to speak up if they feel that any are unmanageable)

Emails

There is no expectation that staff respond to emails outside normal working hours. We want all staff to be able to achieve a healthy work-home balance and we trust the professional judgement of our staff to make decisions about when they work outside school hours. We ask all staff, including leaders, to refrain where possible, from sending group emails and to think carefully before using the 'reply all' function.

Teaching & Learning

Our curriculum is planned and sequenced by subject experts which ensures teachers are supported with planning and implementation.

Our 5 phase lesson structure provides teachers with a framework to structure their planning around thus reducing their workload.

Our CPD programme is built into the school day to ensure optimal professional learning conditions are maintained for our teachers.

Marking & Feedback

Our whole class feedback approach to marking through the use of our endeavour reports ensures teachers are able to prioritse their PPA time to plan responsive lessons for their classes.

Our approach to live marking, through the use of active observation, ensure teaching is always responsive and that marking is never onerous.

Data

All data will have a layer of analysis for staff, freeing time up to think strategically about their next steps to close the gaps and promote further progress.

Our knowledge expert assessments are completed digitally allowing us to report home six times in the year without adding to staff workload.

Quality Assurance

Our quality assurance processes are with a 'done with' mindset rather than a 'done to'.

We provide our staff with ongoing feedback and coaching sessions to support their growth and development. Regular one-on-one coaching sessions and feedback loops are designed to help our teachers refine their skills and implement effective teaching methods.

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Belle Vue

#TheBelleVueDifference