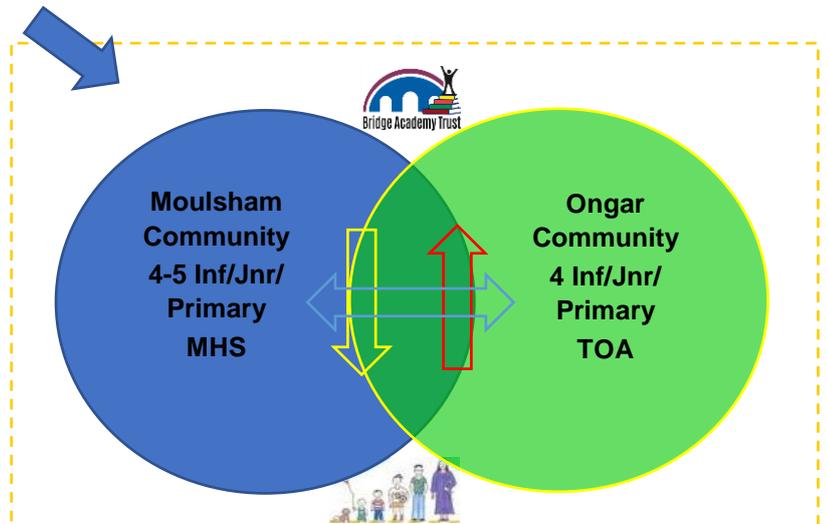


Bridge Academy Trustees have agreed the core purpose and vision as:

- ✿ High quality **continuity** of **every child's** journey through education from 3-19
- ✿ A **community** and school-led school improvement system The ideal 'model' for the Trust would look like this:

### The Guiding Principles of Bridge Academy:

- Equality/equity for all
- Locally owned, locally managed
- 'No child left behind'
- Community at the heart (where everyone is valued)
- Excellence in each school
- A school-led improvement system
- Outward-facing
- A 'natural wastage' approach (no redundancy, but a change of role, if required)



### The Non-Negotiables:

- Teaching & Learning at the heart of all we do, with children as the core focus at all times
- Each school to have its own uniqueness
- Clear and effective communication systems/mechanism: LGB to Trust; Trust to LGB etc
- Enable leaders to lead and to drive the quality of provision
- High accountability/transparency: support before failure
- A culture of Enjoy, Enrich, Achieve for school improvement
- Promote cross-phase (and school) working
- Work within the financial regulations (value for money)
- Adhere to the Guiding Principles for all key decisions

The growth, timing of the growth and the development of the Trust as a whole is dependent on schools feeling that the core purpose, guiding principles and non-negotiables meets with what they are looking for. If they do not, the trust is keen to hear from local schools as to what further could be incorporated so that it could be part of the growing formation of BAT. To date, 7 schools (2 secondary and 5 Primary) have formally joined the Trust with a further infant school, which meets the above ideal model, has expressed an interest in joining BAT, with meetings taken place between the CEO (and on occasions Trustees) and HT/CoG.

The Trustees and Local Governing Bodies are very knowledgeable and supportive, with a wide variety of skills and expertise. The Trustees have been keen to ensure the central 'team' has sufficient capacity (& expertise) to move the Trust and the schools forwards in achieving the aims set out above. The CEO is supported by a Director of Primary Education and other school improvement staff/resources, whilst the CFOO(Chief Finance & Operations Officer) has a well-resourced team, including Human Resources, Payroll, Finance, Health & Safety and Clerk.

A snapshot of BATs work to date in only a few months: EWO/Attendance officer working across all schools for the child's journey; Additional SLT staffing for School Improvement Work; Joint CPD; primary leadership expertise in to schools; 3 schools now working together with the local secondary (Ongar) where previously there were 4 separate schools; Community Choirs (Adults & Children's); LP Maths, LP English, SENCo support all part of the central team; and much more.....

## The Trustees



Steve Bennett  
Chair of Trustees



Keith Mogford  
Vice Chair



Damian Barrett



Nikki Dunn



Paul Kitson



Stuart Moore



Brian Payne



Karen Salmons



Mark Farmer  
CEO



Lisa Williams  
CFOO/CoSec