

The Esher Learning Trust Charter

The Articles of Association for Esher Learning Trust state:

“ in relation to each of the Academies (within the Multi Academy Trust) to recognise and support their individual character and respect the different background of each and its links to the local community which it serves...”

The Guiding Principles of the Esher Learning Trust are:

- Envisioning, engaging and enabling leadership at all levels
- Sustained improvement through collective working
- Promoting innovative best practice across all schools
- Commitment to continually raising standards in schools
- Recognition and respect of the uniqueness of all schools within the Trust

Esher Learning Trust aims to:

- Value the individual needs of all students, embrace diversity and inclusion putting the child at the heart of everything we do
- Work in partnership with other schools and providers for the benefit of all students and in support of the education provision of young people in our community as a whole
- Engage positively with staff, parents, the local community and a range of external agencies to support the academic and personal development and well-being of students
- Embrace those of different faiths and of no faith, whilst continuing to value our Christian foundation and distinctiveness
- Maintain a comprehensive intake of students adhering to the National Admissions' Code and Local Authority protocols and continue to work in conjunction with Surrey County Council and local schools in meeting the needs of our local community
- Maintain a broad, balanced and appropriately challenging curriculum catering for the needs of all students (based as far as efficiently possible on a personalised curriculum) and provide a range of stimulating extra curriculum opportunities
- Seek to secure a well-qualified and highly committed workforce engaged under agreed employment
- principles and recognise the importance of maintaining a team of people whose professional skills are regularly reviewed and continuously developed
- Oversee and deploy, where necessary, capital, human and financial resources effectively and imaginatively in a sustainable manner, to support the aims and ethos of the Trust
- Value the contribution of all students, staff, parents and governors to the success of the school through consultation on key policies and involvement in self-evaluation and development planning processes
- Maintain its status as a voluntary body working as guardians of each school's ethos and values by supporting and challenging the school's leadership in the best interest of all students.

The Esher Learning Trust intends to adhere to the following employment principles:

- Continue to employ all teachers according to national terms and conditions as a minimum
- Continue to employ all support staff under the terms and conditions at least as good as those of Surrey County Council
- Continue to recognise teaching and support staff unions
- Ensure a commitment to on-going professional development for all staff

This document sets out a statement of the Trustees intentions at 12th June 2014.