Consilium
Academies

STRATEGY

CONSILIUM ACADEMIES

EXCELLENCE AND EQUITY WITH INTEGRITY

Consilium
Academies

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FOREWORD FROM THE CEO

We are Consilium Academies Trust, a Multi-Academy Trust comprising eight schools across three regional hubs in Salford, South Yorkshire, and the North East of England. Our culture is rooted in support, guidance, and capacity building, fostering a collaborative approach to school improvement across our family of academies.

As a values-driven Trust, we bring our commitment to excellence, equity, and integrity to life each day. We recognise the unique value of each individual, both staff and students, and are dedicated to helping every member of our Trust reach their full potential. To achieve this, we actively collaborate with stakeholders and external partners, building relationships that enhance opportunities for everyone within our Trust.

Our academies align with shared goals that prioritise students' academic, social, and emotional development. We aim to inspire a passion for lifelong learning and continuous growth among our students, staff, and academies alike, empowering them to pursue their aspirations. Together, we strive to build an inclusive and diverse community where all members feel valued, supported, and empowered to succeed.

Our strategic plan clearly outlines our ambitions for our family of schools, responding to the needs of each unique school community.

Michael McCarthy
Chief Executive Officer

WHO WE ARE

Consilium Academies was established as a Multi-Academy Trust (MAT) and academy sponsor in January 2015.

With two regional hubs and eight schools supported by a dedicated Central Team, we operate without a lead school, fostering a partnership model with strong, collaborative links across all our academies. Our core belief is that every student, regardless of background, deserves an excellent education and equal opportunities to reach their full potential. This vision drives us to create an environment where every pupil can truly thrive.

8

Academies within our Trust

5330+

Children currently being taught

620

Staff employed across our family

1

OUR SCHOOLS

North West & Yorkshire

- Ellesmere Park High School, Salford
- Moorside High School, Salford
- Armthorpe Academy, Doncaster

North East

- Consilium Evolve, Sunderland
- Heworth Grange School, Gateshead
- Thornhill Academy, Sunderland
- Washington Academy, Washington
- Wyvern Academy, Darlington





OUR JOURNEY..

2015

CREATION

Consilium Academies was first created. Academies joined the Trust over the next few years. First being Armthorpe.

2019

CENTRAL SERVICES

A central services offer was developed in order to provide schools with specialist leadership for each core function, allowing school leaders to maintain an absolute focus on providing their young people with the very best education.

2022

AWARDS

Consilium Academies was names Multi-Academy Trust (MAT) of the Year.

2024

NEW CEO

Re-design of the Central Team and Michael McCarthy took up post as CEO. Michael is driving successful change for the whole trust with a focus on collaboration and excellence with integrity.

FUTURE PLANS

Creation of Consilium Evolve Multi provision for the Trust and a state of the art new school building at Thornhill.

OUR VALUES

Excellence and Equity with Integrity

We are dedicated to fostering a learning environment that enables high standards whilst ensuring equal opportunities for every student to succeed, all within a framework of honesty and ethical behaviour.

COMMITMENT TO EXCELLENCE

Schools focus on delivering high-quality education, encouraging students to excel academically and in extracurricular activities. This includes continuous improvement in teaching practices, curriculum development, and facility enhancement.

ENSURING EQUITY

Every student receives the support they need to succeed, regardless of their personal circumstances. Schools work to eliminate barriers to learning and promote an inclusive culture. This could involve tailored support programs, inclusive classroom practices, and ensuring all students feel represented and heard.

OPERATING WITH INTEGRITY

Operating with Integrity allows trust and respect among students, parents, staff, and the wider community. This commitment to integrity sets the standard for ethical behaviour across our schools.



OUR FOUR STRATEGIC OBJECTIVES

01

ATTENDANCE

By July 2027, all of our schools will be above the national average for attendance.

Improving attendance is a critical component of our overall strategy for success. Consistent attendance not only ensures that students and staff are present to participate in learning and work activities, but it also fosters a culture of commitment, responsibility, and community

02

OUTCOMES

By July 2027, all schools will have a positive progress score and we will be at or above national for 5+ in English and Maths.

Focusing on student outcomes ensures that every decision we make, every policy we implement, and every resource we allocate directly contributes to the academic, social, and emotional development of each child.

03

PUPIL NUMBERS

By July 2027, all schools will have seen a [30%] increase in their NOR where they are under roll.

By attracting and retaining more students, we can create a vibrant and dynamic learning environment that positively impacts students, staff, and the broader community.

04

OPERATIONAL EXCELLENCE

By July 2027, Trust operations will be consistently compliant, efficient and financially sustainable, delivering high-quality central services that reduce burden on schools and directly support improved outcomes.

Operational excellence enables improvement by embedding strong financial planning, statutory compliance, effective people processes and responsive IT and estates support. As maturity increases, the Trust will move beyond assurance to optimisation - generating value through investment, procurement and workforce development. This will ensure our schools are well-supported, well-governed and focused on teaching and learning.

STRATEGIC OBJECTIVE 1
ATTENDANCE

01

Year 1
2024 - 2025

- All schools will have embedded the Trust Attendance Strategy
- All schools to be above local authority average
- PP & SEND students to be above local authority average
- Suspension rate to reduce by 50%
- Permanent exclusion rate to reduce by 50%
- Reduce Lates by 1% (L&U codes)
- All schools to offer a breakfast club
- All schools to establish “Wow Wednesdays”
- Working group established to co-create Consilium Passport
- Trust Behaviour Policy to be created

EVOLVE

- Value added attendance across the year improves by 50% from transition.
- Lates reduce by 10%
- Suspensions are 0%
- Placement terminations by Evolve are less than 2 per year

02

Year 2
2025-2026

- All schools to be at national OR all schools to make a 2% increase in their attendance on 2024/25 if below national, or a 1% increase if above national
- For PP and SEND students, half the difference between the Trust gap vs the national gap against non PP and non SEND.
- Suspension rate to reduce by a further 50%
- Permanent exclusion rate to reduce by a further 25%
- Reduce Lates by a further 0.5%
- All schools to have embedded 3 x praise to every 1 negative
- Pilot of Consilium Passport rolled out
- Trust Behaviour Policy to be embedded

EVOLVE

- Value added attendance across the year improves by 55% from transition.
- Reduce lates by 15%
- Suspensions 0%
- Placement terminations by Evolve are less than 2 per year

03

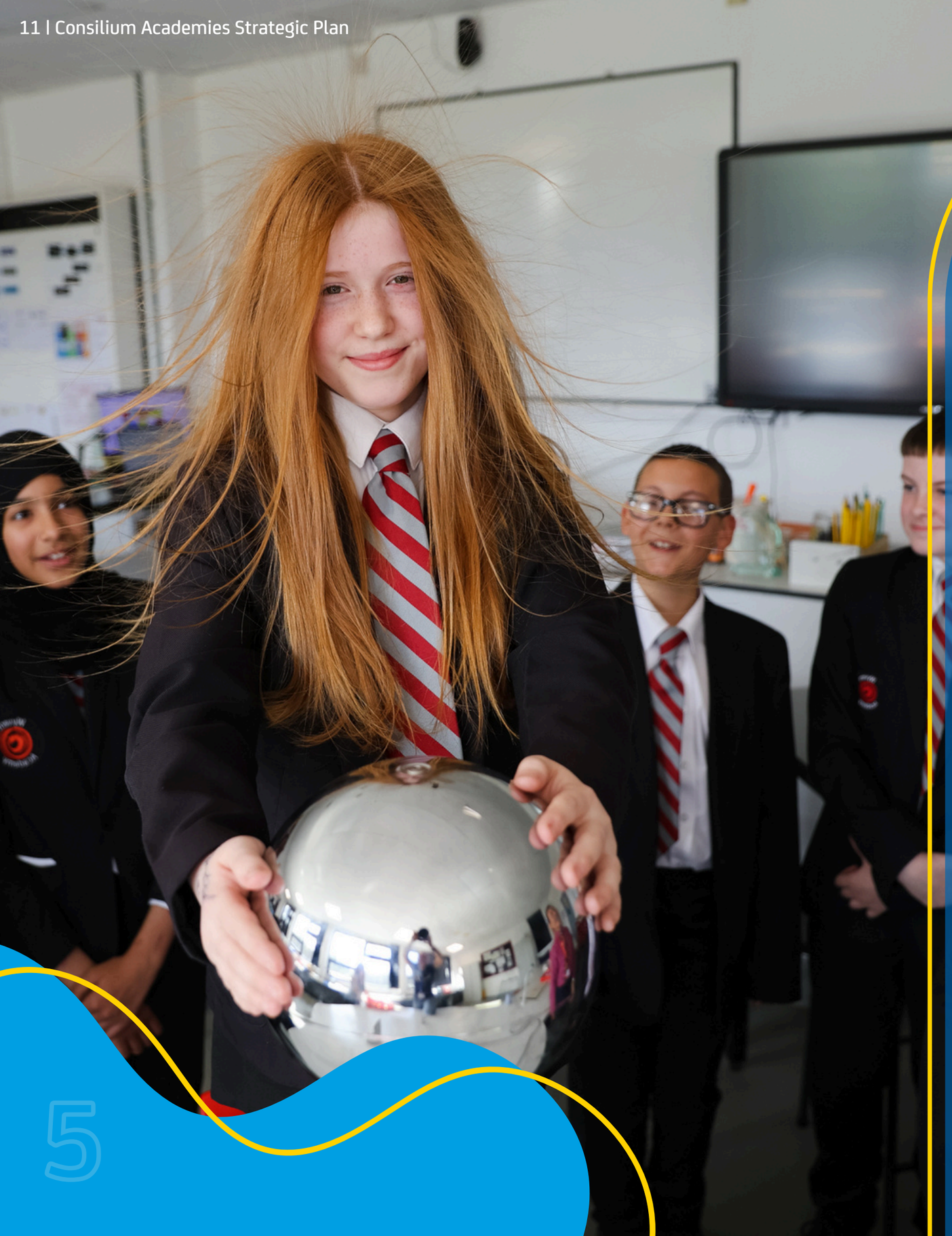
Year 3
2026-2027

- All schools to be above national
- For PP and SEND students, be in line with the latest national data on gaps to non PP and non SEND.
- Suspension rate to reduce to be in line with latest national data available.
- Permanent exclusions to reduce to be below latest national data available.
- Reduce Lates by a further 0.5%
- Full roll out of Consilium Passport

EVOLVE

- Value added attendance across the year improves by 60% from transition.
- Reduce lates by 20%
- Suspensions 0%
- Placement terminations by Evolve are less than 2 per year





STRATEGIC OBJECTIVE 2
OUTCOMES

Year 1
2024 - 2025

- At least 2 Study visits for all schools to showcase excellent practice in schools in disadvantaged areas achieving both progress and attainment.
- 57% of our Year 11s will secure 4+ in English and maths
- We will establish a baseline for 7+ in English and maths
- We will establish a baseline for the number of qualifications

EVOLVE

- Baseline offer for academic and therapeutic offer is established
- All core subjects will achieve above 80% against adjusted target grades
- 70% of students will achieve Citizenship and photography

Year 2
2025-2026

- At least 2 Study visits for all schools to showcase excellent practice in schools in disadvantaged areas achieving both progress and attainment.
- 65% of our Year 11s will secure 4+ in English and maths
- [36%] of our Year 11s will secure 5+ in English and maths
- [10%] of our Year 11s will secure 7+ in English and maths
- The average number of qualifications is 7
- Establish programme of outreach to local employers and HE institutions

EVOLVE

- Offer for academic and therapeutic is reviewed in line with Trust principles
- All core subjects will achieve above 90% against adjusted target grades
- 75% of students will achieve Citizenship and photography

Year 3
2026-2027

- 3 Study visits for all schools to showcase excellent practice in schools in disadvantaged areas achieving both progress and attainment.
- [70%] of our Year 11s will secure 4+ in English and maths
- [45%] of our Year 11s will secure 5+ in English and maths
- [18%] of our Year 11s will secure 7+ in English and maths
- The average number of qualifications is 8
- Partnerships in place with [2 employers] and [2] universities

EVOLVE

- Academic and therapeutic offer is increased in line with Trust principles
- Baseline offer for academic and therapeutic is established
- All core subjects will achieve above 90% against adjusted target grades
- 80% of students will achieve Citizenship and photography

STRATEGIC OBJECTIVE 3
PUPIL NUMBERS

01

Year 1
2024 - 2025

- All schools to have a marketing plan in place for Easter 2025.
- Each school to have a specific target for increasing pupil numbers (or maintaining where already full) and to increase the number of 1st choice preferences, taking into account local context.
- All heads to visit each partner primary at least once before the end of October deadline and again in the summer term
- Trust to be represented at Open Events

EVOLVE

- On average across the year Evolve is 80% full

02

Year 2
2025-2026

- All schools to have GDPR compliant data capture process in place to develop prospective parent database
- Each school to have [2] open days and opportunities for parents to visit and experience life at school (Y5 & Y6)
- All schools to show an increase in 1st choices

EVOLVE

- On average across the year Evolve is 80% full

03

Year 3
2026-2027

- Each school to have [2] open days and opportunities for parents to visit and experience life at school
- Each school to have an agreed % increase in 1st choices
- As a Trust receive 20% high first choice applications than 2024.

EVOLVE

- On average across the year Evolve is 80% full





STRATEGIC OBJECTIVE 4
OPERATIONAL EXCELLENCE

Year 2
2025-2026

- Embed multi year ICFP into all staffing and curriculum decisions to ensure financial sustainability
- Establish an investment strategy and procure a Trust investment platform
- Establish a compliance baseline score and implement an action plan to increase statutory compliance
- Health and safety audit outcomes to improve term on term
- >90% IT and estates helpdesk tickets to be actioned within agreed KPI timeframes dependant on severity categorisation
- Website compliance across all websites to be >95%
- >85% completion rate in respect of mandatory training by the specified deadline
- >85% PDR's completed by the specified deadline, with sample testing showing >90% of PDR's being of sufficient quality

Year 3
2026-2027

- Further reduce the number of non order invoices compared to previous year
- 100% IT and estates helpdesk tickets to be actioned within agreed KPI timeframes dependant on severity categorisation
- Statutory compliance to be >95% in all schools
- Website compliance across all websites to be >95%
- Generate additional investment income from the procured investment platform
- Achieve 3-5% savings on addressable non staff spending through collaborative and cross Trust procurement
- Website compliance across all websites to be 100%
- >90% completion rate in respect of mandatory training by the specified deadline
- >90% PDR's completed by the specified deadline, with sample testing showing >95% of PDR's being of sufficient quality