

THE STOUR FEDERATION

LEARN, GROW, SUCCEED TOGETHER

MULTI ACADEMY TRUST

[www.thestourfederation.com](http://www.thestourfederation.com)

# The Stour Federation Roadmap



January 2011 -  
Acorns and  
Shipston form  
The Stour  
Federation



September 2015  
- Brailes C of E  
Primary joins in  
partnership



August 2021 -  
Brailes joins The  
Stour Federation



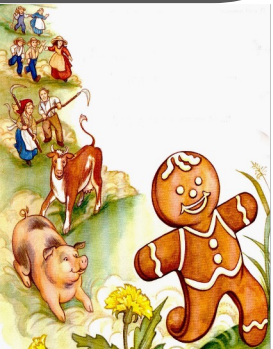
September 2014  
- The Stour  
Federation  
becomes a Multi  
Academy Trust



September 2017 -  
Trust SENDCO in  
addition to Trust  
Reading, Writing  
and Maths Leaders  
(2015)



July 2022 -  
Kineton C of E  
Primary joins  
The Stour  
Federation



# RESPECT Core Values

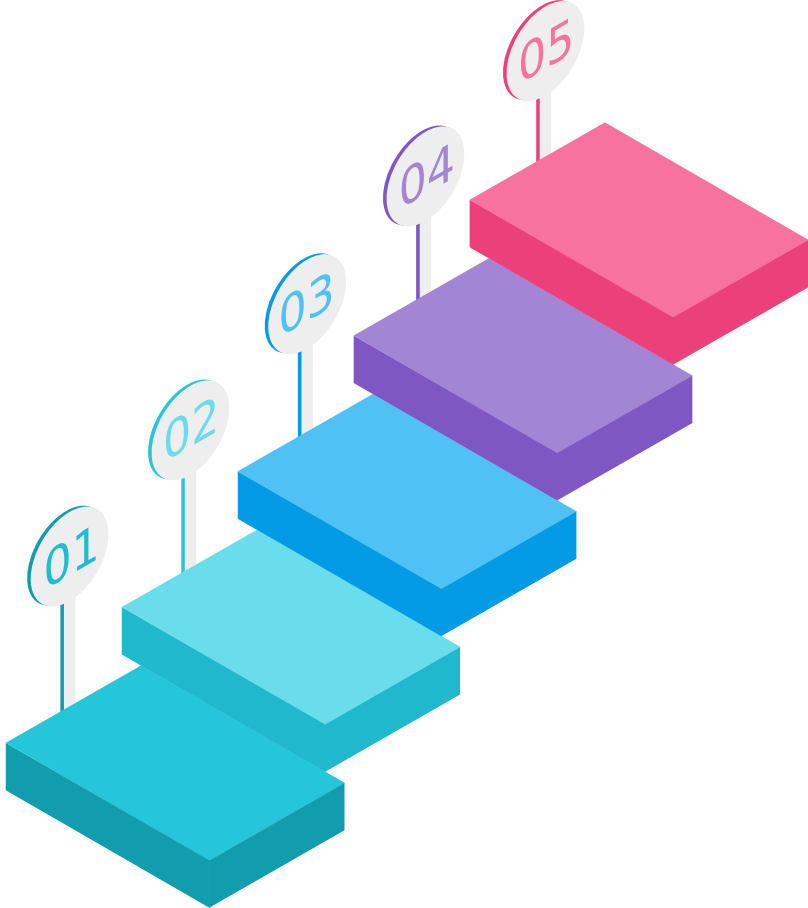
- What we truly believe, NOT aspirations.
- Minimum behavioural standard.
- Values inform expectations.
- Expectations influence behaviour.
- Behaviour creates **culture**.



# Formalising Collaboration



# Strategic Journey at Tipping Points



Establish “collaborative convergence” in systems, structures, pedagogy and monitoring



Establish clear L&T framework and School Improvement model



Re-establish the culture and define “the dividend”



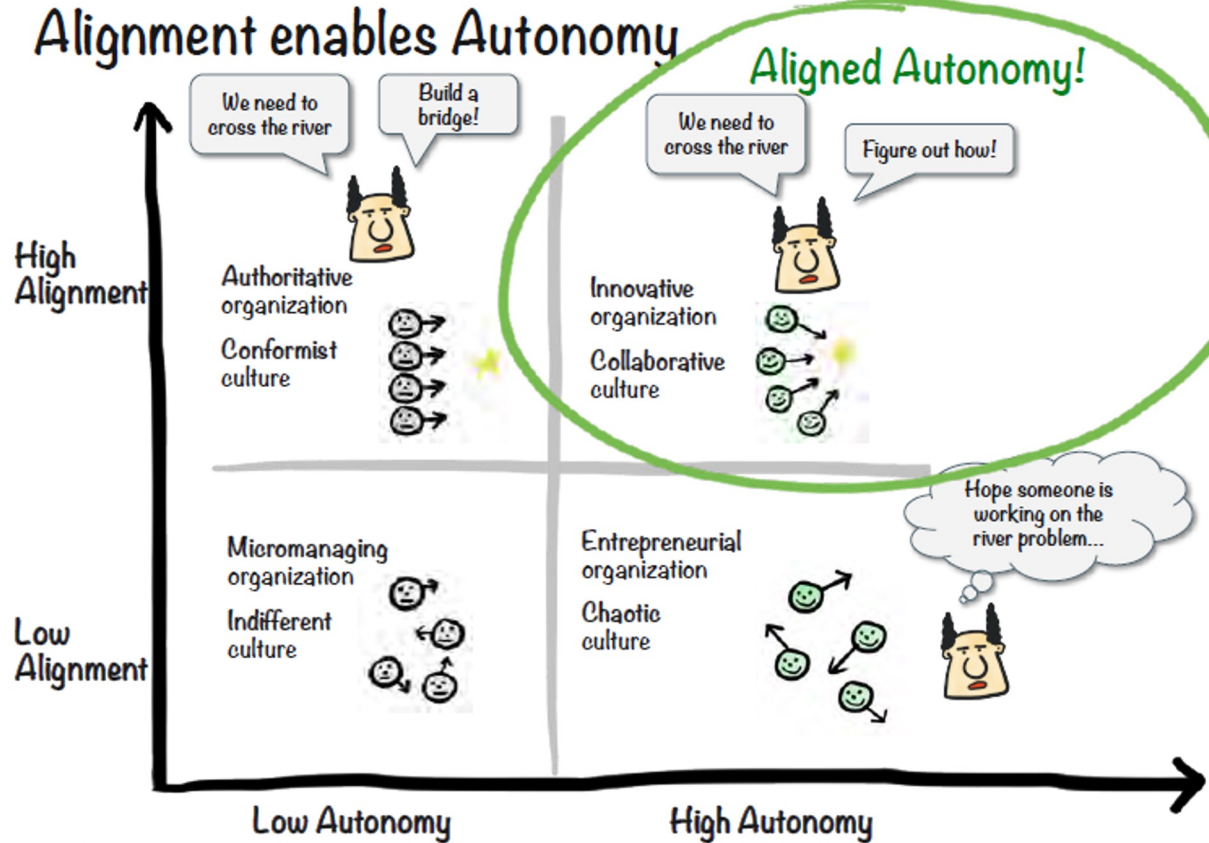
Governance reform to underpin robust Challenge and Support



Values and Vision to create a MAT model



# Spotify - Aligned Autonomy and The Spine



# Organisational Health - The Advantage (Lencioni)



# Organisational Health - The Advantage (Lencioni)



Why do we exist?



How do we behave?



What do we do?



How will we succeed?



What's the most important now?



Who must do what?

# Scaling Up

## How Decentralized Should Decision Making Be?

It depends on your goals.

<b>When it is important to have...</b>	Responsiveness	Reliability	Efficiency	Perennity
<b>...it is usually advantageous to veer toward...</b>	Decentralization	Centralization	Centralization	Centralization
<b>...as that solution enables and stimulates...</b>	Immediacy	Compliance	Syndication	Detachment

# Questions

- Does your vision align the MAT?
- Do you understand the scheme of delegation?
- What is centralised?
- Are there any geographical challenges?
- How will the school retain its identity in the MAT?
- What back office support does the MAT provide?
- How will budgets work in the MAT?
- What measures will be introduced by the MAT as part of TUPE?