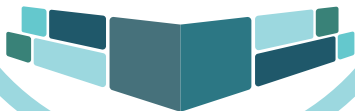




ALTERNATIVE
LEARNING
TRUST



LOVE
SOCIAL JUSTICE
COMMUNITY
FLOURISH

OUR VISION STATEMENT

The Alternative Learning Trust originated from thriving, community-focused Alternative Provisions. It was established to provide a home for schools and provisions that lacked a community to belong to. Our mission is to take our place in a sector that requires advocacy and accountability, and to strengthen Alternative Provision, Special Schools, and Pupil Referral Units.

We collaborate with mainstream schools, the voluntary sector, children's services, and other national partners to improve outcomes for children who are excluded. We seek to ensure they are not excluded in the broadest sense — including those with SEND or those whose behaviour communicates underlying challenges — and to support their families.

We are relational - love
We are a voice - social justice
We are community
We see our children and families flourish

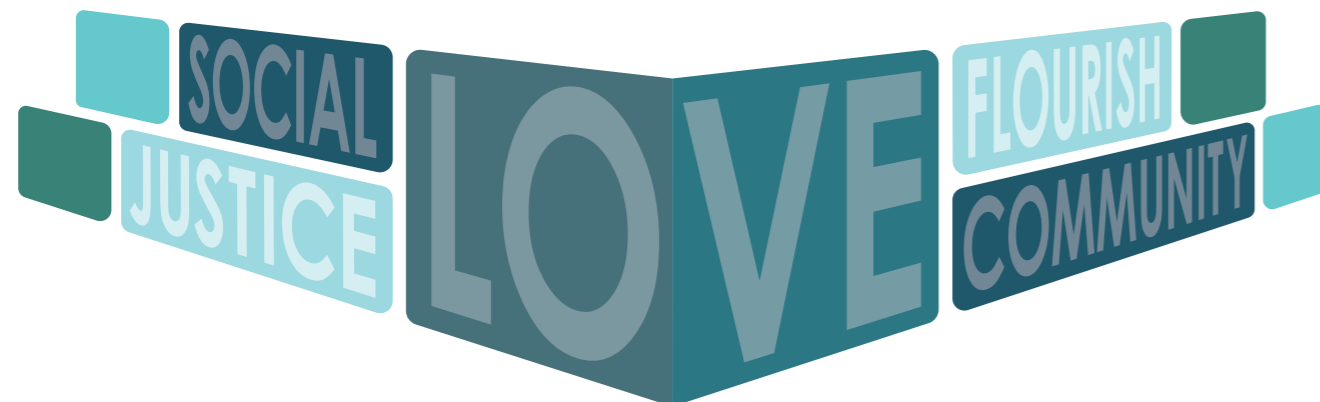


MESSAGE FROM OUR CEO

We are a family of schools that work with children and families who most need us, good education and support to grow into strong members of our communities. We do this by building strong relationships (*love*).

We are a Trust that stands up for children, families and our staff (*social justice*).

We want all the 'people' in our family to grow and thrive; staff, children and families (*flourish*).



OUR VALUES

LOVE

Unconditional, transformational relationships. In school, home and community. Through relationships we learn with our teachers we are safe in good relationships in our homes and we are safe and happy in our communities.



SOCIAL JUSTICE

We are about fairness – In a socially just society human rights are respected, and diversity is celebrated and affirmed on the equality journey. We are here to voice for our children, families and communities.

COMMUNITY

We are in communities of schools, agencies and others who share interests and passion. We are active in our communities bringing about change. We work in each place location we operate in to strengthen communities. We embrace Multi-agency/Trust/Organisation working collaboratively in each of our local areas.



FLOURISH

We are here to see our children thrive through – high expectations, achievement, purpose and fulfilment. Taking our place in our communities as healthy individuals – flourishing in our lives.

Our schools grow and develop - Estuary Academy North has established a coffee shop enabling pupils to take part in hands-on Barista training.



SCHOOL IMPROVEMENT WORK AND SUPPORT

The School Improvement Team plays a vital role in supporting schools across our Trust to deliver the highest quality education for every pupil. Comprised of experienced practitioners from diverse educational backgrounds, the team works closely with school leaders and staff to strengthen teaching, learning, and leadership at all levels.

Recognising that every school is unique, we tailor our approach to the specific needs and priorities of each school community. Our support is practical, collaborative, and grounded in real-world experience. This may involve targeted school visits, bespoke staff training, or joint work to analyse data and plan strategic next steps. Our focus is on identifying strengths, pinpointing areas for development, and enabling sustainable, meaningful progress.

Above all, we are here to listen, advise, and support. We believe that genuine school improvement is not about quick fixes, but about building trust, growing professional confidence, and fostering continuous development. Through strong partnerships, we aim to help schools create the conditions in which staff can thrive, and pupils can achieve their full potential.



WHY JOIN OUR TRUST?

We are a collaborative Trust, as we see the most lasting development and improvements coming from working together. We are a specialist trust; we acknowledge the development of mixed Multi Academy Trusts and recognise that this is often at the expense of the specialist provision if it is a sole provision amongst others.

We have chosen instead to have similar provisions around us supporting specialist school improvement. 'Iron sharpens Iron' and we know that Special and AP best supports Special and AP and where we have colleagues who walk in the same shoes as us, they are better able to hold us to account and support growth and development.

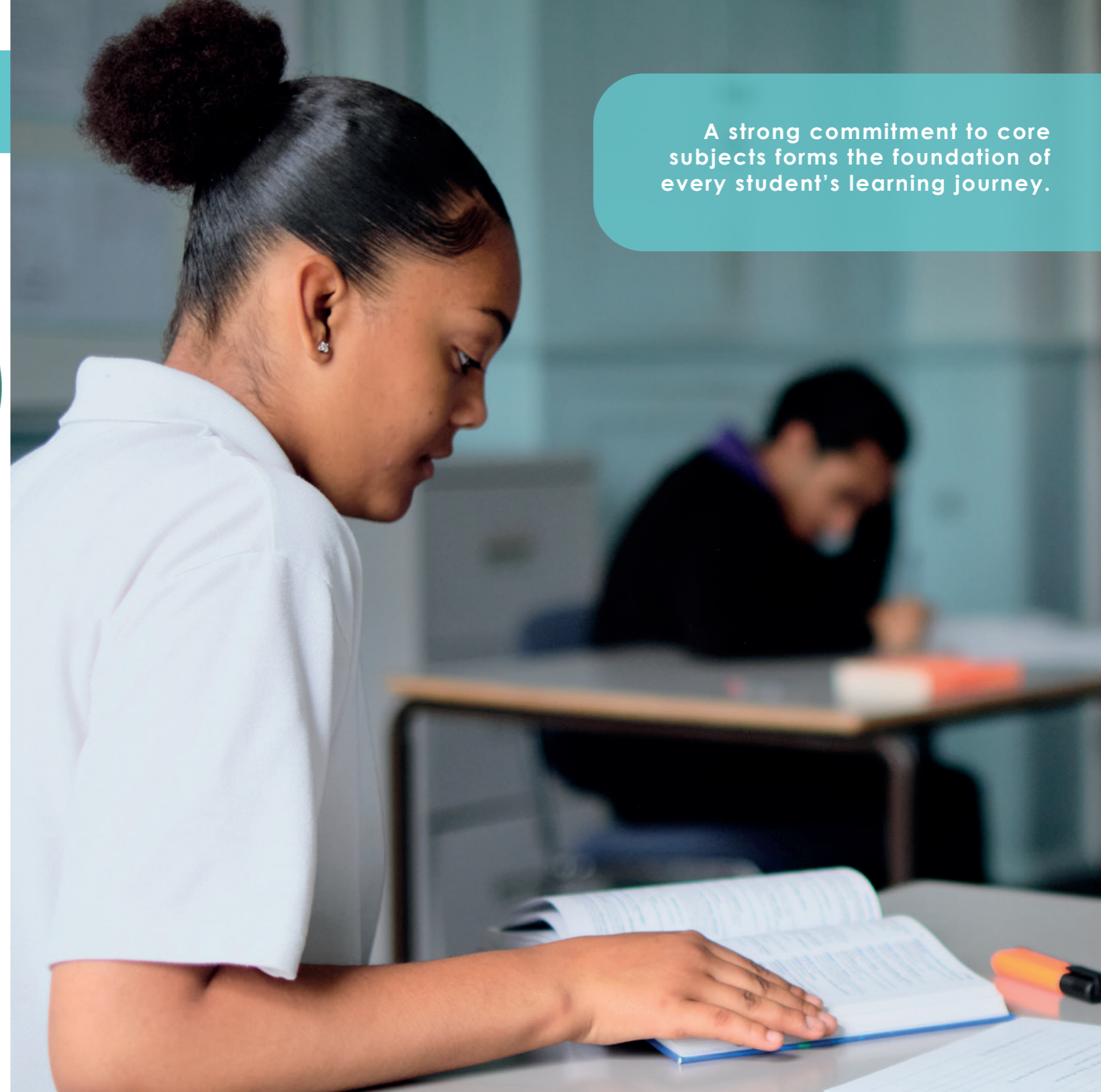
However, as a Trust we also know that AP and Special are in a very strong place to lead and support mainstream schools on their inclusion journeys. We take this seriously, as all of our schools take their place within their local areas and systems. Through delivering training and support to their local mainstream schools, through taking active roles on Local Authority partnership boards for SEND and Safeguarding, Fair Access Panels and Local Headteacher meetings. We can be in a specialist MAT and still impact and influence each of our local areas. We can be system leaders and advocates for the most vulnerable in each local area and we are. We are influencing many more mainstream schools and systems with this model as we influence, strategy, practice and policy wherever we are located. Currently we impact and influence hundreds of schools across the areas we work in.

Alternative Learning Trust is founded on non-negotiable values based on foundation stone beliefs in the need for people to flourish in all areas of their lives, that we are stronger through a sense of community, that social justice is vital and that the ability to give and receive love/unconditional regard is essential. This is out worked in many ways and Justice and Equality, Inclusion and celebration of Diversity is key to all those values.

Members, Trustees, local governors and staff at all our schools share these values. We are driven by the compelling aim to transform the educational experiences of disadvantaged young people, offering them opportunities which will empower them to reach sustainable outcomes for the rest of their lives. We do this across the systems we work in from supporting early years, mainstream schools, other agencies, other Specialist settings, Local Authority work, Post 16 Colleges and Sixth Forms and work across each of our communities currently in Kent, Medway, Croydon and Sutton.



A strong commitment to core subjects forms the foundation of every student's learning journey.



DIVERSITY, EQUITY, INCLUSION AND JUSTICE

At Alternative Learning Trust, we believe that every individual deserves to be seen, heard, and valued. Guided by our core values of love, social justice, community, and flourish, we are committed to creating learning environments where diversity is celebrated, equity is ensured, inclusion is intentional, and justice is pursued.

We strive to:

- **Champion Diversity** by honouring the unique identities, experiences, and abilities of every learner and staff member.
We are relational - love
- **Promote Justice** by challenging systemic inequities and advocating for practices that uphold fairness and dignity.
We are a voice – social justice
- **Foster Inclusion** by cultivating a culture of belonging where everyone feels respected, empowered, and safe.
We are community
- **Advance Equity** by removing barriers and providing fair access to opportunities, resources, and support for all.
We see our children and families - flourish

Through collaboration with families, communities, and partners, we aim to create spaces where every child and adult can flourish, unlocking their full potential and contributing meaningfully to society.

OUR LOCATIONS



Nore Academy has developed Horticulture as part of their curriculum.



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FLOURISH



Alternative Learning Trust
Sutton West Centre, Robin Hood Lane
Sutton, SM1 2SD

Telephone: 020 8652 1185
Email: contactus@alternativelearningtrust.org
Web: www.alternativelearningtrust.org.uk

LOVE SOCIAL JUSTICE COMMUNITY FLOURISH

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