


RAINBOW EDUCATION MULTI ACADEMY TRUST KEY PERFORMANCE INDICATORS (KPIs) 2023/2024

We will measure the following KPIs to measure our progress towards the five strategic goals:

 <p>Ofsted Grades</p>	 <p>SIAMS Inspections</p>	 <p>Progress and Attainment</p>	 <p>Attendance</p>	 <p>Effective Governance</p>
 <p>Trust Policies</p>	 <p>Compliance</p>	 <p>Financial Audits</p>	 <p>Health and Safety</p>	 <p>Positive Staff Culture</p>
 <p>Diverse Profile</p>	 <p>Professional Development</p>	 <p>Growth Strategy</p>	 <p>Brand Profile</p>	 <p>Partner of Choice</p>

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DELIVER EXCELLENT EDUCATION - SCHOOL LEADERSHIP TEAM		
KPI	FREQUENCY OF MEASUREMENT	SUCCESS CRITERIA
Ofsted grades Rainbow schools at least good	Each judgement	All academies are JUDGED at least good by Ofsted within 3 years of joining
Rainbow denominational schools are at least good in their SIAMS inspections	Each judgement	All academies are judged at least good in SIAMS at every inspection
Children at Rainbow academies progress and achieve and gaps are closing for vulnerable groups	Annual	*Progress and attainment data are at least in line with national averages Demonstrable evidence of closing the gap across the trust
Attendance and persistent absentee levels are at least inline with national	Annual	Attendance % across all schools are at least in line with national
<i>*benchmarked via national, FFT contextualised and previous school baseline data</i>		

ENSURE STRONG AND EFFECTIVE GOVERNANCE AT ALL LEVELS - CHAIR OF LAC/HEADTEACHER		
KPI	FREQUENCY OF MEASUREMENT	SUCCESS CRITERIA
The Trust has an effective governance model	Annual	External review of governance recognises an effective governance model at the Rainbow Education Multi-Academy Trust.
Trust policies are rationalised, compliant and rolled out in lined with the Trust's scheme of delegation	Annual	External review of governance recognises an effective governance model at the Rainbow Education Multi-Academy Trust.

BUILD A STRONG AND SUSTAINABLE INFRASTRUCTURE - CHIEF OPERATIONS OFFICER		
KPI	Frequency of measurement	Success criteria
The Trust is compliant with the Academies Handbook	Quarterly	All "musts" in the Academy Trust Handbook are met
Financial audits show controls are robust. VFM principles are applied through effective procurement	Annual	Clean audit report



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Health and Safety compliance is centrally tracked and monitored to promote safer working practices	Annual	External health and safety audits
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BECOME AN EMPLOYER OF CHOICE - CENTRAL TEAM

KPI	Frequency of measurement	Success criteria
Staff voice, rates of absence and attrition indicate a positive staff culture in all schools/teams	Quarterly	Low staff absence and attrition Positive staff voice
Employee and governor profile is increasingly diverse and representative	Annual	Higher % of diversity across staff team
Coherent CPD programme promotes personal effectiveness and career development for all	Quarterly	Better national averages

DRIVE SUSTAINABLE GROWTH - CEO/COO

KPI	Frequency of measurement	Success criteria
Clear growth strategy is established and tracked to ensure growth is sustainable	Quarterly	The MAT is in a position to take on more schools without jeopardising standards in existing schools
Improved brand profile secured through enhanced website, social media presence and positive news	Quarterly	REMAT has a positive presence on social media and this supports the trusts growth
The Trust is a partner of choice for a wide range of organisations through its compelling school improvement work	Quarterly	Partnerships outside of REMAT are made and sustained

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