**Holy Trinity Estate Management Plan**

**Our School Vision**

*‘Love your neighbour as yourself.’*

*Matthew 22:36-40 “Teacher, which is the greatest commandment in the Law?” Jesus replied: “Love the Lord your God with all your heart and with all your soul and with all your mind. This is the first and greatest commandment. And the second is like it: Love your neighbour as yourself.”*

At Holy Trinity, positive, caring relationships are the foundation of our school community, woven through everything we do. In our school, everyone is valued and learns to value one another. Children, staff, and families are recognised and celebrated as unique individuals — each one loved, supported, and respected for who they are. Jesus’ teaching supports us to see the value in others, to be compassionate and to create an environment where everyone can flourish and achieve their full potential.

We recognise that our school community is part of a larger, diverse world, and we are committed to fostering an environment that is welcoming, inclusive, and accepting of all. At Holy Trinity, we nurture curious and motivated learners who take joy in discovery as they explore the world around them. We encourage our pupils develop into *responsible* global neighbours who *respect*, appreciate, and embrace the differences that make each of us unique.

We support our Holy Trinity family to flourish by nurturing their spiritual journey through:

**Looking in** with self-reflection,to love and value themselves as a unique child of God with self-respect and honesty.

**Looking out** with compassion and service to seek justice, peace, and care for all people and the planet we share.

**Looking up** with wonder and gratitude. We consider being a part of something greater than ourselves by taking time to pray, reflect, and be still.

**Our school values:**

***Respect* – The Parable of the Good Samaritan**

**Luke 10:25-37 teaches that compassion, and neighbourly love should be extended to everyone, irrespective of background or perceived differences.**

***Community* – The Parable of the Lost Sheep**

**Matthew 18: 10–14 teaches us the importance of community and belonging. God, like the shepherd, desires for all to be part of the flock, experiencing the joy of being connected and cared for.**

***Responsibility* – The Parable of Jesus feeding the 5000**

**John 6.1-13 teaches us that Jesus notices and cares about the everyday needs of all people.**

By fostering an inclusive community and working in partnership with Durham and Newcastle Diocesan Learning Trust and the Church of England, we are empowering our children to live full lives, reaching their potential and helping others to do the same. Through our spiritual development and our commitment to these Christian values, we encourage children to not only see the world through a broader lens but also actively contribute to making it a more inclusive and compassionate place. Our school is a place where *respect*, *community*, and *responsibility* guide our actions and help us live out the teaching to *love our neighbour as ourselves.*

Durham and Newcastle Diocesan Learning Trust’s vision**: "Every child matters and no child is ever left behind..."**

The Church of England vision: **"Live life to its fullness."**

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| **Estate Vision** At Holy Trinity we take great pride in the learning environment which have for our community. In 2015 we were fortunate to move into a new building, although new the building had little equipment and the outdoor environment was not available for use for a number of months.We have strategically developed the grounds focussing mainly on Early Years and the field area. Moving forwards we need to ensure that our estate remains in the best condition, offers the best education and fulfils our community’s needs and desires. We consistently scrutinise the buildings use and standards to ensure the building is safe and meets its identified need. We have already replaced a number of our systems such as boilers, alarm and cctv and continue to monitor other M&E systems carefully |  |
| We have identified several aspects for development over the coming years:**Within the next 12 months:*** To develop the outdoor provisions on the field and large yard with shaded areas created by sails
* To create a planned programme of redecoration for the school
* To replace the wooden boat in EY and provide shading for in the summer months via sails
* To install air conditioning in Reception and Nursery
* To relay soft pour in Early Years

**Within 3 Years:** * To install solar panels
* To monitor state of playground surfaces
* To continue with redecoration programme for building for maintaining high standards
* To install air conditioning in other areas of school starting with the classrooms

**Within 5 Years:** * To monitor state of playground surfaces
* To continue with planned redecoration programme
* To have air conditioning installed in all areas

**Estate Management** Strategy Provision

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| To install air conditioning in Reception and Nursery classrooms | Designs and prices gained, quotes to be scrutinised. |
| To source large scale shade equipment for the KS1 yard . | Designs and prices gained, quotes to be scrutinised. |
| To replace EY wooden boat  | Designs and prices gained, quotes to be scrutinised. |
| To assess state of playground surfaces in order to comply with Health and Safety guidelines  | Any remedial works identified will need to be costed and quotescollated |
| To relay soft pour in Early Years | Prices gained |
| To create a planned programme of redecoration for the school | Review redecoration programme from past five years and create a cyclical programme that will maintain high standards of decoration throughout the school |

**Overseeing the estate****Tenure and Ownership*** DNDLT own our buildings and our land belongs to the church – all documentation is held by DNDLT

**Governance Processes** |   |

* Termly Headteacher Reports to Academy Councillors identify where building and maintenance issues have arisen and all proposals are discussed at Academy Council meetings to enable strategic decision making in relation to such.

**Budget Implications**

* Monies are allocated in the budget each year to fulfil any building and maintenance requirements
* DFC is allocated to large buildings projects / ICT projects
* All works costing over £2000 require additional authorisation and 3 quotes for the procurement process (sere DNDLT Finance Policy)
* Good practice recognises that costings over £750 require 3 quotes for the procurement process
* All accounts are audited each term
* Standards and value for money is considered for each planned work

**Health and Safety Implications**

* There are agreed and understood responsibilities for the Health and Safety of all pupils, staff and visitors
* Accountability for such is at Academy Council and Board level
* Regular Health and Safety inspections are carried out to ensure the good condition of the building is maintained
* Regular maintenance checks are carried out by the caretaker, Business Manager and recognised professionals
* Our Maintenance Plan includes a prioritised programme of maintenance works based on current and costed condition data
* There is complete understanding of statutory compliance procedures across the whole estate

**Energy and Water Management**

* Energy and water consumption is regularly monitored by the caretaker and Business Manager to ensure it meets the required performance and cost within the estate
* Patterns of under-performance are actioned and rectified accordingly
* Cost-effective improvements are sourced at Trust level and disseminated to schools accordingly

**Project delivery**

* We ensure a transparent process for identifying, defining and prioritising projects
* A needs analysis is carried out for each potential project, linked with relevant outcomes
* Transparent procurement is in place
* Project meetings are scheduled where appropriate and monitored by our Health and Safety partners
* Evaluations of projects are carried out upon completion to ensure outcomes are met appropriately