



## **FROEBEL TRUST FIVE YEAR GROWTH STRATEGY 2016-2021**

1. This five year strategy builds on the Trust's achievements to date in order to provide a focus for our programmes in the period to November 2021. It covers Section A: Vision and Values; Section B: Strategic Objectives and Themes; Section C: Project Strands; and Section D: Financial Strategy.

### **SECTION A: VISION AND VALUES**

#### **Charitable objects**

2. Our Charitable Objects are: "To promote for the public benefit the advancement and understanding of Froebelian principles of education in learning within the UK and internationally".

#### **Our vision**

3. Our vision is a world in which childhood is valued in its own right and each child's capacity and potential is recognised. It is one in which all young children have access to high quality learning and education based on Froebelian principles.

#### **Our mission**

4. Our mission is to promote the value and relevance of Froebelian principles to the education and learning of children in the 21st Century.

#### **Beneficiaries**

5. Our ultimate beneficiaries are children under the age of eight. Our immediate beneficiaries are parents/carers and adults working in the early years and primary sectors – by supporting them we will assist them to provide high quality learning and education.

6. Froebel emphasised the importance of educating rich and poor children together so that all children are able to access education based on his principles. The Trust is concerned that children who through life circumstances have had fewer opportunities and experiences increasingly are given an education that emphasises acquiring basic skills, literacy, numeracy and adult directed experiences rather than the opportunities to develop creativity and self-activity which Froebelian principles emphasise. Their access to the very experiences and ways of learning that other children benefit from and that promote real learning are limited, thus increasing their disadvantage.

7. In making decisions about how to focus its limited resources, the Froebel Trust will seek to ensure that all children have access to an education based on Froebelian principles. To achieve this we will develop strategies to enable us to reach those young children who are less likely to have access to education and experiences based on Froebelian principles.



## Principles

8. We are committed to advancing the following Froebelian principles for the education and care of children up to the age of eight:

- The integrity of childhood in its own right
- “The relationship of every child to family, community, nature, culture and society”
- The uniqueness of every child's capacity and potential
- The holistic nature of the development of every child
- The role of play and creativity as central integrating elements in development and learning
- The right of children to protection from harm or abuse and to the promotion of their overall well-being

## Our values

9. We will adopt the following values to shape the culture of the Trust. They will guide how we behave and make decisions. We will:

- **Champion childhood** by advocating early years education that starts with the child
- **Use evidence** by funding and disseminating high quality research and investigating the impact of early childhood education based on Froebelian principles
- **Be creative and adventurous** by exploring new ideas and approaches, looking for what will make a real difference
- **Be collaborative** by working with our current partners and seeking new ones to achieve the best results
- **Be inclusive** by valuing diversity in all our work and providing a culture in which the Trust treats everyone fairly
- **Demonstrate integrity** by being open and honest
- **Be generous** by using the resources of the Trust to support the work of others who share our vision
- **Demonstrate respect** in all our relationships internally and externally



## **SECTION B STRATEGIC OBJECTIVES AND THEMES**

### **Strategic objectives**

10. Our strategic objectives are to:
  - a. Seek to demonstrate how the application of Froebelian principles provide high quality learning and education
  - b. Increase our impact and visibility by increasing our charitable activity, improving our own practices and building new and effective partnerships

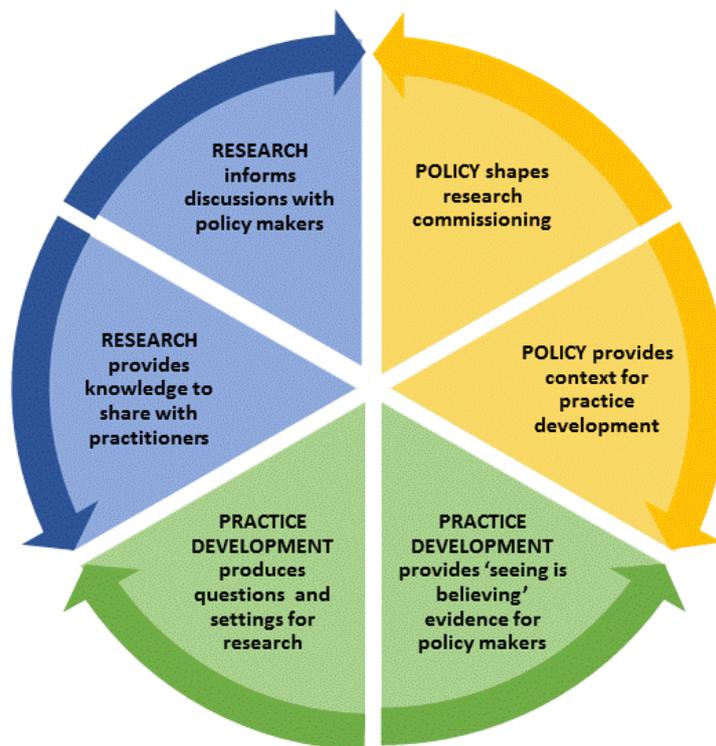
### **Cross cutting themes**

11. The Trust has adopted three cross cutting themes that reflect our vision and priorities. These will provide an additional focus for our grant giving and will be reviewed at the end of a three year period. Where relevant, advertised grant programmes will indicate whether applicants will be invited to consider addressing at least one of the themes. The themes are:
  - a. Addressing disadvantage and valuing diversity
  - b. Childhood under stress (focusing on those environments in which young children cannot play freely or with agency)
  - c. Adult (staff and parental) engagement with young children

## SECTION C PROJECT STRANDS

### Working model

12. The three strands of our work – policy, practice development and research - interact to help us to achieve our objectives, as the following diagram indicates:



### Policy

13. The objectives of our policy work will be to:

- a. Demonstrate the value of Froebelian principles in early years education in:
  - i. Promoting the well-being of the individual young child
  - ii. Supporting parental engagement in the education and learning of their children



- iii. Supporting others to achieve their policy objectives
- b. Advocate policy changes that reflect Froebelian principles and improve the quality of early years education and learning
- c. Build new strategic partnerships with policy makers, HE, and other funders

### **Research**

14. The objectives of our research strand are to:
  - a. Contribute to deepening understanding of:
    - i. The theoretical underpinning of Froebelian principles
    - ii. How Froebelian principles may contribute to high quality early childhood development, care and education
  - b. Provide evidence of how effective practice that follows those principles can be developed and supported for children in care and education settings

We will commission research according to these principles and will:

- Extend the reach of our grant making to new groups and institutions where relevant
- Be open to challenge that will enable the development of our understanding of Froebelian principles

### **Practice development**

15. The objectives of the practice development strand are to:
  - a. Provide training to support the development of high quality practice in early years learning that applies Froebelian principles
  - b. Grow the application of Froebelian principles in new areas
  - c. Grow the numbers of Froebelian practitioners

### **Strengthening and managing the Trust**

16. The objectives of our work to strengthen the Trust are to ensure that:
  - a. We operate in accordance with our Objects
  - b. Our projects and management are of high quality, effective and economic
  - c. FT is compliant with all external requirements
  - d. We extend our reach and increase our impact and visibility.



## **SECTION D FINANCIAL STRATEGY**

17. Our financial objectives are to:

- a. Maximise our income from all sources
- b. Increase our charitable spend
- c. Secure the future of the work of the Trust through careful stewardship

18. The Trust's policy is to deploy annually in support of its project strands its income and the capital gains on its investments consistent with preserving the real (inflation adjusted) value of its capital.