

PIONEER LEARNING TRUST

Pursuing Excellence and Equity

Artificial Intelligence (AI) Strategy 2026-27



Why do we need an AI Strategy?

The rapid advancement of artificial intelligence (AI) is transforming industries globally, and education is no exception. As a Multi-Academy Trust pioneering innovation and excellence across our primary schools, it is essential that we proactively engage with AI to harness its potential in our classrooms. The integration of AI in education offers a unique opportunity to enhance teaching, streamline administrative tasks, and provide personalised learning experiences that cater to the diverse needs of our pupils.

An AI strategy is crucial to ensuring that we consider these changes safely, responsibly and professionally, taking a measured approach to implementation to ensure the integrity of our Trust. By developing a strategic approach, we can guide the implementation of AI tools in ways that align with our educational vision, empower our staff, and achieve excellence and equity for every pupil. This will allow us to address potential challenges, such as data protection, ethical considerations, professional responsibilities, and the upskilling of our workforce, ensuring that the utilisation of AI is positively embraced by everyone and used with positive impact.

In this rapidly evolving landscape, a well-articulated AI strategy will position our schools to lead, innovate, and prepare our pupils for a future where AI will play an increasingly central role in society.

Vision

Our vision is to leverage AI to enhance education in our pursuit of excellence and equity. Our intent is to develop personalised learning experiences which are enhanced by technology in a secure context. This will significantly support teaching, streamline school operations, and empower every student to achieve their full potential.

Our approach to adopting AI

As a Trust we take a pioneering and proactive approach to adopting change to benefit our pupils. AI is a new and rapidly developing area and a considered and professional response is essential in making choices about the ways in which this tool is deployed. To support schools in making informed decisions, we have identified some key principles to selecting AI products and opportunities for AI use.

AI will build aspiration in our pupils and staff

AI will be used to raise the quality of our work

AI will support unity across our organisation

AI will be used responsibly and with respect

AI will be used with integrity

AI will be deployed to build pupil independence

AI will be used to secure enjoyment in learning and work



How can AI be used within the Trust?

As a Trust we take a pioneering and proactive approach to adopting change to benefit our pupils, including addressing staff workload. AI is a new and rapidly developing area and a considered and professional response is essential in making choices about the ways in which this tool is deployed. To support schools in making informed decisions, we have identified the following key principles to selecting AI products and use:

- Teachers know their pupils best and have high aspirations of our pupils; therefore, teachers will continue to generate lesson plans, using their knowledge the curriculum and their learners. AI is a powerful tool which can *support* and *inform* the planning process and increase efficiency.
- Teacher feedback is essential in raising standards and improving the quality of pupil work. Feedback is best given live during the lesson. AI can be used support the analysis of pupil work, providing summative information to *inform* assessment of learning and future lesson planning.
- AI will be used with integrity, ensuring that individual and school-level data is never used to inform large language models, Data Protection is always considered and a professional approach is taken. Teachers will use their knowledge of their pupils to generate all pupil reports or SEND education plans, however, AI may *support* teachers in finding the best wording or considering alternative approaches.
- In building pupil independence, AI tools for learning can empower pupils to grow greater independent skills through instant feedback and support to correct their errors.
- We are passionate about pupils having enjoyment in their learning. AI can be used to motivate children and generate fun in the classroom.
- The accuracy of information and communication is essential in building unity and respect in a school community. AI can be used to support the generation and accuracy of communications going out to the school community, for example, letters, messages, social media posts. contexts, promoting both creativity and problem-solving.

Artificial Intelligence Education

As part of our commitment to preparing pupils for a future where AI plays a pivotal role, we integrate AI education across all year groups within our computing curriculum. This includes:



- Understanding AI: Pupils are introduced to the concept of AI, its applications in everyday life, and the ethical issues of its potential impact on society.
- How AI Works: We teach pupils the basic principles of how AI systems function, such as machine learning, pattern recognition, and data use.
- Safe and Responsible Use: Pupils are educated on how to engage with AI technologies safely and responsibly, including considerations around data privacy, ethics, and digital well-being.
- Practical Applications: Throughout the curriculum, pupils explore how to use AI tools effectively in various contexts, promoting both creativity and problem-solving.



Process for Evaluating and Deploying AI Within the Trust

Utilise the AI evaluation cycle - AI tools and resources can be costly, so it is essential that we take a structured approach to selecting tools to invest our time and resource into. The evaluation cycle is a systematic way of exploring AI tools to ensure that we secure the right resource for our organisation.

Focus on key challenges - The driver for utilising AI is to address areas where technology can overcome a challenge, for example, raising achievement and pupil outcomes, utilising tools which promote self-help and independence in learning for both pupils and staff, securing efficiency in administrative tasks through automation and raising the quality of communications.

Introduce key tools to all stakeholders - In order to get the best out of the tools we are selecting for use, CPD is essential. For each tool selected for use across the Trust, CPD for all users is key to securing best value.

The Evaluation Cycle



- What is the challenge? - Whether it is a curriculum development, an attainment gap or an efficiency in admin, understanding the specific issue we are addressing is key to identifying the right tool.
- What AI tools could help?: Research into existing AI applications or tools that are designed to address the identified problem. Who does the research will depend on the the challenge we are looking to address.
- Who could trial this tool effectively?: Piloting the AI solution on a trial basis or small-scale setting, such as one school, cohort or classroom, to test its usefulness. AI champions in our schools will be key to this.
- What have we learned from trialling?: Evaluate the results of the pilot by measuring the impact on the identified problem, using both qualitative and quantitative data.
- What do we deploy and where?: Based on the pilot's success, decide whether and where to deploy the solution across the Trust or to explore other alternatives.



Current Challenges

What are the current challenges we are trying to solve?

1. **Reduced staff in classrooms, stretching the capacity of teachers**
2. **Improved efficiencies across the organisation**
3. **Identification of AI champions**

Reduced staff in classrooms, stretching the capacity of teachers

Schools are all challenged to meet diverse needs in their classrooms with a reduced staff team. This means working differently. Through utilising teaching tools such as 'Read Along' to enable children to read aloud, be assessed and receive useful guidance and support through AI, this tool overcomes the reduced capacity of Learning Support Staff to an extent. This tool provides useful information to teachers to inform assessment and next steps.

Similarly, the use of an evaluation tool for children's writing, such as Olex AI, can provide teachers with instant in in-depth feedback on individual children, groups and whole cohorts, enabling teachers to plan more precisely and to adapt teaching for individual needs. AI can suggest activities that match a pupil's strengths and interests while offering extra support where needed, identifying gaps in learning and supporting with the provision of activities to address this. Additionally, by automating some routine tasks, AI frees up more time for teachers to focus on teaching and interacting with pupils directly, enhancing their learning experiences.



Olex.AI

Gemini

Improved Efficiencies Across the Organisation

Improving efficiencies across the organisation using AI is crucial for streamlining processes, reducing administrative burdens, and enhancing decision-making. Automating routine tasks through use of AI enables staff to focus on more impactful work. This leads to better use of resources, increased efficiency and accuracy, and greater scalability, ultimately improving performance and outcomes for both pupils and staff.

Our aim is to ensure that the organisation is as efficient as it can be, ensuring value for money and supporting improved outcomes. This can be achieved by reducing manual workloads and enabling smarter resource allocation, ensuring we operate more efficiently across all departments.

Key benefits of this include:

- Streamlined Processes: AI automates routine tasks, saving time and reducing administrative burdens.
- Improved Decision Making: Data-driven insights allow for more informed, strategic decisions across departments.
- Resource Optimisation: AI can ensure smarter allocation of resources, reducing waste and improving value for money.
- Increased Accuracy: Automation reduces human error, particularly in HR, facilities management, admissions, and data analysis, leading to more reliable outcomes.
- Scalability: AI enables central functions to expand without significantly increasing costs or effort.



Identifying AI Champions

Identifying staff with particular strengths in AI, both within and outside the Trust, will be important for ensuring effective AI integration. These champions will drive innovation and collaboration and play a critical role in mentoring and upskilling others, fostering a culture of AI proficiency. Through working closely with these AI Champions, the Trust can identify new opportunities, enhance AI adoption, and ensure a smoother, more successful implementation of AI initiatives.

Our aim is to identify members of staff at all levels who are interested in the use of different AI tools and who would be happy to share this widely. We will identify our Champions through a variety of methods, including a survey to allow staff to share their AI expertise and express an interest in developing this further. Our team of Champions will evaluate and review how AI tools are used across different areas within the Trust, and share practice, also collaborating with external specialists.

Key benefits of investing in AI Champions include:

- Collaboration: They can act as bridges between classes, schools and Trust services, improving communication and collaboration.
- Mentorship and Upskilling: These individuals can train and support other staff, raising overall AI competency across the Trust.
- Innovation: AI Champions will be spotting new opportunities for using AI, driving innovation and improvements.
- Efficiency: With key people identified, AI projects can be rolled out more efficiently and successfully.

Introducing AI tools to our wider teams

Implementation will be delivered through a comprehensive training and communication strategy, focusing on one key tool at a time. We will:

- Identify Tools: Conduct research to select the most relevant AI applications for identified needs, using the AI evaluation cycle, using pilots as necessary.
- Introductory Sessions: Organise workshops for different stakeholders to explain the purpose and benefits of the AI tools.
- Demonstrations: Provide practical demonstrations of how the applications work in different year groups or contexts.
- Hands-On Training: Offer training sessions to ensure relevant stakeholders can use the tools effectively.
- Digital Resources: Develop guides, FAQs, and tutorials for ongoing reference.
- Ongoing Support: Using the identified AI enablers, continued assistance will be in place.

Regular Reviews: Assess the effectiveness and make improvements based on feedback and a wide set of data.

The AI evaluation cycle will be used throughout addressing the identified challenges and introducing the key tools to stakeholders. It is an integral part of the strategy, ensuring a structured, iterative approach to improvement.

AI is an ever-developing area and, as such, this Strategic Document is to be fully reviewed In October 2027.