



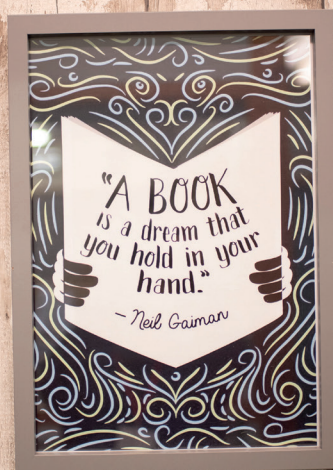
## The Priestley Academy Trust “Be the Change”



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[www.priestley.academy](http://www.priestley.academy)

@PriestleyTrust







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# Message from the Chair

The Priestley Academy's motto "Be the Change" encapsulates all the work we do with our children, communities and staff.

We have a proud tradition of working in areas of high disadvantage in order to bring about social change for our pupils and families.

We were founded in 2016 and since then as a Trust we have achieved a great deal, growing a thriving and dynamic relationship between our partnership of schools and beyond. As a Trust we are united in our deep beliefs to provide a first class education to really change lives.

In a world of constant change, the one chance our children and young people have to experience an excellent education is precious - by working as a partnership of schools we are in constant pursuit of excellence for every child to make their one chance, truly count!

We are immensely proud our colleagues and they are by far our greatest asset in our Trust, having a direct impact on our most precious asset - our children and their families.

Please read on further to really get a flavour for our Trust and what we can offer you.

Ros Garside  
Chair of Trustees

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# Our Ethos

Our ethos is defined by a values based approach to education where respect for human dignity is paramount. Values are important principles that drive behaviour both as adults and children. They influence our attitudes and actions and become our framework for living.

They affect our sense of self and our relationship with others. Children need to learn about values and how people react to them, so that they are equipped with invaluable social skills and emotional intelligence.

As a Trust the development of the whole child is our core focus.



*Respect*



*Responsibility*



*Excellence*



*Compassion*



*Collaboration*

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# Message from our CEO

We believe in the power of collaboration and the importance of developing schools who instil ambition and the desire in every member of staff and every young person to discover and achieve their personal best, overcoming any challenge they may face. The Trust is committed to the pursuit of excellence, with young people at the heart of everything we do and personal wellbeing prioritised at every stage. We believe in ourselves. We believe in each other.

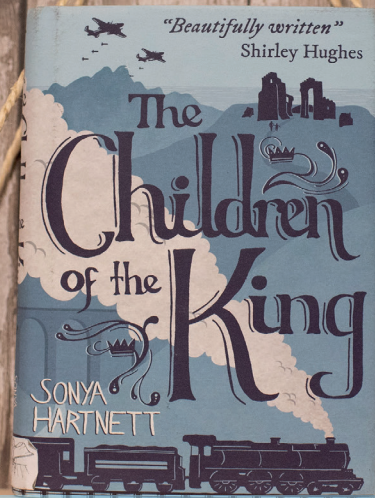
I am passionate about providing children with inspiring and safe places to learn, where they feel respected and where they are able to thrive and lead happy, health lives. We are responsible for tomorrow's employees,

employers, parents and future leaders and so here at PAT we take very seriously the impact that we can have upon a local area, building a community which supports today's events and challenges the future.

While PAT is a small, localised collaborative group of like-minded schools, we have large aspirations and high expectations. Mechanisms to identify appropriate school improvement strategies is our core focus and our Executive Leadership team works closely with school leaders to develop collaborative evaluation and development tools, common appraisal processes and opportunities for all staff to continue their professional development.

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# Message from our CEO

PAT believes it is there to serve the school, the staff and the children within it.

Our goals for the future while expanding PAT in the local area are:

- to deliver outstanding education
- to always recognise the rights of young people to lead happy and healthy lives where they are able to become responsible and active citizens
- to be an employer of choice and;
- to provide all of our schools with a dynamic service provision which listens, understands and anticipates the needs of the people that are being served.

Thank you for taking the time to explore PAT - I hope you are inspired to join us on our journey.

Kevin Holland  
Chief Executive Officer

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# Our Leadership Model

The CEO is the accounting officer; responsible for all aspects of the partnership of schools' performance.

The group of Headteachers make up the Trust Executive Leadership Team in order to own the decisions and direction of the Trust.

Our schools have a Headteacher or Head of School. An Executive Headteacher may oversee, support and challenge the head of a sponsored school.

Other schools joining the Trust but performing well may have a Headteacher that works directly with the CEO, for example.

All the Heads of School and Headteachers have support from each other as well as the executive leaders including the Director of Learning and Achievement.

*"Staff value the high-quality professional development they receive in school and from the Trust"*  
- Ofsted, 2019

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# Our People



**Kevin Holland - Chief Executive Officer**

Kevin takes a lead role in driving forward the strategic direction of the Trust.



**Mathew Atkison - Director of Learning & Achievement**

Mathew's remit includes all elements related to school improvement and deputising for the CEO.



**Michael Horrocks - Chief Finance Officer**

Michael deals with all financial matters in the Trust ensuring compliance and accurate budget setting.



**Tracey Parry - Chief Operating Officer**

Tracey deals with the operational arm of the Trust and leads on support services such as IT, HR, buildings, health & safety and marketing.

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# Our People



**Laura Wilkinson - Finance Officer**

Laura is responsible for administering the financial functions of the Trust.



**Charlotte Heap - Clerk & Projects Officer**

Charlotte provides professional clerking services to our schools.



**Bob Evans - Estates Officer**

Bob has a lead role dealing with issues related to buildings and the delivery of major projects across the Trust estate.



**Levi Tubman - IT Services Manager**

Levi manages the Trust's network and provide IT support to all our schools.

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# Our Schools

Our Trust is made up of five schools:

School Name	Headteacher/Head of School	Pupil Numbers	Ofsted Rating	% Eligible for Free School Meals
Atlas Community Primary School	Lisa Simpson	233	Good	42.7
Green Lane Primary School	Jane Townend	687	Good	35.5
Lilycroft Primary School	Nicola Roth	420	Good	39.1
Margaret McMillan Primary School	Lorraine Martin	633	Good	30.1
Westbourne Primary School	Robin Cusdin	451	Good	37.8

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# Our offer to you as a school

## **What can we offer your school?**

In our Trust family, we understand that every school is different, and that every school is at a different point in their journey to excellence. Schools that join us do not simply receive PAT in a box - we work with you to create strategies and policies that consider and work with the context of your school.

Our relationship with a school can begin in a variety of ways. The Trust actively provides school improvement and leadership resources to a number of schools outside of the Trust in order to contribute to the wider system. It is sometimes through these avenues that a sponsorship opportunity can occur.

The PAT received approval from the Department for Education (DfE) to support and sponsor schools formally in 2020.

Whilst this is the case schools may make the decision to convert to become an academy through choice. In these cases we would welcome the opportunity to work alongside schools prior to conversion to ensure a strong working relationship is established.

These partnership agreements allow prospective schools to benefit from the support of our Trust whilst also sharing their expertise with us.

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# Our offer to you as a school

Our aim in every circumstance is to work with schools to improve the life chances of the students.

We believe in dovetailing the successful processes already at the school with the successful policies that have transformed our schools.

Because of our belief in teacher freedom and creating calm environments, our school leaders state that by joining the Trust, teacher recruitment is very strong.

*"The Trust Board knows the school well. Members are well aware of the school's strengths and what needs improving further" - Ofsted, 2019*

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# What can we offer your staff?

## **What can we offer your staff?**

As a Trust we prioritise the wellbeing of our staff and this is fed through all our work.

Through collaboration we have been able to reduce workload for our staff.

We have a dedicated staff intranet and learning platform which has been key to reducing workload and improving outcomes for pupils. Through this service our staff can share resources and collaborate on projects together.

We have working groups for a range of areas including assessment, maths, reading, writing and SEND to name a few.

These groups are led by a Specialist Leader in Education which helps to drive collaboration across the schools. Teachers really value these opportunities.

One of the other main benefits for our staff has been the opportunity to grow and develop in new roles. Many of our staff benefited from being part of cross-Trust projects and undertaking secondments in other schools. This has allowed the Trust to retain, yet develop, staff within the Trust.

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# What can we offer your staff?

In addition to the things mentioned overleaf, there are a range of other benefits for staff:

- Cycle to work scheme
- Childcare voucher scheme
- Dedicated NQT and RQT support programme
- Middle Leadership Development programme
- Access to high class training and accreditations such as SLE and LLE through our close working relationship with Exceed Teaching School

*“Governors know the school well and The Priestley Academy Trust supports and challenges leaders appropriately” - Ofsted, 2019*

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# What can we offer your pupils?

As a Trust we actively share our resources to support all of our children. By pooling financial resources we have been able to invest in a range of services to benefit all our pupils.

As a Trust we have an indoor climbing centre, the UK's third largest artificial caving system, a fleet of mini buses and a canal barge, to name but a few.

Our pupils also benefit from being part of a collective identity and collaborating across the Trust. For example, competitions are held across the Trust to promote pupils identity.

Organised events such as Takeover Day and spending three nights on a Tall Ship take part across the Trust.

The possibilities for our children through collaboration are infinite. Join us in this collaboration.

*"Staff help pupils to discover new interests and talents by giving them lots of different experiences" - Ofsted, 2019*

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# What services can we offer your school?

## **School Improvement**

- Dedicated support from a Local Leader Education
- Networking opportunities
- Peer and external reviews
- Progress review meetings with the Director of Learning & Achievement
- Access to network meetings and weekly Executive Leadership meetings
- Ofsted inspection support (planning, preparation, on site during inspection and any follow up support)
- New head induction
- Brokerage of subject specific support
- Training for staff and governors
- Central DSL meetings
- Trust safeguarding policies

## **Governance**

- Clerking support
- Policy review and website reviews

## **Human Resources**

- Information, advice and support during transition to academy
- Onsite and telephone HR support
- Performance management
- Employment law advice
- Absence management
- Grievance and disciplinary
- Restructuring and redundancy
- Fully integrated HR and payroll service
- Occupational Health provision

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# What services can we offer your school?

## Finance

- Central procurement
- Preparation of accounts and budgets
- Dedicated finance team provide onsite and telephone support
- Advice and support on all aspects of school finance

## Estates

- Onsite and telephone support
- Project management support including writing of Condition Improvement Funding bids
- Assistance with emergency planning
- Dedicated Health & Safety service including annual audits and unlimited support and resources

- Policy support and training

## GDPR

- Policy, procedures and training
- Data Protection Officer
- Support with all aspects related to GDPR including Subject Access Requests

## ICT

- Dedicated network manager
- Access to 24/7 help desk
- Remote working support
- Access to The Priestley Academy Trust central domain
- Website maintenance and support
- Expert advice and evaluation

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# What services can we offer your school?

## Overarching services

- CPOMS - this market leading software application for school is used to record safeguarding concerns and wider student welfare
- Management Information System - simple, smart cloud-based MIS
- Weduc - an interactive application for our parents to enhance communication across the Trust
- Trust and School Intranet sites - a web-based platform that integrates Microsoft Office and management storage system for pupils and staff

*"Parents recognise the strong level of care provided by staff" - Ofsted, 2019*

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# Teacher Progression

M2

Appraisal linked to career expectations

Leadership

Additional TLR2 and TLR3 responsibilities

**ITT**

SCITT

Degree Students

PGCE

**Developing**

M2

RQT

M1

NQT

**Embedding**

M4

M3

**Established**

M6

M5

**Threshold**

**Leading**

UPS3

UPS2

UPS1

**Leadership**

Executive Headteacher

Headteacher

Head of School

Deputy Headteacher

Assistant Headteacher

- Exceed Partnership Leeds/Bradford Schools Direct
- Leeds Beckett
- Bradford College
- Dedicated in-school mentors

- PAT NQT programme
- PAT RQT programme
- Trained mentor support
- Coaching

- Accelerated teacher programme
- NQT/Student mentorship

- NPQ/MIL
- Subject aspect leadership
- SENCo qualification
- Mentoring SCITT

- NPQSL
- SLE
- SENCo

- NPQH
- LLE
- NLS
- NPQEL

Qualifications and support offer

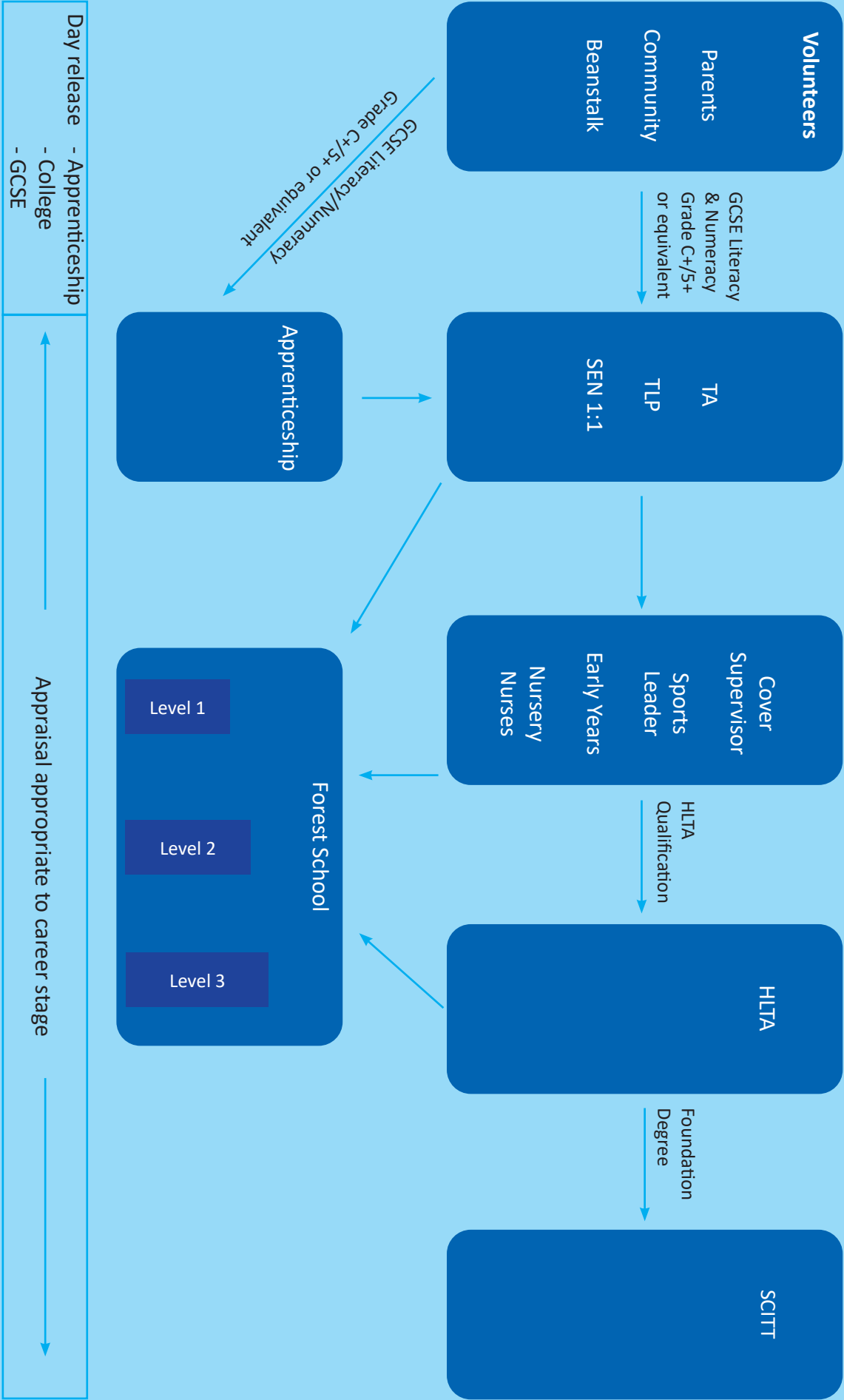
Secondment/Project opportunities to gain experience across MAT

High quality CPD in school and MAT wide. Programmes of both bespoke training and access to National qualifications

\*The application for an accreditation or in-school role is subject to the needs of the school and the capabilities of the individual. The career expectations do not necessarily dictate a person's ability to apply for the suggested accreditation/additional role.



# Classroom Support Staff Progression





## NQT/RQT Support

Induction Day  
All NQTs in the MAT attend

Consistent minimum offer across MAT schools  
eg Term by Term

Experienced colleague to lead on:

### Autumn

Phonics  
Reading/Early Reading  
Mathematics  
Safeguarding

### Spring

SEND  
Safeguarding  
Behaviour

### Summer

Assessment (Sp  
summative and report  
writing)  
Personal development  
and safeguarding

### RQT Package

Coaching/mentoring  
Additional release (eg 1 day additional per term)  
Promise to remain in Key Stage or to move no more than one year group  
if crossing a Key Stage



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