



Leicester Academies Charitable Trust – Prospectus

'Stronger Together'

"Two are better than one, because they have a good reward for their toil." Ecclesiastes 4:9

The Church of England has provided education in this country for over 200 years. Education has changed beyond all recognition in that time yet the Church has remained steadfast in its unwavering commitment to offer a high quality education for our children and young people within the love of God.

As a provider of education, the Church of England has withstood the test of time. Ever responsive, the Church of England, working in partnership with the National Society has established new and innovative structures. These will enable it, at a Diocesan level, to continue to serve and support the Church schools and colleges in their many varied forms.

In the Diocese of Leicester, the Board of Education has always been committed to collaboration and partnership to enable the schools within the Church family to provide a distinctively Christian education for all. Increasingly, the Diocese is called to account for the effectiveness of these schools and has worked in partnership with Local Authorities to secure school improvement. For some schools, belonging to the Diocese of Leicester's Multi-Academy Trust is the next key step in their journey of school improvement. The Leicester Academies Charitable Trust provides support, nurture and challenge to enable school leaders and governors to achieve the very best outcomes for their school.

Schools are in many different circumstances, facing various challenges and seeking to overcome them with courage and tenacity! Whether a school is looking to improve rapidly or reach out to spread best practice, the Leicester Academies Charitable Trust may be the right structure for the school to achieve its particular aims. A successful school can be given opportunity to 'spread their wings' and support other schools within the trust and beyond. We believe that many schools, not simply those in our Church School family, will be attracted to our Trust by the strength and depth of our vision and values. All are welcome.

St Martins House, 7 Peacock Lane, Leicester. LE1 5PZ Tel: 0116 261 5350 Fax: 0116 261 5351

**The Leicester Diocesan Board of Education is a charity, registered No. 1151692 www.leicester-dbe.com
Leicester Academies Charitable Trust (a company limited by guarantee) registered in England and Wales. Company 8138372**

Vision & Values

"If you want to build a ship, don't herd people together to collect wood and don't assign them tasks and work, but rather teach them to long for the endless immensity of the sea."

Antoine de Saint-Exupery

The vision for the schools in our Trust mirrors that for all the schools in our Church family:

Striving for Excellence – 'Stronger Together'

We believe in...

Education of the highest quality

- Education for all – the witness of **inclusivity** in a context of life-long learning.
- High personal and academic standards within Church of England Schools – the witness of **excellence**.
- High quality **Collective Worship, Religious Education** and opportunities for personal Spiritual, Moral, Social & Cultural Development – an **holistic education**.
- **Distinctive** education – which is overtly based upon and celebrates Christian teaching and principles and is both **professional** and **pastoral**.
- The right of every individual to ask deep and meaningful **questions** and to hear the Christian response.

Excellent leadership – principled and passionate

- The right of every staff member to experience servant leadership which values their individual contribution and supports them to be highly effective.
- Education within safe, secure, appropriate and attractive **environments** which contribute to effective learning.
- The **Vocation** to teach and support the development of a core of Christian professionals throughout education.
- Education that seeks to treasure and protect **creation** and promote sustainability for the benefit of future generations.

Trusting Relationships

- Schools 'earn autonomy' – the trust walks hand in hand with all schools offering **bespoke support and challenge**, enabling excellence for all.
- Positive, successful and creative links between **School, Church, Parish and community**.
- Education which recognises the **global** nature of humanity and seeks to promote **equality and social justice**.

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LACT's Relationship with Academies

"If moral purpose is job one, relationships are job two, as you can't get anywhere without them."

Michael Fullan

The LACT believes that effective relationships are the key. Relationships should be characterised by a nurturing approach which does not shy away from a difficult or challenging conversation. The Trust will listen.

High-performing Academies with capacity to support others

Where schools are performing particularly well we will actively provide opportunities for them to share their effective practice. This brings a number of benefits to the school and is in line with the Trust's values in terms of servant leadership. Such schools will see clear financial benefits through joint purchasing and will play a key role in shaping the direction of the Trust.

High-performing Academies

Some schools are performing well yet do not have current capacity to share their effective practice. Nevertheless, collaboration remains at the heart of the Trust's ethos and these schools will have opportunity to network with other schools and have regular access to the Education support team. The trust will support these schools in governance, purchasing of services and goods and provision of finance, buildings and ICT services.

Schools experiencing difficulty

For these schools, the Trust will take a very active role in support and challenge. The Trust has a clear commitment to supporting leaders in maintaining an absolute focus on teaching and learning.

LACT's approach to School Improvement

"I am still learning."

Michaelangelo

All schools in the LACT will be held to account in line with our Key Performance Indicators. If a school is in difficulty, the LACT's School Improvement team will work closely with leaders to prepare and implement a Raising Achievement Plan. This plan will detail exactly what needs to be undertaken to improve the quality of leadership and teaching in order to improve pupil's outcomes. The plan will also specify what success will look like and in what timescales. This enables governors, the Trust and external agencies such as Ofsted to monitor the school's progress.

Working with a range of partners, including local Teaching School Alliances, the school improvement team will ensure that appropriate support and development is delivered. If a school is performing well, the school improvement team will work alongside school leaders, supporting self-evaluation systems and processes. The school improvement team will be looking closely to celebrate the successes in our schools because 'Godly celebration is at the heart of the gospel.' *Diocese of Leicester Shaped by God.*

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To further increase our capacity to support our schools within the LACT, two appointments have been made to support Stephen Gleave in his role as Senior Education Officer.

- Penelope Kluver, currently Deputy Head (and acting Co-Head) of St Peters Academy in Market Bosworth will join us from September 1st working 3 days a week.
- David Bray, Director of Education in 'Learning Effectively Ltd' including DfE Education advisor, Lead Inspector for OFSTED, running a range of training, intervention and support for a wide range of clients will join us on a consultancy basis as required.

LACT schools can also draw upon expertise from additional associates who are experienced school improvement specialists, often Ofsted Inspectors. LACT schools will have a termly School Improvement visit with a written follow up report. This will provide support and challenge to every school. In addition to this all LACT schools will receive an Annual Report to Governors that will be delivered to a Governors' Meeting by a member of the School Improvement team.

The team will also support the following:

- Head Teacher Performance Management.
- Staff appointments.
- Staff training and development.
- Analysis of OFSTED and SIAMS Inspections.

It is envisaged that much of the above will be carried out by Stephen and Penelope. We will utilise David's expertise to monitor the impact of support and the progress of any schools causing concern. He will also work strategically to ensure that the LACT has data collection and monitoring systems that enable us to closely monitor the performance of groups of pupils in individual schools but also across the LACT as a whole. These pupil outcomes can then be measured against local and national results and those of other church schools within our Diocese.

Measuring our Schools' Success

The Key performance indicators for our academies will be:-

Leadership:

- holds clear strategic vision for the academy based on Christian values which aligns with practice
- establishes a culture of high expectations for all
- has a shared knowledge of what good and outstanding practice looks like and how to motivate others to achieve it
- use rigorous and regular monitoring and evaluation procedures, using a range of methods leading to improvements in the quality of teaching and pupil's progress
- ensure data is used accurately and effectively to understand the performance of all groups of pupils to inform plans for improvement and a check that they are working

Teaching and Learning

- all teachers have a clear understanding of the hallmarks of good and outstanding teaching
- inadequate teaching is eliminated
- best practice is celebrated and shared through the use of coaching programmes and Continuing Professional Development

Data Tracking and Assessment

- A standardised assessment package is used across the academy, and understood by all staff
- Teacher's assessment is accurate and rigorous and informs lesson planning and appropriate target-setting
- Pupil's work is moderated to ensure reliability and accuracy of assessment
- Half-termly data reviews are held to monitor pupil's progress and inform refinements to quality first teaching and interventions
- Data is used to produce regular reports to the local governing body and MAT
- Use of data is built into the academy self-evaluation and improvement cycle
- High quality feedback informs next steps in learning and has a notable impact on pupil progress

Parents and Community

- Systems are established for ensuring parents are well informed about the academy and as a result they are involved in events and activities
- Parents have clear information about their child's progress and how best to support them in their learning
- There is regular use of parental feedback to inform the on-going development of the academy

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- There is a determination for the academy to be at the heart of the community, demonstrated through strong links with the local community and local church and the extensive use of buildings and facilities used by local groups

Curriculum

- A broad, balanced and holistic curriculum relevant to the context of the school and community is offered
- Full entitlement to National curriculum is enhanced by opportunities for vocational learning and an emphasis is placed on R.E.
- Intentional opportunities are provided for pupil's personal development, particularly their spiritual and moral development
- Pupils have opportunities to contribute to the life of the academy community and develop their leadership and organisational skills
- Extra-curricular programme is developed that generates involvement and engagement of pupils

Interventions

- Policies and practices are developed to remove barriers to learning
- Wider learning opportunities are offered to extend pupils' experiences and raise aspirations
- Programmes are put in place to close the gaps between learner groups. These focus first and foremost on quality first teaching

Performance Management

- Objectives are linked to academy improvement priorities and the needs of pupils
- Targets are personalised and lead to individual development
- Policies are clear about the link between pay and performance
- Arrangements are clear about how under-performance will be managed

LACT's Services to Academies

The LACT Directors believe that its school leaders should be enabled and supported to focus on the core functions of their schools, namely educating children. To this end, it believes in providing as much support as possible to schools in three key areas:

- **School Improvement Support**
- **Finance & Business Support**
- **Governance, HR & Policy Support**

For further, more detailed information about the services provided by the LACT, please talk with our Senior Team.

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FAQs

What does the LACT offer our school?

The LACT offers each school the opportunity to be part of a forward-thinking Multi-Academy Trust which at the same time, recognises the historic foundations of our Church Schools. The LACT is to outlast personalities and politics.

It offers each school the ability to focus on its core purpose of delivering excellence in relationship with others. Alongside this, each school will be received 'back office' support so that nothing can distract from providing the very best educational offer for the children and families in the community.

Can any school join the LACT?

Any school, whether VA, VC or community is welcome to apply. The LACT has been established as a Sponsor for those schools who require one; however, it is increasingly populated by good and outstanding schools who recognise the benefits of joining. The LACT retains the right to accept or decline an application from a school to join.

Will our school lose its autonomy and independence?

Schools joining any Multi-Academy Trust do lose some autonomy and independence. However, the LACT is the Diocesan Board of Education's Multi-Academy Trust and so it is built upon Christian values, including trust.

When a school is performing well against our key performance indicators, the school's leaders and governors will be trusted to run the school. When a school is performing less successfully, LACT Directors will take a more proactive role. This is what we mean by 'earned' autonomy.

How will it help our Good or Outstanding school improve?

Good and Outstanding Schools will be celebrated in the LACT. These schools will be given regular School Improvement support, which they would be less likely to receive as a maintained school. This support will 'talent spot' aspirant leaders and seek opportunities for leaders and staff to share best practice. Supporting others is key to securing outstanding outcomes for your own school.

All schools will have access to training and development specific to their needs.

What will happen to our school budget?

LACT Directors will approve each school's annual budget. Local Governing Bodies are then free to spend the budget in line with what Directors have agreed.

What about capital funding?

Schools will be supported by the LACT team to place bids directly with the Government for individual projects.

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MEMBERS OF THE LEICESTER ACADEMIES CHARITABLE TRUST

Ven. David Newman - Chair

appointed on behalf of Diocese of Leicester Educational Services Limited

David has been chair of the Diocesan Board of Education since 2009 and is also the Archdeacon of Loughborough within the diocese.

Before becoming Archdeacon, David spent thirty years in Parish Ministry, most recently at Emmanuel Loughborough where he was also a governor at Loughborough Church of England Primary School and involved in regular assemblies. David writes that "Since my own schooling was a formative part of my own faith development I am enthusiastic about the potential of church schools to be at the forefront of the church's mission to young people, and for the Board to support the delivery of excellent education to our city and county's children."

Richard Harries

Richard is a member appointed by the Diocesan Board of Education. Richard writes "My interest in education stems from a belief that this country can only succeed in the future on the back of a highly educated workforce; an education that has both breadth and depth. "

Richard has attended St Mary in Charnwood church, Loughborough for some 25 years and has served as churchwarden and church council secretary. Richard now serves on both Deanery and Diocesan synods. On retirement from full time work in the electric power generation industry, Richard trained as a Church of England Reader, a lay ministry role.

Dr Jeff Kirkham

Jeff was appointed by the Diocesan Board of Education, of which he is the Treasurer. Jeff also chairs the DBE's Premises and Trusts Committee.

Before retirement, Jeff was employed as Senior Education Adviser to Leicestershire LEA and is a former OFSTED inspector, as well as having been Chair of Governors at a Church of England Primary School within the City. Jeff is a trained Reader, exercising lay ministry and serving as church council Treasurer within a local church, and represents the Diocese on the County SACRE (RE coordinating body) and School Organisation Committee.

Sue Bracey

Sue is the Chair of the Board of Directors of the Leicester Academies Charitable Trust, and is therefore an ex officio member of the Trust company. Sue serves on the Diocesan Board of Education and chairs the Church School Distinctiveness Committee. Before retirement, Sue served as headteacher of three very different primary schools and is now Chair of Governors at a church primary school in Leicestershire.

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LEICESTER ACADEMIES CHARITABLE TRUST - DIRECTORS

Sue Bracey – Chair of Directors

See above

Diane Wright - Vice Chair of Directors

Diane is a member of the Diocesan Board of Education.

Diane worked in primary education and was a head in two very different schools in the latter part of her career. Diane is qualified as a SIAMS Inspector (reviewing the effectiveness of church schools), has represented the Diocesan Director of Education at headship interviews and assisted with policy development from time to time. Diane also serves as a magistrate.

Carolyn Lewis - Diocesan Director of Education

Carolyn has recently taken up post having recently served as headteacher of a successful Leicestershire Primary school. Carolyn's experience includes chairing a small schools' partnership and working very closely within a Teaching School Alliance, helping to devise and deliver various training programmes. She was asked by the LA to work as an interim headteacher at a school in difficulty and outcomes were noted by HMI. Carolyn is a trained SIAMS Inspector and has also undertaken Additional Inspector training with Ofsted.

Ian Jones - LACT Interim Chief Executive

As Interim Chief Executive of the LACT, Ian is an ex officio Director. Ian is qualified as a barrister and specialises in education law. Ian also works as a consultant in school governance and admissions, and provides training to admission and exclusion appeal panel members nationally. Ian serves as a Chair of Governors at a large and successful church primary school within Leicester City.

Lesley Hawkes

Lesley is currently Chair of Governors at Croxton Kerrial CE Primary School, within the LACT. Lesley has experience of school finance in a professional capacity and is currently a local government employee.

Derek Kerr

Derek is currently Chair of Governors at Melton Mowbray St Mary's CE Primary School, within the LACT, and chairs the LACT's Finance & Audit Committee.

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Dawn Smith

Dawn is currently Chair of Governors at Weavers Close, Earl Shilton CE Primary School, within the LACT. Dawn chairs the LACT's Joint Consultative Group, and has recently taken over as chair of the Ethos & Standards Committee. Dawn has been a Governor at Weavers Close for over 11 years and Chair of Governors for 5 of these. Dawn has a professional background in finance and administration.

Andrew Stanford

Andy has served as Chair of Governors at St Peter's & St Paul's CE Academy, Syston for many years, both before and after the school joined the LACT. Andy chairs the LACT's Pay & Personnel Committee. In his professional life, Andy works in a senior role within a local public sector procurement organisation.

Ian Sharpe

Ian works jointly for the Diocesan Board of Education and the LACT as the Finance & Business Manager, and is directly involved in the day to day operation of the LACT. A former school teacher and local authority Strategic Officer, Ian also serves as Vice-Chair of Governors at a local primary school.

Stephen Gleave

Stephen works jointly for the Diocesan Board of Education and the LACT as Senior Education Officer, leading the LACT's work on School Improvement. Stephen is an experienced School Improvement Advisor for a local authority and is trained as a SIAMS Inspector (reviewing church school effectiveness) and as an OFSTED Inspector.