



# Hatton Academies Trust

## Mission statement:

“Aiming for excellence in all our academies”

## Vision and ethos:

Our vision is to achieve educational transformation and excellence by establishing a family of academies that share core values, principles and aims. We have a relentless passionate commitment to better the experience of all our pupils and students towards an outstanding education.

All academies in the HAT will retain their individuality and uniqueness. They will work together to develop and raise aspirations, share best practice, and ensure successful life-long learning and development.

## Aims

- To develop a family of academies working together to support all our students
- To raise aspiration locally and individually
- To develop a love of learning and a learning community in which staff, pupils and parents play a proactive role
- Developing continuity and progression from pre-school to the workplace and university
- To raise educational outcomes for all students at all ages
- Key focus on teaching as our core activity
- To develop confident, caring individuals and responsible citizens
- Working together to secure local solutions to local, national and global issues and challenges

## What we can offer by working together

### 1. Capacity and Improvement

- Recruiting and retaining the best staff who are supported and developed with a range of opportunities within the trust
- Experienced leaders to develop and improve e.g. Local Leader of Education; experienced former School Improvement Partner; Specialist leaders of Education; experienced OFSTED inspectors
- Monitoring of performance data with a School Improvement Partner type service to ensure that key performance indicators are challenged and supported to improve

- Leading Practitioners and developing system leadership
- Increased career and professional development opportunities for staff as part of a larger but local organisation
- Proven track record of key leaders
- OFSTED and National College trained leaders
- Training and development for all staff
- The growing opportunity to provide services at the trust level by employing our own specialist staff e.g. educational psychologist, school nurse.
- Identifying and sharing outstanding practice within the trust and working together to improve areas that are not yet outstanding
- Adaptability for future challenges and change.

## **2. Operational Shared Support Services**

- Project management and administration support
- Finance and accountancy (VAT, unconsolidated accounts) , shared services
- HAT group procurement and negotiations to achieve economies of scale
- HR support service
- Payroll service
- ICT technical services
- Legal services
- Canteen provision
- Health and Safety Competent Person support
- Facilities management support
- Joint staff recruitment opportunities
- Insurance (shared policy, claim support)

## **3. Securing the future in a changing educational world**

- Working together to address national and local issues with local solutions
- Admissions criteria to secondary education that give preference to Trust primary academies
- Leadership capacity and support
- Governance structure to support and challenge
- Support from a range of local organisations that have excellent provision
- Key policies and procedures in place at the trust level so that national and legal requirements are met and individual academies can focus on the core purpose of teaching and learning
- Curriculum provision to suit the local area
- Staff trained, recruited, supported and developed to be the best
- Membership of PiXL (Partners in Excellence) and other organisations supporting our aims

- School Direct Initial Teacher Education, and Teach First for primary and secondary teacher training.

#### **4. Excellent systems and processes**

- Securing highest quality teaching
- Leadership development at all levels
- CPD for all staff
- Effective appraisal
- Data management and assessment
- Monitoring, evaluating, support and challenge
- Support with external accountability
- Behaviour management and solutions
- Shared dates and events.

#### **5. Excellence in Education**

We aim to use research to develop our academies to become outstanding.

We will achieve this by:

- ✓ Supporting and developing inspirational leadership with a clear vision and direction
- ✓ Developing more continuity in education 4-19 with a trust-wide overview of transition, liaison, curriculum and extra-curriculum opportunities and events
- ✓ Focusing on raising attainment and accelerating progress
- ✓ Providing the best learning environment for our pupils
- ✓ Developing ourselves as a professional learning community in which educational ideas, particularly in the classroom, are shared unselfishly and problems are addressed. Staff are encouraged to be innovative and reflective, and work towards being self-confident, self-critical with learning at the centre
- ✓ Excellent classroom teaching
- ✓ Robust self-evaluation so that we know our strengths and areas to improve
- ✓ Setting students and staff challenging targets
- ✓ Use data effectively to monitor and track progress so interventions can be put in place where necessary and staff know how their students are doing
- ✓ Being inclusive and focusing on the educational progress, personal development and well-being of every child.
- ✓ Professional development is high profile for all staff
- ✓ Building and retaining links with our parents and local community to raise aspirations and ambitions

## Hatton Teaching School Alliance

The Hatton Teaching School Alliance has a separate website. We work closely with the Northamptonshire teaching schools and the east Midlands region as well as nationally to offer a range of courses and opportunities for staff as a delegate and as a trainer.

## What does a Hatton Academies Trust Academy look like?

All academies in the trust are individual schools with their own vision and ethos that supports the overall trust's values and aims. The trust wants to have some common themes within our trust academies. The reason for this is to enable the trust academies to have some common aspects of their ethos and to work together on some key areas of the wider aspects of education. The aim is to gain the advantages of the full age range of students working together to a greater benefit than individual schools would on their own, or if they were part of a larger or national organisation.

These key areas are:

- Staff that set high expectations of themselves and their pupils
- Trust- wide sharing of outstanding and best practice
- A uniform code that sets high standards of behaviour and dress
- A commitment to the wider educational provision of our pupils through a range of extra-curricular activities and some shared events
- The Hatton house system that enables interaction within and between academies for all ages and abilities of our students
- Common key policies and procedures to ensure compliance with national and legal requirements
- Data collection protocols. Sharing of performance data on a common time and format basis so that performance can be monitored and support planned at the individual academy level, in the wider trust, or using key partners as best serves the needs of our pupils.
- School Improvement targets are agreed at the trust levels
- Common self-evaluation and SEF processes
- Academy Principal performance management is overseen at the trust level with governor input

## Hatton Academies Trust services

<b>Core Services (% of GAG funding)</b>	<b>Chargeable core function- by cost. HAT services must be purchased</b>
Strategic Direction/Education Research	Direct school improvement
School Improvement Co-ordination	Occupational health- PAYG
Payroll	Financial systems user licenses
Insurance	Legal- specific cases
Financial Statutory accounts	Admission queries/appeals
Audit- internal and external	ICT platform
DfE/EFA financial returns	ICT services
Legal/Corporate	
Financial services- budget monitoring	
Strategic procurement	
Strategic financial planning (VAT, cashflow)	
Asset Management planning	
Admissions policy planning	
Insurance and risk management co-ordination	
Exchequer Services- supplier payments/procurement cards/Banking	
Communications	
Systems training and Advice	
Employee benefit administration	
MAT and governance administration	
Key policies and procedures	