

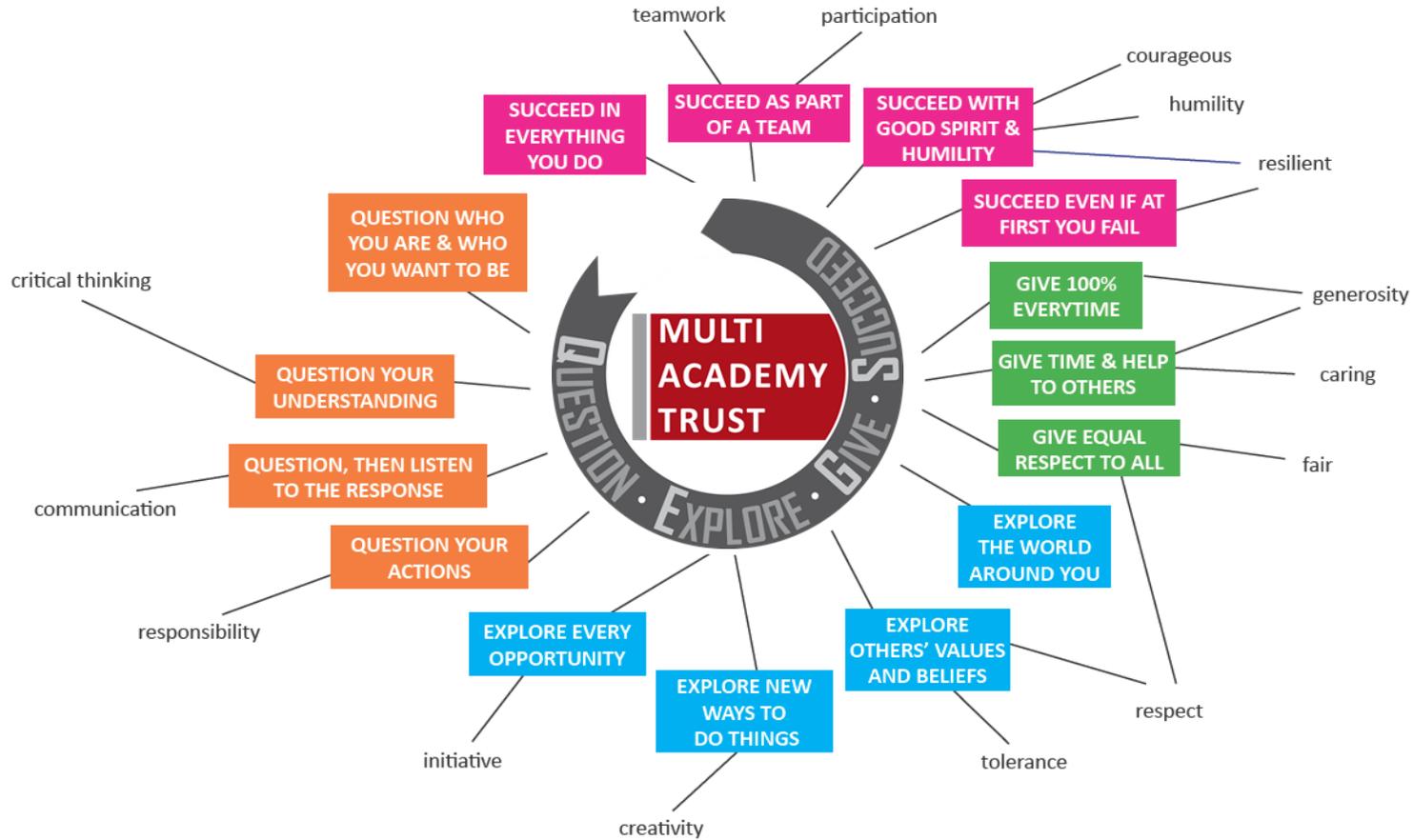


QEGSMAT

Information Pack



Question, Explore, Give, Succeed



Students and pupils, aged 2-19 years were asked “what makes a great school?”

Their responses were collated and summarised as **Question, Explore, Give, Succeed**

Question Explore Give Succeed **Multi Academy Trust**



Chellaston Academy



Springfield Junior School



City of Derby Academy



St John's CofE Primary School



Queen Elizabeth's Grammar School



Waterhouses CE Primary Academy



Castle View Primary School

Who are we?

The QEGSMAT Vision is about:

- Inclusivity for all children and young people
- **Q**uestion, **E**xplore, **G**ive & **S**ucceed
- Passion to provide the education and well-being for all our young people to enable them to be the best they can be
- The very best teaching and learning in the classroom every lesson every day
- Serving the needs of the local communities
- Preparing all our children and young people for the world of work and beyond

The QEGSMAT goals – to achieve our vision we will:



To offer a broad, balanced and creative **curriculum**, which enables all our young people to achieve the very best outcomes and leave education well prepared for the next steps in their lives



To develop the **culture** and individuality of our academies, building a strong community in and around us



To offer a rewarding and stimulating **workplace** for staff



To deliver **high quality teaching, learning** and assessment and effective leadership at all levels



To provide a strong, safe and financially **sustainable environment**

The QEGSMAT – our story:

Formed in April 2017:

- Queen Elizabeth's Grammar School & Waterhouses Primary School as a MAT & Sponsor
- Springfield Junior School & The City of Derby Academy
- Castle View Primary joined in February 2018
- St John's CofE Primary School joined on the 1st January 2021
- Chellaston Academy joined on the 1st June 2021

Growth strategy is based on developing clusters or hubs:

- Breadth within the MAT of academies in a range of settings
- Church and non-church schools
- Multi-phase
- Lichfield and Derby Diocese
- Derbyshire Dales, Staffordshire Moorlands, Derby City/South Derbyshire

Strong foundations:

- Educational improvement and high quality education for all, regardless of their starting point in life
- Underpinned by strong Governance & rigorous and robust financial control

Bringing the vision to life

For each school the QEGSMAT supports and encourages:

- Unique character and identity, to be true to the personality of the school
- Working in clusters and partnerships, having a positive impact on the lives of children
- Staff and pupils to develop their own response to ***Question, Explore, Give and Succeed***
- Building new partnerships, locally and within the Trust
- Staff, students and pupils, Local Governing Bodies and the wider community to create a school that serves local needs



What is QEGSMAT's approach to Educational Improvement?

- The QEGSMAT approach to Educational Improvement is **bespoke**; it is flexible to respond to individual school/academy needs as they arise
- We value our schools/academies, we want to know and fully understand them – their needs and the communities which they serve
- We understand that Ofsted judgements are only one indicator of where a school/academy is at on their improvement journey and may not necessarily reflect the support a school/academy needs at any given time
- Improvement work is often holistic and needs to be timely to have maximum impact
- The central team provides schools with support from a strong & growing team of professionals: education, governance, finance, HR & estates

Capacity to improve own
and others'
schools/academies

Capacity to improve own
school/academy

Capacity to improve own
school/academy with
educational support

Insufficient capacity to
improve without direct
support

What does this mean for our Academies/Schools?

The Central Team provides

- Support to develop the Academy Improvement Plan (AIP) based on the goals of QEGSMAT and the priorities for the school
- Updates on progress against these priorities, monitored closely, reviewed and reported (Jan/Feb and May) evidenced from data (progress, attainment, attendance and exclusions) learning walks, work scrutinies, student and staff voice
- Targeted support focussing on developing high expectations, high quality teaching & learning, and effective leadership at all levels
- Coaching culture where staff are valued; professional/executive coach; two national coaches for women into leadership are in the executive team
- Annual Pupil Premium Reviews from National Pupil Premium Reviewers
- Strong oversight of safeguarding

Our Collective Responsibility (and opportunity!)

All members of the QEGSMAT contribute to

- Supporting the areas for development; deploying & sharing strengths & best practice
- Working in collaboration to inspire, motivate & influence all young people in our Trust
- Offering and receiving peer challenge
- Supporting others to help develop their professional learning
- Strategic education improvement from colleagues not consultants, driving up standards and improving outcomes
- Trust wide subject & research roles to prepare senior and executive leaders of the future
- Senior leaders (including HTs) taking wider performance ownership and broadening experience
- Secondments
- Research opportunities



Challenge & Support in our Trust:

Core Offer:

- Self Evaluation
- Support with local and national press
- Developing the AIP & identifying KPIs
- Analysing data - progress, attainment, attendance, exclusions, behaviour – Go4Schools and Insight Tracker
- Appraisal - Blue Sky software
- Pupil premium strategy and review
- Integrated curriculum led financial planning
- Middle & senior leadership development and qualifications
- Coaching/teacher support plans
- Support networks (DSL, early help, Senco)

Support from:

- ✓ Central team (including finance, estates & HR)
- ✓ NLE, SLEs & lead practitioners
- ✓ Educational Improvement Directors (primary & secondary)
- ✓ Pupil premium reviewers
- ✓ DfE



Challenge & Support in our Trust:

Core Offer:

- Subject support/moderation
- Safeguarding review/S175 action planning and supervision of DSL
- National & local updates
- Governance
- Compliance – healthy and safety, Every
- Community engagement
- Preparation and support for Ofsted

Support from:

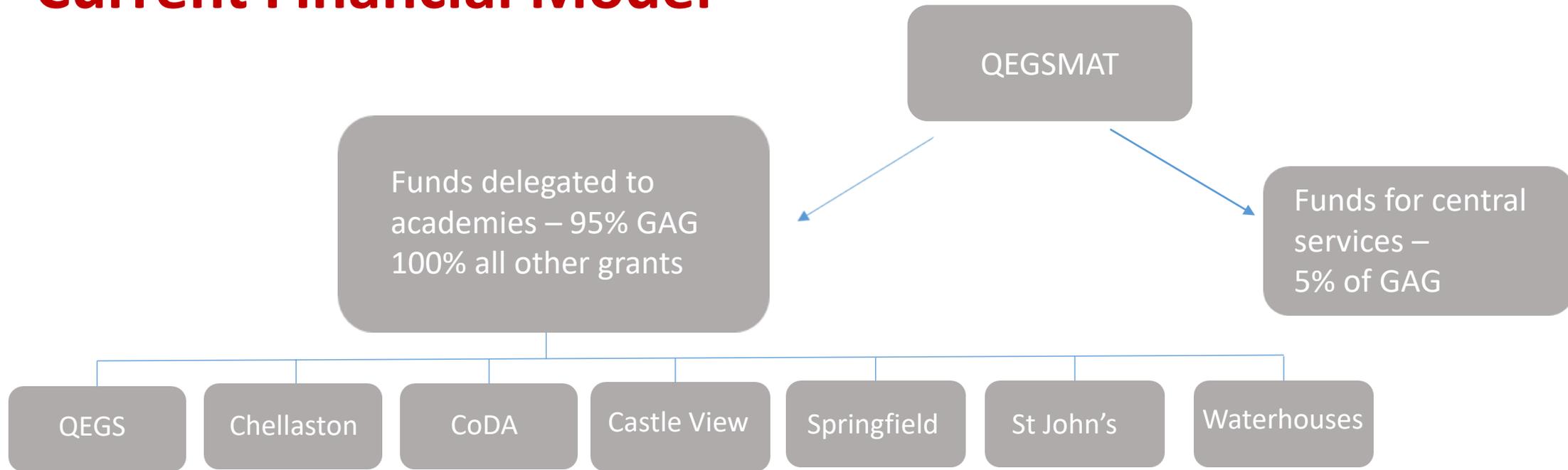
- ✓ Local TSAs & the Diocese
- ✓ SIAMS Inspector
- ✓ Executive Board
- ✓ Educational leaders including Headteachers
- ✓ External consultants
- ✓ Trustees including PR
- ✓ National coaches including coaches for Women in Leadership
- ✓ External professionals e.g. support/leadership with capital projects, Ofsted Inspectors

The QEGSMAT promise:

To encourage all staff to be the best they can be

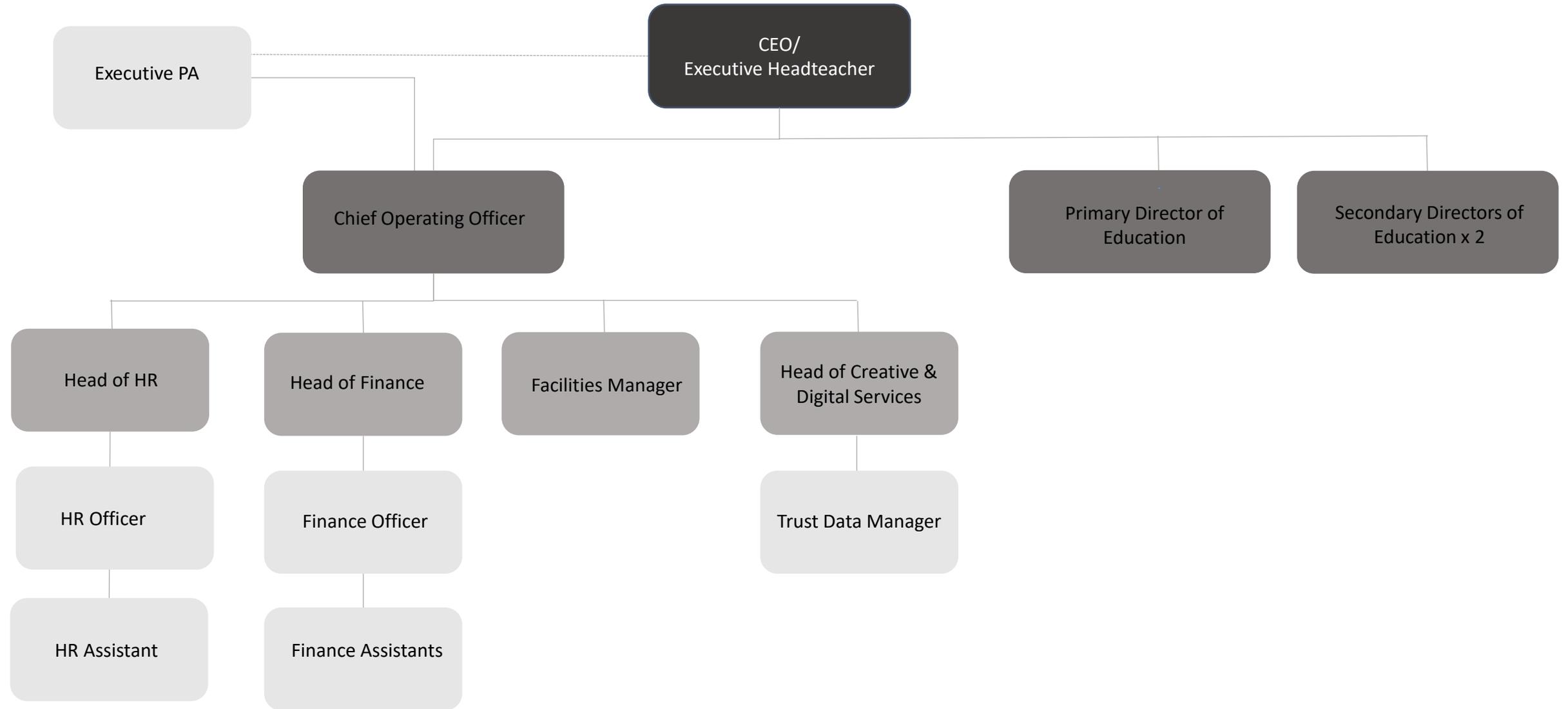
- Understanding the professional needs of all to accelerate development
- Offering all staff 'career conversations'; acknowledging aspirations and facilitating career pathways
- Providing opportunities to work with local & national leaders, practitioners & researchers
- Recognising that our breadth is our strength, drawing on first hand experience
- Ensuring the Trust is designing & delivering cutting edge practice
- Inviting all staff to attend the QEGSMAT conference/shared inset day
- Sharing opportunities and experience via regular newsletters
- Encouraging all staff to participate in the wider Trust, to take up the challenge of contributing to, and being part of, a larger community

Current Financial Model



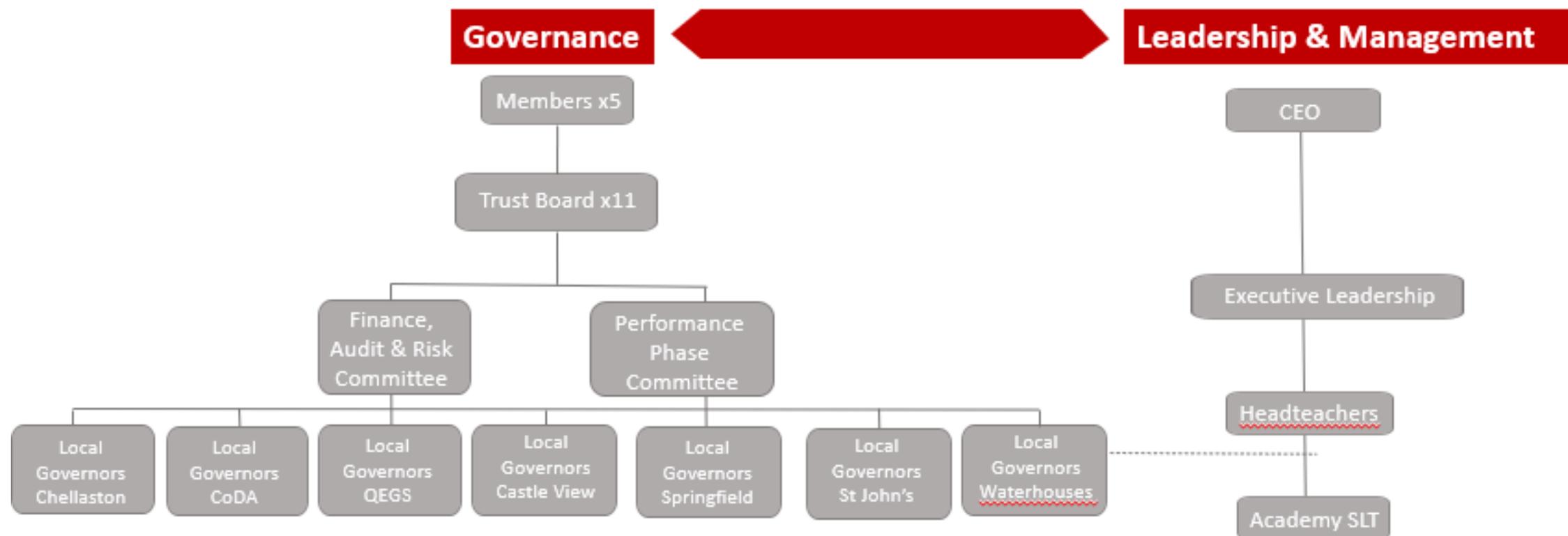
- One bank account, one set of accounts, invoices processed centrally
- Budget prepared locally by HT in consultation with Local Governors, with input from the Chief Operating Officer, linked to the Academy Improvement Plan
- Proposed by Chief Operating Officer to Finance, Audit and Risk Committee
- Approved by Trust Board
- Regular monitoring undertaken and corrective action taken as required

The Central Team



Governance

- Aligned to the growth of the MAT
- Specifically designed to manage change as the Trust grows
- Clear lines of accountability
- Clear lines of communication
- Allows Trustees to get to know phase in depth



Local Governors in the QEGSMAT

- Focus on children & young people, staff & parents
- Are the community voice, focusing and reflecting the needs and priorities of the communities the school/academy serves
- Have clear communication with the Board via a termly Chairs' Forum with the Chair of the Trust Board
- Communicate regularly with their Headteacher, being a critical friend and providing support
- Are part of a larger entity and strategic vision, focused on driving up standards and improving outcomes



This is what our young people say about us....

