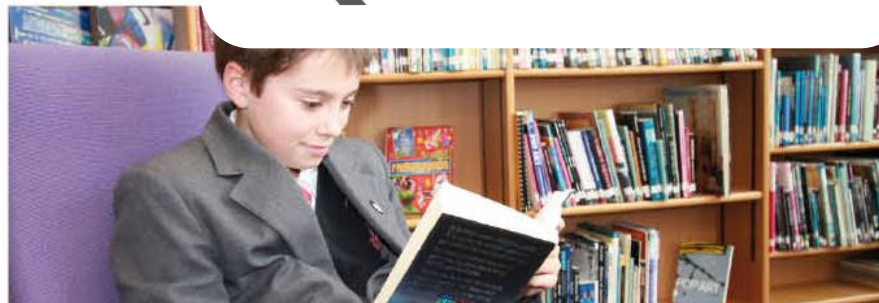




Welcome to  
**QEGSMAT**





# A warm welcome to QEGSMAT

Thank you for getting in touch with us, we are delighted to share information with you about our Trust and look forward to being able to elaborate on this in person. We are a teacher led, student focused MAT, thriving on close links with parents, Governors and the wider communities in which we live and work.

I firmly believe that young people have just one chance in education – we have to do everything we can to make sure that it is the very best it can be.

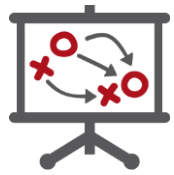
The information in this overview will give you a flavour of our Trust. We hope to be given the opportunity to be able to talk to you and give you an indication of what it means to be a child, a parent/carer, a member of staff, or a governor in one of our schools, and the benefits of being a member of our **QEGSMAT** community.

All schools within our Trust have retained their unique identities but very much share the same values and approaches to pupil and student success.

We very much look forward to seeing you soon.

Anne Martin, CEO **QEGSMAT**





# Our Vision and Goals

That **QEGSMAT** provides the best possible educational outcomes (attainment, progress, rewards and attendance) for all children and young people to develop and thrive, in an environment which supports students, staff and the community.

## Our Vision

The Trust's vision is to **Question, Explore, Give and Succeed** – actions which drive us to provide consistent world-class education and care that enables every young person in our academies to enjoy learning and reach their full potential.

Each academy strives to achieve this through a supportive and robust academy improvement programme. Each academy shares this vision and has its own set of values to help realise it in their own context.



## Who are we?

**QEGSMAT** is a multi-academy Trust working across Derbyshire, Derby City and Staffordshire; to deliver the best possible education and prepare young people for the next stage in their lives.

Our Trust has children aged 2-19 and recognises the benefits of strong partnerships between primary and secondary schools, with children and young people from a range of backgrounds, starting points and experiences. By working together as a diverse group of schools, we can share skills, experiences, and knowledge that ultimately enrich the lives of our young people, our children and their communities.

Working as a collective group of schools we offer opportunities for staff to collaborate, innovate and share best practice. We support them to deliver the highest quality experiences for our children and young people, reminding them of the reasons they work in the profession. It is something we celebrate regularly, and welcome others who share our values to join us. We set very high aspirations for our staff and students and are ambitious and excited about the future.

**QEGSMAT**'s aim is to improve the life chances of all young people in our communities.



## Our Goals



To offer a broad, balanced, ambitious 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 deliver **high quality teaching, learning** and assessment and effective leadership at all levels.



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



## Our Governance

- Every multi-academy has a scheme of delegation. Ours can be accessed via this link: [Scheme of Delegation](#).
- The scheme of delegation outlines who is held to account for the decisions that are made – i.e. it is a decision making framework.

## Why are local Governors so important? They:

- Focus on children and young people, staff, parent/carers and local communities.
- Are the 'community voice' focusing and reflecting the needs and priorities of the communities the school serves.
- Are the first line of communication and accountability from the school to the Trust Board.
- Communicate regularly with their Headteacher and leaders in the school; being a critical friend and providing support.
- Are part of a larger entity and strategic vision, focused on driving up standards and improving outcomes.
- Receive regular training throughout the year.



# Our approach to school improvement

The **QEGSMAT** approach is bespoke; it is flexible to respond to individual school needs as they arise. We value our schools, we want to know and fully understand them, their needs and the communities in which they serve. Each school works closely with our central team. Our central team consists of school improvement, finance, HR, estates, and creative and digital services (IT). School leaders build close working relationships with the central team, which is something we are very proud of.

The improvement priorities are identified by the school in consultation with their governing body and discussion with members of the **QEGSMAT** central team. The central team are there to support the school in driving the priorities forward. This can be done through a range of quality assurance activities throughout the year, including self-evaluation, support with learning walks, book checks, analysis of external results, and preparation for OFSTED. We also access external support where schools require this, for example external governance review and cross-trust collaboration. Internally we use expertise across our schools, we have network groups – for example Maths, Literacy, SEND and DSL, and primary and secondary Headteacher meetings.

An annual, common Trust-wide INSET for both teachers and support staff focusses on current priorities and the educational climate.

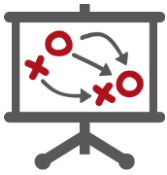
Local Governors and Trustees challenge and support school improvement through regular meetings, visits to the schools and training.



## Our strategy is about:

- Building leadership capacity and succession planning. **QEGSMAT** is focussed on growing our own; many appointments are made from within the organisation; recruiting and developing staff at the start of and during their career is important to us.
- Ensuring a broad, balanced, creative curriculum – fit for purpose and accessible to all.
- Quality first teaching.
- Efficient and effective systems supporting education.
- Challenge and support at all levels.
- Networking of colleagues, working together and sharing expertise.
- Striving to identify and recognise talent through coaching, leadership development and training.
- A strong uptake of National Professional Qualifications.
- Effective quality assurance, implementation, monitoring and evaluation.
- Targeting resources to improve educational outcomes.
- A strong central team: education, finance, HR, IT, data and estates working with schools to improve outcomes and support schools to deliver high quality, professional and career development.
- Emphasising the development and training of those involved in governance at all levels.





## We deliver this by:

- Rigorous, robust and detailed due diligence prior to schools joining the Trust.
- Regular meetings and visits that support and challenge, including curriculum planning (CLFP).
- Training, development and bespoke support and coaching for staff and those involved in Governance; including preparation for Ofsted visits.
- Quality assurance monitoring, evaluation and targeted, high-quality intervention and targeted subject reviews.
- Annual pupil premium health checks, SEND review and action planning, regular safeguarding , including DSL supervision.
- Employee Assistance Programme (24/7 - counselling, personal, legal, health advice and online resources).
- Access to a Teaching School Hub, local and national networks, external providers e.g. Ambition Leadership, DfE, ESFA and Chartered College networks.
- Consistent approaches to self-evaluation, academy and departmental improvement planning and appraisal.
- Trust-wide policies, with procedures sitting at school level.
- A calendar of trust-wide school improvement activities.
- Professional learning opportunities for all staff, and training and development for new staff including Early Career Teachers.
- A high quality in-house Leadership Development Programme.
- Managing staff performance through improvement planning, not appraisal.



## Our support comes from:

- Central team – including school improvement, finance, estates, data, creative and digital services (IT) & HR.
- NLE and SLE's
- Directors of Education and CEO
- Pupil Premium reviewers
- Department for Education
- Local Governing Bodies
- Finance and PR expertise from Trustees and Members
- Teaching School Hub
- The Dioceses, including SIAMS
- Educational leaders, including Headteachers
- External consultants
- National coaches including coaches for Women in Leadership
- External professionals e.g., support/leadership with capital projects, Ofsted Inspectors



## More detail on our business functions:

<p><b>Estates:</b></p> <ul style="list-style-type: none"> <li>• Premises management advice and guidance</li> <li>• On-site support in the event of an emergency</li> <li>• Monitoring of premises regulation compliance</li> <li>• Building compliance checks</li> <li>• On site support and guidance</li> <li>• Implementation of a rolling programme of building condition improvements using Trust capital grants</li> <li>• Oversight of contractors and caretakers</li> </ul>	<p><b>HR:</b></p> <ul style="list-style-type: none"> <li>• General advice and guidance on all HR matters</li> <li>• Comprehensive recruitment support</li> <li>• Administration of all employment correspondences including, offer and contractual information</li> <li>• Bespoke casework support</li> <li>• Access to Employee Assistance Programme and flu vaccines</li> <li>• Development and implementation of HR policies and procedures</li> <li>• Access to training and development opportunities for professional qualifications</li> </ul>
<p><b>Finance:</b></p> <ul style="list-style-type: none"> <li>• Financial advice, guidance and training</li> <li>• Curriculum-led financial planning</li> <li>• Budget monitoring and forecasting</li> <li>• Support with procurement and achieving value for money</li> <li>• Ensuring resources are used efficiently for school improvement</li> <li>• Payroll processing</li> <li>• Banking and cash management</li> <li>• Design and implementation of internal financial controls</li> <li>• Audit and preparation of accounts and financial returns</li> </ul>	<p><b>Creative and Digital Services:</b></p> <ul style="list-style-type: none"> <li>• IT support and guidance</li> <li>• Implementation of a rolling IT refresh programme</li> <li>• Data protection compliance guidance</li> <li>• Cyber security response planning</li> <li>• Branding and marketing design and support</li> <li>• Website development services</li> <li>• Website hosting</li> <li>• Trust wide data design and implementation</li> </ul>



## What makes our Trust healthy:

- Our knowledge of the young people, their families and communities – really knowing their strengths and areas of development.
- Our shared high expectations for all.
- Our success in preparing children and young people for the next stage in their education and life.
- Our belief in the importance of high-quality enrichment and extra-curricular offers.
- The ability to accurately match resources to educational needs.
- Our integrated curriculum led financial planning in practice.
- Our finance model and system of internal financial control.
- Our economical use of resources - economies of scale.
- Our sound risk assessment and risk management processes.
- Our approach to having the right people in the right roles; ‘on the right bus, facing the right way’.
- Our effective working relationships and culture of psychological safety.
- Our knowledge of our schools and their areas for improvement.

**Any questions**

