

Palladian Academy Trust

NEWSLETTER



Dear parents, carers and friends

We aim to publish a newsletter for parents and friends three times a year, featuring some of the many exciting things that our pupils are doing in the eight schools that make up the Palladian Academy Trust.

However, for our first edition we would like to bring you up to date with all that has happened behind the scenes during the first year, and to share future plans with you.

The first year of the Palladian Academy Trust

On 1 November 2017 the Palladian Academy Trust celebrated a year with the founding eight schools in the Trust. During the first year strong relationships have been formed between the schools and essential building blocks laid for the future of the Palladian Academy Trust so that it can provide the best education and development for the pupils it serves.

The Palladian Academy Trust Values

We want to provide **exceptional learning experiences** for all in the Trust by

- Working in **partnership** within the community to achieve the best outcomes possible for learners
- Helping children to build the **character** to be confident, well-prepared and successful learners
- Nurturing the **well-being** of all
- Creating new pathways for the effective **professional development** of staff

The Palladian Academy Trust 2020 Vision



Above: Palladian Academy Trust staff at the first joint INSET Day in June 2017

The Palladian Academy Trust will be established by 2020 as a local partnership for excellence, developing a strong reputation as inspirational and child-centred. Our conception of learning and progress is that it should be personal to the individual child and development should be holistic. The PAT will be well-connected locally,

nationally and internationally, so that students understand and relate to the wider world.

From the baseline of 2016 data, already discernible improvements in student achievement will be clear. All the original founding schools will be good and outstanding. As much as this, parents will recognise the increased opportunities open to students through the Trust, for example in sport, performing arts and the curriculum. Our schools will be popular and over-subscribed.

Continuing professional development (CPD) for staff will be deep in the DNA of the PAT. Strengths will be identified in the Trust as a basis for sharing of expertise; training programmes will be well under development for different career stages, and all staff will be able to rely on inspiring and relevant INSET. Best of all, CPD will be led and managed across the Trust, using the skills and abilities of professionals to enhance our professional learning. More fluidity will be seen, for example, allowing staff to work across the **Trust on occasions**.

The PAT will be a well-equipped organisation, where the collaboration of a MAT will re-direct additional resources to support learning. Our sound business practice will encompass strategically developed central services, efficiencies and alumni organisation, contributing to student achievement.

The PAT will be recognised as a great local employer; a strong pattern of applications for posts within the Trust will be in evidence, and the Trust will be a key voice in the South West in the development of education, enjoying strong and

mutually supportive relationships with partner trusts.

'Trust' and 'team' will be the keywords in our Trust. Professional relationships will be characterised by this, and enriched by social contact between colleagues beyond school, for example in music and sport. Individual members of staff will self-identify as belonging to both their school and to the Trust.

PAT trustees and members, with their diverse skills and background, will hold all schools to account, providing high-level support and forming a valued bridge with the local community. Their strategic thinking will encompass succession planning to allow steep slope improvement into the future beyond this first Trust Development Plan (TDP).

Structure

The Palladian Academy Trust is a limited company and a registered charity and so has a structure that reflects that status.

- **Tim Withers is the Chief Executive Officer (CEO)**
- **Jo Marsh is the Chief Operating Officer (COO)**

The Heads of the eight schools, together with Jo Marsh, make up the Executive Leadership Team (ELT).

A board of twelve Trustees are in effect the Governing Body of the Trust. This includes one Headteacher from the ELT and four trustees who are Diocesan appointments to reflect the Church schools' interests. Trustees are appointed

for the skills they can offer. The Trust has recently filled a number of vacancies on the Board of Trustees and committees. Trustees and committee members play a vital role in the governance and scrutiny of all aspects of the Trust. While our Executive Team (the CEO, COO and the Headteachers) have responsibility for the day-to-day operation of the Trust and our schools, the trustees and committees oversee the strategic direction of the Trust and our financial and educational performance, and ensure we remain true to our core values, as well as upholding all of our statutory duties.

The Trustees have three committees, much the same as School Governing Bodies. All the schools retain their School Governing Bodies who will report to the Trustees. The Trustees report to the Members. This is comprised of five members who meet once a year to receive annual reports.

Trustees and committee members are unpaid roles, and people have to commit to a maximum of 12 two-hour meetings during a school year, as well as dealing with occasional matters by email between meetings. If any parent would like now or in the future be a committee member, governor or trustee, we would welcome applications. Do please speak to Jo Marsh, Tim Withers or Russell Franks for further information. Russell Franks is the Chair of Trustees and can be contacted at r.franks@palladianacademytrust.com or call **07836 527308**.

Executive Leadership Team

Over the past year the Headteachers of the schools have met regularly every fortnight to talk about, amongst other things, looking for areas of the calendar to harmonise, support across the Trust, assessment, tracking of pupils progress, future CPD and liaison across the Trust, financial issues and service agreements, admissions and a Trust Development Plan has been devised.

Chairs of Governors Group

This group has also been meeting regularly and have had input into the Governance of the Trust. This has been vital to ensure that each school will be able to retain its own ethos and individuality as well as making sure that each school has equal representation.

Meetings between Palladian colleagues

Year group meetings and Subject Leader meetings have taken place so that we can learn from each other. There have been visits from for staff between different schools to share good practice. It is important that we continue to look outside the Trust as well as inside.

The first Palladian INSET Day took place on 26 June with two more planned for the academic year 2017-2018.

Below: photographs of PAT pupils working together



For any feedback about this newsletter or ideas for future content, please email c.holden@palladianacademytrust.com

Thank you to Widcombe Infant School for compiling this newsletter.

Three issues will be published annually; Issue 2 will be published in Term 5.

Future events for our pupils and parents

Arts Workshops

On **Saturday 24 February 2018** 2-5 pm at Ralph Allen School we are organising an exciting Arts event with a variety of Arts workshops for children attending a Palladian Academy School. These might include dance, drama, photography, creative writing, textiles/needlework, printing, painting, music, animation etc.

Further details will be available nearer the time regarding booking children into these workshops and the organisation of the afternoon but we are sure it will be a wonderful time for children to explore their interests in the Arts.

One Night at the Palladian

Monday 18 June 2018

At the Bath Forum

Parents are invited to a special evening celebrating the Arts within the Palladian Academy Trust. This will be the first time the whole Palladian Academy Trust community can join together to celebrate the talents of our children. Not only will individual schools perform but there will be a number of special items in which our Trust schools will come together to reflect our spirit of collaboration. Further will be available nearer the time regarding this.

