



Join our Trust



Welcome

Thank you for taking the time to read this information pack and giving consideration to joining us at East Midlands Academy Trust. It is an amazing time to join our vibrant and dynamic community of schools.

Making the decision to partner with or formally join an academy trust is a huge step for any school.

We recognise this and will work to help you to make an informed choice to become part of our community of schools, bringing your own unique qualities to our trust and in return benefiting from the vast support we can offer your school.

We have a clear strategy for school improvement that has been shown to be credible, inclusive and sustainable, and we are committed to ensuring that every pupil and member of staff is supported to reach their full potential.

We set high expectations for our leaders and teachers to support and stretch every child to ensure they make excellent progress and build the skills, knowledge and attributes that will prepare them well for life beyond education.

By joining the East Midlands Academy Trust, you will have access to a wide range of highly-experienced professionals who can support your school with everything from finance and recruitment to PR and communications. This doesn't mean losing your unique school identity – our schools retain their individuality but within our framework of school effectiveness and improvement, governance and operational functions.

If you believe in and have what it takes to make our vision a reality – 'Every child deserves to be the best they can be' – I look forward to hearing from you.

Joshua Coleman

Chief Executive

East Midlands Academy Trust



Portrait drawn by Hardingstone Academy Year 6 pupil Shahab

Why join our Trust?

The East Midlands Academy Trust is expanding with a strategy for 'sustainable growth' in a clustered approach in the Midlands region.

We are looking for schools who share our vision to join our Multi-Academy Trust.



Reasons to join our Trust

- A proven track record in school improvement
- Sharing of best practice across the Trust
- A strong central team offering a range of support services including recruitment, finance, governance and communications
- Bespoke professional development training for all teaching and support staff within the Trust
- Financial savings around procurement and shared back-office services
- Access to a suite of policies and governance support

Our track record

Academy	Date joined EMAT	Ofsted grade on joining EMAT	Latest Ofsted grade
Castle Academy	January 2014	Inadequate	Good (2016)
Hardingstone Academy	January 2014	Inadequate	Good (2016)
Northampton International Academy	September 2016 (new school)	Not previously inspected	Good (2019)
Orchard Academy	September 2012	Inadequate	Good (2018)
Prince William School	September 2015	Requires improvement	Good (2020)
Shepherdswell Academy	September 2012	Outstanding	Outstanding (2010)
Stimpson Avenue Academy	April 2014	Inadequate	Requires improvement (2019)

The support available

Schools within the Trust can benefit from a range of support services provided by the Trust's executive leadership team. Everything we do is for the benefit of the pupils through our team of highly-experienced headteachers and professionals in school improvement, finance, HR and recruitment, governance, and PR and communications.

By joining our Trust, schools will benefit from the wealth of support and expertise available.

Headteachers

Our headteachers and principals provide strong and experienced leadership across our seven schools, leading by example within their own academies and working collaboratively across the Trust to share expertise and together drive up aspirations and outcomes for both staff and pupils.

Forming a key part of the central leadership team, they are instrumental in helping to shape the strategy for growth and success for the Trust.

School effectiveness and improvement

Our team of school development academy improvement experts work closely with headteachers and school staff across the Trust.

With vast experience in school leadership, the team has a strong track record of developing and improving performance and monitoring progress.

They supported our headteachers to drive improvements and secure the recent 'good' Ofsted ratings for both Northampton International Academy and Prince William School.

Each school additionally benefits from a designated Academy Improvement Partner, who are either experienced headteachers or Ofsted inspectors, to

oversee school improvement and monitor progress on a day-to-day basis.

There is also a programme of professional development for teachers, middle leaders and senior leaders.



Human Relations

Our HR business partners work in close partnership with headteachers and other senior leaders on employee relations, liaising with unions, supporting wellbeing initiatives and contractual and legal matters.

The team provides a dedicated HR service which includes providing high-quality support on all aspects of employment policies and contracts.

Workforce Planning and Talent Development

As a growing Trust, recruiting the right people to join our family of schools and nurturing our existing staff through training and development is a key focus.

Our experienced workforce planning and talent development officer is

responsible for securing staff, managing the DBS process from beginning to end and exploring development opportunities to support our headteachers and senior leaders.



Governance and Safeguarding

Governance and safeguarding are two increasingly complex areas within education, and having in-house guidance and expertise has had a real impact on our systems and procedures, something that has been acknowledged in our recent Ofsted inspections.

Our head of governance and safeguarding is responsible for advising the governing boards of our schools and the Trust Board on all matters relating to governance and safeguarding, acting as a contact point for governors on all layers of governance and providing essential support on legislation, compliance and best practice.

She also provides a vast range of governance, training and safeguarding for school governors on several topics including preparing for Ofsted, new governor induction and safer recruitment, as well as supporting Designated Safeguarding Leads within our schools and ensuring all safeguarding policies and procedures are fully adhered to.

PR and communications

We have an experienced PR and communications manager who provides community and stakeholder engagement, social media and public consultation for the Trust and its academies.

She manages all media enquiries on behalf of the Trust and its schools, and oversees communication with key stakeholders including the DfE, Regional Schools Commissioner and other partners.



Her role also includes sharing good news stories about our schools and their pupils, managing school websites and social media platforms, and advising on communication with parents.

Finance and procurement

Our dedicated finance team are well-equipped to provide strategic and operational advice on financial systems and processes, and the requirements of the ESFA financial regulations.

The team includes qualified accountants, as well as a dedicated payroll and pensions officer who oversees our in-house payroll system and is on hand to answer pension enquiries from staff across the Trust.

In addition, we have external auditors to undertake independent reviews to ensure compliance with the complex academies financial handbook.

Our academies also benefit from financial savings through shared procurement and contract management across the Trust.

Shared services – estates and IT management

We can offer support in managing premises in and out-of-hours, and ensuring processes are in place for health and safety compliance. As a multi-academy trust, we also have the ability to carry our major repairs to the estate by pooling our resources to where they are most needed.

We have a trust-wide IT function that can support the centralised IT network in all of our schools and provide expertise in network management and deployment of new systems within schools.

Contact us

If you'd like to find out more about our Trust and our family of schools, we'd be happy to hear from you.

For an informal discussion or to arrange a visit to any of our schools, please contact info@emat.uk.