



# SHARE Multi-Academy Trust

*Valuing People, Supporting Personal Best*



# Welcome to our Trust

**Welcome to SHARE Multi-Academy Trust, a close-knit family of schools where our approach, outcomes and successes are all underpinned by an unwavering commitment to *valuing people and supporting personal best.***

Through my own education, upbringing, and life experiences, I know just how important it is to be supported in a nurturing educational environment, where talented teachers, inspiring leaders and compassionate role models encourage you to be your best. A quality education creates choices and opens doors, which is what I want for every person who is part of our Trust.

I believe our role as educators is to help children and young adults overcome the barriers to succeed, to instil a desire to learn, and to encourage an ambition to achieve. We believe all of our people achieve their best when they feel valued and listened to, and when there is a strong sense of belonging. If we get this right, our pupils – and society as a whole – benefits enormously.

Our Trust is proud to serve many varied communities, ranging from prosperous rural villages to deprived estates and towns. We believe every child who attends our academies deserves the same chance. Overcoming disadvantage is deeply rooted in our mission as a Trust, because we know everybody will achieve if we use strategies that help each child to reach their personal best.

Since SHARE Multi-Academy Trust was formed, we have built a reputation for achieving the highest standards. Our aim is to be the best Trust, not the biggest. We do this by sharing best practice across our Trust, creating networks for our colleagues to learn from one another, and creating an environment where our pupils feel safe, inspired, and can truly thrive. Whether schools joined us with successful track records or not, SHARE has supported every academy with their individual journeys of progress and growth.

I hope you will consider joining us on our journey. Whether you are a parent looking for a supportive, yet ambitious school for your child; an education practitioner looking to begin or bolster your career; a school seeking to join a successful partnership; or if you are simply wanting to learn more about life at SHARE – we look forward to hearing from you.

**John McNally**

*Chief Executive Officer*  
*SHARE Multi-Academy Trust*





## Our Story So Far

**The Trust's journey first began when Shelley College, our founding school, became an academy in 2011.**

In the following years, the academy received an Outstanding Ofsted rating and became a National Teaching School and a National Support School. From this strong foundation, SHARE Multi-Academy Trust was officially created in 2014 and our close-knit family of schools has since continued to grow and prosper.

The Trust was founded on the principle of working together to improve schools and to deliver the best education possible for pupils. From the outset, school improvement has been at heart of our Trust partnership, and so these services were at our core from the beginning, alongside training and sharing best practice. To this day, our ability to turn schools around so they are continuously fulfilling their purpose remains integral. As the Trust developed, the support delivered to schools substantially enhanced, now offering a full spectrum of expert services.

Alongside prioritising the outcomes of our pupils, we have always held a strong commitment to developing our staff, as they are our greatest asset in achieving this mission. To support these efforts, in September 2021 we were proud to achieve National Teaching School Hub status for Calderdale and Kirklees. Working with partners across two local authorities, the Trust is responsible for providing outstanding training and development opportunities for teachers at every stage of their career, from teacher training to executive leadership.

As we look ahead as a Trust, our priority is to keep improving standards, building on success and raising aspirations so that we can help even more pupils, including the most disadvantaged, to achieve even higher outcomes. The responsible running of our Trust, our talented team of staff, and our proven track record of school improvement means we are well placed to achieve this goal. To bolster this impact and transform even more lives and careers, we are actively looking to support and work with more colleagues, partners and schools who share our vision that every child can, and should, succeed.

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# Our Vision and Mission, and the Strategy to Realise Them

## *Valuing People, Supporting Personal Best*

### Sharing Our Mission

We believe education is all about people. Our success is measured in how we help our children and young people achieve. We can only attain this success by employing talented, committed staff, and working in partnership with parents and other stakeholders. In doing so, we will benefit our communities. Our distinctive strapline of Valuing People, Supporting Personal Best helps to showcase this resolute belief.

Our mission means we endeavour to ensure every one of our pupils and members of staff enjoy coming to our schools, and that all of us try our very best in everything we do. We help everybody, regardless of background or starting point, to gain the knowledge, skills and habits that lead to happy and successful lives, both now and in the future. We believe that helping people feel valued increases the chances of everyone achieving their personal best, which is the highest standard we can expect.

### Sharing Our Vision

We want to transform education for the better, raising aspirations in diverse communities, increasing knowledge, and developing the skills that children and young people need to make their lives rewarding and successful.

Our vision is for our academies to be the first choice for parents because we provide a safe, nurturing environment; excellent academic standards; a rich curriculum; first class support, and a wealth of opportunities to learn and grow. Teachers and staff will choose our schools and our Trust as a working environment where, through our excellent training and progression pathways, they can achieve their career aspirations. Schools beyond our Trust continue to choose to join our family network, benefiting from high-quality support services, collaboration, and best practice sharing.

### Sharing Our Trust Strategy

We have a clear strategy for our Trust, and all our schools, to ensure that collectively we can fulfil our overarching vision and mission.

Our strategy is built upon our guiding principles, with distinct goals and objectives. These aims are supported by clear accountability and performance measures to enable us to reach what we have set out to achieve.

## Guiding Principles

Everyone can achieve



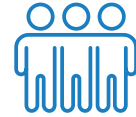
Quality is our driving force



Teams drive success



People thrive in communities



## Our Goals and Objectives

Overcome disadvantage, so all pupils achieve outstanding outcomes



Deliver an outstanding curriculum and pedagogy



Recruit and retain an outstanding workforce



Provide outstanding leadership, management and Trust infrastructure



Build positive communities that achieve outstanding outcomes, together



# Being a SHARE Multi- Academy Trust pupil



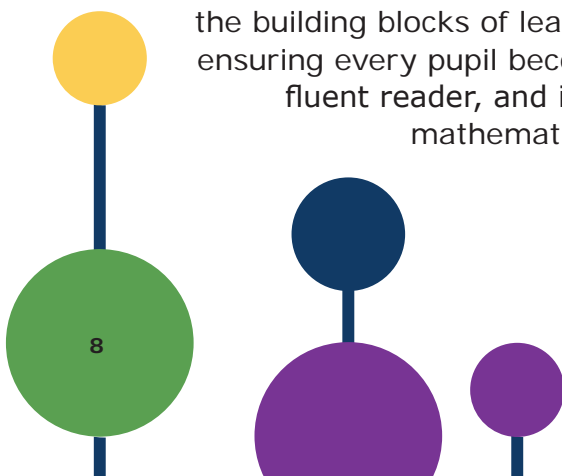
## Curriculum

**Our Trust curriculum reflects our ambition of supporting all our pupils to achieve, including the most disadvantaged, and our mission of *valuing people and supporting their personal best.***

Teachers are encouraged to be ambitious, giving pupils a rigorous grounding in the knowledge and skills needed to be successful learners. We focus on the building blocks of learning, ensuring every pupil becomes a fluent reader, and is confident mathematically.

Through a broad and aspirational curriculum, pupils are helped to achieve the highest academic standards with the aim of unlocking the door to Apprenticeships, Further and Higher Education opportunities. This includes a strong commitment to science, languages, and humanities.

Art, music, drama, sports, and vocational subjects also thrive across our schools. Our classrooms, corridors and playing fields bear testament to our pupils' tremendous talents, from school productions to music recitals, national sporting tournaments and more.





## Enrichment

Through our curriculum and enrichment offer, *we prepare young people for life beyond the classroom, including the world of work. We offer first-class careers education and guidance, complementing our strong academic and vocational offer.*

Partnerships with prestigious universities, including Oxford and Cambridge, and regular secondary school careers fairs with successful local businesses are instrumental in helping pupils decide their next steps. As a result of our well-rounded guidance, pupils go on to secure outstanding destinations, including on renowned apprenticeship schemes, at world-leading universities, and within a range of businesses.

We know that education is about so much more than just studying subjects. We aim to give pupils an understanding of the communities they belong to, and that our schools are so proudly and deeply rooted in. Helping to stretch mindsets and broaden horizons, our students enjoy trips within the local region and far beyond, from trips to the Yorkshire seaside and visiting the Houses of Parliament in London, to skiing residentials and voluntary work abroad. Every opportunity aims to build the cultural capital, skills and life experiences of our young people.

We want our pupils to be happy, safe and well-prepared for the many opportunities and challenges life may throw at them. To do this, all our academies have either highly achieved or are working towards obtaining the Leeds Carnegie Mental Health Award, as well as regularly promoting and participating in important awareness days and fundraising opportunities. We also offer a comprehensive and holistic Personal, Social, Health and Emotional (PSHE) curriculum offer which develops and nurtures every learner.

We want our pupils to be *happy, safe and well-prepared* for the many opportunities and challenges life may throw at them.



# Supporting All Pupils to Achieve



## Overcoming Barriers

**Fostering an environment which is safe, orderly, and nurturing is central to helping all children and young people, regardless of their individual circumstances, to truly thrive. We passionately believe every child who attends one of our academies deserves the same chance, and we are unwavering in our commitment to uphold this.**

Our approach to supporting the most disadvantaged pupils to achieve higher outcomes is unapologetically ambitious. Each of our academies has an objective for this group of students to obtain a higher

standard than the national average for all pupils, whether that be in their attendance, participation in extra-curricular activities, or academic performance.

To aid this, across the Trust we have invested heavily in mental health workers, attendance officers, academic tutors, and enhanced technology. We leverage our strong partnerships with universities and charities to increase the number of students applying for Higher Education opportunities. We also offer breakfast clubs and wrap-around care and where needed, subsidise trips and curriculum resources to ensure there are no barriers to opportunity.

## Ensuring Opportunities For All

**Across our Trust, provision for pupils with Special Educational Needs and Disabilities (SEND) is strong. Specialist provision is important so that we can meet the needs of each child, but we also want *all our pupils* to experience as much of our curriculum as possible.**

To do this, we train our teachers to adapt their approaches to cater for every learner, and invest considerable resource into our valued teaching assistant colleagues.

Utilising best practice sharing across the Trust, our Specialist Education Needs Coordinators (SENCOs) work closely

together, leveraging the expertise and specialist units at several of our schools. This includes the dedicated Thorn Centre – based at Thornhill Community Academy – which successfully supports the integration of students into the academy, alongside a specialist social and communication curriculum. Similar provision is delivered at Royds Hall, expertly integrating students with complex needs into mainstream lessons.

Reflective of our commitment to ensuring individual circumstances do not become barriers to achievement, through these measures virtually all of our pupils access the full curriculum and in turn, achieve their full potential.

We passionately believe every *child* who attends one of our academies *deserves the same chance*, and we are unwavering in our commitment to uphold this.



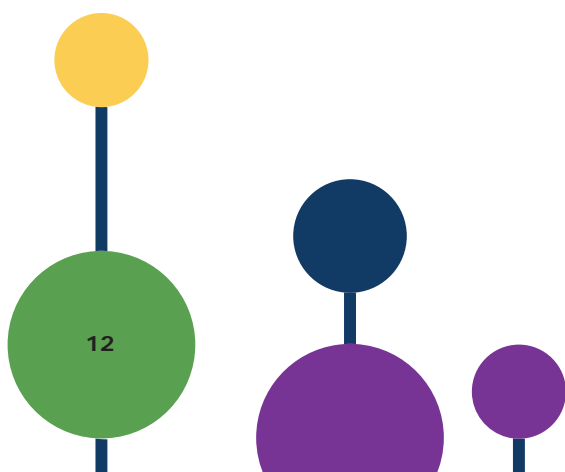
# First-Class Teaching, Through First-Class Careers: On-the-Job Opportunities

**Securing outstanding outcomes for pupils can only be delivered through *high-quality teaching and support*. Our success as an organisation depends entirely on our colleagues and we are determined to recruit and retain the best staff by offering first class training and support, alongside highly competitive packages.**

We provide clear and comprehensive professional development pathways across the Trust. We support colleagues to build expertise in their current roles by participating in regular training, coaching, and mentoring sessions led by expert colleagues from within the Trust and beyond. Colleagues can also undertake their own classroom-based research, and lead training sessions.

Our continued professional development also draws on cross-Trust collaboration and best practice sharing to maximise the opportunities and expertise available. All our teachers meet with colleagues across the Trust, to discuss ideas and share resources. This is supported by planned training and networking sessions, Subject and Phase Leaders' Forums, and Core Director Forums for Secondary English, Mathematics, Science and Languages. These structures give teachers a bedrock of additional expert advice to turn to and foster strong working relationships across our schools.

In all we do, we remain committed to our goal of recruiting and retaining an outstanding team of colleagues within our Trust and across our schools. Just as we want our pupils to achieve their personal best, we want the same for our members of staff.



# First-Class Teaching, Through First-Class Careers: Our Teaching School and Training Accreditations

**Our strong commitment to professional development and *raising opportunities and aspirations* for the communities we serve and beyond, is best reflected in our career and training accreditations.**

We offer a variety of progression and promotion routes for teachers. Alongside the traditional progression journey, we offer National Professional Qualifications (NPQs) which underpin our structured training programmes; Lead Practitioner positions for colleagues with a desire to remain classroom-based alongside developing the curriculum or coaching; mentor and facilitator training and experience; middle leadership training, and trainee senior leadership positions.

Alongside our excellent training provision for current members of staff, we are immensely proud to be the Teaching School Hub for Calderdale and Kirklees, giving us the ability to induct Early Career Teachers as they embark on their professional journeys. We welcome new recruits to the teaching profession, providing an outstanding Initial Teacher Training programme with the best support available.



The Hub continues to inform our approach to staff development at the Trust, as we bring insights from what we learn about training to our current staff members and vice versa. The Hub has encouraged us to enhance our thinking around staff development and we recognise it as a long-term investment in our colleagues and, therefore, our pupils.

Colt May, who qualified as an Early Career Teacher through the Calderdale and Kirklees Teaching School Hub and is now teaching within SHARE Multi-Academy Trust said:

“The support that I received during my training, and continue to receive at SHARE, is superb. They truly do live by their core value of ‘Valuing people, Supporting personal best’.

“They push me to give my best, so that I can support our children to *achieve their best*, irrespective of their background.”





## Our Outcomes

**The outstanding outcomes we achieve for our students are upheld by the *high standards and expectations* we set across the board. This includes in behaviour, attendance, curriculum, enrichment and more.**

We believe that the role of an academy trust is to support the continued improvement of a school's provision. We have a proven track record of improving schools, as recognised in national performance measures and Ofsted inspection outcomes, which are second to none.

We constantly strive to not just meet but exceed national standards, with our academies securing consistently high academic outcomes, or achieving substantial improvements since joining our Trust. As a result, we are proud to be one of the highest performing Trusts in our region, and we will keep pushing the boundaries for what we can achieve. Our high academic attainment is similarly matched by the quality of our curriculum offer, with Trust entry rates to the English Baccalaureate (EB) subjects exceeding national and local averages.

Meanwhile, our Teaching School Hub continues to enjoy outstanding success. Over 1000 teachers have participated or are participating in our Early Careers Framework course; around 500 are studying National Professional Qualifications (NPQs); and we are providing the Appropriate Body Service for over 400 new teachers.

As a Trust we take great pride in one another's successes, and the journey that each school, pupil or colleague has been on to get to where they are today. Every part of our Trust and the expectations we set, contributes towards the outstanding outcomes achieved for everyone.

# Governance and School Improvement

## Governance

**At the heart of our Trust's success is the strong partnerships in place between Members, our Trust Board, and Local Governing Bodies.**

Our Board sets the Trust's strategic direction, considering the various contexts, requirements and ambitions of our schools and wider communities. Our Governing Bodies represent the parents and communities of each school. Our Governors are central to the smooth running of our schools, making local level decisions about admissions, spending and more.

As everyone in our Trust is empowered to do, Governors and Board Members share expertise and best practice. This is facilitated through termly Chair of Governor's meetings and regular governance briefings, as well as through any additional opportunities working alongside the Trust senior leadership team.

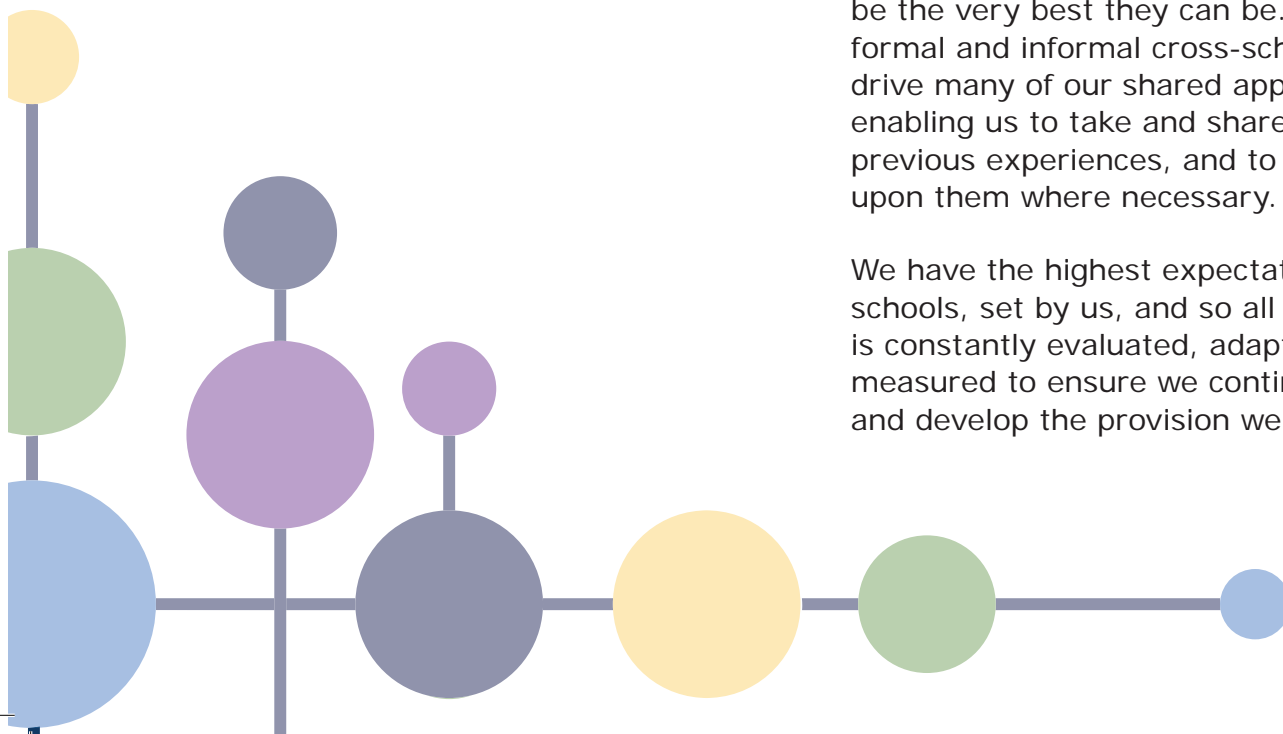
## School Improvement

**As a Trust we have a proven track record of delivering successful school improvement outcomes, and strong governance and accountability measures are essential to this. We bring together senior leaders and governors with our team of experienced leaders, including former Ofsted inspectors, behaviour and SEND experts, to devise and deliver realistic yet impactful improvement plans.**

Every school's improvement plan is adapted to meet the needs and priorities of those we are supporting, putting clear stepping-stones in place for our schools to meet, maintain and where possible, exceed. This includes structures around safeguarding, curriculum, culture, and training which are essential for any school to succeed. We partner with schools which need significant support in turning things around, and with schools which are already thriving and enter the partnership to help bolster their continued upward trajectory. We always adapt our approach to meet the starting point of each school we are working with.

Our school improvement programmes capitalise on the resources available through the Trust, including improvement leaders and training opportunities, to help schools be the very best they can be. Meanwhile our formal and informal cross-school networks drive many of our shared approaches, enabling us to take and share learnings from previous experiences, and to utilise or build upon them where necessary.

We have the highest expectations for our schools, set by us, and so all this work is constantly evaluated, adapted and measured to ensure we continue to evolve and develop the provision we offer.



# Becoming a SHARE Multi-Academy Trust School

The greatest benefit of being part of our Trust is all the opportunities to collaborate, for senior leaders, teachers and students alike. As our name suggests, sharing – from resources and experiences, to best practice and expertise – underlines our approach to everything we do.

Our central Trust service offer is underpinned by *three core aims*:

To allow headteachers and other senior leaders to focus on their core roles



To employ experts, who can provide services beyond the reach of a single school



To secure better value for money by sharing resources, expertise and talent







To operate efficiently, effectively, and responsibly as a Trust network, we have implemented standardised systems and procedures across the board. This ensures high standards of operation and compliance, as well as providing steadfast support to all our schools.

**Our centralised functions include:**

- **Trust Curriculum and Data Management support**, providing advice to schools on curriculum structure and effective models and ways to secure better standards of learning.
- A dedicated **Finance Team**, which advises and leads on all aspects of financial management. Academies also have access to a friendly, customer focused in-house payroll team.
- A **Premises and Compliance team**, responsible for all areas of property and site management, from grounds maintenance to health and safety. The team includes Specialist Technicians, undertaking building work and maintenance across all schools.
- A responsive and expert **in-house ICT team** which oversees the Trust's technology infrastructure, as well as providing support for day-to-day operations to ensure the smooth running of our academies.
- Access to our central **Human Resources team**, providing a strategic role, expertise and guidance to senior leaders, alongside supporting administration teams within every school to undertake requirements to a high standard.
- **Trust Improvement Services**, which help leaders raise standards for pupils.





# Ambitions Ahead

We are extremely proud of how far we have come as a Trust since 2011, and the *transformational impact* we have achieved for so many students, families, colleagues and communities.

Thanks to the close-knit community networks, and supportive learning and working environments we have built, we have overseen great success in turning schools around and in removing barriers for our pupils to achieve their very best.

Our standards in academic attainment, culture, enrichment, behaviour, training and safeguarding remain unapologetically high, and we will continue to broaden and raise the aspirations of every child we support, including the most disadvantaged.

We want to work with partners who believe in our approach and share our vision that every child can and should succeed, in line with our philosophy of **'Valuing People, Supporting Personal Best'**. Whether a school is successfully achieving its goals and looking to continue to build on that, or looking to supercharge its school improvement journey, we believe that all schools can benefit from being in a successful partnership. Together, we can continue to build expertise, share resources and work together to benefit more pupils, more communities, and more lives.

If you are a prospective parent, staff member or potential partner school who is interested in SHARE Multi-Academy Trust and would like to find out more, please do get in touch – we would love to hear from you. We know that the community we have created at the Trust will continue to strengthen and grow in the years ahead, and we look forward to what the future holds.

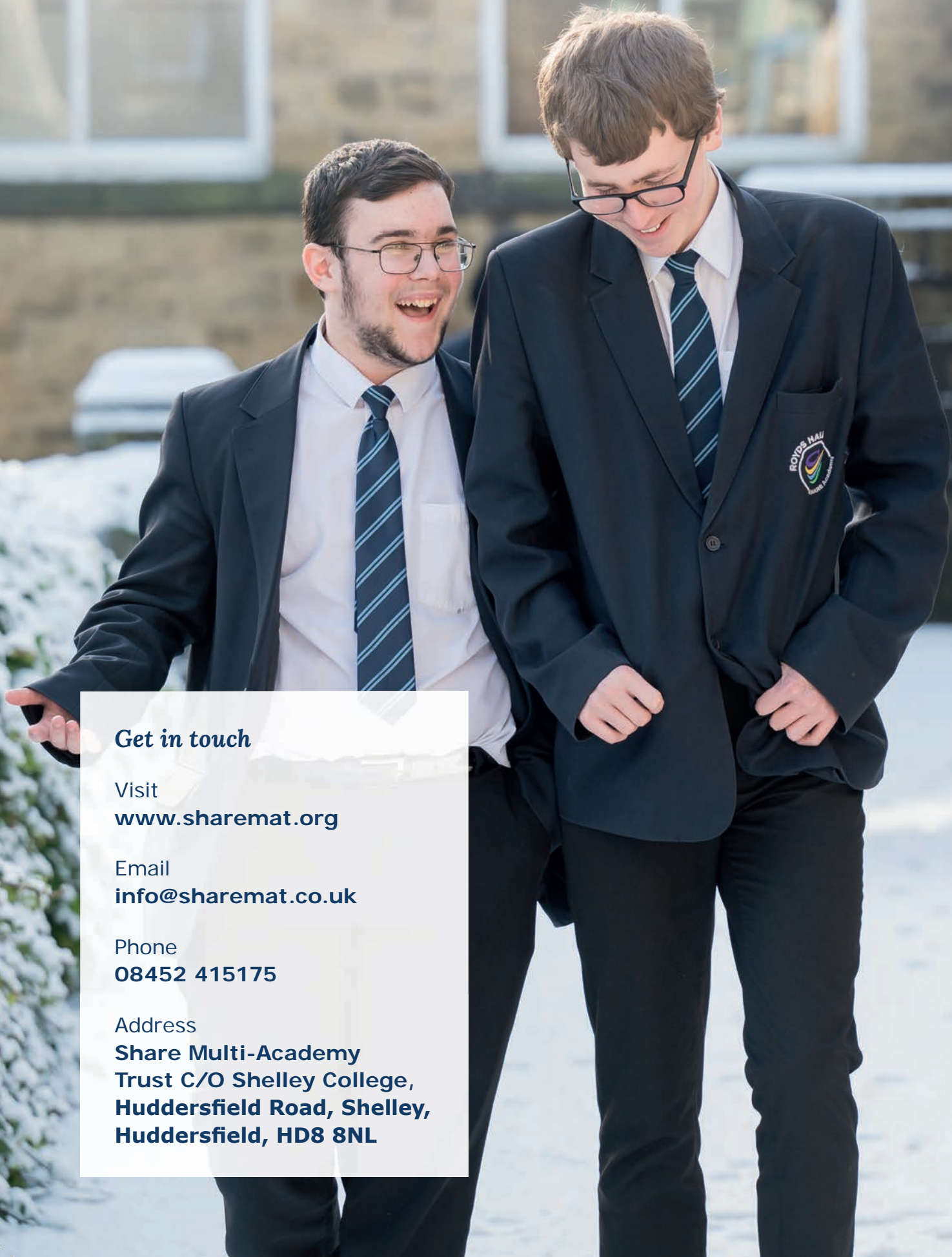


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*Valuing People,  
Supporting Personal Best*



***Get in touch***

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