

## About the Redhill Academy Trust

At the Redhill Academy Trust, we have four principles that guide everything our academies aim to achieve:

- High expectations of all students
- Valuing and celebrating academic achievement
- Outstanding teaching for all students
- Widening students' experiences through a range of extra-curricular activities including sports and the performing arts.

The Redhill Academy Trust was officially formed in 2010. Its core purpose is to raise expectations and improve student achievement in all its academies. The Trust has sustainably expanded and now incorporates ten secondary schools and five primaries, with over 11,000 students. The Trust academies are located mainly in Nottinghamshire, but recently we have also been establishing a Derbyshire Hub in the Chesterfield area:

### Secondary

- The Redhill Academy
- The Carlton Academy
- Hall Park Academy
- The Oakwood Academy
- Park Vale Academy
- South Nottinghamshire Academy
- Colonel Frank Seely Academy
- The Bolsover School
- Brookfield Community School
- Tupton Hall School

### Primary

- Carlton Central Junior School
- Carlton Central Infant School
- Robert Mellors Primary School
- Tupton Primary and Nursery Academy
- North Wingfield Primary and Nursery School

The executive leadership team for the Trust, comprising the headteachers of each individual school, the executive headteacher and the Trust Principal, meet on a three-weekly basis to agree policy and overall strategy. Executive headteachers work over a cluster of between three and five academies, supporting and advising the Headteachers. Each academy has its own Local Academy Board of governors who work closely with the Headteacher and the Executive Headteacher with clear division of roles and responsibilities, documented in the Trust's Scheme of Delegation. The Trust's Executive Board encourages collaboration and good communication at all levels and has established a Chair of Governors Forum that meets each term.

The mean P8 score per student in schools working within the Trust was -0.27 in 2018. This reflects the fact that the Trust has, in recent years, taken on a number of struggling schools with low student outcomes. In 2019, the same schools achieved a P8 of -0.11 per student

which represents a significant improvement. Our most recent (2019) overall DfE Trust score was +0.09, which applies to schools that have been in the Trust for 3 years or more.

Importantly, the success of our Trust and its growing reputation for raising the achievement of young people in the schools we work with means that we are able to attract and retain quality staff at all levels. This in turn has enabled us to build up our capacity to undertake the vital outreach work which is the key to improving standards in schools joining the Redhill Academy Trust. We are committed to recruiting and retaining the best teachers and leaders, and offer our staff an extensive, widely-praised Continuous Professional Development programme.

The Redhill Academy Trust is very proud of the continuing professional development opportunities available to teachers at the school. As a **Teaching School** leading a large alliance of secondary and primary schools, the Redhill Trust is at the forefront of professional development and offers a wide range of opportunities with diverse programmes to meet a wide audience.

Our CPD provision is based on the principle of supporting and developing staff at all stages of their career. The Redhill Trust offers an innovative ITT route with a full package of supportive sessions run on a regular basis. Beyond this there are programmes for teachers in the early stages of their career through to middle leadership and preparing for senior leader courses. Through collaboration with our alliance members there is access to a wide range of subject networks and a programme designed to enhance classroom practice for all. The Move on Up programme provides intensive support for developing teachers through guided reflection and classroom-based actions. Teachmeets feature regularly on the CPD calendar and the annual joint Inset day with other Trust schools gives access to presenters at the cutting edge of pedagogical research. As a founding member of Inspiring Leaders all Trust staff have access to the NPQ programmes.

The Trust currently offers its own comprehensive leadership training provision. This includes support for middle leaders, senior leaders and those ambitious to become headteachers. Our very successful 'Preparing for Senior Leadership' course is now in its eighth cohort.

The CPD offered by the Redhill Trust is high quality and meets the needs of all. It is directly linked to our overall strategic vision which is to raise the achievement of all students within our alliance schools and beyond. Not only are there opportunities to engage with the sessions, there is also scope for quality practitioners to deliver sessions and share their expertise.