



WICKERSLEY
PARTNERSHIP
TRUST.

Wickersley Partnership Trust PROSPECTUS

“We aim to send all young people into an ever-changing world able and qualified to play their full part in it.”



Welcome to **Wickersley Partnership Trust**

Wickersley Partnership Trust was founded in 2014. It exists to further the interests of the young people that it serves. We believe that education empowers and enriches. Our vision is to send all children into the world able and qualified to take their full part in it.

We are committed to ensuring that all students have the best educational experience possible. We are committed to raising achievement through high standards and expectations and we are committed to providing active, co-operative and independent learning through dynamic and high quality teaching. The climate for learning within Wickersley Partnership Trust is characterised by embedded inclusivity and high expectations from the whole Trust community for the Trust learning community. We are one school on several different sites and we would never do less for other people's children than we would do for our own.

At Wickersley Partnership Trust, we aim to create an atmosphere where each child is valued as an individual, enabling them to develop a positive self-image, self-discipline and respect for others. Students in our care are happy, enthusiastic resilient and purposeful learners. We want all the students within Wickersley Partnership Trust to grow into confident, caring and well-educated adults and this will require students, parents and teachers to work together in true partnership.

We place a strong emphasis on our core values. We celebrate our rich diversity and work in partnership with parents, children and the wider community. We aim to provide an innovative, creative and integrated curriculum which inspires and motivates children to learn and which takes account different learning styles and the communities we serve.

At Wickersley Partnership Trust, we believe that we are well placed to support and make a significant contribution to the development and effectiveness of a school-led system. All staff are supported thoroughly in their professional development through the dissemination of best practice and collaboration, and through reflecting and debating on their practice.

Sustainable school improvement is our core business and schools joining the Trust do so with the aim of improving each other so that each of them can become outstanding. School to school support is at the heart of Wickersley Partnership Trust and we see a synergy in working in partnership with other schools and other school leaders.

Helen O'Brien
CEO

Timeline

MARCH 2014

Trust conception – Wickersley School and Sports College becomes an academy.

AUGUST 2014

Rawmarsh Community School becomes the first school to join Wickersley Partnership Trust.

AUGUST 2016

Aston Hall, Aston Lodge and Brinsworth Whitehill join the Trust.

SEPTEMBER 2016

Thrybergh Primary and Rawmarsh Ashwood join the Trust.

DECEMBER 2017

Clifton Community School joins the Trust.

JUNE 2018

The Gainsborough Academy joins the Trust.

FEBRUARY 2021

Thrybergh Academy and Foljambe Primary join Wickersley Partnership Trust.



About Us

The Trust is formed around Wickersley School and Sports College: an OFSTED 'Outstanding' school for many years and one of the original 100 Teaching Schools. Through perceptive and accurate self evaluation and a staunch commitment to school improvement each school tackles under-performance and is committed to raising standards.



Our Schools

The Trust currently consists of 5 secondary schools and 8 primaries, predominantly within Rotherham, South Yorkshire. Our academies have over 6000 students within them and they serve a diverse community culturally, ethnically and socially. Ten percent of the school population are classed as EAL and at least 20 different languages are spoken. Some schools sit on the border between Rotherham and Sheffield with a proportion of children not coming from Trust catchment area or local authority. One school sits out of Rotherham completely and is situated in Gainsborough.



Our Goals

We aim to: raise achievement through a commitment to high standards and expectations; enable every child to succeed as an independent, enthusiastic and confident learner; build a strong infrastructure which underpins student progress and attainment; develop strong inspirational leadership and management at all levels including governance.

Our Schools



Aston Lodge Primary School
Grow - Play - Inspire on the Stars





Strategic Priorities

Leadership Development

- Stakeholders are ambassadors and understand what it means to be part of the Trust
- Local governing bodies support schools and hold them to account
- Directors set the vision, ethos and strategic direction and support to deliver it
- Leaders support and hold their teams to account for performance
- Our Headteachers inspire confidence and have a strong and embedded ethos of collaboration between schools

People Development

- We have an inclusive and diverse approach to recruitment, retention and development
- We provide high quality professional development opportunities to all employees
- We identify talent and have succession plans in place
- WPT has developed a strong culture of evidence-based enquiry and practice



Effective Curriculum and Outcomes

- We aspire to ensure all students leave able and qualified to play their full part in an ever changing world
- We develop students by providing rich opportunities for learning both within and outside the classroom
 - We build on the previous personal best, with year on year improved progress and outcomes for students
 - All schools will be in the top 20% of similar schools in terms of performance
 - We use ICFP to plan and deliver an effective, broad and balanced curriculum within funding constraints

Wellness: Students and Staff

- We have a whole trust approach to mental health and wellbeing where pupils and staff can thrive
 - Leaders manage their teams, being mindful of individuals' work-life balance
 - Staff feel that their contributions are recognised, valued and are listened to
 - We make sure all of our students and staff are kept safe and protected from harm
- All students are respected as individuals and listened to and empowered to work in partnership

Active Part of the Community

- Trust employees cultivate and foster strong relationships beyond the schools and MAT
- The Trust has a strong infrastructure which underpins students' progress and attainment
 - We use all forms of media to communicate our core vision and celebrate successes
 - We use school facilities/resources to support the wider community
 - We understand and actively reduce our impact on the planet



Development Plan

In developing a provision that is truly astonishing, our aim is for school development across the Trust to be relentless in its pursuit of ever improving outcomes for all our students. Together we will:

- Raise achievement through a commitment to high standards and expectations
- Enable every child to succeed as an independent, enthusiastic and confident learner
- Build a strong infrastructure which underpins student progress and attainment
- Develop strong inspirational leadership and management at all levels including governance
- Provide active, co-operative and independent learning through dynamic and high quality teaching
- Create an atmosphere where each child is valued as an individual, enabling them to develop a positive self-image, self discipline and respect for others
- Ensure equality of opportunity at all times, so that each child is given appropriate support and enrichment
- Create an inclusive learning community which challenges and enables every learner to flourish, prosper and develop aspirations for a successful future
- Provide a welcoming, secure, stimulating and enriched learning environment
- Provide an innovative, creative and integrated curriculum which inspires and motivates children to learn and which takes account of different learning styles and communities
- Celebrate our rich diversity and work in partnership with parents, children and the wider community
- Ensure financial stability and operational strength

Our Curriculum

At Wickersley Partnership Trust we understand that getting the curriculum right for each and every individual student is the single most important factor in ensuring progress, encouraging positive engagement and raising aspirations. We are continually reviewing and improving the curriculum we offer.

Our curriculum is not driven by performance tables. We are proud that the curriculum in all our schools is a starting point for a wide and varied learning experience for our students. We enrich the curriculum by our strong ethos based on respect for ourselves and others, equality and a sense of wonder at the world we live in and through opportunities to develop deep and sustained engagement and give students the capability to think deeply and critically for themselves. We are committed to developing the whole student.

Curriculum aims

Our aim is for all students to leave school both able and qualified to play their full part in an ever-changing world.

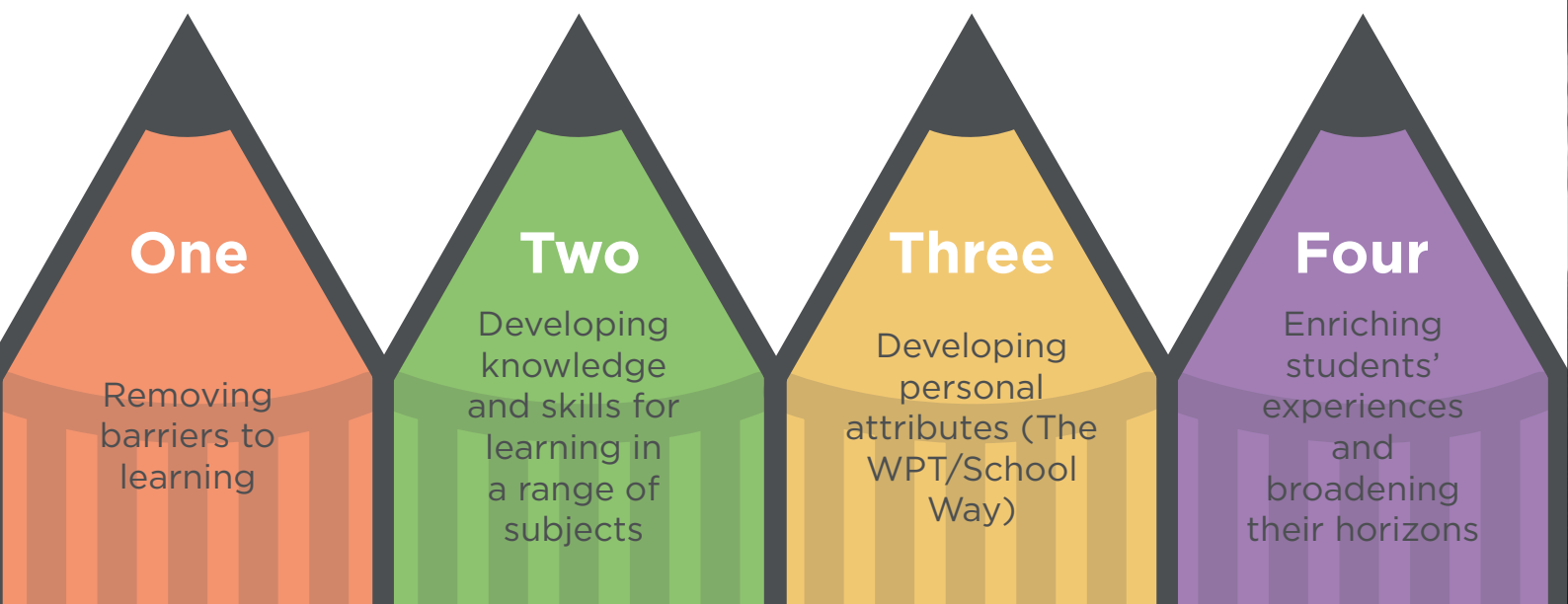
This will be achieved through an ambitious, creative and innovative curriculum which empowers students with the skills, knowledge and attributes to allow them to succeed with the challenges of life beyond their time at school (in their next phase of education and their working life).

Our curriculum aims are to:

- Provide a broad and balanced education for all pupils that's coherently planned and sequenced towards cumulatively sufficient knowledge for skills and ensure they are ready for the next key stage and eventually the world of work.
- Enable pupils to develop knowledge, understand concepts and acquire skills, and be able to choose and apply these in relevant situations
- Support pupils' spiritual, moral, social and cultural development and equip pupils with the knowledge and cultural capital they need to succeed in life
- Support pupils' physical development and responsibility for their own health, and enable them to be active
- Promote a positive attitude towards learning
- Ensure equal access to learning for all pupils, with high expectations for every pupil and appropriate levels of challenge and support
- Have a high academic/vocational/technical ambition for all pupils prioritising a strong academic core of subjects, such as those offered in the EBacc



We aim to engender a love of learning, self-belief and aspiration through four key intentions:



Recruitment and Retention

WPT is a dynamic, forward thinking and outward facing organisation. However, a Trust is only as successful as its workforce. We believe in investing in all our staff through succession planning, career progression and ongoing continuous professional development. We aim to provide an open learning environment where all employees are valued for their skills and abilities, and are supported with personal development throughout their journey at WPT.

As WPT grows, it is critical that we have the right people, in the right place, at the right time to deliver on our vision, and expect a two-way relationship to realise that the responsibility is with both the organisation and employee.

The Trust undertakes to adopt and apply the appropriate policies in respect of 'family friendly' employment, including consideration of part time working, flexible working patterns etc. where this can be implemented without detriment to the operational requirements of the school. This extends to the Trust adopting policies and providing clear guidance on time off for public or Trade Union duties, or for personal reasons.

Wickersley Partnership Trust aims to provide an open learning environment where all its employees are valued for their skills and abilities, and are supported with personal development throughout their journey at WPT. As WPT grows, it is critical that we have the right people, in the right place, at the right time to deliver on our vision, and expect a two-way relationship to realise that the responsibility is with both the organisation and employee.

We do this through:

- Ongoing recognition and rewarding
- Retention Strategy
- Continuous professional development opportunities
- Robust appraisal process





Mental Health and Wellbeing



We believe that the mental health and wellbeing of staff is key to the success and sustainability of the organisation.

WPT aims to establish, promote and maintain the mental health and wellbeing of all employees through workplace practices, and encourage employees to take responsibility for their own mental health and wellbeing.

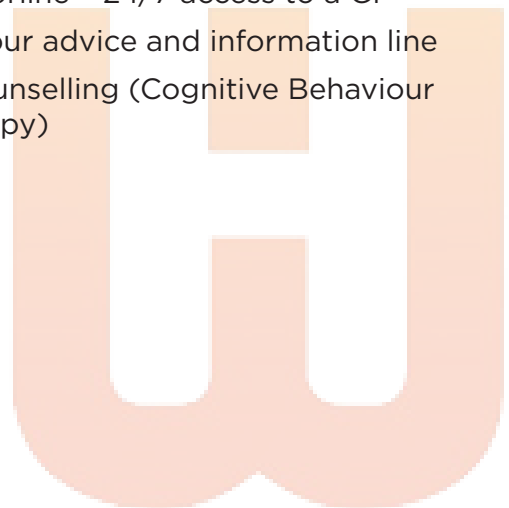
The Trust is committed to:

- Developing an ethos that drives positive mental health
- Promoting an open culture around mental health by increasing awareness, challenging stigma and empowering employees as champions and role models
- Increase organisational confidence and capability, through mental health literacy and School based 'Mental Health Champions' trained in all aspects of mental health

WPT works in conjunction with **Westfield Health**, drawing on their expertise and knowledge in improving employee mental health and wellbeing in the workplace.

WPT provides all employees with free access to the following services:

- The Big White Wall – confidential, safe online forum
- Doctorline – 24/7 access to a GP
- 24-hour advice and information line
- 1:1 counselling (Cognitive Behaviour Therapy)



School Improvement

Sustainable school improvement is our core business and schools joining the Trust do so with the aim of improving each other so that each of them can become outstanding. School to school support is at the heart of WPT and we see a synergy in working in partnership with other schools and other school leaders. Our school improvement model is centred around 10 distinctive features:

- 1. KNOW OUR ACADEMIES WELL QUANTITATIVELY**
The academies monitor progress and performance not just in tests and exams but also in real time at key points across the year.
- 2. ENSURE OUR ACADEMIES WORK TOGETHER**
The Trust commission or conduct external/peer reviews for each school. This often involves senior leaders from one or more school using a formal model to scrutinise another.
- 3. ADAPT STRATEGIES TO A SCHOOL'S CONTEXT**
WPT understand where each school is on its school improvement journey and have pinpointed precisely the issues that need to be addressed if it is to make progress.
- 4. DEPLOY EXPERTISE STRATEGICALLY**
Within the Trust we achieve a win-win by broadening the leadership experience of our best and emerging leaders; deploying them to support academies that have particular problems or challenges.
- 5. COACH IMPROVEMENT IN TEACHING AND LEARNING**
- 6. USE ENQUIRY-BASED LEARNING TO ACCELERATE IMPROVEMENT**
It is staff learning with and from each other (both within and across schools) that makes an impact in terms of student learning and progress, in particular a research focus on SEND, disadvantaged pupils and safeguarding.
- 7. EMPOWER OUR LEADERS AT ALL LEVELS**
We believe the best MATs know that they gain real energy and momentum when they empower leaders to work together.
- 8. EVOLVE AND APPLY SOME NON-NEGOTIABLES**
Centralised systems and deliberate actions to facilitate collaboration have allowed schools to develop the sharing of good practice and grow together without losing the uniqueness of each school and stifling creativity.
- 9. WORK WITH AND LEARN FROM OTHER SCHOOLS**
WPT appreciates the incentive and learning that comes from engaging with schools and practice outside our MAT. We are open to learning from other organisations; so we encourage our academies to look outwards as well as inwards for improvement support.
- 10. MOST IMPORTANTLY MEASURE OUR IMPACT AND REFINE OUR DIRECTION OF TRAVEL**



Governance Structure

At Wickersley Partnership Trust, we fully understand the positive contribution that Governors can make to a school. We attract governors with the experience, skills, desire and time to make a difference in our local communities. Governors work closely with school and Trust leadership teams to provide the strategic leadership that will make a fundamental difference, not just to the school but also the wider local community.

The Members of WPT are the equivalent of the shareholders in a commercial company (save that they do not receive dividends).

Trustees (Directors) have and must accept ultimate responsibility for directing the affairs of WPT (a charity), ensuring that it is solvent, well run and delivering charitable outcomes for the benefit of the public for which it has been set up.



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MEMBERS

BOARD OF DIRECTORS (TRUSTEES)

LOCAL GOVERNING BODY
INDIVIDUAL SCHOOL

LOCAL GOVERNING BODY
INDIVIDUAL SCHOOL

Members



Alan Richards



Phillip Marshall



Mark Wheeler



Steve Calvert

Directors



Steve Calvert
(CHAIR)



Andy Hague



Peter Sadler



Laura Langley



Helen Tyrrell



David Owens



David Mathieson



David Ashmore



Matthew Holmes



Chairs of Governing Bodies



Neil Thomson
Aston Hall Junior & Infant School



Claire Robertson
Aston Lodge Primary School



Hellen Bolton
Brinsworth Whitehill Primary School



Anna Lidster
Clifton Community School



TBC
Foljambe Primary School



Shaun Flynn
The Gainsborough Academy



Hayley Odemis
Monkwood Primary School



Helen Walker
Rawmarsh Ashwood Primary School



Judy Oldale
Rawmarsh Community School



Margaret Saltis
Rawmarsh Sandhill Primary School



TBC
Thrybergh Academy



Tony Hardcastle
Thrybergh Primary School



Denise Morris
Wickersley School & Sports College

Central Services

LEADERSHIP AND CURRICULUM DEVELOPMENT SUPPORT

The Trust will provide opportunities for all staff at all schools to have access to professional development and networking opportunities. Continuous professional development is a key priority for the Trust; as it is committed to improving the quality of teaching and learning through development of staff with a high quality offer.

CENTRAL MANAGEMENT SERVICES

Wickersley Partnership Trust provides central management services for the benefit of all schools. Each of our schools receives the same benefit and level of service with added value for money, regardless of their geographical location.

These services include:

- Operations
- IT System Development, Procurement and Management
- Financial and Legal Infrastructure
- Pensions and Payroll
- Website Compliance, Publicity and Marketing
- HR
- Premises
- Data Management
- Physical Education and Outdoor Adventurous Activities
- Transport
- Instrumental Music Service

| Central Management Team



Helen O'Brien
Chief Executive Officer



Ann-Marie Lee
**Executive Improvement
Partner**



Steve Clayton
Senior Manager - Finance



Matt Sutton
**Senior Manager -
Operations**



Michael Ward
**Senior Manager - IT &
Network**



Lee Rushforth
**Senior Manager - Premises
& Compliance**



Helen Francis
**Senior Manager - HR
(S4S)**



Scott Gunn
Media / Website Manager



Martyn Oxborough
Transport Manager



Learners First



Learners First is an accredited provider of the School Direct teacher training programme and offers high quality school-based training in early years, primary and secondary schools. Their training programmes give WPT staff the opportunity to 'learn on the job' alongside outstanding school leaders as well as achieving a PGCE qualification and

Qualified Teacher Status (QTS). Trainees are supported every step of the way and through the professional networks and the wider Leadership Curriculum, employment, career progression and professional development opportunities are plentiful with Learners First.

Community Events

Year 6 Awards

Each year, Wickersley Partnership Trust hosts an awards celebration for all Year 6 students, to recognise their achievements throughout their primary education and to celebrate them as they embark on the next step in their journey.

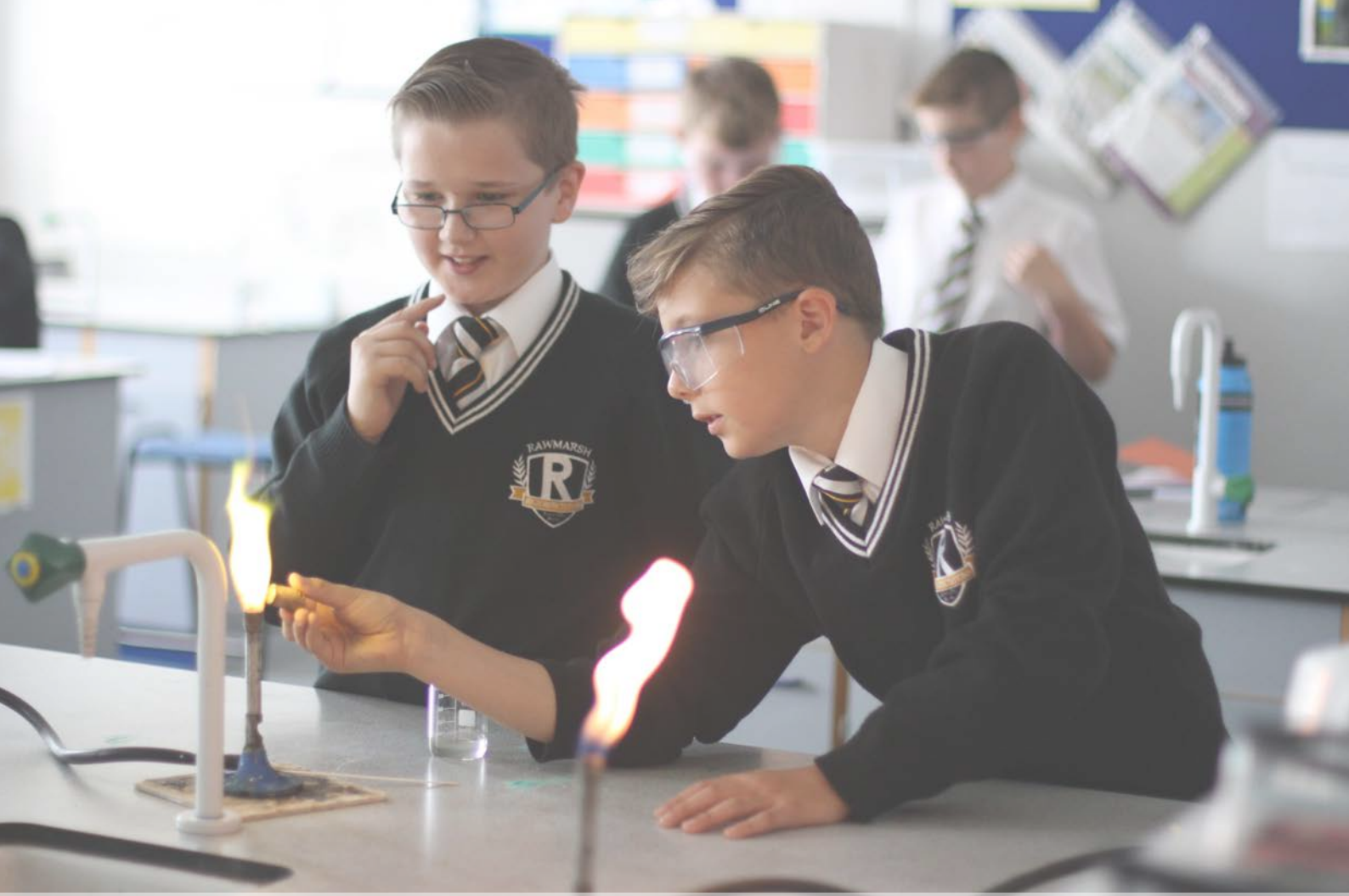
Held at venues such as Magna, awards such as 'Exceptional Effort', 'Outstanding Attainment', 'High Attendance' and 'School Way' are presented.



Christmas Concert

WPT's annual Christmas concert extravaganza is held each December to spread some Christmas cheer for the holiday season.

The concert brings together students from all primary and secondary schools in the Trust. It is a great opportunity for our students to be a part of the wider Wickersley Partnership Trust community. It also allows parents/carers and the wider school communities the chance to see the collaborative nature of the Trust.



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Wickersley Partnership Trust is an exempt charity regulated by the Secretary of State for Education.

It is a company limited by guarantee registered in England and Wales (company number 8833508).

Wickersley Partnership Trust
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