



Trust Information Pack



Dear Applicant,

Thank you for showing an interest in the applying for a post at SMART Schools Trust.

We are a Trust that is firmly rooted in South East Cornwall, with a mission to serve the whole community from the babies in our nurseries to the students in our sixth forms and beyond by being the employer of choice for well over three hundred staff.

Our Trust serves the needs of over 3000 young people and comprises two nurseries, a pre-school, three primary schools, three secondary schools, two sixth forms and two Area Resource Bases clustered around the towns of Liskeard, Saltash and Looe.

I am extremely proud of the Trust we have built together since our first discussions in 2015. From the outset we were clear that our Trust would be collaborative with every member collectively improving the life chances of all the children and adults who work in partnership with us.

As a former international director of research and pedagogy I have been fortunate to work with outstanding schools and ministries in over thirty countries from all over the world and have ensured that, although rooted locally we continue to look globally for the very best ideas and to put into practice authoritative research in support of all our learners and staff. Research led innovations such as our 'Leadership Ladders' have led to measurable improvements across the Trust and initiatives such as our STAR projects have really inspired our pupils by inspiring the staff that teach and support them.

As a child from a disadvantaged background myself I feel especially passionate about having the highest expectations for success for all the children we serve. The learning model we have built together is already proving effective, helping us understand where the gaps in children's leaning happen so we can be better at closing them. Based on over a year of professional reading and research by all of our Headteachers working together and then a further three years of work by subject specialists in our primary schools and secondary schools, it shows what a Trust really can achieve by encouraging collaboration and peer learning at every level.

We aim to EQUIP every child and adult, by which we mean having the highest Expectations, teaching them to Question deeply, to Understand their own goals in life, be Inspired by learning becoming a Positive and engaged member of their community and the wider world.

I hope this pack explains more about our Trust and schools. If you have any questions, please don't hesitate to get in touch.

Warm regards

A handwritten signature in black ink, appearing to read 'Dan Buckley', written in a cursive style.

Dan Buckley, Chief Executive Officer

Our Visions and Principles

SMART Learners, SMART Leaders, SMART Communities

Held at the core of our Trust, our vision provides an agreed statement of what we want to achieve together. It allows us to set the defined direction of our development at the level of the individual school as well as more widely across the Trust.

SMART LEARNERS



- Every child and adult constantly striving for excellence in all areas of learning.
- Positive recognition of achievement in all its forms and at all levels ensuring every learner feels both supported and challenged.
- Creating strong partnerships with peers and parents to maximise the progress of all learners.

SMART LEADERS



- Every child and adult having opportunities to demonstrate and develop their leadership.
- Schools, governors, staff and children being empowered to be active in developing their own character and owning their own futures.
- Headteachers and Governors continually learning as leaders and engaging in system leadership regionally, nationally and internationally.

SMART COMMUNITIES



- One Trust, working together to focus on the needs of all learners at all phases across South East Cornwall.
- Inclusive local schools with all children and adults making positive contributions as good citizens to strengthen local communities
- All children and adults feeling safe within a caring and nurturing community in which mutual respect and kindness are non-negotiable.

Principles

Expect the very best

We believe every person can achieve great things as a learner, a leader and as an active contributor to their local community. We set high expectations and insist on the highest standards in everything we do for ALL members of our community. It is our duty to challenge, evaluate, monitor and expect engagement from all members of the community. As engaged and effective participators in our society and school we all act as role models for the love of learning and effective citizenship.

Question Deeply

We learn for the sake of learning and to ensure that future generations have the capacity to think deeply about ever harder questions that face our society. We recognise our duty to go beyond the content of examination certificates and develop the essential skills that underpin all learning including holistic engagement, higher order thinking and creativity. We take seriously the duty of all schools to ensure the next generation is able to outperform the current one.

Understand our goals

We recognise the need to be specific and measured in our expectations and goals such that we are able to give objective assessments of the progress we are making and open transparency when we get it wrong and need to try again. All plans and targets will be clear and concise from the feedback that is given in marking through to the action plans for the Trust. We believe it is our responsibility as educators to constantly look for ways in which improvements can be made in learning, leadership and community.

Inspire lifelong learning

We believe in ensuring learning is planned so every child's needs and aspirations are met, minimising wasted time. We nurture a passion for learning and help foster curiosity so that students become life-long learners with the skills and desire to continually improve with no limits. We recognise we are the greatest advocates for learning and will show this enthusiasm and positive love of learning in all that we do. We will share inspiring stories around the world and commit to extend learning beyond the school.

Praise the Positive

We understand that praise of the best learning behaviours and work is essential for learning and that the environment must be free of threats to enable learners to thrive and learn from their mistakes as well as from their successes. The condition of the buildings and the outward face of all schools should show the deep respect we have for our community and the highest aspiration for all learners. We will value working in partnership together on a personal, institutional and community level.



Our Schools



Dobwalls Community Primary School

One and all – believing in ourselves and others

At Dobwalls Community Primary School, we believe that supporting inner strength and resilience to foster independence is key to success. We strive to inspire and teach skills for life while creating cherished memories. We are a caring community with our Diamond Rules focussed on kindness and respect. Academic excellence is a priority, with every child aspiring to high standards to achieve their academic potential.

We have seven classes from EYFS to Year 6:

- ❖ Lerryn Class – EYFS
- ❖ Fowey Class – Year 1
- ❖ Loveny Class – Year 2
- ❖ Valency Class – Year 3
- ❖ Tamar Class – Year 4
- ❖ Lynher Class – Year 5
- ❖ Camel Class – Year 6

Please visit our website for more information - <https://www.dobwalls.net>



Landulph Primary School

Together in Adventure and Discovery

Landulph School is a vibrant happy school with excellent outdoor space where children excel. The school is set in a beautiful location bordering an Area of Outstanding Natural Beauty and the children who attend are from both the local village and the surrounding areas, including Saltash. The staff and children work exceptionally hard to achieve their very best. We are proud to be part of a school where children and staff are inspired to learn, challenged to do their best and encouraged to succeed. Our school has recently been highly praised by Ofsted for being a highly inclusive school, which is a happy and welcoming place that sits at the heart of village life. We take pride in knowing our children very well and ensure that they can succeed in all areas of the curriculum and beyond. In our school community, we believe learning comes first and we are all committed to our school's values:



Honesty

Friendship

Loyalty

Respect

We have three classes from EYFS to Year 6:

- ❖ Class 1 – EYFS and Year 1
- ❖ Class 2 – Years 2, 3 and 4
- ❖ Class 3 – Years 5 and 6

Please visit our website for more information - <https://www.landulph.net>



Liskeard School & Community College

Achieving more together

Liskeard School and Community College (LSCC) is a co-educational 11-18 school of over 1000 students including a highly effective sixth form and incorporating an Area Resource Base for students with more complex needs.

We aspire to academic excellence with inclusivity for all and offer students the opportunity to practice the daily habits and routines that they need to ensure that they learn effectively, knowing and remembering more over time.

We aspire to provide a world class curriculum which offers a slice of the best that has been thought and said. Using expert teaching and support, we aim to support deep thinking and durable learning for all students.

Our expectations for student behaviour and attitudes are exceptionally high and we encourage student leadership at all levels of the school. Based on our core values of courage, kindness and resilience, we support students to develop their character and become productive citizens who make a positive contribution to the world.

We know that we can achieve more together and we take great pride in our high standards and in our ultimate aim to provide an excellent education so that we can all live successful and responsible lives.

Please visit our website for more information - <https://www.liskeard.net>



Looe Community Academy

Bydh gwella gylli – Be the best you can be

Looe Community Academy is a small co-educational 11-16 school of approximately 500 students. Although we are a small school, we offer a broad curriculum and a wide range of qualifications at Key Stage 4.

Aim

Our mission is to create and sustain a caring, learning community of high quality where everyone is valued for who they are and what they may become. To contribute to achieving that aim we believe that good conduct, effort and achievement should always be encouraged and recognised within the academy alongside the values of resilience, respect and responsibility that underpin a high-quality learning community.



What excellent learning behaviours and social skills do we expect all students and staff to achieve?

Respect

For everyone to be valued for who they are, respect is crucial towards all members of the academy community. This is demonstrated through respect of the environment including the academy, community and world around us. It is demonstrated through respect for themselves through health choices and respect for others through good manners.

Responsibility

Responsibility is also key for a high quality learning community. Students need to take responsibility for learning, their behaviour and their choices. This can be demonstrated by arriving on time and in appropriate uniform with the correct equipment for lessons.

Resilience

Resilience is important for learning and learning involves going out of your comfort zone. Resilience helps students to overcome challenges, to avoid the influence of negativity and self doubt.

Please visit our website for more information - <https://www.looea.net>



Saltash Community School

Broad horizons; confident leaders

Saltash Community School, as it says in our name, sits proudly at the heart of a vibrant Cornish community. We are a large, co-educational school of over 1100 students, including a sixth form and incorporating an Area Resource Base; a specialised environment for children with severe and complex learning needs. Our 13 acre site sits in an area of outstanding natural beauty, with views across the river Lyhner and out to Plymouth Sound. It is a uniquely beautiful place to work and learn.



At Saltash, we are absolutely committed to providing the best quality care and education for our children. We know this can only be achieved if everyone works together and we welcome staff who believe that consistency and high standards help students to thrive. Our school vision is 'broad horizons; confident leaders,' and we expect everyone to inspire this in our students. This means committing to the holistic education of every child, and actively teaching our values of tenacity, empathy, aspiration and motivation, no matter what your position in the school.

Saltash is a school that cares, and where relationships matter. We understand that happy and healthy staff mean better outcomes for our students. Well-being is important, and we offer various incentives to improve work- life balance. This includes a centrally planned and resourced curriculum to cut down on preparation time; staff access to our school gym; staff social events; flexible working arrangements; and a dedicated member of staff for well-being.

Students and staff are proud to be a part of Saltash and our Trust, and we are relentless in our approach to make both even better. If you have high expectations of yourself and others, and are willing to go the extra mile to ensure our students succeed, no matter what their background, then we would love to see you here.

Please visit our website for more information - <https://www.saltash.net/>



Trewidland Primary & Pre-School

Inspiring excellence together

At Trewidland we are:

- **Thoughtful** - we think deeply about learning and the care of others
- **Team workers** - we together understand difference through a rich and diverse curriculum with opportunities to develop new skills and talents
- **Tenacious** - we don't give up and confidently approach challenges, celebrating successes and embracing mistakes



We are a compassionate welcoming school community where all support each other to reach their potential through high expectations achieving excellence and preparing children for life ahead in our ever-changing society.

We currently operate a two class structure with lessons that integrate periods of working in separate groups and working together as one class.

Please visit our website for more information - <https://www.trewidland.net>



SMART Nurseries



SMART nurseries offer full day care to children aged 0-5 years for 39 weeks of the year, provided by highly qualified early years practitioners. Our nurseries are located securely within the grounds of the Dobwalls Primary School and Liskeard School and Community College and provide children with a range of learning resources that enable their secure start to their early education.



Please visit our website for more information - <https://www.smart-nurseries.net/>



Trust Shared Services (TSS)

The services that we share between all our schools include the following:

School improvement: As well as regular visits by our Primary School Improvement Officer, Anne Bull and our Secondary Director of Learning, Kristien Carrington, each half term we conduct focused peer reviews by specialist teams. On two occasions in the year, the whole Trust come together to share best practice and ideas that have demonstrable impact. We are also committed to local sharing of practice and expertise and play a key role in local and national professional networks.

Operations: Ian directly supports the Trust Primary Schools and has a team of dedicated managers supporting our Secondary Schools. The team covers all areas of operations including administration and system support, data protection, legal and contractual matters, risk management and health and safety.

EWO Services: We employ our own team of EWOs who do such an excellent job that their services are also used by schools outside of our Trust.

ICT Services: Anton leads a cross-Trust team of staff to enable one network all staff can use across all sites. As well as achieving economies of scale this also allows for swift resolution of issues and greater training opportunities.

HR Services: Di leads the shared HR services and offers advice and support to all of the schools in the Trust as well as shared payroll and staff related policies.

Clerking Services: Kate is our governance professional who has been nationally recognised for her expertise in providing support and guidance to all our governors and Trustees. We are incredibly fortunate to have an excellent team of governors, trustees and members across all schools in the Trust.

Premises and Facilities: Nigel leads our talented team of grounds, compliance, maintenance and caretakers, which also services the needs of other local schools outside of the Trust.

Finance: Jo as overall Chief Financial Officer, Neil and Seth provide the central core of an excellent finance team that has achieved extremely clear audits for every year the Trust has been in existence. The team is a model of cross trust working.

TOLT: Our CFO and heads of services meet regularly to monitor and formulate a common Trust wide development plan managing all aspects of business operations as well as collective bidding and procurement.

Web services and media: Diane has recently overseen a complete redesign and review of our websites and media as well as the guide you have just been reading.

The TSS Office is based at Liskeard School & Community College. You can contact the team via email – enquiries@smart-trust.net.



SMART is an exempt charity and a company limited by guarantee, registered in England and Wales with company number 7542166.

The registered office is at Liskeard School & Community College, Luxstowe, Liskeard. PL14 3EA.

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