

CENTRAL RSA ACADEMIES TRUST



SOCIAL JUSTICE THROUGH
EXCEPTIONAL SCHOOLS

A young girl with long red hair and a young boy in school uniforms are looking up and smiling. The girl is in the foreground, and the boy is slightly behind her. They are both looking towards the upper right. The background is blurred, showing what appears to be a school hallway.

CREATIVITY

COMMUNITY

INTEGRITY

EXCELLENCE

SOCIAL JUSTICE THROUGH EXCEPTIONAL SCHOOLS

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WHAT WE STAND FOR

Our mission is to be an organisation that champions 'social justice through exceptional schools'. We achieve this through the values shared by all schools within the Trust.

We have a proud, strong association with our founding partner, the Royal Society for the Encouragement of Arts, Manufactures and Commerce (known as the Royal Society of Arts, the RSA). The RSA supports us with our distinctive culture. Our schools are rooted in the heart of their community, truly inclusive, building resilience, confidence and cultural capital for all. We foster a culture of innovation and creativity, and advocate that physical and mental well-being are essential for life at school and beyond.

"The experiences for the children have been amazing since joining Central RSA Academies Trust."

Di Smith

Principal at Oldbury Park Primary RSA Academy



A Trust but not as you know it

We believe that every student, teacher, Governor and staff member should thrive belonging to the Central RSA Academies Trust. In this brochure we share the different ways we support our schools to achieve success. We bring together the heritage of the RSA with our expertise in education, which creates a unique learning environment that delivers measurable improvements for our schools. Nevertheless, the Trust is here to serve its schools, and we encourage each to lead on its development.

A shared vision

“Our children have been able to get involved in lots of exciting projects since joining the Central RSA Trust. They now talk openly about social action and making a difference in the world. There is a clear vision and set of values that underpin everything that we do.”

Angela Crawley
Principal at Sutton Park Primary RSA Academy



OUR STORY

We began our journey in 2012, when Arrow Vale Community High School decided to become an academy. The Governors recognised the huge benefits of being affiliated with the RSA, and by forming a Multi-Academy Trust (MAT) this enabled Ipsley CE Middle School to join. We have since expanded the Trust to include several more schools in Redditch, as well as from across the wider region, and it now covers all phases of school education.

The Trust is the lead organisation, as the Accounting Trust, for the RSA Academies Teaching School Alliance. We have trained a large number of primary and secondary teachers, along with running CPD programmes for all career stages.

The Trust is actively seeking primary and secondary schools in the West Midlands that share our vision.

Opportunities to flourish

“There have been many benefits to our school since joining the Trust. We now have a network of support from like-minded professionals who all put children at the centre. The well-being of the whole Trust community is invested in, leading to children and staff who feel valued and have a range of opportunities to flourish.”

Angela Crawley and Lorna Weatherby
Principal and Deputy Head at Sutton Park Primary RSA Academy

ABOUT THE RSA

We are proud of our founding organisation, the RSA (Royal Society for the Encouragement of Arts, Manufactures and Commerce), which believes in a world where everyone can participate in creating a better future.

The RSA is a global community of proactive problem-solvers, which has been at the forefront of social change for over 260 years. It shares powerful ideas, carries out cutting-edge research, builds networks and develops opportunities for people, to create practical solutions for real-life challenges.

Today the RSA focusses on supporting innovation in three major areas:

- Creative learning and development
- Public services and communities
- Economy, enterprise and manufacturing



Raising aspirations

“We have had access to excellent resources and have been put in touch with many professionals, some of which have been into school and spoken to our pupils about how to run a business. This has had a really positive effect on our pupils, raising expectations and aspirations of themselves, something we will continue to work on with the Trust and RSA's support.”

Dean Salisbury
Year Six Teacher at Sutton Park School



WHAT THIS MEANS FOR THE TRUST

Being founded by the RSA gives our Trust its unique identity, which helps to ensure an excellent learning environment for students and a supportive environment for staff. We want everyone in the Trust to turn powerful thinking into practical action.

Our alliance with the RSA has enabled students to participate in a wide variety of enrichment opportunities, including visits to the RSA headquarters in London, theatre trips and attending international sporting events.

Our association with the RSA has also granted students the chance to gain significant experience within various high education establishments and industry workplaces.

Our connection with the RSA means we can offer training and professional development opportunities that cannot be found elsewhere. For example, Governors and senior staff members can become RSA fellows, allowing them to work with people who share similar values in different industries.



Part of something bigger

“Since joining the Central RSA Academies Trust there have been many benefits to the children and staff at Abbeywood First School. The pupils have wide and varied opportunities to be a part of something bigger than just their school community could provide, from arts and cultural experiences, to mental health and wellbeing projects and multiple leadership programmes.”

Deena Frost
Head at Abbeywood First School

HELPING SCHOOLS IMPROVE

School improvement is a major reason to join the Trust. We have a strong record of delivering measurable achievements to schools. In addition, we see every day how the Trust benefits our students and staff.



Raising pupil outcomes

“Since joining Central RSA Academies Trust, Ipsley has transformed as a school. The school's reputation and success now means that we are oversubscribed, pupil outcomes have risen (e.g. from 37% to 66% in KS2 reading, writing and maths) and the school is now financially stable.

The Trust has supported us in every step of our improvement journey and we are now in the position where we can offer support to other schools.”

Angela Saul

Head at Ipsley CE RSA Academy

Angela was a middle tier leader when Ipsley joined the Trust in 2013

This view is supported by students

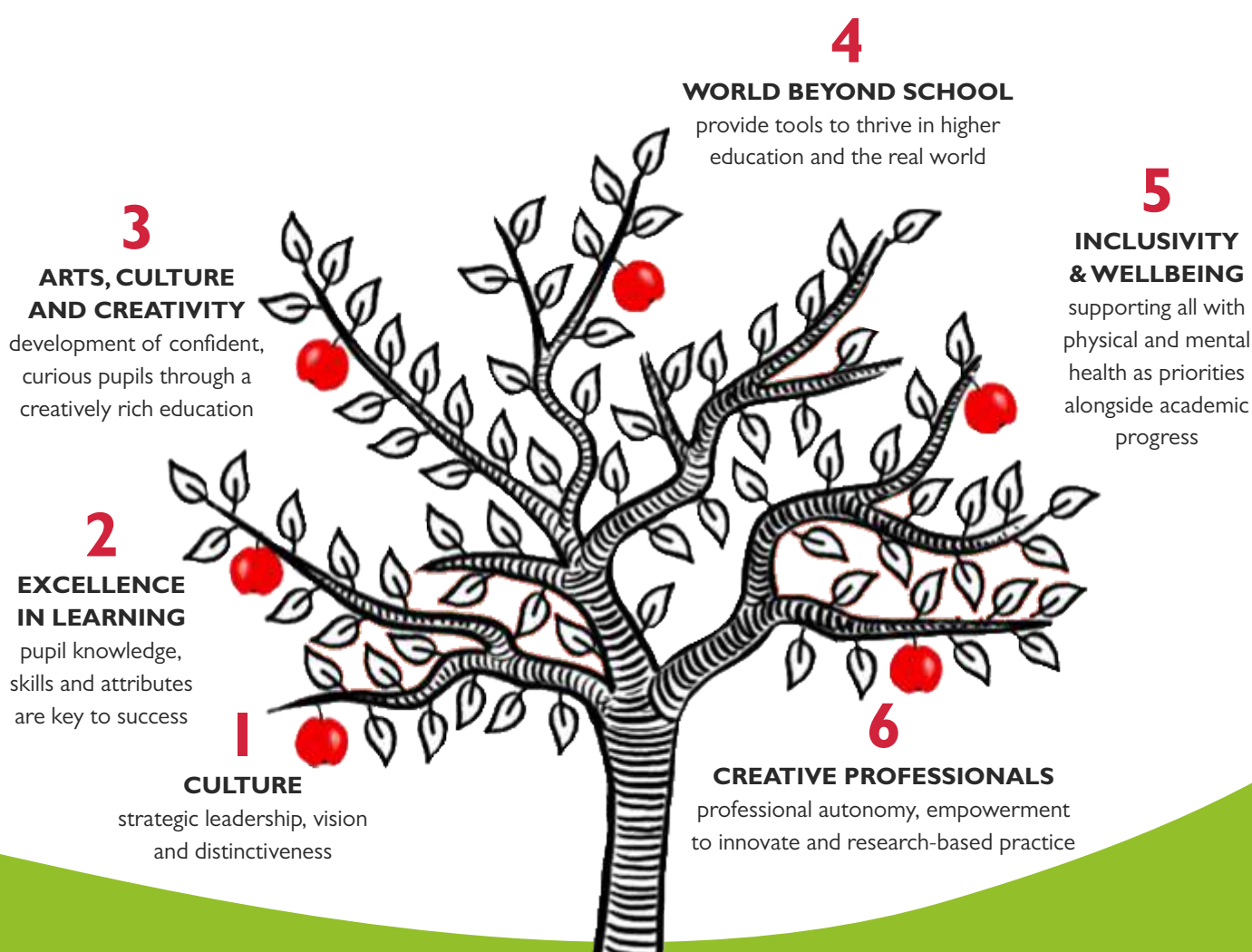
“The school has taught us to be more independent and taught us how to lead a successful team, skills that are crucial. It has provided us with amazing opportunities to learn leadership, communication, analysis and reflection, and then a chance to put these into practice. Aside from our curriculum, the school has helped us grow in confidence and always challenged us, which is all that any pupil can ask from their teachers.”

Shaheer Safdarand and Brodie Clarke

Head Boy and Head Girl at Arrow Vale RSA Academy

OUR DISTINCTIVENESS FRAMEWORK

Our Distinctiveness Framework is our approach to school improvement, which enables development in the following areas:



This framework provides every student with the opportunities they need to develop the skills and confidence for a good start in adult-life. Part of our ethos is seeing personal development as a creative process that requires dedication and we encourage students to do the same.

OUR FRAMEWORK IN ACTION

The Key Stage 2 SATs results also demonstrate the benefit of belonging to the Trust. In three years Sutton Park's age-related expectations went from 19% to 79%, while Church Hill went from 28% to 72%.

This approach is reflected in exam results and Ofsted reports.

Ipsley CE RSA Academy enjoyed their first Good inspection outcome after joining the Trust and has been more recently been described by Ofsted in 2018 as *'a strong community'*, with pupils conducting themselves in *'exemplary fashion'*. *'The curriculum is very well suited to the needs, choices and aspirations of pupils. There is a very strong emphasis on the arts.'*

Arrow Vale RSA Academy has received outstanding in both 2014 and 2019 Ofsted reports, performing better than ever, having received a grade 3 report before becoming part of the Trust.

'Outcomes in mathematics and science are exceptionally high because of the very high quality of leadership and teaching in these subjects and effective partnerships with the feeder middle schools.' *'Leadership and the quality of teaching in the sixth form are excellent, with all students making sustained progress.'* *'Students are very well prepared for the next stage in their learning, which is reflected in the high proportion going on to further education, training or employment.'*

Abbeywood First School RSA Academy *'continues to be good'*, as per the 2020 Ofsted inspection. As does Church Hill Middle School RSA Academy as per the 2019 Ofsted inspection.

Help through support

"We have regular School Improvement Partner support to shape and develop our school plans. There is the right balance of challenge and support and the school has very clear objectives and knows exactly what it needs to do to secure the outcomes it is striving to achieve."

The staff have had excellent CPD opportunities both formally and informally through access to high quality trainers we may not have been able to afford to entertain previously. The staff have been given opportunities to visit other schools within the Trust, which has really supported their practice in the classroom."

Sarah Callanan
Principal at St Stephen's CE RSA Sponsored Academy



NEVER WORK ALONE

Every school leader wants to provide the best possible education for students. By belonging to the Trust, this responsibility is shared equally across the schools, where we work together within the same framework.

All schools are encouraged to collaborate and share their expertise or resources to solve problems. There is no lead school. Every school is equally important to the Trust. Instead, the RSA ethos helps to establish a culture and approach to learning which is tailored for each school to meet their individual needs and community.

Local schools

We believe that schools should belong to their local communities. Often people closely linked with a school have excellent suggestions on how to make a school even better, and simply need support from others to achieve this. That is how we work.

Although all schools within the Trust share common values, we encourage each to retain its individuality. The Trust is here to help you succeed - not the other way around!

“The most significant part of being in the Central RSA Academies Trust is having the opportunity to collaborate widely with colleagues in other schools. From curriculum planning in co-design meetings to cross school outcomes analysis, Trust safeguarding support meetings to middle and senior leadership development courses, this collaboration has allowed staff at all levels to work together on vital aspects of ongoing school improvement in a supportive and creative environment.”

Angela Saul
Head at Ipsley CE RSA Academy

“It has been hugely beneficial working collaboratively with schools from across the Trust. Having the support of expert colleagues in working party (co-design subject) groups means that together we can co-plan strategic solutions and all access CPD delivered from experts in a variety of fields.”

Becky Doughty
English Co-Design Trust Lead for CRSAAT, English Teacher at RSA Academy Tipton

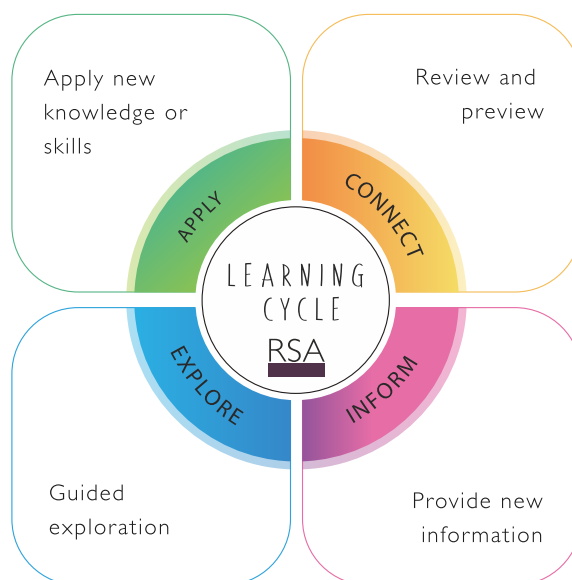
KASE CURRICULUM

Central teaching and learning

DESIGNING GREAT LEARNING

Our recommended Learning Model can be described as a **cycle**.

The **cycle** is to plan sequences of learning and to support lessons within that sequence.

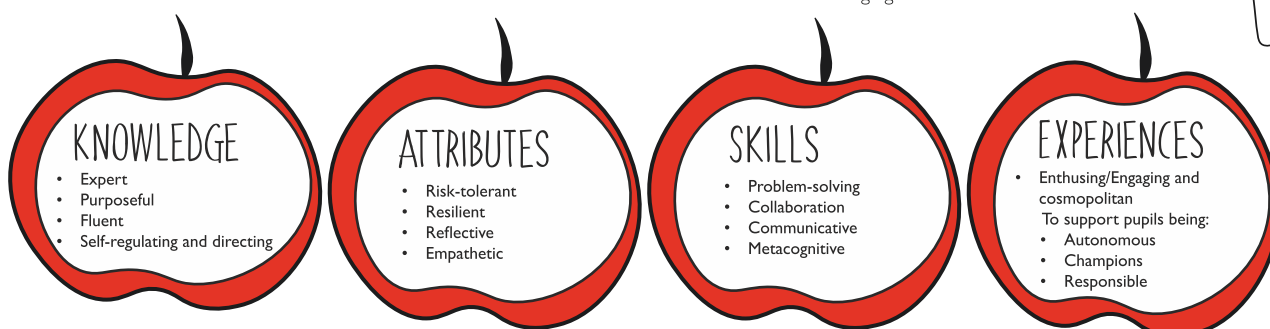


10 components of great teaching and learning: THE PEDAGOGY



Curriculum aims: KASE

Knowledge, Skills and Experiences that pupils are entitled to at CRSAAT schools and conditions in which our core **Attributes** will be nurtured as we seek to develop confident and creative learners who can thrive in a changing world.



THE BEST SCHOOLS HAVE THE BEST TEACHERS

We are committed to attracting, developing and retaining the best teachers for our students. Whether you are a trainee teacher or wish to develop your career within the Trust, we do everything possible to help with your professional development.

The Trust is fortunate to have talented and dedicated teachers, who are passionate about delivering the best for their students. We feel it is our duty to help teachers with their vital work and show they are valued.



“Continuing my professional development, I have had access to a range of training courses, which were provided by the Trust. Also, I have had the great opportunity to attend teaching conventions at the Assay Studio in Birmingham, which allowed me to meet other NQT's within the Trust. The time allocated at these events allowed me and others to grow and develop as a teacher.”

Shane Johnson
NQT at Ipsley CE RSA Academy

Unique opportunities

By belonging to the Trust, staff can engage with the wider RSA community - just like the students. Through the RSA Academies' Teaching School Alliance, staff at all levels of their careers, including trainee teachers, will have access to an exceptional programme of continuous professional development and learning opportunities.

For example, we facilitate a range of accredited courses such as NPQML, NPQSL, NPSML alongside our RSA Leadership Development Programme.

A TRANSPARENT EMPLOYER

We pride ourselves on having an excellent relationship with our teachers, which is based on open and honest dialogue. From our conversations with teachers, we know they value stability and transparency in their jobs. For this reason, the Trust follows the national guidelines on pay conditions and other benefits for staff.



A great place to train

“Abbeywood RSA Academy has provided me with a lot of time to develop personal targets in my NQT year. My mentor has been dedicated to our weekly meetings and has always been available to help whenever I have needed it. I have been able to really challenge myself at Abbeywood and I know I have learned valuable life lessons that will support me throughout the rest of my career.”

Abbie


Former Trainee Teacher, now an NQT, at Abbeywood RSA Academy.





LETTING YOU FOCUS ON EDUCATION


We know individual schools face unbelievable pressure to provide a safe learning environment and excellent teaching standards, with limited resources. We help by managing HR, buildings, finance, ICT and facilities on behalf of our schools.



Our dedicated team enables senior leadership teams to focus on providing excellent education standards for students. They can do this feeling confident that their schools follow the highest standards of health and safety, compliance testing and building maintenance.




Working on your behalf



We do this by negotiating and managing these centralised services, which saves time and money for individual schools. By procuring services as a Trust we can secure savings for individual schools. For example, we have undertaken Condition Surveys for all our schools, and therefore can determine the priorities of building and engineering works within those schools.

With a recent tendering exercise to replace fire doors within three of our schools, we were able to tender with larger suppliers and saved approximately £10,000 as opposed to tendering as a lone school.



THE RIGHT TEAM

Like everything at the Trust, it is our people that make the real difference. Our Estates team members have valuable expertise in key areas including health and safety, plumbing and painting and decorating, which all schools can access. In addition, we help schools with the day-to-day running of operations including catering, cleaning, repairs and general upkeep.

One extra perk of belonging to the Trust is that all our schools can access a fleet of minibuses, so all our students can benefit from external enrichment activities. For smaller schools, this is often the only way they can afford their own transport services.

KEY SAVINGS

- Our upgraded minibus fleet saves £2,500 each year
- Our Service Level Agreements save around 5% for each Academy
- Our procurement of grounds maintenance has made a saving of 6% for each school
- Our procurement of confidential waste disposal has secured a discount of 5% for each school
- Our procurement of energy management has secured a 10% saving for each school



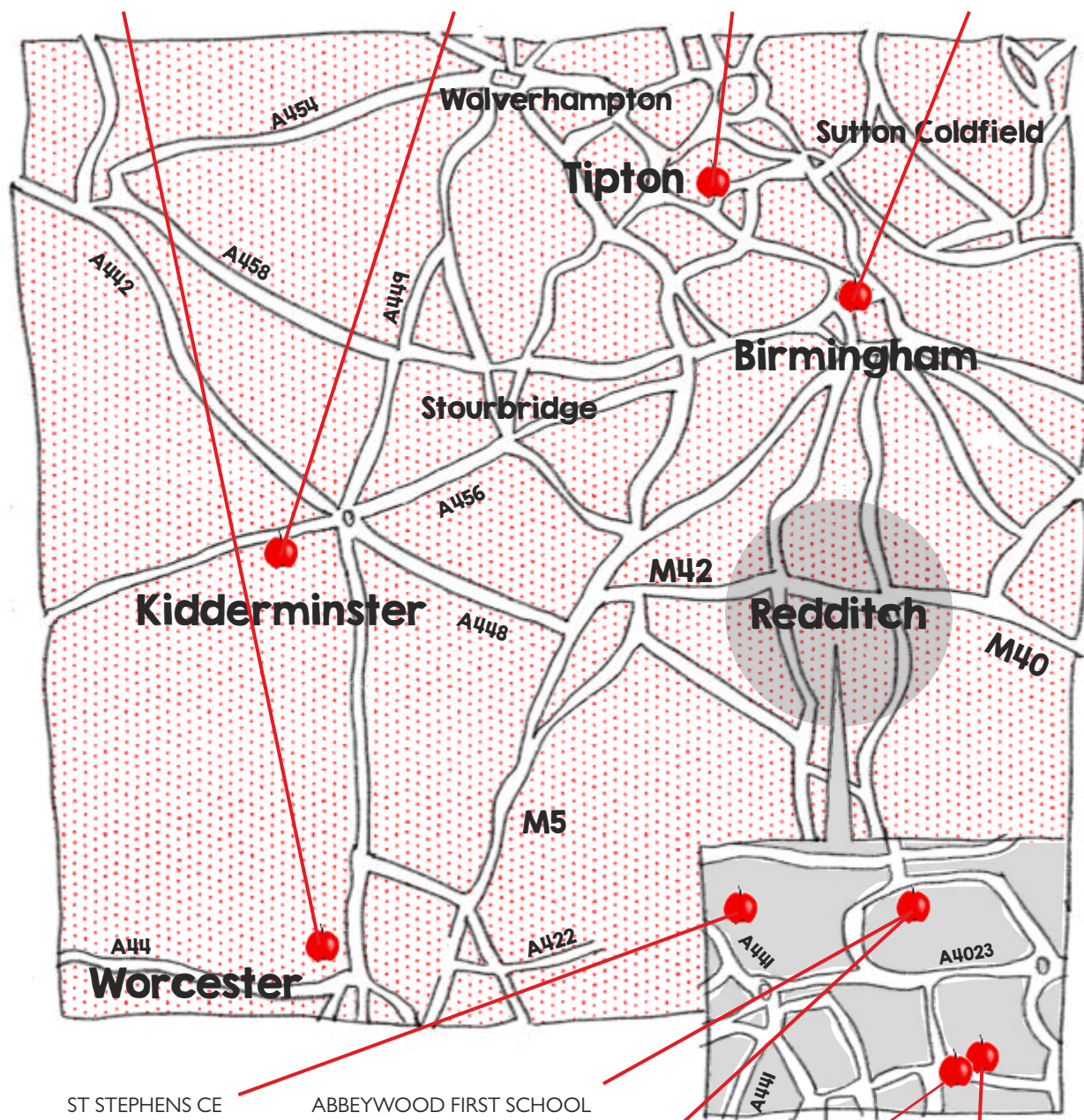
OUR SCHOOLS

OLDBURY PARK PRIMARY
RSA ACADEMY
Oldbury Road
Worcester WR2 6AA

SUTTON PARK PRIMARY
RSA ACADEMY
Greatfield Road
Kidderminster DY11 6PH

RSA ACADEMY
TIPTON
Bilston Road
Tipton DY4 0BZ

ASSAY
STUDIOS
141 Newhall Street
Birmingham B3 1SF



ST STEPHENS CE
RSA ACADEMY
Mabey Avenue
Redditch B98 8HW

ABBNEYWOOD FIRST SCHOOL
RSA ACADEMY
Wood Piece Lane, Church Hill
Redditch B98 9LR

CHURCH HILL MIDDLE SCHOOL
RSA ACADEMY
Wood Piece Lane, Church Hill
Redditch B98 9LR

ARROW VALE
RSA ACADEMY
Green Sward Lane
Redditch B98 0GF

IPSELEY CE
RSA ACADEMY
Winyates Way
Redditch B98 0UB



GET IN TOUCH

If you want to know more about the Trust, or are perhaps interested in joining us,
then please get in touch using the information below.



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