



Welcome to Summit Learning Trust



www.summitlearningtrust.org.uk | @summitlearningtrust



OUR PRIMARY SCHOOLS:



OUR SECONDARY SCHOOLS:



OUR SIXTH FORM COLLEGE:



WELCOME



CHIEF EXECUTIVE
CATHERINE ANWAR

Thank you for expressing an interest in working at Summit Learning Trust. It's really important to us that all colleagues understand and share our vision and values, whatever role they hold in our academies or in our central team.

Please see the Trust website for the CEO's personal welcome:
www.summitlearningtrust.org.uk/about-summit-learning-trust/welcome/

OUR VISION

'To secure the best possible outcomes for all learners in a safe and inspiring setting. We promote and encourage curiosity and seek to build resilience in our learners. A healthy level of challenge is offered and welcomed to get the best out of ourselves and others. Equality and the celebration of diversity is central to all that we do for everyone in Summit and beyond. We plan to grow the reach and the reputation of Summit, locally and nationally, in a wise and sensible manner. We will attract, recruit and retain the best possible staff so that all Summit academies become the places of first choice for all stakeholders.'

At Summit, we celebrate the rich and diverse school communities that make up our schools. Sharing, listening to and respecting each other's views and beliefs make our Trust stronger. We support each other, honouring our different backgrounds, to create a safe and equal environment for all. In the last two years, the diversity of senior leaders has changed significantly; we now have many more women leaders and leaders from diverse backgrounds across Summit Academies, providing great role models for our learners.

We are fiercely ambitious for all our pupils and challenge them to do their best, every lesson, every day. We check their achievement and progress against the highest national standards. This ensures that we are always looking for ways to improve, and that we insist, relentlessly, on the highest standards of teaching and learning. Everyone in the Trust is continually challenged to improve on their previous best. We're very pleased with the significant improvements we secured in our outcomes across the Trust in 2019, and with the improvement in the quality of education and curricula in our academies. However, we have a steep climb ahead before we reach the heights that our learners deserve, and we're determined to get there.

We believe that curiosity is the engine of intellectual achievement. In our Trust, we encourage and provoke learners' and staff curiosity so that they are inspired to seek out new knowledge, learn new skills and achieve excellence. Curiosity is closely linked to empathy, helping us all to develop better relationships. The life of a curious person is never boring; curious people learn more! We've applied the core concept of being curious to our knowledge-based and direct-instruction implemented curricula, and also to our expected leadership behaviours.

OUR VALUES

Strength through Diversity

Ambition through Challenge

Excellence through Curiosity

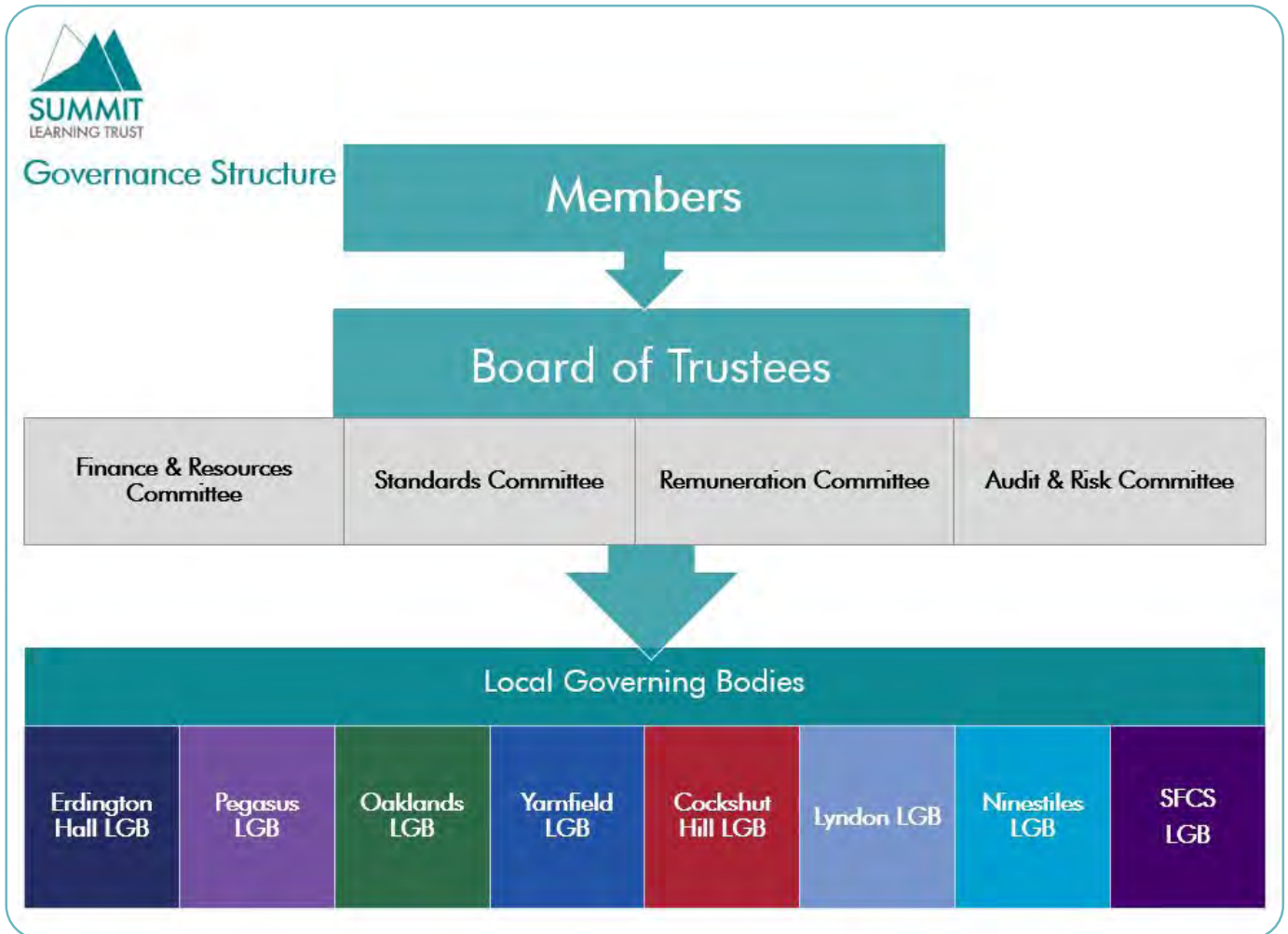
SAFEGUARDING

Safeguarding is at the heart of everything we do. In addition to a team of well-trained DSLs in every academy, we have a Trust Safeguarding Lead and deputy leads. Each Local Governing Body has a safeguarding governor who visits the academy on a termly basis, and the Trust Board appoints a Safeguarding Trustee who co-chairs the Summit Safeguarding Board (SSB) with the CEO. Attended by the Education Directors, the Inclusion Director and DSL representatives from each phase, the SSB meets on a termly basis to review safeguarding across the Trust and to identify strengths and areas for improvement. The SSB reports back to the Board of Trustees termly.

GOVERNANCE

The vision and strategic direction of the Trust is led by the Board of Trustees, informed by the CEO and the Executive Team. The Board holds the CEO and Executive Team to account. There are 4 Trustee committees: People and Resources; Finance; Audit and Risk; Scrutiny. There is an appointed SEND Trustee and a Safeguarding Trustee. These colleagues visit academies on a regular basis to reassure the Board that standards are as high as they should be.

Each academy has a Local Governing Body which meets 5 times a year to focus on the quality of education and the outcomes for our learners. Each LGB has an appointed SEND governor, a Safeguarding governor and a Disadvantaged pupils governor. These colleagues visit the academy regularly to reassure themselves that processes and standards are as they should be. The LGB reports back to the Board on standards in the academy.



ACADEMY IMPROVEMENT TEAM

The two Education Directors lead the AIT, which comprises of the Trust Inclusion director, the director of Professional Learning and the Data Insight Analysis. This team coordinates and works on key priorities for improvement in all of the academies through focused, termly plans linking to the overall Trust priorities.

Networks of Excellence operate across Summit, providing opportunities for experts in all academies to lead groups of colleagues in a range of areas, sharing good practice and driving improvement.

PROFESSIONAL LEARNING INSTITUTE

We're very proud that we are one of very few Academy Trusts that contain a bespoke institution for professional learning for all staff across all our academies. We have a keen focus on early careers support and provision, and aim to provide a career pathway for all staff across the Trust. We coordinate high-calibre provision both internally provided and externally brokered, and run accredited courses that we have a licence to provide. We also offer a Summit Masters course accredited by Birmingham City University, as well as supporting staff financially to complete a Masters qualification.

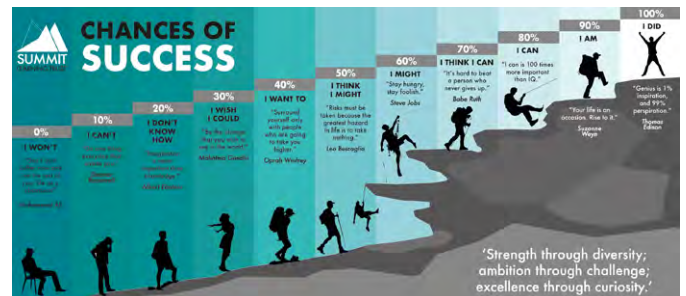
www.summitprofessionallearning.org.uk



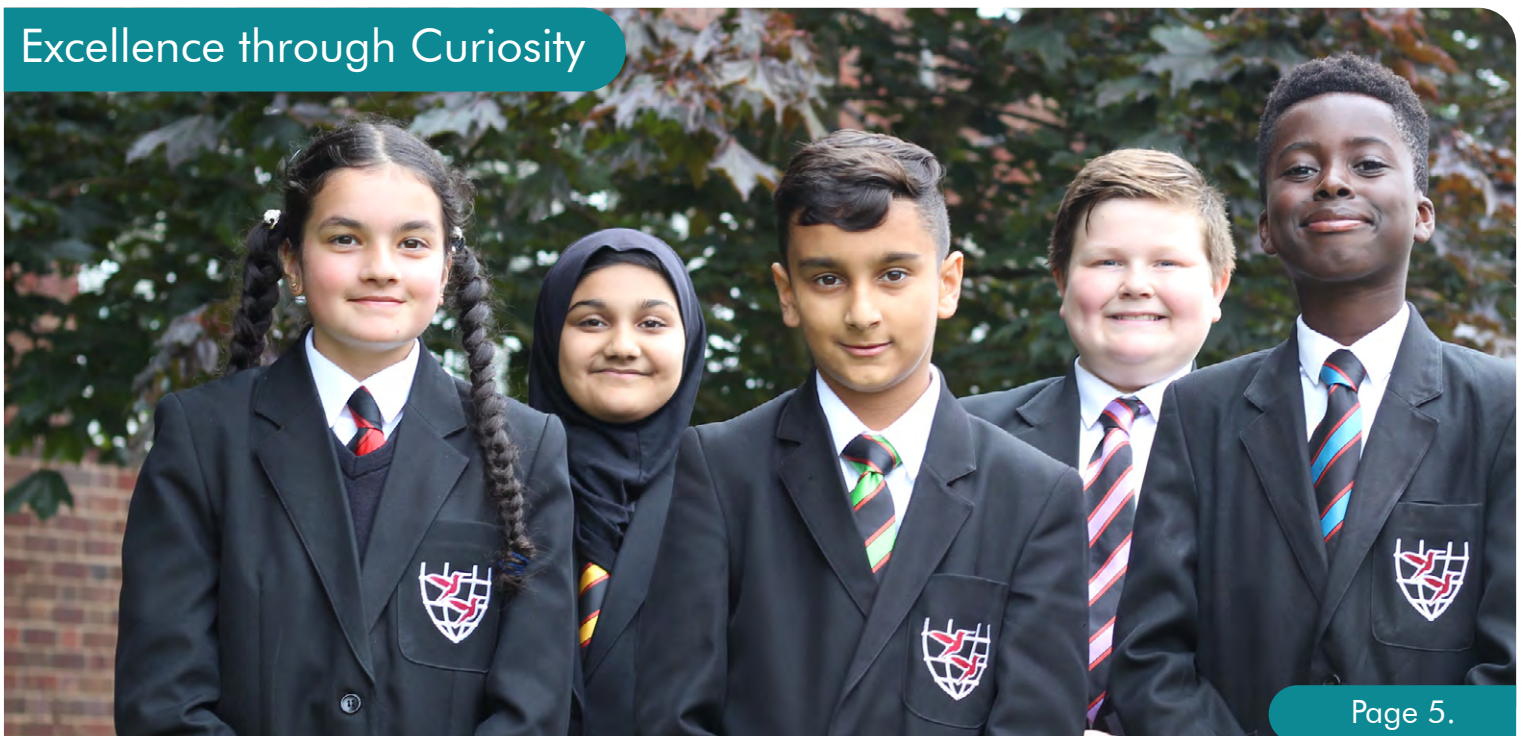
OUR IMPROVEMENT PERFORMANCE

We have had an impressive journey of improvement since September 2017. Two of our academies came out of an Ofsted category in 2018 along with one which was judged 'good' after an internal judgment of inadequate in 2017. Our Sixth Form College improved from RI to 'good' in 2020, following support and challenge from Summit experts. Two other academies were also judged 'good' in 2020, and another in 2021 - a good judgment for the first time in 10 years, demonstrating a significant improvement in standards. Our secondary academies achieved record outcomes in 2019, with two showing gains of 0.8 in P8 scores. And most of our primary academies showed sustained improvement too.

Our philosophy is to work together to achieve deep and sustainable improvement at every level, not to implement superficial 'quick fixes'. It's exciting that we now have the leaders and staff in place to ensure the highest quality of education for all our young people – we really are #scalingtheheightstogether. In summer 2020 and 2021 there were no public examinations. Using an evidence-based approach, and applying high degrees of integrity, academy leaders awarded Centre Assessed Grades to our Year 11 and Year 13 students. These reflected an ongoing uplift in outcomes reflecting the trend of improvement and stronger teaching and learning.



Excellence through Curiosity



ANTI DISCRIMINATION STATEMENT

We are all completely committed to eradicating systemic and structural discrimination from our Trust. We understand the need to educate ourselves and to acknowledge and address our unconscious biases. We commit to de-colonising our academy curricula at all levels to ensure that we provide our pupils with an accurate and unbiased reflection of the world, their heritage and their place in it. We promise to notice, and to challenge all forms of discrimination (intentional or not), and to humbly accept challenge ourselves when it is offered to us. We understand and will deconstruct the intersectionality of different discrimination, and will listen actively to, and act upon, the voices of students' and colleagues' lived experience. We will use our privileges where we have them (e.g. white; male; educated; economically comfortable) to be allies in the fight against discrimination, speaking out and not ignoring prejudice where we see or hear it. Summit will use its influence to extend beyond our Trust, requiring companies that supply our academies to subscribe to our values, and, where possible, ethical and financially sound, use companies owned by women and people of colour.



All academies have Anti-Discrimination (ADD) steering groups, as does the Central Trust. Our annual conference was dedicated to #UnityInDiversity, and we now have a strategic plan and roadmap to take our work in this area forward.

WORKPLACE WELLBEING CHARTER MARK

The Trust started working towards the Workplace Wellbeing Charter in 2019 and we are pleased to say we achieved 'Charter status' during the Autumn term in 2020. Gaining the Charter is a recognition of all the brilliant health and wellbeing work and practices that take place across the Trust and within academies. The Trust is using their status to launch a Trust-wide well-being strategy, developed and led by colleagues across the Trust. This is very important work for Summit Learning Trust and a key priority in its' strategic plan.



workplace
wellbeing
CHARTER

Excellence through Curiosity



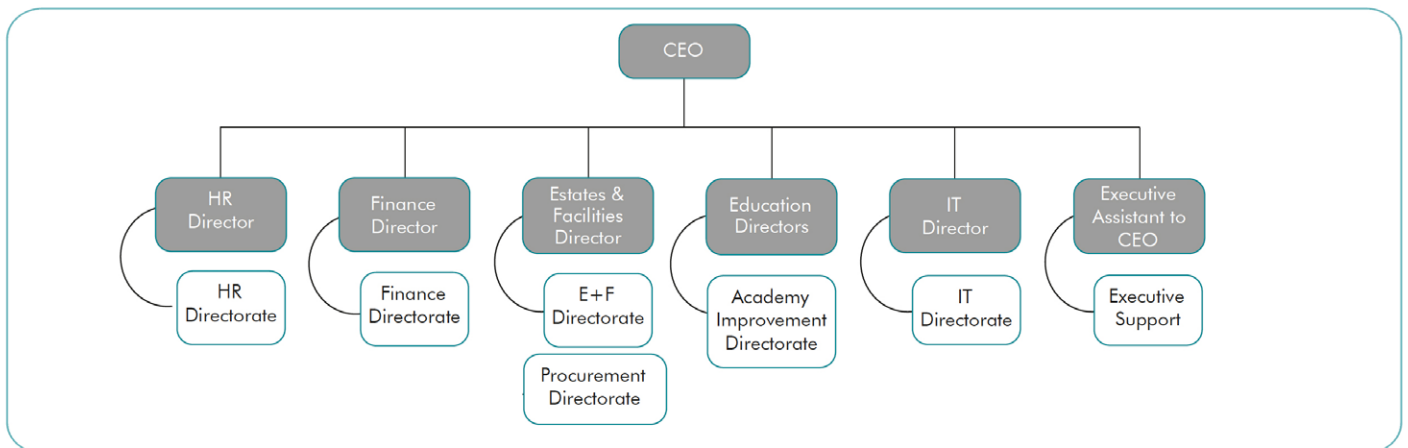
EXECUTIVE AND CENTRAL TEAMS

These teams support our academies and leaders and enable them to focus on the core business of teaching, learning, the curriculum and the quality of education. Each academy is given a designation judgment for each area according to the Trust criteria. The work of the central teams focuses on supporting each academy to move up to the next designation judgement.

The Summit Central Team mission is to 'Support to Improve'.

The team consists of the Executive Team and the directorate teams they lead. The directorates cover Academy Improvement, HR, Finance, Estates & Facilities, Procurement and IT.

Everything our Central Team does supports our overall Trust vision of raising standards and improving life chances for our pupils. Our Executive Team lead their directorates and enable their team members to deliver a high degree of support to our academies. Our ethos is one of openness, trust and collaboration.



Ambition through Challenge





SUMMIT
LEARNING TRUST

Our family of Academies

Erdington Hall Primary School
www.erdingtonhall.org.uk

Pegasus Primary School
www.pegasusprimary.org.uk

The Oaklands Primary School
www.oaklandsprimary.org.uk

Yarnfield Primary School
www.yarnfieldprimary.org.uk

Cockshut Hill School
www.cockshuthill.org.uk

Lyndon School
www.lyndon.org.uk

Ninestiles An Academy
www.ninestiles.org.uk

Solihull Sixth Form College
www.solihullsfcc.org.uk



The Summit Learning Trust has 7 schools a Sixth Form College and a Professional Learning Institute educating over 8000 students.

Summit Learning Trust

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'Scaling the heights together'