



ASHMOLE TRUST







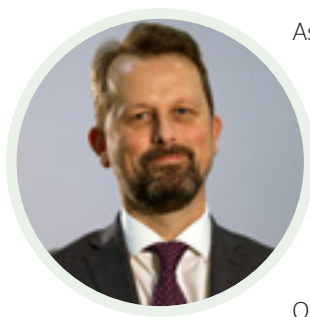
Welcome

Welcome to Ashmole Trust

Please find within this brochure, information about our Trust, what we can offer and our core principles and values.



Message from the CEO



Ashmole Trust was created upon the foundation stones of two excellent schools – primarily Ashmole Academy and subsequently, Ashmole Primary. Both of these schools demonstrate and deliver excellence in everything that they do. For us, this means excellence in learner outcomes, staff development, financial management, HR and IT services, estate management and all other facets of what it takes to make a school a success.

Our experience in school improvement has developed from an 'open-door policy' with both schools. We feel that the best way to model excellent practice is to see it in action. It is partly this attitude that allowed the Academy to become the first Behaviour Hub school in 2020 and for the leadership of both schools to be in constant consultancy demand with local education authorities and other schools.

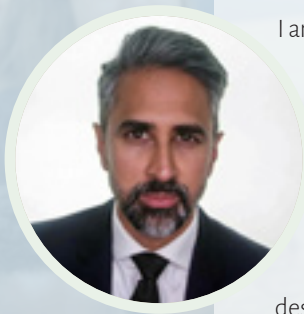
We see the pursuit of excellence as relentless - it requires our schools to be at the forefront of innovative educative practice, but also needs to emanate from a contented and safe community of both staff and pupils. Both the Trust and its schools therefore put 'care' at the heart of their visions.

For true success within a Trust led organisation, one needs confidence that the systems and understandings are in place to allow these models of excellence to be replicated, whilst acknowledging and encouraging all schools to possess their own individual ethos. I am confident that Ashmole Trust sits in the perfect position to facilitate this ideal.

Feel free to visit at any time to see what we do.

Tim Sullivan
CEO

Message from the Chair of Ashmole Trust



I am honoured to serve as the Chair of Ashmole Trust, a vibrant community of schools dedicated to Excellence, Aspiration, Care, and Partnership. As a former pupil of Ashmole and a parent of three children in our schools, I deeply understand the profound impact that Ashmole offers to every individual student, staff member, and our wider community.

At Ashmole Trust, we believe that every child is unique and deserving of an individualised approach that empowers them to reach their full potential.

In my time I have witnessed our expertise in managing and successfully implementing large construction projects and we also have a strong record of securing capital grants and using them to enhance the school environment.

We are deeply committed to the professional development of our staff. Through regular training, development opportunities, and ongoing support, we empower our educators to thrive. Our programmes are designed to uplift staff, driving up educational outcomes and creating an environment where excellence is standard.

We believe in true partnership, collaborating closely with school leaders who understand the day-to-day realities of their schools. We look forward to the prospect of working together with new schools, nurturing their unique strengths, and contributing to their success within the Ashmole Trust family.

Join us in our journey of educational excellence, where every child's individuality is celebrated and where together, we achieve our shared commitment in partnership.

Rudi Ramdarshan
Chair of Ashmole Trust

Our Vision

“Excellence, Aspiration & Care in Partnership”

The Trust has a tradition of excellence, in partnership with its pupils, teachers, schools and communities, encapsulated in its motto:

“Excellence, Aspiration & Care”

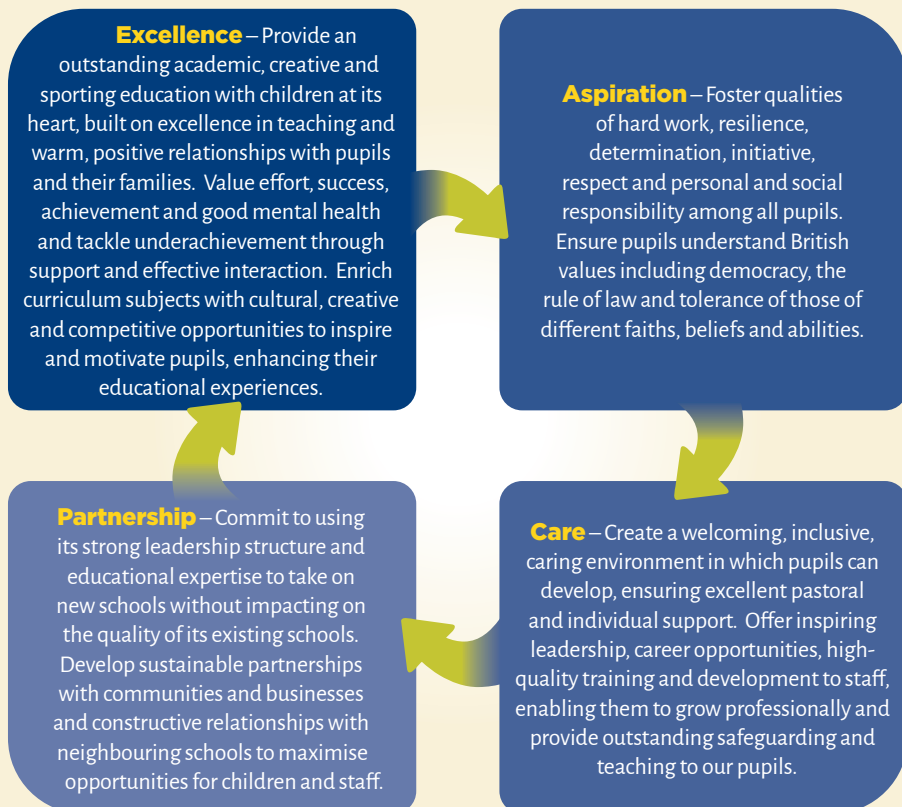
It has the highest expectations of all involved with its schools.

“Pupils’ behaviour is exemplary. They are highly respectful of others and of their teachers.”

Academy OFSTED

Its vision is to be a centre for excellence, creating a lifelong love of learning among all children and helping them discover and develop their own strengths and potential.

The Trust will fulfil its vision through:



Joining **Ashmole Trust**

Benefits of joining our Trust

Our aim is to work together as a family of schools that share the same values and ethos at both Secondary and Primary education. By developing relationships and collaboratively working together, this will lead to partnerships where systems and educational provision continually improve.

“Pupils are highly motivated and work hard to achieve and learn successfully.”

Academy OFSTED

The Trust has a clear vision of working together with all our schools, which enables individual schools to maintain and develop their own autonomy.

We understand that a school experience can improve the life chances and pathways for our young people and are therefore fully committed to providing the very best learning experience for all.

Within this, we recognise that schools are on their own journey and will want to engage at different levels. We therefore offer a range of solutions to suit your school's particular need. Schools that are part of Ashmole Trust will greatly benefit from gaining access to our friendly, yet dedicated experienced team.

Ashmole Trust has a proven record in:

- Academic school improvement working with the DfE
- Ashmole Academy is a Behaviour Hub School selected by the DfE. The programme provides senior leadership teams with the tailored support, training and advice to improve behaviour culture and generate lasting culture change that is tailored to each individual school
- Successful collaboration with other schools and agencies
- Ashmole Academy is the lead school in Barnet for Equality, Diversity and Inclusion
- Ashmole Primary has a number of senior advisors for BPSI
- Excellent business support
- CEO has a good relationship with the Regional Schools Commissioner



A Partnership Approach

We recognise the importance of you having the opportunity to select a Multi Academy Trust of your choice by ensuring you join one that has shared values, vision and aspirations with your school. This is why we are keen to enter into new partnerships through this new and exciting opportunity where we can share the same journey together.

Ashmole Trust takes a personalised approach to working in partnership with our schools, and places an emphasis on particular needs and context with the same shared goals of school improvement.

We believe that in a true partnership, we can learn and benefit from each school by providing networking opportunities, sharing of skills and expertise as well as providing the support and guidance a school requires.

Governance

Ashmole Trust is a MAT which was formed in 2015. The structure consists of Members, Trustees, an Executive Team and Governors. The work of the Trust is essential in providing a strong and clear vision, ensuring robust challenge, excellent educational opportunities and financial management. The Trust delegates some responsibility to the Local Governing Committees for the operational aspects of running the individual schools who regularly report back to the Trust Board. The Governance Team at Ashmole Trust will:

- Carry out skills audits for the whole Trust, ensuring the relevant training is provided where needed
- Assist in the recruitment of Members, Trustees and Governors
- Provide guidance on all aspects of governance
- Help Local Governing Committees to understand their role within the MAT

What we can offer your school:

Ashmole Trust is driven with the ambition to improve the opportunities for all our students and offer a rich and fulfilling experience for staff members with the Trust. We have a comprehensive offer of services that are designed to provide schools who join the MAT with specialist leadership to maintain a focus on providing a rich wealth of resources for the very best education to their school community.

Schools that would join our Trust would contribute 4% of the GAG funding allocation, with additional services which may incur an additional cost.

Ashmole Trust comprises a central team of specialist expertise who have a focus on engaging with schools to improve the educational experience for all. We firmly believe that our model empowers schools to achieve their best, but offers our support when they need it most.

“Leaders, governors and staff share an ambitious vision for every child and pupil to excel in their education, and to enjoy learning.”

Primary OFSTED

Central Service Offer

School Improvement Services

Joining Ashmole Trust will benefit all schools within the Trust. The Trust is committed to continuous improvement by developing leadership at all levels. Schools will benefit from development opportunities such as:

- Dedicated specialised expertise in teaching and learning from Early Years through to Sixth Form
- Curriculum development and sequencing from Early Years to Sixth Form
- Behaviour support using bespoke training from Ashmole Academy's lead on the Behaviour Hub
- Personalised professional development
- Policy development
- Moderation across all key stages
- Curriculum reviews
- Reading and writing at KS1 and KS2



- SEND support, including bespoke SEND training packages
- School improvement reviews with the CEO
- School improvement 'themed' review meetings based upon priorities
- Leadership development
- Literacy and numeracy at all key stages
- Trust Champions who are excellent practitioners in subject areas from Early Years through to Sixth Form.
- Executive coaching and mentoring programmes
- ECT training programmes
- Leadership development programmes
- INSET training days as required
- Support with assessment and data
- Career progressions
- Network meetings
- Staffing structures
- Pupil Premium Reviews
- Performance Development
- Centralised music management and peripatetic teachers

"The quality of teaching and learning is outstanding."

Primary OFSTED



Finance

Financial management is an essential part of ensuring our schools have access to the resources and education they need. The Trust will support schools to prioritise their resources where it is needed the most, providing improvement strategies through effective deployment of resources whilst also complying with the Financial Regulations of the MAT and Company Law.

Some examples of the services we can offer are:

- School business management
- School budget and setting
- Payroll processing
- Catering and contract services
- Audit fees
- ESFA & other statutory returns
- Payroll provision
- Pension administration & reporting
- HMRC statutory requirements

Human Resources


HR plays a large function in any organisation. The Trust's Central Team will provide HR support and advice to ensure each school in the Trust is complying with legal requirements, employment legislation and best HR practice. We will support you with your school's recruitment and selection to attract and retain the best education staff possible. Our team can support schools on a day to day basis providing advice and guidance on:

- Case management including grievance/capability/disciplinary processes
- General HR advice
- Maternity/Paternity/Flexible working advice
- Advise on recruitment process including sitting on any panels for SLT & above
- Legal advice (Including liaising with lawyers where required)
- Update HR policies and contracts
- Occupational referrals and individual wellbeing programmes and advice
- Provide advice on absence management and ill health capability cases
- Redundancy/restructure and TUPE process
- School Direct recruitment
- Advising on job descriptions and job rules
- Salary benchmarking
- SCR & safer recruitment regulatory checks
- Staff apprenticeship programmes

Safeguarding

All staff within the Trust understand that safeguarding is everyone's responsibility to protect any child from harm. We appreciate therefore that being efficient and timely in keeping children safe is paramount to any school so that schools remain a happy, inclusive and safe place for them. To support schools the Trust will provide the following:





“Teachers receive plentiful training and support for their professional development.”

Academy OFSTED

- Working alongside school's existing processes
- Annual safeguarding reviews
- Annual SCR external audit, training and support
- Use of CPOMS and Staffsafe to record safeguarding and SCR
- Provide annual Safeguarding training and induction for all staff, volunteers and Governors/Trustees
- Mental Health and well-being for staff and students
- Mental Health First Aider training
- Support with management of child protection, child in need, team around the family and universal plus

Centralised Catering

The Trust delivers a range of catering services to schools. Each meal is fresh and healthy for staff and pupils, through an efficient and high-quality in-house catering team. The Trust is committed to Equality, Diversity and Inclusion and ensures that menus are equal, diverse and inclusive across the Trust. We can help schools review and develop their catering provision and achieve improvements in food quality, whilst generating income with reduced costs. Our hospitality offer can also be provided for celebratory events within each school.

Facilities, Estates and Health and Safety Management

The Trust recognises that a school environment can make a difference to maintaining high standards whilst also benefiting from further development over time. Our in-house Facilities and Estates team have extensive knowledge on developing new buildings, and maintenance for fit for purpose educational institutions, whilst also including sporting and other out of hours activities. The Trust also has experience in leading marketing and promotion strategies of premises to generate further income for each school.

The Trust, Estates and Health and Safety are managed by an experienced team who are passionate about standards, safety and a drive for continuous improvement. Each school receives support through a helpdesk which is used to record and monitor issues and solutions, all kept within a timescale. Specialist work and compliance is provided by an outsourced provider.



Governance

The Trust greatly values and supports the work of Local Governing Committees and recognises the significant contribution that excellent local governance can make towards raising standards. In order to assist this, the Trust provides support to Local Governing Committees with Governor recruitment, selection and training.

The Trust are members of the National Governance Association and the Confederation of Schools Trusts who support and assist in the Governance of the Trust with additional links to the Trust Governance Insight Group.

Marketing and Communications

The Trust has a central team who are responsible for creating an effective central communication and marketing strategy for the Trust. The team can support schools with all aspects of internal and external communications; including website management, content creation, media relations and much more.

IT Provision

Our experienced IT team are responsible for the implementation and maintenance of a vast array of software and hardware throughout the Trust, providing advice on strategic IT solutions.

Next steps

We passionately believe our values and ethos make a noticeable difference to our schools.

If your school is considering joining Ashmole Trust, we would welcome a discussion with you where we would be happy to answer any questions you may have to help you understand more about us and how our services can add value to your school.

For a confidential, informal discussion or an expression of interest, please email: kda@ashmoletrust.org





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