

Mercian Educational Trust



Educational Excellence Everywhere

Multi Academy Trusts

The Future of Education

Leominster Primary School

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Inspire to Aspire

"Ad Inspirandum Aspiramus"
University of Worcester

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**DFE fully intends all schools to be Academies/MATs
2022**

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Multi – Academy Trusts have the capacity to be unique and pursue their own philosophy.

Most common options for Trusts are:

Large Corporate

Religious: Church of England Catholic Muslim

Secondary School led

Free School Trusts

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- **Great Malvern and Somers Park converted to MET multi academy trust November 2015**
- **DFE initiative – and pressure**
- **Malvern Vale Primary opening 17-18**
- **Negotiating opening a further new school with DFE**
- **Accepting schools as MET partners who share our ethos and learning values from across Herefordshire and Worcestershire.**

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Leominster Primary School joining MET:
Leominster initiated approach.

Several options examined, seeking an educational vision that matches the school.

Both schools have completed rigorous due diligence in respect of learning ethos and behaviour, leadership, financial management and ethical values.

- Joining MET close to inception
- **Will be a major, leadership partner**
- Head Teacher will be on core Executive Leadership team
- Three Hubs model
- Have nominated two potential Directors

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CEO Role

- Thinker and strategist
- Guardian of the flame
- Developmental of leadership
- Orchestrator of partnership depth
- Quality assurer
- Business developer
- Investor in people
- Communicator within the MAT
- Ambassador for the MAT

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MET was conceived and planned in Herefordshire

MET Members based in Herefordshire

MET members are not connected to any of our schools.

MET CEO and Business Manager based in Herefordshire

CEO leadership experience in both Herefordshire and Worcestershire

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A sustained belief in the potential of every child

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Mission Statement

To educate highly achieving, independent, free thinking individuals able to engage in civic society.

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Aims

Ensure sustainable excellence of learning throughout the family of schools.

Continually develop strong, coherent leadership that develops Thinking Schools, where pupils are grounded in ***strong knowledge and understanding***, are excellently taught to become ***creative and constructively reasoning individuals***, making ***positive contributions to their society***.

To create a culture that enables ***all children to succeed***, in order to attain the highest levels of achievement.

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Key Pupil Objectives

- Promote creativity through imaginative thought and behaviour; purposeful activity; original creation and valuable outcomes.
- Develop high quality personal qualities of the '5R's': Relationships, Risk taking, Resilience, Resourcefulness and Reflectiveness.
- Develop excellent skills of enquiry, and the personal aspiration to improve their own academic performance.

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- Enable pupils to learn HOW to think.
- Fully develop the critical facilities of questioning, evaluating, hypothesising, fair-testing, and problem-solving, and **reasoning**.
- Model progressive development of excellent spoken language, and open-ended, evaluative and reasoning thinking skills.

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Key Skills & Values

Confident & secure of personal well-being

Reflective, open minded listening skills

Possess evaluative, reasoned and creative thinking skills

Able to communicate with empathy & clarity

Able to challenge assumptions & seek the truth

Tolerant & fair: in immediate society & globally

Possess humility, discretion & fortitude

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Governance

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“Be the change you want to see”

Gandhi

All MET adults accept ownership

MET Mission Statement,

Aims & Objectives,

Skills & Values

Believe in it, act it,

Lead, champion, role – model, teach, coach

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- Critical Friends: Interrogating evidence & providing challenge
Demanding & High Expectations
Members, Directors, Governors, Executive Leaders,
Senior & Middle Leaders, Teachers, HLTAs, Tas
- Not “**structures**”, but “**structures & standards**” embedded across the MET
- Every school a giver & receiver of collaboration.
- Collaboration that develops “next practice” & research potential

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Empowering School Leaders and Teachers
to Focus on Pupil Outcomes

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Trust Staffing Values



Invest in People: Opportunities Pyramid

Building a community of ethical purpose & high aspiration

“Grow Our Own”

Apprenticeships, Ta's, HLTA's: College & University study grants/ study

School Direct & salaried, NQT, University research funding

Teachers – Middle Leaders – MET leadership- Senior Leaders- Heads



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- Recruitment: Be a good employer, earn a reputation as a good employer
- All nationally agreed pay and conditions contracts will be honoured and sustained
- Pledge to work co-operatively with recognise employee unions.
- Retention: retaining best staff in MET through personal development

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Getting the Best Across all Schools in MET

“Do Different”

University Of East Anglia

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Do Different!

UEA

Core Learning & Teaching Standards Team

Deputies + Assessment Leaders

Focus: Assessment: Qualitative & Quantitative

Planning scrutiny & advice

High quality teaching & lessons

Book trawls

Walkabouts

Lesson Observations

Standards Assessments



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System Leadership: *“exists when leaders working together plan and deliver a strategy that improves educational outcomes for all students across a number of schools”*

Sir David Carter

- Trust rapid response to underperformance
- School to school support
- Leading a phase or subject across schools
- Leading improvement beyond a single school and accepting accountability
- Transmitting effective practice and abandoning what does not work
- **Career development potential: opportunities for all staff at all stages of personal growth**

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Quality Partnerships

Providing Services to other schools

Educational Psychology

Educational Services

Financial Management: advice, support & software

Leadership and Conferencing

Quality Assurance School Improvement Partnership

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Somers Park and Great Malvern Primary Schools

Quality Partnerships

- Local:**
 - Malvern Hills Science Park Offices & Conferencing
 - High Tech Science & Technology partnerships
 - PIMs Teaching Alliance Project Universities : Worcester Cheltenham Birmingham
 - School Direct & Salaried Apprentices Sports
 - Stem Ambassadors Research
 - Governor/Director & Member representation
- Global**
 - Chums: Chumbageni & Tanzania
 - Key International School USA
 - Bagneres Pyranees France
 - Japan

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