Our offer to secondary schools

Stronger together

Dudley Academies Trust

Discover more

Secondary Phase

Our values:

Dreaming big

Rewarding effort

Leading together

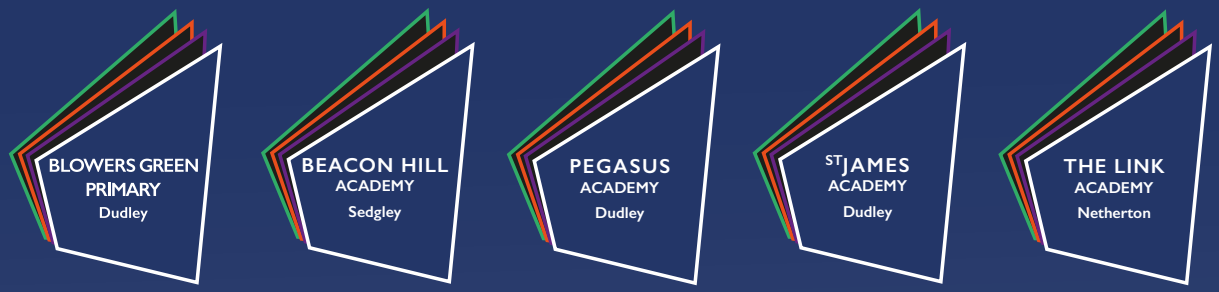
Respecting each other and our world

Learning that inspires

Our mission:

Working together we will develop inspirational schools which instil ambition and desire in young learners, open their minds, widen their horizons and equip them to succeed in a challenging world.

Our academies:



Highly effective governance

Dudley Academies Trust currently combines four secondary schools and a leading outstanding primary that has recently joined us. With a strong and experienced central team and the active sponsorship of Dudley College of Technology, the Trust is very well positioned to provide a high quality cross phase education for learners from the age of three to nineteen.

Committed to providing an excellent learning experience and to improving the economic fortunes of young people in Dudley and beyond, Dudley Academies Trust is now ready to grow. We are keen to invite more secondary schools to join us in order to work together in a coherent manner to meet the needs of learners in the area.

Lowell Williams, Chair of the Board of Trustees

Dudley Academies Trust
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Sponsored by Dudley College of Technology

Dudley College of Technology

Ofsted Outstanding Provider

Secondary Phase

Creating inspirational schools

We are now in our third fully operational year and it is wonderful to see the Trust flourishing. Our five core values underpin all that we do and are integral to a Trust wide, dynamic endeavour that enables all learners to Dream Big and achieve. Our four secondary academies are transforming at pace and we are delighted to welcome our outstanding primary into our family of schools. Creating an aspirational, supportive culture is fundamental to our mission and we have an extensive central team of professionals who work closely with all of our academies. This significant capacity means that we are able to effectively drive the school improvement agenda to deliver positive outcomes in all areas of our provision. There has never been a better time to join us and to help us to shape the next phase of our journey.

Jo Higgins, Chief Executive

Our secondary phase

We are delighted that we are now a cross phase Trust. Excellent practice in the primary phase underpins our mission to develop excellence in the secondary sector. We are committed to providing the best possible start to our learners' education. They will then enjoy a seamless transition into secondary academies and have the opportunity to progress on to post-16 provision at Dudley College of Technology and other Further Education institutes.

We believe that having a large, thriving and mutually supportive group of secondary and primary schools within the Trust will be vital to achieving our aim of transforming the prospects of young people in Dudley. Our four founding secondary schools have benefited enormously from a highly focused and effective school improvement programme, which has been accelerated due to the significant expertise and capacity within our central team. All four academies have been stabilised and repaired and are now rapidly improving. We are confident that they are transforming and it is our mission to support them all to become outstanding. The fact that Blowers Green Primary, an outstanding school, chose to join us is a real affirmation of the positive profile of the Trust in our local community.

We are still a relatively new Trust and any other secondary schools that join will be instrumental in helping to shape the next phase of our exciting journey.

The Trust is not just a group of schools that are stronger together and help each other. We are an activist Trust, constantly working to improve our academies and the opportunities for our learners.

We have a large and experienced central team that can support each academy, according to its needs, with leadership, teaching and learning, staff development and high quality extra curricular activities. The central team also takes care of the wide range of general management tasks on behalf of the headteacher, including the maintenance of buildings, financial management, IT, HR and all aspects of governance and compliance. At the heart of all we do are the progress and wellbeing of our young people.

> “Our four founding secondary schools have benefited enormously from a highly focused and effective school improvement programme.”

School improvement

Secondary schools that join us will benefit from working with principals and leaders from across the Trust, supported by key school improvement staff from the Trust's central team, including:

Leadership
Our Chief Executive, Director for Teaching & Learning and our subject Directors work across our academies to provide support, development and guidance for the academies' Senior Leadership Teams. We are able to pool experience, open doors to new ideas, formulate plans and address challenges together.

Directors
This team of outstanding teaching professionals focuses on the core subjects of English, Mathematics and Science, supporting staff within the academies and setting standards for others to follow. In future, we see this team expanding to include Directors for all subjects. In the meantime, non-core subjects are led by Associate Senior Leaders across the Trust to provide both consistency and capacity.

Safeguarding and Inclusion

The Senior Inclusion Officer provides support to ensure high quality safeguarding provision in line with all internal, local and national procedures. Support is provided to:

- Ensure all statutory safeguarding duties and responsibilities are met.
- Comply with relevant policies and procedures, including those relating to Child Protection, health, safety and security, confidentiality and data protection.
- Deliver a training programme for all staff including Designated Safeguarding Leads.
- Develop the PSHE curriculum for learners.
- Prepare safeguarding performance reports for presentation to local governors.

Careers

Providing excellent careers, advice and guidance for learners from year 7 onwards is a special feature of the Trust. A Senior Careers Officer works across the Trust to:

- Implement the careers strategy, which covers the 8 Gatsby benchmarks.
- Implement a careers education programme, weaving this into the PSHE curriculum.
- Ensure that teachers and learners have access to key information about careers, advice and guidance.
- Forge links with local employers.
- Provide a range of highly engaging careers experiences linked to the labour market in our area.
- Establish a high profile Careers Hub in the school.

Data and Performance

The Trust has developed comprehensive data and performance management systems. This generates a granular understanding of learner achievement. This detailed profile of how individual students are learning and behaving allows teachers and support staff to drive interventions and maximise learner progress. At a whole-school level, the data models indicate where support from the Trust's Directors would be most helpful and provides a solid evidence base of the school's overall performance.

Information Technology (IT)

A cross-Trust IT Strategy is central to the effective delivery of the curriculum and overall success of our academies. The correct decisions on IT related issues could be difficult to make without access to independent expertise. The Trust therefore provides advice, guidance and project management in the following areas:

- IT Strategy.
- IT financial forecasting.
- Connectivity.
- Networking.
- Wireless.
- Telephony.
- CCTV.
- Audio Visual.

Governance, Compliance and Data Protection

Support is provided across a wide range of areas including:

- Full governance support, including provision of clerking services and administration of local advisory committees/local governing bodies.
- Proactive management of all compliance issues.
- Drafting and updating of policies and procedures.
- Risk assessment and management of risk.
- Management of safeguarding.
- Advice and guidance on data protection and General Data Protection Regulation (GDPR).

“Highly effective, open and transparent communication lies at the heart of all we do.”

Marketing and Communications

Highly effective, open and transparent communication lies at the heart of all we do. Our services include:

- Marketing strategy.
- Website design and management.
- Public Relations.
- Full design, graphics and print service.
- Signage.
- Social Media.
- Event management.

Human Resources (HR)

The HR team delivers the Trust's HR strategy providing practical support in all areas including:

- Creation and review of HR policies and procedures.
- Performance management.
- Staff wellbeing programme.
- Terms and conditions of employment.
- Consultation and negotiation with trade union officers.
- Single Central Record, including an annual audit.
- Capability processes for Teaching and Non-Teaching staff.
- Discipline and grievance.
- All aspects of Payroll.

Finance and Resources

Centralised financial systems enable the Trust to have effective oversight and control of finances, ensuring financial stability for our academies. The Trust is also able to purchase in bulk and achieve economies of scale that make a real difference to school finances. In return for the contribution that the academies make to the Trust, we provide the services of a Chief Financial Officer in line with the requirements of the Academies Financial Handbook issued by the Education Skills Funding Agency (ESFA). Services include:

- Financial/Legal advice.
- Management of ESFA returns.
- Monthly financial reporting and budget information.
- Regular on-site finance meetings.

Other services from the Trust's finance function include:

- Finance systems.
- Accounts payable and receivable service.
- In-house payroll service.
- Specialist procurement service and advice.
- Access to Trust negotiated prices.
- Assurance through internal audit service.

Property and Estates

We provide a comprehensive property and estates service that includes:

- Diagnosis of building defects and advice on solutions and costs.
- Architectural services.
- Scoping and tendering of projects.
- Negotiation of best-price contracts.
- Management and supervision of contractors and suppliers.

One of the great advantages of the Trust's service is that our Estates Coordinator & Surveyor is available for on-site consultation and the supervision of all works. Academies pay only for the services provided by external suppliers, which are sourced at highly competitive rates.

The Trust's delivery model

Secondary schools joining the Trust will benefit from a tailored school improvement package that supports high quality teaching and learning and raises standards.

A relevant and responsive curriculum

A relevant and responsive curriculum lies at the heart of our academies. Our SMART curriculum for all subjects is ready to be shared and implemented. The curriculum is a strength of the Trust and has developed significantly since the Trust was established. The curriculum is dynamic and coherent, enabling all learners to build on their knowledge, skills and understanding progressively as they move through the school. The curriculum has common assessment points for all year groups which are moderated at Trust level. This highly centralised approach to curriculum design and delivery is integral to our academies' progress and their improvement agenda.

Extra-curricular opportunities for learners extend their knowledge and understanding and improve their skills in a range of artistic, creative and sporting activities. All of this exciting provision is enhanced by the first class facilities of Dudley College of Technology.

Developing exemplary behaviours

Our behaviour model, which is based on Values Driven Expectations (VDE), has had a transformational impact. The model is central to raising standards in all of our secondary academies and to creating an aspirant culture. The VDE system is ready to be implemented in any school joining us; it includes a comprehensive teaching programme for both teaching and support staff.

Developing our people

A common and extensive programme of staff development operates across the Trust. This extends to senior and middle leaders, aspiring leaders, teaching and support staff. Staff have the opportunity to work across different academies and to work alongside a wide range of colleagues. This enables staff to broaden their experience, gain fresh insights and increase their potential for career progression.

Secondary Phase

Our Sponsor, Dudley College of Technology

Neil Thomas, Chief Executive Officer and Principal

The Trust is sponsored by Dudley College of Technology, one of the most successful Further Education colleges in the UK. The college operates across nine sites, which collectively form the Dudley Learning Quarter, with further specialist units at nearby Brierley Hill Learning Quarter. Features of the College include:

- Graded as 'Outstanding' by Ofsted.
- Enrols some 12,000 learners each year across a wide range of academic and technical programmes.
- Major capital investments of £60 million in buildings and technology.
- Specialist centres equipped to provide a technical education unsurpassed in the region, including Dudley Advance I, a state-of-the-art Centre for Advanced Manufacturing and Engineering and Technology and Dudley Advance II, a Centre for Advanced Building Technologies.
- Dudley Sixth, which has some 500 learners across 34 A level programmes.

- One of few colleges nationally to have achieved the prestigious STEM (Science, Technology, Engineering, Mathematics) Assured kite mark.
- The biggest provider of apprenticeships within the West Midlands Combined Authority area.
- A growing Higher Education provision in partnership with Aston and Wolverhampton universities.
- One of the first colleges to be selected to deliver T levels.
- Leader of a consortium building an Institute of Technology in Dudley, which will focus on advanced manufacturing, modern construction methodologies and medical engineering for up to 2,000 learners.

The transformational leadership that has propelled the development of the college and the high attainment of its learners is a driving force behind Dudley Academies Trust.

Why consider joining us

Dudley Academies Trust is actively seeking other secondary schools to join us. We aim to provide young people with a smooth and seamless progression from primary to secondary education and beyond, with excellent provision throughout their journey. Our ultimate aim is to develop high quality teaching and learning for all of our learners in an environment in which they are motivated, encouraged and enthused.

Our offer to secondary schools is that they will be part of a large and well-resourced organisation that is committed to excellence in education. The expertise and ready availability of our central team enables schools to access a comprehensive support programme for all non-teaching activities, allowing senior leaders to focus on the core business of teaching and learning. At the same time, school leaders and teaching staff will be supported by the Trust school improvement team, committed to helping them set the highest possible standards.

Next steps

We know that joining a Trust is a big step. Understandably, schools want to be sure that their learners and staff will gain from the move and that they will be financially secure. Any decision that a school makes should be well informed. We would therefore be delighted to meet with schools to share our vision, explain what we do and how we work. If you are interested, please contact us. We are more than happy to come and visit you or for you to come and visit us. If you would like to have a confidential discussion about the possibility of joining Dudley Academies Trust, please contact Jo Higgins, Chief Executive by telephoning **01384 363247** or via email to **info@dudleyacademiestrust.org.uk.**

“Our offer to secondary schools is that they will be part of a large and well-resourced organisation that is committed to excellence in education.”

Discover more

Dudley Academies Trust operates a policy of openness and transparency in all of its activities.

Further information about the Trust can be found on our website at www.dudleyacademiestrust.org.uk.

Further information about the Trust's sponsor Dudley College of Technology can be found at www.dudleycol.ac.uk.

For further information on any aspect of the Trust's operations, please contact:

Jo Higgins, Chief Executive

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