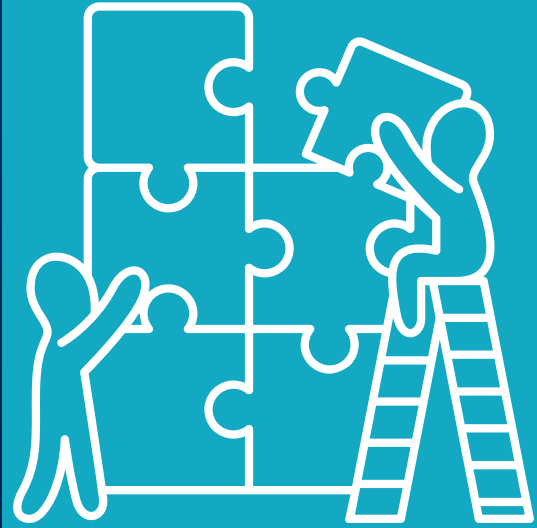


Prospectus

2024



MANOR
MULTI ACADEMY TRUST



Welcome to the Manor Family...

Founded in February 2016 Manor Multi Academy Trust originated from the highly successful school improvement and partnership work led by Manor Primary School in Wolverhampton, a National Teaching School hub with a proven track record of achieving the highest of standards and a reputation for supporting the development of many schools to improve.

We are currently a MAT of 9 Primary Schools with 3300 children in our family. We are passionate about transforming pupils' life chances and have successfully and rapidly improved several special measures schools, with our first two that came into the trust being rated as outstanding in all Ofsted areas in their first inspection cycle. Manor MAT has ensured that some of the lowest performing schools in the country, many with significantly above national proportions of pupils eligible for free school meals, have been sustainably transformed in a short space of time. Our success story is down to leaders instilling the highest of behaviour expectations, providing exceptional pastoral support with wellbeing at the centre and the most evidence-informed approach to curriculum.

Our Trust's aspiration is that every child who attends a school within our MAT attends a "Great School," where all pupils are nurtured, inspired and receive a world class education. Our goal is to ensure that every member of staff receives the highest quality professional development and tailored support so they can be the best they can be.



Our goal is to ensure that everyone is highly motivated and engaged by their experience with us, be it a pupil, staff member, parent or a community volunteer, and to enrich their lives through their association with Manor Multi Academy Trust. Our academies are at the centre of their own local communities. It is very important that each school has the opportunity and the freedom to respond to the needs of parents and children and to create their own local solutions. As a family of academies, we celebrate diversity and individuality. We understand that no school or community is the same; however, we have the same high expectations of everyone in the trust and believe that, with the support of the Manor family, every academy will provide a great learning experience for the children and they will make great progress.

Our Story



Manor MAT's approach to transforming schools has made us an incredibly successful trust. Our Trust has taken in some of the lowest performing schools in the country, many with significantly above national proportions of pupils eligible for Free School Meals, and they have been sustainably transformed in a short space of time. Recent inspections in our Trust have seen two special measures schools be graded as Outstanding in their first inspection cycle and another that has never been judged in its history, be judged Good overall with three Outstanding judgements.

We have improved the life chances of thousands of young people, many living in some of the most disadvantaged parts of the country. Our success is down to: inspirational people at the heart of our central team who use their incredible skill set to support and develop our schools swiftly; providing exceptional pastoral support with wellbeing at the centre and utilising the most evidence-informed approach to curriculum. Our unwavering commitment to our core values of integrity, ambition, collaboration and inclusion is integral to all we do.

Our Mission is to inspire belief in everyone; creating individual and collective futures, with an unswerving commitment to our communities and beyond. We pledge to champion each other, together

Our Vision is to bring inspiration and innovation, with a courageous enthusiasm for excellence, in order to create amazing futures, together.

Our aspiration is that every child who attends a school within our MAT attends a “Great School.” That all pupils are nurtured, inspired and receive a world class education. Our goal is to ensure that every member of staff receives the highest quality professional development and tailored support so they can be the best they can be.

We are passionate about system-led change – our Trust is built upon the principle of schools supporting schools. We are very open in our approach and readily share our resources and thinking, both within the family and with our neighbouring schools.

Within our Trust schools we are privileged to work with inspirational people who create positive energy and generate enthusiasm. They help to develop individuality and creative thinking. In turn, our children are inspired to believe that no mountain is too high to conquer and that nothing is impossible to achieve.

Our Values

Our actions are underpinned by our values.



Executive Leadership Team

Central Team Leadership



Neil Beards
Head of ICT and DPO



James Rowden
Head of Estates



Anthony Smith
Chief Financial Officer

School Improvement



Julie Mills
Associate Headteacher



Matt Wynne
Associate Headteacher



Alan Rogers
Associate Headteacher

Executive Leadership



Hayley Guest
Chief Executive Officer



Anita Cliff OBE
Chief Executive Adviser

Our Schools



Brindley Heath Academy
Enville Rd
Kinver DY7 6AA
brindleyacademy.com



East Park Academy
Hollington Road
Wolverhampton WV1 2DS
eastparkacademy.com



Foley Infant Academy
Fairfield Drive
Kinver DY7 6EW
foleyacademy.com



Foxyards Academy
Foxyards Road
Tipton DY4 8BH
foxyardsacademy.com



Hateley Heath Academy
Huntingdon Road,
West Bromwich B71 2RP
hateleyheath.com



Hill Avenue Academy
Hill Avenue
Wolverhampton WV4 6PY
hillavenueacademy.com



Manor Primary School
Ettingshall Road
Coseley WV14 9UQ
manorprimary.com



St Alban's CofE Academy
St Alban's Close
Wolverhampton WV11 2PF
stalbandsceacademy.com



St Thomas' CofE Academy
Mattox Road
Wolverhampton WV11 3TG
stthomasceacademy.com



Manor MAT has a very positive approach to professional learning for all staff across schools and also recognises the contribution it can make to the CPD opportunities for other staff and schools in our local area. This is why for many years Manor Primary School has been at the forefront of government initiatives to develop and run CPD for teachers and leaders. Manor Primary School has been a Schools Direct provider of Initial Teacher Education for many years and was also in the early rollout of the Teaching Schools initiative providing school improvement and supporting school-based research regionally.

In 2021 we successfully bid to become one of the 97 new Teaching School Hubs across the country. We were delighted to take on this new responsibility to lead on what is known as the “Golden Thread”, rolling out the new initiatives around Initial Teacher Education, Early Career Framework and the newly expanded range of National Professional Qualifications.

It is our honour to be there to support all schools in Wolverhampton, Walsall and South Staffordshire, working in partnership with the local authorities and our Strategic partners, Matrix Academy Trust, Ryders Hayes Primary Academy and St Barts MAT.

Our reach is increasing year on year and we support around 300 Early Career Teachers and their mentors each year and have around 200 participants annually on the following National Professional Qualifications:

- NPQ in Behaviour and Culture
- NPQ in Leading Teaching
- NPQ in Leading Literacy
- NPQ in Leading Teacher Development
- NPQ in Senior Leadership
- NPQ in Early Years Leadership
- NPQ in Headship

We also work collaboratively with Curriculum Hubs and other local providers to signpost valuable specialist and subject based CPD opportunities.

Our aim is to support every school to access the professional development for their staff that will help them improve wellbeing and outcomes for children in our area.



Digital & Data Services

The Digital & Data Services team form part of the core central offer for the Trust and schools. The team has a highly experienced and balanced support unit for all the areas it consists of. Our MAT Digital strategy aims to deliver high expectations and ambitious results as well as to maintain quality of service and delivery.

The high dependency of technology in education is critical to providing the very best services to our children and families. It is important for our team to ensure that all staff have more than adequate equipment and facilities to be able to deliver the very best for our communities.

The Team has 5 areas of focus support using our MAT Digital Strategy:

- Infrastructure & Technical Support
- Web, Media, Marketing & Communications
- Data Management & Information Analysis
- Data Protection & Cyber Security
- Ed-Tech / Curriculum

These identified areas are crucial to ensure security of our information we hold and use in everyday school life but also be able to use this effectively to support our decision making and produce quality work.

We live and breathe all the media we create with our schools to positively promote everything the schools achieve and the successes they have. We produce quality media such as promotional videos to capture the great work and collaboration across the Trust that is shared with our communities.

With our children at the heart of all we do it is vital they are protected and e-Safety ready and ensure the technology environments are safe and prepared for their generation. We regularly promote and train staff in the five focus areas and ensure they understand their own responsibilities for promoting the technology and data safe culture.

Centralisation of many IT services across the Trust has increased efficiency in several ways from not only a support perspective, but also financial element and we aim to continue this journey where we can maximise our school budgets when making those strategic decisions. Our underpinning policies determine our course of actions to provide us with the right guidance and ability to understand why we must do things the way we do to protect all individuals and the Trust.

The digital vision of the Trust is cultivated to reflect the future needs of all our schools and communities we serve daily. Being innovative with our ideas and forward thinking solutions is important to our continual development and we harvest the ideas and requirements of our people to find the right balance in the services we provide. Working with our partners and suppliers we ensure we can move with freedom to achieve our goals with great success.

Estates

Pupils and staff are at the heart of our estates vision to transform the learning environments of our schools and ensure our buildings are continually being developed and improved to maximise the teaching and learning opportunities of our school spaces.

A streamlined approach to property maintenance and servicing brings all schools in the trust under our estates management structure to ensure all schools are compliant, safe and meet all statutory requirements, easing the burden on school leaders to focus on teaching and learning and ensure efficient use of school maintenance budgets.

The trust receives School Condition Allocation (SCA) funding each year which is used to target the larger building condition improvement projects. The trust SCA strategy identifies the areas of the building to prioritise first and is working towards all schools reaching the same level, for example all schools having new roofs, heating systems, fire safety systems and lighting.

Core offer of Manor MAT Estates Management:

- Working alongside school leadership teams to turn their school vision into reality.
- Designing, budgeting and planning future building developments and improvements.
- Project management of school refurbishments from one classroom mini refurbs to large scale whole school improvements.
- All statutory testing and servicing co-ordinated, procured and recorded for each school.
- Supporting leadership with management, training, recruitment and development of all site staff and cleaners.
- Supporting school leaders with Health & Safety alongside key external providers.

Manor MAT works collaboratively with their family of schools to improve and develop school buildings through school and trust funded projects. As a team, we ensure we are evolving our buildings to meet the needs of our pupils now and in the future. This is achieved by the effective and efficient use of budgets, working with trusted contractors and advisors and also standardising equipment and services across all schools.



Finance



As a central finance team we take pride in offering our schools a friendly and solution focused service which has the needs of the pupils and staff at its core. The finance team is qualified and experienced, and works closely with schools to provide expert advice and support.

Managing finance can be one of the most complex and time consuming tasks for a school. We work with you to ensure that you feel in control of your budget and financial processes but don't have the heavy workload that this often brings. We offer monthly budget meetings and management reports to ensure our schools are always up to date with their financial position.

We believe that by working together with schools to develop a comprehensive budget, we can help ensure that schools are financially stable and well-prepared for the future. The budget is based on a thorough analysis of each school's financial position, and future plans, ensuring that it is realistic and achievable.

We work with staff in our school offices to ensure that they feel supported in their role and we host a half termly SBM meeting, where we meet to discuss current issues and share best practices. The finance team is contactable five days a week and works 52 weeks per year.

As a central team we ensure that all statutory returns required of the DfE, ESFA and company law are adhered to. The Trust is subject to annual audit and undertakes an internal audits, ensuring propriety, regularity and legal compliance.

We offer services and support for:

- Payroll and pension services
- Budget setting
- Financial planning and monitoring, including a three year budget model
- Support for all financial, back office and business functions
- Training and support for all Office Managers and Business Managers
- Procurement advice and negotiation
- Audit, legal and tax compliance

The Trust accounts and financial health are public documents and available on our website. They show a very healthy financial position for the Trust.

The offer from the finance team allows schools to be confident that their finances are in safe hands. By supporting all back-office and business functions we allow schools to focus on their core mission of providing high-quality education to their children.

What's it like to be a school in our Trust?

Being a headteacher within Manor MAT is akin to being part of a closely-knit family. The commitment to supporting, championing, and challenging everyone for the optimal outcomes of our children and families is unwavering. There exists ample opportunity for staff to flourish and gain insights from one another, with genuine collaboration forming the core of professional development. Our ethos revolves around 'improve, not prove,' fostering a conducive environment for teachers to evolve securely, take risks, and become exceptional educators.

Working alongside leaders from various schools within our trust, each at different junctures in their journey, allows us to grasp the nuances of the path to excellence at various stages. It reinforces the understanding that continuous growth is the shared objective, regardless of our current stage. It's truly a privilege to engage with numerous schools and collaborate with highly effective and dedicated staff across all levels.



The comprehensive support offered by our central team empowers me as a headteacher to focus on enhancing the quality of education for our children. It allows me the freedom to work alongside and uplift my staff to achieve their utmost potential.

Manor MAT's profound commitment lies in ensuring equal opportunities and top-tier education for every child across all schools. The hands-on leadership style of the CEO and CEA translates to substantial support in crafting my school improvement plan and implementing it practically. They walk side by side with me, and I feel genuinely privileged to be part of Manor MAT as one of their headteachers.

Wendy Jackson
Headteacher, Foxyards Academy

What's it like to be a leader in our Trust?

Connection is what I think of when summing up my feelings of working as a leader in our Trust. I feel incredibly fortunate to have been present in its creation, as I saw first-hand how effective guidance can forge the culture and ethos to bring people together in making a real difference. To welcome more of our partner schools into our family has continued to widen our network, and in doing so has allowed me to learn from others, broaden my experiences and increase my effectiveness as a leader.

To work with children is to nurture, support and prioritise their development; it is natural therefore that leaders in schools strive to do the same within their teams. Being visible to peers, checking in and listening; all are fundamental aspects of my role, as with other leaders every day across our Trust. I am a huge advocate of Servant Leadership that puts the needs, growth, and wellbeing of the team first and foremost; I love working with new people, finding their strengths and talents to inspire them in turn to be future leaders.



Continuous professional development is just as important for me as a leader as it is for the team. During my time in the Trust, I have received many opportunities, such as becoming a Specialist Leader in Education for Early Years, being part of a language development team to collaborate with and support oracy with schools across the Black Country and supporting the rigour and validity of assessment decisions within the Local Authority. The versatility this has created in my leadership is a fantastic testament to the power of what our Trust offers people.

To be an effective leader in our Trust also requires a positive mindset, motivation and enthusiasm. We are all strong believers in 'being your best self' as Dr Andy Cope, one of our Keynote Speakers in our annual conferences testifies to; aspiring to the highest standards, going above and beyond and dedication to excellence is always recognised and valued. Our incredible progress and national standing as a Trust are central to all of this.

Manor MAT truly is a special place to be part of. As we instil in our children the importance of independence, creativity, uniqueness and exceptionality to find their wings and fly, leaders in our Trust encourage these very same aspects with staff, so that they can all do the same.


Ciarán Ruane
Deputy Headteacher, Hill Avenue Academy




For more information


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 [Manor Multi Academy Trust](https://www.linkedin.com/company/ManorMultiAcademyTrust)