

# OUR OFFER

2021



## Welcome from the Trust

We are a trust founded on the shared belief that the best interests of its pupils should be at the heart of our schools. Each and everyone of our pupils is valued for who they are, irrespective of background or circumstance, and we aspire that they all succeed. Our focus is ensuring that all our pupils have the best tools and support to learn and grow socially, emotionally and academically in a safe and nurturing environment. Our trust board and the people who work in our academies are committed to improving the outcomes and life chances of all our pupils across all our communities. Our culture is to work positively with all academies in a support and challenge role that enables them to thrive.

## Ethos and Values

### Our Vision

Transforming futures collaboratively

---

### Our Mission

Expecting more than others think possible

- The Rose Learning Trust, a local solution where leaders hold each other to account for the collective performance of the trust
- A trust in which schools seek to support and productively challenge each other to improve outcomes and life chances for all of its children in all of its communities
- A trust which shapes the educational future rather than being shaped by event



## The Rose Learning Trust School Improvement Offer 2021

One of the aims of bringing schools together in trusts is to provide them with levels of support and collective learning that would not be achievable for any school on its own.

Sustainable collaborative school improvement is our core business to improve outcomes and experiences for all pupils. Schools joining the trust enter an environment of collaboration with the aim of supporting each other on a journey to outstanding. The Rose Learning Trust believes in developing its workforce to maximise the opportunities and success of its pupils.

The Rose Learning Trust school improvement offer demonstrates its commitment to developing a strong learning culture across the trust. This investment will result in a talented and dedicated workforce, working effectively within our academies and across the wider trust, making teaching as good as it can be and ultimately impacting on pupil outcomes and experiences.

### How do we achieve it?

1. The goal is for every teacher in every classroom to be as good as they can be in what they teach (curriculum) and about how they teach (pedagogy)
2. For this to happen, we need to mobilise for every teacher, the best evidence from research
3. There is no improvement for pupils without improvement in teaching and no improvement in teaching without the best professional development
4. There is no improvement for pupils without the best support from all the adults who work in school, supporting teaching and learning and/or providing business continuity
5. The facilitation of better professional development, support and challenge will ultimately lead to better teaching and sustainable improvement for all pupils
6. As part of this, having an effective succession plan responsive to the needs of both current and future leaders, will help maximise its effectiveness and ultimately impact on the outcomes for all pupils.

### Long term plan

<b>Intent</b>	A strong and sustainable trust set up purely for the purpose of supporting and improving schools in which every pupil is a powerful learner and adults learn and develop together
<b>Implementation</b>	A strong trust with the capacity to focus on the quality of education, characterised by academic rigour and character development for all pupils using evidence informed practice
<b>Impact</b>	All pupils having the skills, knowledge and attributes to participate fully in society – improved equity, attainment, social and civic good

### The Rose Learning Trust Offer

The Rose Learning Trust offer includes 3 strands:

- Strand 1** – our universal offer, including leadership pathways
- Strand 2** – signposted opportunities with our trust partners
- Strand 3** – bespoke school to school support



## Strand 1 – our universal offer (no additional costs to academies unless stated)

*'One child, one teacher, one book, one pen can change the world.'*  
Malala Yousafzai

### School improvement:

- Half termly senior leader professional conversations aligned to key priorities and the work of the trust
- Ongoing academy health checks and challenge conversations focused on the trust data dashboard, providing a graphic overview of how each academy is performing (termly)
- Half termly advanced leader networks
- Headteacher Performance Management including mid-term review and support for governors
- Intensive support for Ofsted
- Monitoring and support for statutory testing
- Standardised assessment and analysis of data
- Access to WalkThru materials and training to support evidence informed teaching strategies through a process of instructional coaching
- Access to comparative judgement through No More Marking (to support the marking and moderation process)
- **Let's Think in English** – access to Let's Think in English (LTE), an evidence-based teaching programme which helps pupils develop the higher-order skills needed for success in English. The primary programme consists of a training package and access to a suite of high-interest lessons which are intended to be used fortnightly from Year 1 to Year 6. They are largely oral, based on reading, open-ended questioning and structured group discussion, which increases pupils' reasoning skills and metacognition (structured reflection). **One funded place per academy.**
- Support for maths mastery approaches
- Support for health and wellbeing
- **Early years** – access to a range of support for the Early Years led by the Executive Early Years Lead, dependent on the needs of the academy. All academies will be offered a termly Early Years Lead network, a bespoke trust approach to assessment in the Early Years, an annual EYFSP Moderation visit for each academy and a termly EYFS moderation/CPD meeting. In addition, academies can request specific support dependent on the needs of the setting (observations of teaching and learning, setting observations, CPD, support for leadership, triangulation)
- Expert advice, guidance and support through a comprehensive range of curriculum and leadership networks and communities of practice, including governance, supporting curriculum development, leadership development and school improvement
- Access to an accredited Evidence Lead in Education who will support schools in developing evidence-based practice across the trust
- Opportunities for joint working/shared projects on curriculum, pedagogy, pastoral issues to drive change and improvement in schools across the trust through the **trust pedagogy champions\***
- Access to a vast library of resources, research papers and documentation including bespoke proformas for school improvement planning
- Access to the Confederation of School Trusts (CST) which includes access to its resources, training, leadership network and newsletter
- Access to a training space/meeting space for trust professional development, networks and meetings
- Round the clock help, support and guidance from a member of the central team

**\*What is a trust pedagogy champion?** A trust pedagogy champion is a member of staff who engages with educational research, both as a consumer and as someone who engages in research to impact on their practice

through generating new evidence. They offer support and advice to colleagues through professional conversations and PDMs. Their details and areas of expertise and interest can be found in the school improvement offer directory.

#### **Statutory compliance:**

- Website development and website compliance support
- Statutory policy compliance support
- Annual safeguarding review led by the trust safeguarding executive
- Ongoing support for safeguarding through Gooseberry Planet and cyber security through Secure Schools (match funded)
- Health and safety management and support including risk assessments and access to a bespoke portal. Competent office role provided by a chartered health and safety practitioner
- Access to a termly site manager network led by the competent officer
- Support for SEN through the trust SEND executive, including access to a SEND network to share good practice.
- Round the clock help, support and guidance

#### **Local Governance:**

- Support for governance including the setting of agendas with detailed guidance notes to support the meeting
- Access to a Chair of Governor network, including ongoing support for Local Governing Bodies (LGBs)
- Access to National Governance Association, including training and professional development – Gold member support
- Access to Governor Hub and professional clerking for all meetings (additional cost for clerking)

#### **Finance:**

- Expert financial management from a qualified chartered accountant providing:
  - The lead role in ensuring each academy and the trust is compliant in meeting its statutory financial obligations
  - Advice and training for governors and staff to support their obligations under the Academies Financial Handbook
  - Support to academies in meeting the requirements of the trust's financial reporting timetable and budgetary control processes
  - Support and guidance on using the trust's financial systems, reporting and budgeting tools
  - Support in producing annual budgets, budget monitoring forecasts and medium to long term planning
  - Funding advice supporting schools with estimating their individual funding and advice on the impact of funding policy changes
  - Advice and support on resource planning, partnership opportunities and risk to support strategic decision making
  - Ongoing financial health checks and challenge conversations focused on the trust data dashboard, including the provision of benchmarking and integrated curriculum and financial planning measures.
  - Access to termly Business Leads network facilitating and promoting budget efficiencies through joint procurement opportunities and the sharing of best practice.

#### **GDPR:**

- A dedicated trust Data Protection Officer offering:
  - First point of contact to the ICO
  - Advice for academies and employees of their obligations under GDPR
  - Support to ensure consent procedures meet the standards of the GDPR identifying data that requires consent
  - Support to ensure that the academy's processes are in line with current and forthcoming legislation

- Advice and support in developing, implementing and reviewing the academy's policy on data protection
- Advice on and assistance for academies with carrying out subject access requests, freedom of information requests and data protection impact assessments
- Training and advice for staff members who are directly responsible for processing data
- Raising awareness of data protection law, including the GDPR across academies

#### **Business continuity including HR:**

- Half termly Business Leader's meetings aligned to key priorities and the work of the trust
- Access to a library of resources including HR policies and practices
- Access to legal support and advice for GDPR and HR
- Round the clock help, support and guidance from a member of the central team
- Help, support and guidance for critical and urgent issues

#### **Pupil offer:**

- An extensive programme of opportunities for pupils including
  - trust choir
  - sporting opportunities
  - the arts
  - Active pupil ambassador forum facilitated by the trust pupil engagement executive



### **The Rose Learning Trust Road Map – a pathway to leadership**

The Rose Learning Trust believes in developing its staff in order to maximise the opportunities and successes of its pupils. The ambition is to develop and promote a strong learning culture across the trust. This investment will result in talented and dedicated staff working effectively within all our academies and across the trust.

#### **Our aim is to:**

- Establish a culture of learning that encompasses all staff and echoes the learning experiences we develop for pupils
- Bring about a sense of movement and change amongst staff that brings new ideas and a spirit of enterprise in colleagues
- Create an energised atmosphere and the knock-on effect of success and achievement throughout the trust
- Earn a reputation for enhancing careers and providing opportunities for professional development which make it easier to attract and retain staff

### The offer:

- Access to a trust early career network and training (pre-ITT to RQT)
- Access to a trust middle leadership programme (biennial)
- Access to a trust aspirant head network
- Support and mentoring for new headteachers
- Ongoing support and mentoring available for all headteachers regardless of time in role
- Support and mentoring for new and developing business leads
- Access to a wide range of networks and communities of practice
- Support on the development of job descriptions and role profiles
- Support for the development of staffing structures
- Access to the apprenticeship levy for training and apprenticeships
- Secondment opportunities based on key priorities and the needs of the trust
- Advertising of trust roles and opportunities to all trust schools as a priority

## Strand 2 - Signposted opportunities with our trust partners – connecting to the wider system to drive improvement

- Partners in Learning primary programme – Doncaster schools
- Doncaster Research School programmes
- Learners First school partnership – all schools
- Dedicated HR support and training through Advanced HR
- Dedicated health and safety support and training through ProActive
- Opportunity to have an ITT trainee through the Doncaster ITT partnership

## Strand 3 - Bespoke school to school support

School to school support is increasingly promoted as a successful way of ensuring high standards in our academies. Our bespoke school to school support is an inclusive model and focuses on sharing and developing approaches that demonstrate impact for learners and build collaborative partnerships across the trust.

Areas of support: please see our information on pedagogy champions for further details

### The Rose Learning Trust

Stevens Road  
Doncaster  
DN4 0LT

Email: [enquiries@roselearning.co.uk](mailto:enquiries@roselearning.co.uk)



@theroselearning