THE HOWARD PARTNERSHIP TRUST

"Bringing out the best"

www.thehowardpartnership.org

The Partnership

The Howard Partnership Trust (THPT) is a Multi-Academy Trust. It developed from a long-standing federation that was originally formed in 2007 at the request of the DfE and Surrey LA between Howard of Effingham, an outstanding 11-18 school and Thomas Knyvett College which had been in challenging circumstances. Both schools benefitted with improved student outcomes leading to Ofsted judging partnership working as 'Outstanding' in 2009.

The MAT was formed in November 2013, again at the request of the DfE and LA, to enable another school to join; Kenyngton Manor Primary, a Surrey 2-form entry primary school in Sunbury-on-Thames. Currently there are 9 schools in THPT, 4 secondaries, 4 primaries and 1 infant school, but we are a growing MAT with more schools likely to join us this year.

The distinctive feature of THPT is that the schools within our MAT all retain their own unique features in order to meet the needs of the communities which they serve. However, the vision and values that underpin the schools are rooted in the same guiding principles: namely to ensure that consistently high quality teaching facilitates excellent learning within an inclusive, caring, vibrant environment.

We all aim to 'Bring out the best' in our students, of all abilities and backgrounds, and so increase their life-chances. These are the hallmarks of any one of THPT schools.

THPT Vision:

To excel at 'bringing out the best' in young people of all abilities and aptitudes and so increase their life-chances for their future success and fulfilment.

THPT Mission:

To constantly strive for excellence in teaching and learning, so bringing about continuous school improvement.

THPT Ethos:

To enable us to 'bring out the best' and so improve the life-chances of all our young people, we create a culture:

- with a relentless focus on quality teaching and learning and school improvement across all phases of education
- of support for all Partnership schools through the building of trust and reciprocity
- of leadership excellence in Partnership schools to increase the capacity of any school working with us
- of energy, enthusiasm, and passion for increasing learner outcomes that is traditional, yet that embraces innovation, giving confidence in the present educational climate of challenge and change

THPT is currently one of the largest and strongest performing MATs in Surrey with a over 6,500 pupils on roll in academies:

Secondary Provision

- **Howard of Effingham School** judged *Outstanding* by Ofsted in 2006 and 2009 with an on-site nursery school offering day care provision for 2 - 5 year old children of staff and families within the community;
- **Thomas Knyvett College** judged as *Good* with *Outstanding* leadership by Ofsted in 2013; described by a Schools' Minister in 2008 as one of the most improved schools in the country;
- **Oxted School**, the largest secondary school in Surrey, judged by Ofsted as *Good* in 2013.
- **Rydens Enterprise and Sixth Form College,** on a rapid school improvement journey.

Primary and Early Years Provision

- **Kenyngton Manor Primary School** recently judged *Good* by Ofsted; a significant achievement as this is the first time in 24 years that this school as had a positive judgement
- **St Lawrence Primary School** judged by Ofsted in 2014 as *Requiring Improvement* before joining THPT, has since made considerable progress.
- **Cuddington Community Primary School** has undergone a period of rapid improvement since working with THPT and as a result, just prior to conversion to academy status in 2016, Ofsted judged 'leadership' as *'Good.'*
- **Eastwick Infant School and Eastwick Junior School,** based in Great Bookham, Leatherhead and both rated good by Ofsted, joined THPT in July 2016.

Outstanding Academies and MATs are a vital part of the Government's vision for education. School-to-school support has increasingly become the most effective model for improving the educational outcomes for students. We believe expanding our MAT will help our schools to be even more successful by building upon our existing excellent practice and so remain at the leading edge of education. We are in discussion with other schools, so it would seem inevitable that The Partnership will grow. These are exciting and dynamic times!

The professional development opportunities provided by working within and across The Howard Partnership Trust schools are excellent: we all learn together. Thus, we will continue to attract and retain the very highest quality staff which, in turn, is reflected in our students' achievements.

The Howard Partnership Trust is successful because it has teams of well-qualified and committed people, both teachers and support staff, who are prepared to take an interest in every child. Staff across THPT enjoy opportunities for accelerated career progression. All appointments to our staff are considered to be crucial to the success of our schools. Our Trustees and Governors are committed to the development of both schools and staff, truly 'bringing out the best' in everyone.

Howard of Effingham School
Lower Road, Effingham, Surrey KT24 5JR

Tel: 01372 453694

Howard of Effingham School is located outside the M25 between Guildford and Leatherhead and enjoys a rural position. It is almost equidistant from Effingham Junction station and Bookham station with excellent rail links to London and Guildford in particular.

The Howard is a co-educational, comprehensive school which converted to Academy status on 1 July 2011. There are 1542 students on roll, including 320 in the Sixth Form.

The Howard of Effingham is an outstanding school and is the lead school in our MAT. It offers maximum opportunities for young people to develop academically and socially in an environment that is stimulating, caring and supportive. The school sets high standards that instil values which enable students to develop into confident and responsible young adults.

The Howard has a well-deserved reputation for academic excellence. Each year our GCSE results have placed us among the top comprehensive schools in Surrey. In the 2016 A Level examinations there was a 99.4% pass rate of which 59% were grade A*-B. These successes allowed the vast majority of our students who applied to University to secure one of their chosen places this year. For Year 11 in 2016, 78% of students gained A*-C grades at GCSE in English and Mathematics.

Our last two OFSTED inspections have graded the school as 'outstanding.' The most recent report in February 2009 stated:

"The School's work…reflects a culture where all staff are willing to embrace new challenges in order to improve their practice."

"Outstanding achievement overall is supported by teaching which is good in the main school and outstanding in the Sixth Form. Excellent relationships between staff and students are complemented by the expert knowledge of teachers…Students value the energy and enthusiasm that teachers exhibit in lessons and greatly appreciate the constant support and encouragement they receive."

As a school rated by Ofsted as outstanding we are exempt from routine inspections. In 2010 The Howard was designated as a National Support School by the DfE, led by a National Leader of Education, which has supported our collaborative work within other schools in challenging circumstances.

Science

ARTS COUNCIL ENGLAND ARTSMARK GOLD

SPORT ENGLAND SPORTSMARK

INVESTOR IN PEOPLE

Ofsted Outstanding 2008|2009

Thomas Knyvett College
Stanwell Road, Ashford, Middlesex TW15 3DU

Tel: 01784 243824

Thomas Knyvett College is located in Ashford, Middlesex, 3 minutes walking distance from Ashford station and 1½ miles from Staines town centre, with excellent road links to Surrey, Berkshire and London via the M25, M3, A30 and A4.

In May 2007 the College federated with Howard of Effingham School, one of Surrey's top performing schools, and is now "one of the most improved schools in the country" as recognised by a former Minister of State for Schools and Learners. In the Ofsted inspection in December 2013 the inspection team recognised the sustained and remarkable improvements and they reported:

"In the words of one student, 'This school has improved massively'. Students rightly recognise how much better the college has become in recent years."

"Teaching is usually good, and there is some outstanding practice. Lessons are well-structured and carefully planned."
"Students have a sense of pride in their college and feel well cared for."

"Leadership in the college is outstanding. They have a clear vision and command the respect and support of all staff. An uncompromising drive to raise standards in all areas has driven improvement in all aspects of its work, notably in teaching."

"Governance is strong. The governing body shares the college leaders' commitment and drive for continuing improvement."

We provide opportunities for students of all abilities within the 11–16 age range to achieve high standards within a caring atmosphere that enable them to develop socially no less than academically. The College sets high standards for behaviour, promoting traditional values that will be important for life-long achievement. We believe that academic attainment flourishes in this atmosphere, enabling students to develop into confident and well-rounded young adults.

The 2016 GCSE results were good with 55% of Year 11 students achieving 5 or more A*-C grades including English and Maths. The value-added aspect of our results, Progress 8, is outstanding and is an outcome of the high quality education that we provide. These results are reflective of excellent standards in the core subjects (English Language 65% A*-C, Maths 63% A*-C and Science 79% A*-C) and also across our diverse and broad curriculum.

We work in a MAT and a school which is at the forefront of educational developments in Surrey. Our daily work enables us to make a tremendous difference to the lives of the students and parents we support. To quote one member of our Science teaching staff, "I feel I have made more impact on the learning and the lives of these children in two weeks than I did in two years at my previous school."

Our student-centred approach means that the child lies at the heart of everything we do and through them the family and the community. In "bringing out the best" we do all we can to ensure that every student fulfils his or her potential and achieves more than they ever thought they would!

Oxted School
Bluehouse Lane, Oxted, Surrey, RH8 0AB

Tel No: 01883 712425

After two years of collaborative working with THPT, Oxted School (the largest secondary school in Surrey and the fourth largest in the Country) joined The Partnership as an Academy in September 2015. This innovation in high quality partnership work has already enabled Oxted to accelerate its school improvement journey and realise its aims for our young people: *Aim High*, *Seize Opportunities and Work Together for Success*.

Established in 1929 with 22 students, Oxted School has grown into one of the largest mainstream schools with approximately 2000 students. Our size allows us to provide a very broad curriculum and an extensive range of opportunities for all our students; we are especially proud of our outstanding Visually Impaired Unit. We are a truly comprehensive school that caters well for all students, whatever their abilities. We work very hard to make a large school 'feel' small and ensure our students have a clear sense of belonging and this is effectively achieved through our highly valued House system. Our students get the best of both worlds: all the diversity and opportunity a large school brings with the personalised care, guidance and support a small school offers.

As a comprehensive school committed to providing opportunities for all, we set ambitious and challenging targets for all students and work together with them and their parents to meet, or exceed these.

Our students come from nearly 40 primary schools. One of the key features of the school is our large Sixth Form; our Sixth Form students play an important role in the development of the ethos and learning community of the School and their skills, talents and work ethic are integral to the culture of the rest of the school.

The School's attainment record is securely good. At KS4 the school has been on a journey of improvement over the last 3 years, with 80% of the grades secured at GCSE at A*-C and 25% A*/A. At KS5 the %A*-B at A-level was 47% and A*/A was again an impressive 25%.

Teaching and support staff work cohesively in a friendly atmosphere with the clear purpose of achieving the best outcomes for every student. All staff are encouraged to seek opportunities for professional development and we offer a highly comprehensive Continuing Professional Development programme, including optional weekly 'toolkit' sessions, opportunities for part funded MA or NPQSL courses and various other personalised programmes to support teaching and learning; there are also development opportunities across The Howard Partnership schools.

Rydens Enterprise School and Sixth Form College
Hersham Road, Hersham, Walton-on-Thames, Surrey
KT12 5PY

Tel No: 01932 42994

Rydens Enterprise School and Sixth Form College (RES) is an 11-18 mixed comprehensive academy serving principally the areas of Walton on Thames, Hersham and Molesey. The school is well situated with access to both the A3 and M25, as well as being within walking distance of both Walton on Thames and Hersham stations.

RES is at a very exciting time in its development. RES has been working in close partnership with The Howard Partnership Trust (THPT) since Easter 2016 and RES formally joined THPT in September 2016. RES is currently on a rapid improvement journey and has already benefited in many areas from the strategic direction provided by THPT to support the school in moving forwards.

This support was recognised in the Ofsted report from June 2016 after THPT had been leading the school for only 7 weeks:

- 'Current leaders, in conjunction with THPT, have already brought about rapid improvements'
- 'There is a genuine passion and commitment among leaders to develop an inclusive learning culture with high expectations for the achievement of all pupils'
- 'Pupils conduct themselves well around the school and enjoy positive and supportive relationships with their teachers and with each other'

The new school build currently underway and due for completion late 2017 will also support us in delivering the best possible experience for students at RES into the future. The main school itself will have state of the art, specialist facilities that include a full range of specialist classrooms for science and technology subjects, dedicated quiet study areas , six court sports hall, fitness suite, dance studio, separate gym, theatre space, **... AND MUCH MORE!**

Kenyngton Manor Primary School
Bryony Way, Beechwood Avenue, Sunbury-on-Thames TW16 7QL

Tel: 01932 783778

Kenyngton Manor Primary School is located in Sunbury, with excellent transport routes into central and west London via near-by Sunbury station. The school is 2 miles from the M3, junction 1, providing very easy access to the M25.

Our School is a two-form entry with a PAN of 60. We have approximately 400 pupils aged 2-11, this includes the part-time pre-school and nursery provision. There are 200 children in the infants including our reception classes and 170 children in the junior department. The nursery/pre-school provisions offers children and families a stimulating, well-resourced base in which to prepare for school readiness. This is supported by the on-site Sure Start Children's Centre. We have excellent facilities, well equipped classrooms and well maintained outdoor play areas. The average class size is 26 and staff work in year group teams to collaboratively plan and deliver high quality lessons. Teaching assistants are highly skilled and play a critical role is supporting teachers and play a critical role in securing outstanding progress in pupils' learning .

Kenyngton Manor Primary School began working with THPT a term after the school was judged to be in need of Special Measures (Autumn 2012). In November 2013, two terms after The Partnership's support began Ofsted re-inspected the school, removed it from Special Measures and judged the Leadership and Management to be good. In November 2016 Kenyngton Manor School underwent further inspection and was judged to be good in all areas. This represents an unusually fast rate of recovery of a school placed in a category following an inspection. Ofsted November 2016:

- *Leaders have high aspirations for the school. They work with passionate determination, successfully improving the school since it became an academy*
- *Staff feel that they are supported in their professional development. All feel the school is well led and managed. Staff morale is high*
- *Teaching is effective. It ensures that all groups of pupils make good progress across a range of subjects*
- *The school's work to promote pupils' personal development and welfare is good*
- *Pupils typically behave well in lessons and around the school. Pupils become increasingly self-confident and self-aware in this very caring, welcoming environment*

Kay Scott, Head of School, comments on partnership working:

"*The expertise and support within The Partnership is wide and varied. The ICT, Finance, Premises and HR departments ensure that school leaders can focus on the business of teaching and learning. Quality investment in the individuals within the school through well directed guidance and high quality CPD means the school rapidly continues on its school improvement journey".*

St Lawrence Primary School
Lower Road, Effingham, Leatherhead, Surrey, KT24 5JP

Tel No: 01372 452870

St Lawrence is situated in the heart of the village of Effingham, very close to the Howard of Effingham School. It is a 210 place primary school with one class per year group from Reception to Year 6.

Our ambition is to be an effective and continually improving school and it is with this in mind that St Lawrence became an academy within THPT in December 2014. Joining The Howard Partnership Trust gave St Lawrence wide and varied expertise and support within the Partnership. The ICT, Finance, Premises and HR departments ensure that school leaders can focus on the business of teaching and learning.

Our ethos is that learning should be at the heart of everything that we do because we understand that wherever learning flourishes, children flourish too. Our aim is to feed curiosity and inspire learning so that we 'bring out the best' in every child in a caring and secure environment.

St Lawrence benefits from a dedicated team of staff with teaching assistants who are highly skilled and contribute to securing progress in pupils learning. St Lawrence also has a supportive community of stakeholders including a Friends Committee who play a big part in school life. The school has large, bright, well-equipped classrooms and facilities with plans to extend and refurbish the school library to become the hub of the school. St Lawrence also has a fantastic school field which has an orchard and allotments, which supports the teaching of Forest Schools and enhances our sports provision.

St Lawrence is part of a confederation of local schools and has strong links with its local nurseries who are often invited into school to share assemblies and school productions.

Transition between St Lawrence and the Howard of Effingham is a strength, offering the opportunity for our year 6 children to be immersed in the Howard School in the Summer Term before the majority of our pupils join them in year 7.

Children at St Lawrence attain well, with 87% of children achieving the expected standard in reading in 2016, which was higher than any other local school. In addition 73% achieved the expected standard in writing and 70% achieved the expected standard in maths in 2016.

Our children enjoy coming to St Lawrence. This results from the school's work to promote pupils' personal development and welfare; this is a real strength of our school.

Cuddington is a small school with a big welcome.

We are a friendly one-form entry school catering for 224 children aged between 4 and 11 years, including the children who attend our specialist provision (The Jubilee Centre) for children communication and interaction needs.

Cuddington is on a journey to become an outstanding primary school:

- We are developing excellent primary pedagogy and practice together with a dynamic and engaging curriculum
- We have adopted the Singapore approach to master maths teaching and we are excited by the difference it is already making for our children.
- We work closely with our local community to offer fantastic opportunities for our children
- We are accredited as a Centre of Excellence with the Inclusion Quality Mark
- Our learning environment includes lots of outdoor spaces for extending learning, a heated swimming pool, large school field, a children's kitchen and a brand new learning hub with brand new computers and library facilities.
- We offer an outstanding professional development programme and a successful, supportive and highly strategic Senior Leadership Team

OFSTED (2016)

- *Leaders, including the recently appointed head of school, supported by the Howard Partnership Trust, know what needs to improve, including in teaching, and are now setting about it in a systematic way.*
- *Leaders know the school well. They have prioritised the right things at the right time.*
- *Relationships are strong. Staff, including the head of school who knows every pupil well, are caring and prioritise pupils' safety and well-being. As pupils in Year 6 reported, 'Everyone is kind'.*
- *Pupils enjoy coming to school*

Eastwick Schools
Great Bookham, Leatherhead KT23 3NE

Eastwick Schools is a federation of Eastwick Infant School and Eastwick Junior School offering inspirational education to children from 4 to 11 years. There are 3 classes in each year group and a 22 place Special Needs Centre in each school which cater for children with complex needs.

Children have just one childhood: we believe it should be a happy and magical time where education leaves a host of positive and meaningful memories that will last for the rest of their lives. With this in mind, children are at the heart of every decision we make. We aim for every child to be a happy, confident risk taker who fulfils their potential. We provide a nurturing environment where we value each child and promote positive attitudes and lifelong learning to help children grow into independent, respectful and creative adults with their own unique gifts and talents.

Both schools were judged to be good with some outstanding elements prior to joining the academy in the Ofsted inspections in 2011 and 2014. Comments from the reports include:

- *This is a good school … underpinned by the head teacher's unflinching vision for improvement, a nurturing ethos and the emphasis on the role of staff in promoting extremely positive attitudes towards learning and high aspirations*
- *Pupils make good progress… they are motivated and engaged by an exciting curriculum*
- *Pupils behave exceptionally well and a striking feature is the caring way they look after each other*
- *Relationships and engagement with parents and carers are excellent*
- *The provision for pupils' spiritual, moral and cultural education is strong*
- *Teaching is good, with high expectations and thorough planning, contributing to pupils' positive attitudes and achievement. Pupils' skills are developed through a wide range of activities*

We are determined to achieve an outstanding judgement through our collective vision …

An Eastwick Education. Ready for Everything.

We achieve this by:
- ✓ building resilience
- ✓ inspiring creativity
- ✓ living values
- ✓ promoting a love for learning

Finally, Eastwick Schools are located in the catchment area for Howard of Effingham School. The majority of children from Eastwick move on to The Howard at the age of 11. In joining THPT and the opportunities this has brought for Eastwick to work closely with The Howard, we can ensure our children are even better prepared for the transition from primary to secondary school.

The Howard Partnership Trust Central Support Teams

Critical to every successful and growing education trust is the small army of people who are supporting the schools and enabling them to deliver the best experiences for their students from behind the scenes. THPT are no different. Currently we employ over 100 people at various levels, in professional teams whose focus is partnership wide. Opportunities in these areas are set to increase as the Trust develops.

The teams cover:-

- Business Administration
- Business Development Projects & Procurement
- Facilities and Premises
- Finance
- Governance
- Human Resources
- Information Technology
- School Improvement

The staff in these teams are at various sites across The Partnership; some with roving roles and some office based. This integration of education and other professionals enables us all to encourage, support and bring out the very best in one anothers' specialisms leading to the very best use of our resources for our children and young people.

STAFF BENEFITS

Teachers

Teaching staff across The Howard Partnership Trust enjoy the benefit of generous PPA allocation in recognition of the strong focus on teaching and learning. We have an excellent CPD programme and many opportunities in school for staff to extend their professional knowledge and develop their skills. As a result, we have a very good record of staff gaining internal and external promotions. There is a warm, collegiate and supportive atmosphere among the staff. Teachers in secondary schools have the opportunity to work outside their faculties in mixed faculty pastoral teams and on other cross curricular projects. In primary schools there is a lot of cross phase working and CPD between schools. For those staff who would like this professional development opportunity, there is also the opportunity to work across The Partnership.

Teachers are exceptionally well supported and The Partnership is committed to 'freeing teachers to teach.' This is achieved by our highly professional and expert teams of support staff including administrative, clerical and technical support as well as dedicated Human Resources and financial teams.

Support Staff

We have an excellent Performance Management programme and many opportunities in school for staff to extend their professional knowledge and develop their skills. As a result, we have a very good record of staff retention and promotion.

All Employees

Benefits include:

- Childcare Voucher Scheme
- Cycle to Work Scheme
- Sainsbury's Discount Card
- Employee Assistance Programme
- Teachers Pension Scheme and Local Government Pension Scheme

Additional Information

As part of our standard recruitment procedure, we would draw your attention to the fact that The Howard Partnership Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Successful candidates will be subject to a satisfactory enhanced disclosure from the Disclosure and Barring Service (DBS).