



Working in the Redditch RSA Academies Trust



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Redditch RSA Academies is a group of inclusive schools working together so that all aim high and achieve their very best. Discovery and innovation are at the heart of all that we do. Learning for each person in the Trust schools is significantly enhanced by the strengths of our collaborations through the RSA and other partnerships. We aim for our schools to be recognised as outwardly facing learning communities, proactive in partnerships locally, nationally and internationally to ensure we achieve our vision. The Redditch RSA schools work within the wider RSA Family of Academies, in the true spirit of collegiality, to secure the best possible education for each and every child.

The Evolution of the Trust:

The Redditch RSA Academies Trust was founded in September 2012, when Arrow Vale Community High School (13-19) joined the RSA Family of Academies and became RSA Academy Arrow Vale. The Trust was set up as a Multi-Academy Trust so that other local schools could join the Trust. Ipsley Middle School (9-13) joined the Redditch Trust, and RSA Academies, in January 2013, becoming Ipsley CE RSA Academy. The two schools are a five minute walk door to door on the Matchborough/Winyates learning campus.

The two schools have worked incredibly closely, and now operate under shared staffing structures, especially at Senior and Middle level. Both schools retain a substantive Principal, under the leadership of an Trust CEO/Executive Principal, Guy Shears, who is also Principal of Arrow Vale. Nicola Beech is Principal at Ipsley.

In January 2016, the Trust expanded to four schools. The other middle school in the Arrow Vale pyramid of schools, Church Hill Middle School (9-13), and one of the five first schools in the pyramid, Abbeywood First School (3-8), joined the RSA Family of Academies, and legally joined the Redditch RSA Academies Trust on 1st March 2016. The two schools, Abbeywood First School-an RSA Academy, and Church Hill Middle School-an RSA Academy, sit door-to-door to each other on the same site on the Church Hill/Abbeywood learning campus, a ten minute drive from the Matchborough/Winyates Campus. Both schools are under the leadership of Di Smith, Executive Headteacher, who is also the Trust's Early Years and Primary Curriculum Advisor, with a Head of School for each school (at Abbeywood, Deena Frost, and at Church Hill, Andrew Fisher).

Working in an 'all-through (3-19) Trust – providing seamless education

The Trust is organised into primary and secondary teams, so that age-specific primary specialists are best placed to deliver outstanding learning to all children in the Trust. Superb primary delivery takes place at Abbeywood, Church Hill and Ipsley. The secondary delivery is arranged through subject specialist teams, currently delivering outstanding outcomes by aged 16 in the vast majority of subject areas, from Year 7 upwards at Church Hill, Ipsley and Arrow Vale.



Primary years:

The Trust has a fully 'primary' model of delivery up to the age of 11. Staff at Abbeywood/Church Hill have an on-site primary delivery, but with the added benefit for years 5 and 6 of access to specialist resources and rooms designed for the older students in years 7 and 8. Year 5 and 6 at Ipsley are also taught in a full primary school methodology. Primary expertise can, of course, move between the campuses, all staff are employed by the Trust, and so the potential for staff to gain a 'full' and rich primary experience is high. Teachers Looking for 'primary' experience from Early Years through to Year 6, but with on-site access to year 7 and 8 also, and as part of the Arrow Vale Teaching School Alliance have access to amazing professional development opportunities.



Secondary years:

Ipsley and Arrow Vale are set up with a 'secondary school' model of delivery for learners aged 11-19, led under a normal secondary leadership model with a split-site delivery (five minute walk/one minute drive door to door). Year 7 and 8 are taught by secondary experts on site at Ipsley, before moving to Arrow Vale for Year 9. Subject teams are responsible for standards of excellence and seamless delivery from year 7 upwards. With Church Hill joining the Trust, subject teams now have the opportunity to deliver seamless excellence to all learners who will progress to Arrow Vale. All learners in the pyramid will have the same curriculum expertise and delivery before moving on to Arrow Vale in year 9, which clearly enables the best possible grounding for their GCSEs and A levels.





All-through delivery

Teachers have the opportunity to work in a range of settings, allowing flexibility based on teacher aspiration. We have had secondary staff who have migrated into primary delivery, and primary staff choosing to deliver across both primary and secondary years. For those wanting to progress into senior leadership, the exposure to expert delivery for all years is undoubtedly a superb grounding for this, whether primary or secondary senior leadership is the desired aim.

The senior and middle leaders in all four schools are engaged in ensuring the delivery in early years are effectively and seamlessly built upon as children progress through the age-ranges within the Trust. The close collaboration between primary leaders and the secondary leaders has led to adjustment of the curriculum. The skills, knowledge and understanding in the first few years of a learner's school life, already excellent at Abbeywood, have been tweaked to ensure that the right skills are developed to ensure

exceptional success by 19. For instance, English leaders have looked at the knowledge, understanding and skills required to get a grade 9 in the new English Literature GCSE, and are tweaking the curriculum content and delivery to ensure that the right grounding is achieved. Equally, secondary leaders have adjusted the delivery of subjects to ensure that the excellent skills lower down are most effectively built upon.

Future growth

Our Strategic Plan outlines our desire as a Trust to continue to grow in our pyramid to best meet all of the children's needs in the 'new town' part of Redditch. We also aim to grow the number of primary and secondary phase schools within our Trust from beyond our pyramid of schools.

The all-through collaboration is already making a significant positive difference to those children in our Trust. The Trust is an exciting place to teach, with professional development opportunities being far higher than in a purely primary, or secondary setting. The Teaching School Alliance trains teachers for all age ranges, and the leadership and teacher learner opportunities are immense in this outstanding setting.

National Teaching School

Arrow Vale is a National Teaching School. It is also a National Support School. The Trust has National and Local Leaders in Education, and also a growing portfolio of Specialist Leaders in Education, a superb professional development opportunity available to middle and senior leaders who work within the Trust, to support other schools.

RSA Academies aims to influence the practice of many other schools through the innovative work we do and to inspire our young people to achieve great things.

Vision and Mission (why we exist)

Vision statement

Exceptional Schools, Outstanding People

Working together, our exceptional RSA Academies, have the power to create learning that is inspirational for all, sparking imagination, enables creativity and the highest achievement; people are happy, developing the skills and networks for success and fulfilment – in our powerful communities everything is possible and aspirations are high. Outcomes are outstanding.

Mission statement

We will achieve our ambitions by ensuring:

- Excellence in learning where young people are enabled to be creative and turn their ideas into action;
- A diverse, inspirational curriculum, with exciting enrichment and leadership opportunities;
- The development of skills and networks for the future, including for the world of work;
- Creative, resourceful staff facilitating challenging and stimulating learning;
- Values are fostered in a safe and happy environment so that our young people develop into responsible, confident and successful members of our community and wider society
- That we have high standards of governance, that we are financially secure and are effectively led and managed.

Strategic objectives (what we aim to achieve)

POWER TO CREATE....

1. **Exceptional learners.** Learners who are highly successful with the attributes, skills and qualifications for a fulfilling life. They have a high quality school experience, and an enjoy an abundance of opportunities
2. **Outstanding people.** A learning team of governors, leaders, staff, and other stakeholders who are highly skilled, hard-working and determined to enable the success of others.
3. **Strong partnerships & communities.** Our Trust and schools work closely with our local community and parents to secure the best outcomes and opportunities for our pupils. The RSA, our wider links and other networks are powerful in supporting the development of tomorrow's citizens.
4. **Creative schools and systems.** Effective and sustainable schools that are vibrant, safe, compliant, financially healthy, well resourced, and exceptionally well governed and led.

Core values (what lies at the heart of all we do?)

As schools in a multi-academy trust sponsored by the RSA, our core values embrace each school's uniqueness and the community it serves, whilst seeking to learn from and share with each other in order to develop academic and wider excellence. As RSA Academies we subscribe to important commitments related to creativity, skill development, the arts, diversity of experience and preparation for the world of work. We foster learners to develop powerful thinking and turn their ideas into practical actions... we call this the Power to Create.

Our values:

Community, Dignity, Social justice, Optimism, Creativity, Wisdom, Care, Fun, Respect, Confidence, Resilience

In Summary:

Redditch RSA Academies Trust is a fantastic place to develop, whatever stage of your career you are at. Our websites give you a flavour of our schools and the Trust. However, the best thing to do is to come and see us in action. Thank you for your interest in our schools.

Guy Shears	Trust Chief Executive Officer/Executive Principal (Principal – Arrow Vale RSA Academy)
Di Smith	Executive Headteacher (Abbeywood and Church Hill RSA Academies) & Early Years and Primary Curriculum Adviser
Nic Beech	Principal (Ipsley CE RSA Academy)
Deena Frost	Head of School (Abbeywood First School – an RSA Academy)
Andrew Fisher	Head of School (Church Hill Middle School – an RSA Academy)

More information

More information about the distinctive nature of each of our schools is available on the schools’ websites, and about our Trust on the Trust website:

- Redditch RSA Academies Trust — www.rsaredditchtrust.co.uk
- Abbeywood First School, an RSA Academy — www.abbeywood.worcs.sch.uk
- Church Hill Middle School, an RSA Academy — www.churchhill.worcs.sch.uk
- Ipsley CE RSA Academy — www.ipsleyacademy.co.uk
- RSA Academy Arrow Vale — www.arrowvaleacademy.co.uk