



Olive Academies



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ABOUT US

Olive Academies (OA) is a multi-academy trust (MAT), approved by the Department for Education (DfE). Established in 2013, it is one of the first academy sponsors specialising in alternative provision (AP) in England.

OA was formed by a group of educational leaders determined to create enriching opportunities for young people struggling to succeed in education. Its principal aims are to encourage students, many of whom live in deprived communities, to develop the confidence, skills and knowledge to believe that they can be successful in their own lives.

We opened our first AP academy in Thurrock, Essex in 2015 and our second, in the London Borough of Havering, in September 2016. A third AP academy will open in central Suffolk in the spring of 2017.

We recognise that strong governance is crucial to the success of Olive Academies. This is delivered for all our academies through our board and its subcommittees focusing on finance, and education performance and standards. In addition, local governing bodies are established for each of our academies, providing crucial community knowledge, advice and support to help ensure each academy provides the best schooling it can to the young people it works with.

OA has developed significant expertise and a strong reputation in a short period, and plans to open further academies in the near future. Through providing strategic advice and leadership, outcomes have improved for young people as well as the capacity and performance of the school leaders. This work is based on setting clear objectives followed by the systematic monitoring of progress.

"Olive Academies has high expectations of young people and a deep understanding of their needs. In our experience the team has always been responsive, professional and full of integrity. It has been and continues to be a very productive partnership."

ANDREW BLAKE-HERBERT
CHIEF EXECUTIVE, HAVERING COUNCIL

"We have worked in partnership with Olive Academies for a number of years and believe there is strong commitment towards establishing high quality alternative provision for students in Thurrock. The Council, in response, has invested significant financial resources to creating a school building in Tilbury, which will be open in early 2017."

RORY PATTERSON
CORPORATE DIRECTOR CHILDREN'S SERVICES, THURROCK COUNCIL



VISION & VALUES

What makes an Olive Academy different?

Olive Academies provides enriching opportunities for young people who have been unable to succeed in their current educational setting and supports their return to mainstream school by working with both the young person and staff to enable a positive transition. Olive Academies also works within mainstream schools to provide additional support and input for young people struggling to engage with education.

In addition to the opportunities we are able to give to our young people, all of our staff are valued as professionals. We believe in investing in them to ensure that they develop as inspirational educational role models. We strive to achieve excellence through all that we do.

To achieve our vision, we aim to create successful academies and alternative provision that give young people from all backgrounds the opportunity to succeed, build on their strengths and share their skills to improve their chances of success. The values that underpin our work are:

Conviction: Everyone has the capacity to reach their potential.

Determination: Not giving up on those who have not experienced success.

Ambition: All challenges can be overcome and education is an important lifelong journey.

Reflection: Learning from experiences and developing a capacity to improve further.



OUR ACADEMIES

Olive Academies can improve the opportunities that children and young people have to excel in their learning. Our experienced team is able to work with individuals and organisations to ensure that young people are able to reach their potential in a supportive and nurturing environment.

The Olive AP Academy - Thurrock provides a broad curriculum to a diverse group of young people across primary and secondary age groups who have experienced difficulty in learning for a variety of reasons: they may be permanently excluded from a mainstream school; have a medical condition that prevents them from attending school; be awaiting a specialist provision; or have been placed at the school for a period of intervention work. We also offer support to students in mainstream schools who are at risk of exclusion.

The Olive AP Academy - Havering supports up to 60 secondary school-aged young people with complex needs. The academy is based in Hornchurch and shares facilities with the Robert Beard Youth Centre. The academy will provide specialist support for pupils found to have additional learning needs such as dyslexia, as well as a general effort to enhance literacy and numeracy skills.

The Kingsfield AP Centre is currently run in partnership with Suffolk County Council, but will convert to an Olive AP academy in spring 2017. Pupils are aged between 7 and 16 and we operate across two sites: one in Bury St Edmunds that provides education for those pupils who are referred for medical reasons, and a larger site in Stowmarket that provides education for all other pupils in Key Stages 2-4.

WHO WE ARE

For more information on the Olive Academies team visit: www.oliveacademies.org.uk

OUR BOARD

John West-Burnham is our chair and is a writer, teacher and consultant in education leadership with a particular interest in leadership learning and development and learning in schools and communities. He has been a schoolteacher, teacher trainer and education officer and has held posts in five universities. John is Honorary Professor in the Institute of Education, University of Worcester.

Jan Campbell OBE is a nationally acknowledged leader in PSHE education. She has school, local authority and national government experience that spans policy-making, management, training and hands-on delivery. Following retirement from the Qualifications and Curriculum Authority, Jan founded the PSHE Association and was its first chair of trustees.

Kingsley James is managing director of one of the UK's leading brand and communications agencies, which he co-founded in 1998. The company employs 130 people across three UK offices. Previously he held senior management, strategy and corporate finance roles in industry.

Rosemary Leeke brings over thirty years' experience of teaching in and leading secondary comprehensive schools to the board. Having started her career as an English teacher in Kent and as a head of English in South London, she went on to be deputy headteacher at Thomas Tallis School in Greenwich before becoming headteacher of Regent High School in Camden for over 13 years, and retiring in 2016.

Alex Seddon is head of principal finance for Prudential Capital, a subsidiary of Prudential Plc. He has been involved in the establishment and development of Prudential Capital's business since its formation in 2001 and has been focused on investment and portfolio management since 2003.

Philip Whall qualified as a solicitor specialising in intellectual property law, and subsequently became general counsel, vice president at AOL. He then spent ten years as the chief executive officer of a company providing analytical data in relation to sports events. He spent several years as a director of Brentford Football Club, and remains an associate director. He has also been a trustee of the AHOY Centre, a London-based charity changing people's lives through sailing and rowing.

Amanda Williams is chair of our finance and audit committee. She is a consultant in finance, risk and governance. After qualifying as a chartered accountant with KPMG, she worked in a series of finance and operational roles for multinational groups. She is currently trustee of the PSHE Association and is an adviser to the audit and risk committee of the Share Foundation.

OUR CENTRAL EXECUTIVE TEAM

Mark Vickers

CEO Mark's work as a champion of young people has helped him to develop a clear and effective approach to working with school leaders and local authority strategists. He built on his success as a school leader to found Olive Education in 2008, providing strategic advice to support schools, colleges, pupil referral units (PRUs) and local authorities. Mark established Olive Academies in 2013. He has also worked as a school inspector and was a founding trustee of the PSHE Association.

Arwyn Thomas

Director of Business Development Arwyn has over 40 years' experience with organisations supporting the educational and social development of young people. He has worked as a consultant with a range of national and international charities and social enterprises. He has a strong interest in governance. Arwyn was formerly executive director at The Prince's Trust responsible for the development of programmes in the UK. Prior to that, he was director of the Chalvington Trust - an education centre for emotionally disturbed adolescents. He has chaired and participated on several boards in the public and not for profit sectors.

Jo Gillman

Finance Director Jo has 25 years' experience in finance and accounting, in both the public and private sector. She has a wealth of experience in growth & change management, business partnering and company financial management and has been a member of the Chartered Institute of Management Accountants (CIMA) since 1996.

Marina Korsounskaia

Business Manager Marina is an administrative professional with a wealth of experience from various commercial enterprises both in the UK and in Tajikistan. Marina has a Masters Degree in Teaching Russian Language and Literature and is passionate about education, having worked as a secondary and high school teacher in Tajikistan.

Jenny Wingate

Governance and Policy Executive Jenny has worked in the public and voluntary sectors specialising in children and young people and community engagement. Previous experience includes running an infrastructure organisation providing advice, support and training to voluntary groups in East Sussex and managing regeneration funding for a London council.

OUR SCHOOL IMPROVEMENT TEAM

Thelma Bartlett's work as a successful executive headteacher in alternative education settings has convinced her that every pupil has the right to a first-class education. She continues to develop new ideas about how to promote access to learning for pupils who struggle to maintain their place in mainstream education.

Elsbeth Bunker has many years of experience in both special education and alternative provision, working in an advisory capacity in a range of primary, secondary, special schools and pupil referral units as well as carrying out assessments of individual pupils.

Peter Cook has been supporting various governing bodies in schools in special measures, since leaving his post as headteacher of a large 11-18 secondary school in West Sussex. With 37 years of teaching experience, he also acts as adviser to governing bodies in the headteacher performance management process.

Eileen Hinds has a varied and extensive background in education, having worked in primary, secondary and special education, as well as holding senior leader roles in three local authorities. Additionally, Eileen was executive headteacher of a group of four pupil referral units and took two of them out of Ofsted categories consecutively within an 18-month period.

Johnny Kyriacou has worked in a variety of challenging London schools since 1998. He has been a senior leader since 2006 and has gained experience in some of the top academy chains in the country including the Ark and Harris chains where he was an associate principal and vice principal respectively.

Steve Nelmes is an education consultant with over ten years of headship experience and ten years of deputy headship in his 34 years as a teacher. As chair of one of the pupil placement panels in West Sussex, Steve instigated the mantra of zero permanent exclusions as an achievable target.

Natalie Shepherd was previously an assistant headteacher responsible for Teaching and Learning in South London. She has mentored several cohorts of training teachers, GTPs and NQTs and coached colleagues in all curriculum areas. Natalie has worked closely with HEIs to establish stronger links with schools and develop teachers' theoretical understanding of practice.

Adam Tedesco has over nine years' experience as a senior leader and school improvement consultant in some of the most challenging inner city schools. He has developed expertise in all forms of inclusive practice including behaviour management; special educational needs; safeguarding; learning support; vertical tutoring and alternative provision.

Bethan Thomas has over 15 years' experience across the primary and early years range, holding a number of teaching and leadership roles from headteacher to school improvement consultant. Much of her experience has been in challenging settings and focused on school improvement.

Jane Vorster is committed to finding ways to engage all students in their education, following her experience in mainstream education, including working as a special needs teacher focussing on behaviour. Her high expectations allow her to assure the quality of alternative provision so that young people's needs are met.

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