



# The Eden Academy Trust

**At the Eden Academy Trust we specialise in meeting the educational needs of children and young people with a range of learning difficulties including those who may have autism and physical or sensory needs.**

We are a family of schools who are working together under one Academy Trust, led by our Board of Trustees, to blend the best educational and therapeutic practice. Our team approach ensures we work closely with families and carers to identify and meet all the needs of our young people. Our aims and aspirations are ambitious, as they should be; our young people deserve no less.

By promoting the highest standards of teaching and learning, and working with the families of our children and young people, we look to ensuring to that the child is at the core of all we do.

The idea of creating an Academy of several schools grew out of a belief that schools working together and supporting each other is the best way to achieve success. It means that we can share skills and experiences more widely. We can extend our social networks for our children and families and pool resources providing them with a greater range of opportunities.

Everyone involved in the Eden Academy Trust, whichever school they are based at, and whatever role they play, are all working with the following aims in mind:

## Our Vision

The Eden Academy Trust will create centres of educational excellence where our young people will achieve exceptional outcomes.

## Our Value Statements

The Trust and schools share the same values:

**Inclusion** - a voice for everyone and everyone is heard

**Focus** - children & young people at the core of all we do

**Collaboration** - together we are stronger

**Quality** - excellence through innovation, creativity & continuous improvement

**Integrity** - transparency & fairness in all we do

# Welcome

## Welcome to the Eden Academy Trust

*Dear parents, pupils, carers, staff and friends, it's my great pleasure to welcome you all to a new school year and I am especially delighted to be welcoming Hexham Priory School and James Rennie School who have joined our family of special schools.*

*Working as a group of 7 schools, sharing knowledge, experience and expertise, I believe we can create individual centres of educational excellence where all our young people achieve exceptional outcomes.*

*We're created this book to introduce you to all our schools and tell you a little more about how the Trust works.*

*I look forward to a successful and collaborative year with you all.*

*Best wishes,*

*Susan Douglas CEO  
September 2018*

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## Your Board of Trustees

Trustees are responsible for establishing the vision and values of the Trust as well as its strategic direction. They are directly accountable for standards and performance.

Each individual has been chosen for their skills and experience in important areas such as education, finance, law and asset management.



**Barry Nolan**  
Chair of Board of Trustees  
& a Member

Barry has over 30 years' experience in Retail and Corporate Banking and has been involved in mainstream and special school governance for the past 10 years.



**Karen Deacon**  
Deputy Chair of Board of Trustees

Karen is the Chief Executive of Queen Elizabeth's Foundation for Disabled People and as such provides strategic and operational leadership to the organisation. She is safeguarding lead for the Trust.



**Hardip Begol CBE**  
Chair of the Board of Members  
& a Trustee

Hardip is the Director for Integration and Communities at the Department for Communities and Local Government. He is the chair of Board of Members for the Eden Academy Trust.



**Susan Douglas**  
Trustee and CEO of the  
Eden Academy Trust

Susan has spent over 25 years working in the educational arena including 15 years as a teacher and headteacher in West London. In 2006, she left headship and has since held key roles with a wide variety of national and international organisations including the British Council, Teaching Leaders and the National College of Teaching and Leadership.



**Victoria Collis**  
Trustee

Vicky is the Managing Director of River Path Associates, a strategic consulting firm that works across the spectrum of international relations. She specialises in working with governments in developing countries to transform their ability to deliver a range of public services more effectively. Vicky is currently supporting the free school projects in the southern hub.



**Jamie Clarke**  
Trustee

Jamie is a Chartered Director and Chartered Management Accountant; his career of senior finance positions spanned various industry sectors, both here and overseas. Jamie has specific responsibility for Finance within the Academy Trust.



**Helen Milner**  
Trustee

Helen has been acting for disabled people for over 30 years, having founded and run two charities supporting parent carers and served as a governor at Hexham Priory School since 2001.

Helen will link with our Director for Schools, Michael Thompson, and will be responsible for overseeing standards across the Academy schools in the Northern Hub.



**Angela St.John**  
Trustee

Angela is a former Assistant Director of Children's Services in a London Borough. She also sits on the Local Advisory Board at Pentland Field School. Angela is on the Trust's IT strategy group and the asset management group.



**Ian Jentle**  
Trustee

Ian has spent most of his working life as an actor on stage, film and T.V. Eventually diagnosed in 1986 with Staagarts, he retired from show biz and trained as a volunteer advocate for disabled people. Currently, Ian is a trustee of Extant, a blind people's performing arts company and has also served as a trustee of R.N.I.B.

Ian represents the RNIB on the Board of Trustees and is also a governor at Sunshine House School. In his role as Trustee Ian has responsibility for liaising with the Local Advisory Boards.



**Collette Stone**  
Trustee

Collette works as a senior civil servant in The Home Office where she is the lead manager for Leadership Development and is a strategic consultant on Organisation Development.



**Antony Power**  
Trustee

Antony is Head of Education at law firm Michelmores and leads the Education team.

Antony links with our Director for Schools, Jarlath O'Brien, and is responsible for overseeing standards across the Academy schools in the Southern Hub.

## Senior Leadership Team

Our senior leadership team comprises our CEO and Directors, each with their own areas of expertise, experience and responsibility.



**Susan Douglas**  
Chief Executive Officer and Trustee

Susan is CEO of the Eden Academy Trust and was instrumental in its founding and development.

She has spent over 25 years working in the educational arena including 15 years as a teacher and headteacher in West London. In 2006, she left headship and has since held key roles with a wide variety of national and international organisations including the British Council, Teaching Leaders and the National College of Teaching and Leadership.

E: [susan.douglas@theedenacademy.co.uk](mailto:susan.douglas@theedenacademy.co.uk)



**Sudhi Pathak**  
Director for Finance and Operations

Sudhi Pathak is a qualified accountant with over 25 years experience in the public sector. He has expertise in Accounts, Governance, Fraud Investigation, Risk Management, Audit and Systems Analysis.

Sudhi joined the Trust in 2013 and, as the Director for Finance and Operations, is responsible for Finance, ICT, Human Resources, Health and Safety, Administration and Facilities.

E: [sudhi.pathak@theedenacademy.co.uk](mailto:sudhi.pathak@theedenacademy.co.uk)



**John Ayres OBE**  
Director for Academy Development

John Ayres is the Director for Academy Development and has a successful track record of school leadership stretching over 20 years.

He was awarded an OBE for his services to education in the 2016 New Year's Honours.

John leads the Free School Development programme for the Trust and has responsibility for Family Services, Therapy Services, Professional Development & Support Services and leadership coaching.

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**Jarlath O'Brien**  
Director for Schools

Jarlath is one of two Directors for Schools at the Eden Academy Trust and supports our schools in the south.

Prior to joining the Trust, Jarlath was the Headteacher of a special school for six years and has worked in special schools for children with behavioural difficulties, severe and profound and multiple learning difficulties and autism.

E: [jarlath.obrien@theedenacademy.co.uk](mailto:jarlath.obrien@theedenacademy.co.uk)



**Michael Thompson**  
Director for Schools

Michael has spent 39 years working in special schools for pupils with learning difficulties. He was a founder member of the education charity Equals and remains a trustee of this organisation.

During Michael's 23 years as Headteacher at Hexham Priory School the school has grown from 19 pupils on roll to the current 96. Michael was instrumental with other school leaders and governors in putting together the business case that led to Northumberland County Council funding a new £6.8 million building for the school in 2009 and more recently in securing funding for a £1.17 million extension.

From September 2018 Michael has taken the role of Director for Schools with the Eden Academy Trust. In this role he will offer support and challenge to the schools in the northern hub, create structures to enable those schools to collaborate successfully and, alongside Jarlath, will also create those structures between hubs.

E: [michael.thompson@theedenacademy.co.uk](mailto:michael.thompson@theedenacademy.co.uk)





Alexandra is such an amazing school. Everyone goes above and beyond to make it such a great place to be.

Alexandra parent



Alexandra School is a fully inclusive primary school that specialises in supporting children aged 4-11 with moderate learning difficulties, sometimes associated with behavioural, emotional, social, communication, physical or sensory needs.



Alexandra School joined the Eden Academy Trust in September 2013. We wanted to belong to a family of schools that shared our values and had the same passion for educating pupils with special educational needs. The team approach across the Eden Academy Trust ensures that all staff work closely with families and carers to identify and meet the needs of the children and young people. As part of the Eden Academy Trust, we have been able to broaden what we offer not just to our pupils, but to their families and to the staff too.



Throughout 2017 / 2018 we focussed on the benefits of learning through play and our main ambition for next year is to build on this work, this time taking the words "Risk" and "Resilience" as our themes. We want to encourage our pupils to be brave and take risks with their learning and play, building a growth mind-set. We want to encourage our families to let their children take appropriate risks, whether that is in the classroom, outside or at home.

Perdy Buchanan-Barrow, Headteacher

TYPE	Primary
PUPIL AGES	4-11 years
RANGE OF NEEDS	MLD, including developmental delay, emotional and behavioural difficulties, ASD
NUMBER ON ROLL	80
STAFF NUMBER	40





# Grangewood School

A learning community

Grangewood School is a primary school, based in Eastcote, Middlesex, for children with severe learning difficulties and physical and complex needs, including ASD.



At Grangewood every child and adult brings individuality and a unique opportunity to grow and learn together.

Liz Edwards, Head of School

## A stable and enjoyable environment

Grangewood School was one of the founding schools of the Eden Academy Trust.

The Eden Academy Trust is a unique MAT that embraces the variety of needs of all our pupils and provides the support and guidance to offer the best outcome for them and their families. It provides opportunities to combine knowledge and planning of all staff across all settings to work on challenges and solutions together for one common goal.

We are currently working with the Department of Education on an exciting free school project which will eventually mean that Grangewood will be re-built as an all-through school for pupils from 3-19.

My ambition for Grangewood is to provide a clear vision and strong leadership to support the pupils and staff in a period of exciting transition, while ensuring there is coordination in outstanding provision to provide for all individual pupils needs.

Liz Edwards, Head of School



TYPE	Primary
PUPIL AGES	4-11 years
RANGE OF NEEDS	SLD, physical and complex needs, ASD
NUMBER ON ROLL	112
STAFF NUMBER	100



Hexham Priory School is a community special school in West Northumberland, for pupils aged 2-19 years old who experience severe or profound and multiple learning difficulties. Some pupils have additional sensory or physical needs and some have an autistic spectrum condition.



**Exciting opportunities ahead**

*I'm really excited to start the school year with you all as Headteacher. A year which will see the completion of a new £1.17 million building project to increase the capacity of the School and Hexham Priory School joining the Eden Academy Trust. We are excited by these events and view them not as challenges but as opportunities.*

*Much of the work of the School in academic year 2018/2019 will be towards ensuring that we keep and share the best of our current practice, whilst developing our relationship with the Eden family of Schools to the benefit of our pupils, families and staff.*

*Liz Davison, Headteacher*

*Hexham Priory School has an enthusiasm to share knowledge and to learn from that of others. We work with many schools across our region and are excited by the opportunities that joining the Eden family of schools will offer to both learn from, and to positively contribute to, a wider range of schools.*

*Michael Thompson, Director for Schools*

TYPE	All age
PUPIL AGES	2-19 years
RANGE OF NEEDS	SMLD and PMLD
NUMBER ON ROLL	96
STAFF NUMBER	74



*I'm really excited to start the school year with you all as Headteacher – we are joining the Eden Academy Trust and will see the completion of a new building project.*

*Liz Davison, Headteacher*





*You and your senior leaders are uncompromisingly ambitious for your pupils and the quality of education they receive.*

OFSTED 2018

TYPE	All age
PUPIL AGES	3-19 years
RANGE OF NEEDS	SMLD and PMLD
NUMBER ON ROLL	145
STAFF NUMBER	120



**James Rennie School is an all age (3-19) School for young people with severe and profound learning needs in North Cumbria. We specialise in communication and interaction, with a specialist team to work on all aspects of communications, we are accredited by the National Autistic Society for our work with young people with ASC.**

### Working together to ensure a better future

*The Eden Academy Trust is enabling special schools in the North of England to develop their ways of working together over large catchment areas, whilst drawing upon the knowledge and skills of the Trust at large. Eden provides us with the foundations on which we can only improve our already outstanding provision.*

*In the coming 12 months we will continue to embed our new curriculum across the School, and following this with an electronic recording system that pupils and families can access whenever they want so can both share and enjoy progress in school. After a trial that has expanded and expanded we will be rolling out our phone app based school diary to all families which has only been possible after parents raised the money to enable each class to have its own tablet.*

*Kris Williams, Headteacher*





**Moorcroft is a secondary school for students aged between 11 and 19 years with severe learning difficulties, profound and multiple learning difficulties and autistic spectrum disorders. Some of the pupils may also have additional sensory or physical impairments or challenging behaviour.**

### **Multi-professional support for each and every student**

*Being part of the Eden Academy Trust gives us access to high quality multi-professional support to ensure that we provide for the holistic needs of each student so they can perform at their best.*

*From a personal point of view I have access to high quality leadership support and training that has enabled me to develop into an effective Headteacher.*

*Our plans for the next academic year are to consolidate teaching, learning and achievement at Moorcroft so that we are a centre of excellence for each and every student who comes through our door. This will be delivered by a high quality professional team who are passionate about the needs of our students.*

*We are also focussing on post 19 provision and work experience to prepare and support our students for their next step after leaving us.*

*Andrew Sanders, Headteacher*

TYPE	Senior School
PUPIL AGES	11-19 years
RANGE OF NEEDS	SLD, PMLD, physical and complex needs, ASD
NUMBER ON ROLL	72
STAFF NUMBER	50

*We are immensely proud of our dedicated team of professionals who are committed to empowering our students to achieve their full potential here at Moorcroft and throughout their lives.*

*Andrew Sanders, Headteacher*





Our school has a very purposeful feel to it – pupils look forward to learning and all our staff are totally committed to help them fulfil their potential.

Audrey Pantelis, Head of School

### Together we are stronger

Being a part of the Eden Academy Trust means that we have access to the resources that we need to ensure that our children are the best that they can be. Access to the wide range of therapeutic services is one of the main benefits that have an immediate impact on our children and young people.

For 2018/2019 we will aim to develop the provision for our 14-19 year old learners through offering a range of accredited learning programmes as well as ensuring that all staff members are skilled through a wide range of training opportunities that will strengthen our offer. We are excited about giving our learners opportunities to learn vocational skills through meaningful external work experience placements and in working closely with parents to build relationships.

Audrey Pantelis, Head of School



TYPE	All-age
PUPIL AGES	4-19 years
RANGE OF NEEDS	MLD, ASD
NUMBER ON ROLL	137
STAFF NUMBER	130



Pentland Field School is a special school based in Ickenham, Middlesex, for young people aged between 4 to 19 years old who have severe to moderate learning difficulties.





Everyone at Sunshine House is treated as an individual with their own set of needs and learning goals.

Mark Fuell, Head of School



TYPE	Primary
PUPIL AGES	3-14 years
RANGE OF NEEDS	VI who have significant learning difficulties and disabilities.
NUMBER ON ROLL	49
STAFF NUMBER	78



**RNIB Sunshine House School provides for pupils who are blind or partially sighted and who have additional complex learning and physical disabilities. The school is owned by the Royal National Institute for the Blind.**

### **An exciting future ahead for all**

*Working with the Eden Academy Trust has brought many advantages and allowed us to achieve far more than as a stand-alone school.*

*Working together helps us all learn from each other, allows us to share our expertise, and find good opportunities for integration amongst classes and staff who understand pupils' needs.*

*By the end of 2020 the pupils and staff from RNIB Sunshine House School will join the pupils and staff from Grangewood School in the newly built school on the site of the old Grangewood School.*

*In the next academic year, we will be stepping up our planning to become a full part of the academy alongside Grangewood staff and pupils in the planned new free school.*

*We want parents to be as involved in their child's education as they feel they can be and are keen to find new ways of sharing what their child has done through the use of the Tapestry app in our Early Years Class. We are changing our curriculum structure so that the links between everyday classwork and EHC plan outcomes are easier to see.*

Mark Fuell, Head of School



We believe that schools working together and supporting each other is the best way to achieve success. By sharing skills and experiences more widely and pooling resources we can provide our children and young people with a greater range of opportunities.

To help us achieve this we have a structured a range of services that function across all of our family of schools in the south to ensure consistency and best practice.

Our ambition will be to establish shared services across the schools in the northern hub as well. These will look different from those in the south because of the different context and geography. However we will be exploring how we connect our northern and southern hubs to learn from and liaise with each other.

Meet our current service managers:

**W:** [theedenacademy.co.uk/service-managers](http://theedenacademy.co.uk/service-managers)

## Therapy

Helping pupils to access the curriculum and be ready to learn means taking an all round approach to their education. Understanding and meeting their communication, emotional, sensory and physical needs is a really important part of this. We work closely with families, class teams, and each other, to create a package of therapeutic input for each individual child.

*We believe that by developing a close relationship between teachers, therapists, parents and carers, we can maximise the potential of every pupil.*

*Helen Milward,  
Joint Therapy Manager - Arts Therapies*

*We are really keen to learn from James Rennie and Hexham Priory, who will undoubtedly bring a depth of knowledge and experience to the Trust.*

*Alison Futerman,  
Joint Therapy Manager - Speech and Language Therapy*

*With two new schools we have a great opportunity to collaborate and learn from each other and to develop services across the Trust to an outstanding level.*

*Jean-Paul Van Weert,  
Joint Therapy Manager - Physical Therapies*

## Family Services

The aim of the Family Services team is to offer extended social opportunities for our children and to provide support groups for our families.

We do this by providing lots of opportunities outside of school hours for pupils and their families to get together, support each other and have fun including activities like coffee mornings, trips out, swimming sessions and after-school clubs. We also provide information and training for parents and carers to support them with issues and difficulties they may be having.

*It is vitally important that we provide opportunities for support and social connections to entire families: the siblings, parents and carers of our children. It gives them a chance to experience opportunities together that they wouldn't usually have available to them.*

*We are looking forward to learn from our new colleagues and to have the opportunity to share our online support and tools with their families too.*

*Lisa Hatcher,  
Service Manager for Families and Safeguarding*

## Professional Development and Support Service

The personal and professional development of all staff is central to the success of the Eden Academy Trust. Our Professional Development and Support Service (PDSS) offers a wide variety of opportunities to staff in every role, aimed at maximising their ability to ensure the best possible outcomes for all our pupils.

*Our use of technology enables training and collaboration to happen flexibly across different locations. Staff members use our bespoke professional development website to find, request, evaluate and record courses, as well as seek out resources and information and contact colleagues in other Eden schools. The use of video conferencing and online training also allows for collaboration and training which can span considerable distances.*

*Nick White, Joint Manager, PDSS*

*The chance to share and collaborate on professional development with Hexham Priory School and James Rennie School as they join the Eden family of schools is a tremendously exciting opportunity.*

*Gill Smith, Joint Manager, PDSS*



