

# The Howard Partnership Trust

Bringing out the best

**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.

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

## The Howard Partnership Trust

The Howard Partnership Trust (THPT) is one of the largest and strongest performing Multi Academy Trusts (MATs) in Surrey.

THPT grew out of a long-standing federation, the first in Surrey, which was originally formed in 2007 at the request of the DfE and Surrey LA. The federation was between Howard of Effingham, an Ofsted outstanding 11–18 school, which was designated the lead, and Thomas Knyvett College, an 11–16 school in Ashford. Through school-to-school collaboration, both schools benefitted from improved student outcomes, leading to Ofsted judging partnership working in each school as outstanding in 2009.

The Multi-Academy Trust was formed in November 2013, again at the request of the DfE and LA, to enable the Partnership's first primary school to join. Kenyngton Manor School, a Surrey two-form entry primary converted to an academy within THPT in December 2013. Since this, THPT has grown to its current size of four secondary phase schools and five in the primary phase.

The inclusive ethos of the MAT is enhanced by four Special Centres attached to mainstream settings; this will be further strengthened by the successful Wave 12 Free School Special School bid, and the addition of another COIN Centre to Howard of Effingham School.

Those involved with THPT are justly proud of the ethos of collaboration and inclusion achieved in each of the Partnership schools, which we believe has been achieved by upholding shared vision and values in which there is a commitment to 'bringing out the best' in young people of all abilities and aptitudes, so increasing their life-chances.

Schools within THPT retain their own unique features to serve their local communities however they are all underpinned with the same guiding principles: namely to ensure that a first rate education is provided through consistently high quality teaching which facilitates excellent learning within an inclusive, caring vibrant environment.





## Introduction

The staff within THPT are thoroughly professional, qualified, knowledgeable, passionate and motivated to drive school improvement across all schools. The ethos within each environment is warm with a supportive approach and a focus on working in partnership to share good practice, bringing out the best. There are CPD and progression opportunities across The Trust and staff are valued equally for their part in the success of schools and The Partnership as a whole.

## Staff benefits

Our staff benefits are continuously being developed as we aim to provide the best for all our staff.

- Generous PPA
- Opportunities to work outside your faculty
- Opportunities to work across The Trust
- Loyalty & Service Awards
- Childcare Voucher Scheme
- Cycle to Work Scheme
- Sainsbury's Discount Card
- Employee Assistance Programme
- Teachers' Pension Scheme and Local Government Scheme.

## Considering teaching?

Train to teach at the Howard with the i2i Training Partnership and gain your PGCE through our providers, Sussex University. Fully mentored and supported teacher training placements are offered across the partnership (both Primary and Secondary) across the full range of subjects.

- School Experience Programme – spend time in school before training to get a sense of teaching at THPT schools
- All training routes considered (School Direct, PGCE, SCITT, Graduate Teaching Assistants, Assessment only etc.)
- Trainees undertake professional and subject studies training one day a week
- Sussex University provide personal tutors to guide you through the assignments
- Positive and constructive approach to coaching and training
- Holistic assessment of training and support to achieve QTS.
- Ongoing CPD for NQTs and experienced teachers
- Culture of learning and sharing best practice
- Cross-partnership CPD and leadership programmes
- Free support for non-specialists teaching Maths or Physics (TSST course)
- Many trainees gain employment in one of their training schools.

## TRAINEES SAY

"Being in the classroom from day one means the students see you as a teacher and not a trainee teacher and you have the time to build up a rapport with the students."

"The programme prepared me for being a teacher with lots of practical advice from day one."

"It's a very flexible programme. We are encouraged to give feedback and the programme is adapted to your needs."

"The mentors are chosen carefully and support you all through the year."





## HLTA/TAs

This role provides the opportunity to either work supporting children's learning in the classroom or by running interventions. This role provides an opportunity to make a real difference to individuals or groups of children with SEND.

- 'Bringing out the Best' in our staff so that they are able to bring out the best in our student, ensuring their full inclusion in all our schools
- Training opportunities across THPT, including in areas of specific interest within SEND
- Opportunity to work within a dedicated Inclusion team who work alongside teaching colleagues
- Sharing of best practice across THPT in areas such as GRT, ELSA, EAL
- Work as a key member of a team, ensuring the well-being, social and personal development of children through recognising their potential and enhancing their learning opportunities
- Opportunity to support off-site activities to enhance children's learning opportunities.

## Joining as an NQT

Joining us as an NQT is the first step in your teaching career and we aim to make it a happy, fulfilling and memorable experience.

- All NQTs are supported by a mentor in their subject
- There are weekly timetabled mentor meetings
- NQTs have their own CPD programme
- NQTs follow the guidelines and teach only 90% timetable.

## NQTs SAY

"The time my mentor has given me is incredible. She has always been there willing to offer help and advice."

"I was pleased to be able to be a mentor – it was a chance 'to give something back' having been a Howard NQT myself."

"Everyone is really supportive."

"The quality of NQT Induction is outstanding… all the NQTs speak highly of their Mentors and Senior Mentor" Babcock Quality Assurance



## Experienced teachers

Experienced teachers working in the family of THPT Schools have many opportunities to progress their careers and develop their learning. You could expect:

- To be part of a positive supportive culture that demonstrates a deep commitment to ongoing CPD and creating opportunities for career development
- Opportunities to work in schools across The Trust and share your expertise
- To join our Aspiring Middle Leader programme
- To carry out an action research project
- Opportunities to shadow Senior and experienced Middle Leaders
- To take part in peer reviews of Trust schools
- Leadership specific CPD.

## Middle Leaders

As a THPT middle leader you can expect to be supported and encouraged to make a difference to improve the educational experience of our students and so transform their life chances. We are a listening organisation and are focused upon removing barriers to enable staff to maximise their impact.

- Excellent strategic planning frameworks
- Opportunity to lead and work with talented and dedicated staff
- High quality line management systems
- Middle leadership training programmes, including NPQSL
- Established and highly effective middle leadership networks across THPT
- Sharing of resources across THPT
- Career progression opportunities across THPT
- High quality administrative support to enable middle leaders to focus on their core purpose
- Robust IT systems to facilitate efficient ways of working.

"I thoroughly enjoy my role; it is rewarding to see colleagues develop their craft after professional dialogue and reflection. The feeling of shared success as part of a supportive and effective team is a real highlight." THPT Head of Faculty






## Senior Leaders

As a THPT senior leader you can expect to be supported and encouraged to make a difference. Senior Leaders in THPT care about students and enjoy working together to create exceptional schools where young people of all abilities can succeed.

- Contribute to and shape excellent strategic planning frameworks
- Opportunity to lead and work with talented and dedicated staff
- High quality line management systems
- Senior leadership training programmes, including NPQH and NPQEH
- Established and highly effective senior leadership networks across THPT
- Sharing of resources across THPT
- Career progression opportunities across THPT
- High quality administrative support to enable senior leaders to focus on their core purpose.

"I thoroughly enjoy my role; it is rewarding to see colleagues develop their craft after professional dialogue and reflection. The feeling of shared success as part of a supportive and effective team is a real highlight." THPT Head of Faculty





## Central business support services

You will be joining an exciting and accomplished multi-professional support team which serves the wider community of THPT. The group includes business management, Facilities and Premises, Finance, HR, IT, marketing and procurement specialisms.

- A highly inclusive education and employment environment, where individuals are supported, respected and celebrated
- A busy and driven workplace, where everyone continually strives to deliver to the very highest standards
- Access to internal and external CPD and professional education activity, ranging from safe lifting and legal updates to higher level apprenticeships and Master degrees.
- Family friendly policies, terms and conditions
- Communication is a priority; regular meetings and updates.

## Local support staff

You will be joining a busy, highly motivated and professional group of support staff, totally committed to assisting the education professionals they work with so that collectively we improve and enhance our students' life chances.

- A highly inclusive education and employment environment, where individuals are supported, respected and celebrated
- A bustling, energetic workplace where everyone aims for the very highest standards
- A whole school team, completely committed to our students and passionate about doing their best for them
- Access to internal and external CPD and professional education activity, ranging from safe lifting and safeguarding updates to higher level apprenticeships and part time college courses.
- Family friendly policies, terms and conditions
- Communication is a priority; regular meetings and updates.

## Apprenticeships

The Howard Partnership Trust (THPT) works in partnership with Brooklands College to offer a wide range of apprenticeship opportunities. Our apprentices, whilst working towards an accredited qualification also train for an occupation, learning from real professionals acquiring industry-specific as well as transferable skills.

- Apprenticeships are currently offered in Business Administration, Finance, Human Resources, Information Technology (IT) & Nursery Education
- All apprentices are assigned a mentor who will guide them whilst at work throughout their apprenticeship period
- The apprentice's manager will work closely with the qualification provider to support the apprentice to successfully complete their apprenticeship qualification
- Apprenticeships, depending on the area, can involve, 'on the job' training or day release to college
- Many THPT apprentices have secured permanent employment with THPT following their apprenticeship and continued to progress their career with THPT within their chosen field.





"I think we feel that we have a real sense of purpose and direction. It's clear to us how what we do contributes to the bigger picture." HR Coordinator/Advisor

"Thank you for your openness, discretion, empathy and support throughout this difficult period of my life." Secondary teacher's letter to THPT HR professional

## Ofsted says:

"The multi-academy trust provides regular, insightful support for school leaders." St Lawrence Primary School, Oct 17

"The school has benefited from expert support from across the Trust." Kenyngton Manor, Nov 16

"The college benefits from an inspiring leadership team which, in addition to its core members, also draws on the expertise of leaders from The Howard Partnership to excellent effect. This partnership work empowers leaders and they provide well-focused challenge and support for each other." Thomas Knyvett College, Dec 13

## Our pupils say our teachers are:

"Amazing teachers!!"

"Very enthusiastic and passionate about their subjects."

"Make so many like me love my subject."

"Have made all of the topics very interesting and challenging (in the good way!). I always know what needs improving and the content is very interesting."

"Have been very supportive in helping me to reach a better standard of work."

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**The Howard Partnership Trust**
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