



Multi Academy Trust

ADVANCE
LEARNING
PARTNERSH

PROSPECTUS



INVESTORS IN PEOPLE®
We invest in people Platinum

Welcome to the Advance Learning Partnership

The Advance Learning Partnership Multi Academy Trust was founded in 2012 and has since established itself as a respected member of the educational landscape within the Northern Region.

We provide the highest quality of educational experiences and outcomes for every child within our family of schools. We take pride in our pupils, value our staff and relentlessly strive to improve as an educational provider.

As a Trust, we collaborate with a wide range of partners to ensure our schools are highly valued and effective institutions within each and every community the schools serve. If you wish to understand more about the Trust, please do not hesitate to get in touch.

Kelvin Simpson
Chief Executive Officer

**YOUR CHILD IS
OUR CHILD**



Our Mission, Vision and Values



MISSION

Quality education is the right of every child and it is our mission to ensure that every child receives an education which is both inspiring and empowering. ALP schools work collaboratively to provide outstanding learning experiences and opportunities. We prepare children for a rapidly changing world by instilling the values, motivation and confidence they will require to meet life's challenges.

We recognise that a high quality education must include essential learning tools and knowledge, but also life skills such as the ability to make well balanced decisions and develop a healthy lifestyle. It is a privilege to have the opportunity to educate children, develop their potential and to ensure that children across the Trust are prepared to transition into the next phase of their educational journey.

A FAMILY OF SCHOOLS WITH CHILDREN AT THE CENTRE

VISION

The Trust is united in its vision to create a family of exceptional schools which thrive through collaboration and interaction. ALP is an inclusive educational provider, serving pupils throughout the age ranges of 2-18 years, across all sectors of education.

The strength of ALP is found in the quality and dedication of our staff. We are committed to ensuring that every member of staff receives professional development of the highest quality. Every member of staff within the Trust is supported, guided and challenged through our principle of "Guided Professional Autonomy". We recruit enthusiastic and inspirational teachers who see their long-term future within the Trust.

ALP staff are committed to enhancing the life chances of every child through a shared vision and set of values.

VALUES

Outstanding Teaching & Learning

Every learning experience of every child to be meaningful, motivational and challenging.

Developing Outstanding Leaders

Our leaders recognise and role model ethical behaviours. They demonstrate commitment to the vision and support the development of a positive culture of collaboration and learning.

Purposeful Growth

The embracement of change, innovation and development to ensure we sustain and progress outstanding education for all.

Financial Efficiency Focused on the Child

Our core priority is to ensure that every strategy and investment is focused on benefitting the individual child.

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CREATING A **WORLD-CLASS**
EDUCATIONAL EXPERIENCE

Aim and Ethos

ALP's priority is to ensure that every strategy and investment is focused on benefitting the individual child.

Our ethos of "Your child is our child" permeates every aspect of the Trust and influences decision making at every level of our organisation. It is our expectation that the quality of educational experience that every child receives at ALP is of equal quality to that which you would expect for your own child. The individual child will always be at the core of all we do and all we strive to achieve.

We equip our pupils with the values, skills and knowledge they require to succeed in the classroom and beyond. In doing so we instil confidence so that children can flourish both academically and personally. We recognise that academic and personal development are inextricably woven and of equal importance. This is reflected in our schools through the individual care and attention afforded to each child.

ALP is a forward thinking and outward facing Trust; we embrace technological advances and our practice is informed by research and evidence based practice. We are determined to ensure that our pupils are equipped to meet the challenges of a rapidly changing world. We have high aspirations for all of our pupils and we encourage them to have high aspirations for themselves.





Strategic

School Improvement

ALP leaders have a clear, sustainable approach to staff progression and succession planning and we are committed to developing high quality leadership capacity for individual schools and the Trust. Our School Improvement Team are dedicated to providing bespoke support and specialist guidance in all aspects of school development.

We have a rigorous focus on achieving improvement in all aspects of school life, with projects that are expertly managed using consistent and shared approaches. Decisions about priorities and areas for development are aligned with the ethos and context of individual schools. We know that school leaders have the ability to determine what is right for their school and we take a long-term, principled approach to improvement planning. Our Trust reviews ensure that all schools receive bespoke evaluations, development and support with regard to the quality of provision in the following aspects: Quality of Education, Behaviour and Attitudes, Personal Development and Leadership and Management. Most importantly, we are committed to sharing best practice so that all schools in the Trust can continually improve.

Our extensive range of ALP networks are integral to the development of school and Trust-wide improvement

with regard to subject leadership, personal development and thematic priorities. ALP network meetings promote effective leadership skills and collaboration between staff at different stages of their career, with different areas of expertise and provide opportunities to share knowledge and resources across different phases of education. Collaboration is a powerful medium and partnerships with a wide range of colleagues create opportunities for high quality professional development. ALP staff have an eagerness to share and collaborate beyond their school and location and they engage regularly with colleagues both online and in person.

At ALP we have embedded a culture of coaching, which develops the skills and proficiency of staff and empowers teachers and leaders to make a positive difference to their classroom practice and pupil outcomes. Our ethos of distributed leadership ensures continually raising standards to stretch and develop all staff. We have an unrelenting focus on improvement and strive to continually develop positive and proactive relationships which lead to improved practice, centred on the individual needs of our pupils. Positive leadership is embedded across the Trust and creates a culture in which all members of staff are keen to improve their practice and are enthused about the potential for improvement.

MAKING A
DIFFERENCE
TOGETHER



Personalised

Professional Development

We recognise that investment in the training and development of teaching and non-teaching staff is essential to ensure that we retain high quality staff and inspire our leaders of the future.

Bespoke professional development for every school is complemented by ALP courses which provide an opportunity to benefit from our internal expertise and our extensive range of external partners. Our structured programme of career progression ensures high quality training relevant to career stage, from Initial Teacher Training to Senior Leadership. We enhance skills, boost confidence and offer support to strengthen leadership across the entire school to ensure that all pupils receive the best possible opportunities to be successful both academically and personally.

Our programme of professional training is facilitated through collaboration within the Trust and through partnerships with a wide range of external partners, which enable us to draw upon expertise at a local and national level. Our extensive range of networks reflect the Trust's commitment to securing excellent education through collaboration and provide a systematic and integrated approach to staff development and school improvement.

ALP's 'Leadership in Action' courses provide personalised support and creative opportunities to help staff to thrive in their current role and equip them with the skills and knowledge to take the next step in their career. Our delivery model adopts a blended learning approach,

providing a mix of self-directed learning with face-to-face input, further reading, expertise in school and exposure to leadership practice.

We actively seek opportunities to expand our network and deepen the knowledge and skills of staff. Exceptional professional development opportunities are available to all staff across our family of schools.

Early Career Development

As a Trust we take responsibility in ensuring teachers new to the profession are well supported.

Trained mentors are in place across every school and they have a clear understanding of the expectations that must be in place for every ECT.

Every early career teacher has in place a tailored in-school induction programme to develop their knowledge and skills. All early career teachers access a comprehensive and bespoke Trust training programme throughout the first 2 years of their tenure.

The success of the support for all early career teachers is advanced through the Trust's Quality Review process each year. As a result, our early career teachers are successful in securing and maintaining employment within the Trust and their profession, and they achieve consistently. This ensures that effective teaching swiftly impacts positively on our children.

AT THE FOREFRONT OF INNOVATION
AND EDUCATIONAL EXCELLENCE



Outstanding

Teaching and Learning for every child

ALP is at the forefront of innovation in teaching and learning and has a reputation for educational excellence.

Our staff are united in a shared mission to ensure that every pupil is equipped with the knowledge, skills and qualifications they require to flourish both academically and personally. The foundation of teaching and learning at ALP schools is an exceptional climate for learning which challenges pupils to apply, evaluate and extend their learning. Our staff build a culture of reflection which supports pupils to deepen their understanding of themselves as learners as well as extending their subject knowledge.

Teachers ensure that learners understand metacognition and the process of learning so that they are able to monitor and review their own progress and evaluate the effectiveness of learning strategies. Teaching and learning across ALP is an active and engaging process which is characterised by stimulating dialogue and activities, thoughtful questioning and development of written and verbal communication skills. Staff ensure that pupils are supported in assimilating new ideas through relating new experiences to prior knowledge.

Strategic development of teaching and learning across ALP is underpinned by the effective use of educational research and evidence-based practice is embedded in the professional culture of our schools. Using an evidence based approach improves classroom practice, raises attainment, develops essential life skills and prepares young people for further study and the world of work. All of our research practice is united by the common aim of providing excellence in education for all pupils across the Trust.

Innovative practice is a hallmark of teaching and learning across the Trust and best practice is shared through our extensive networking opportunities which ensures that there is a focus on continual development. Teachers use creative and imaginative strategies and techniques to engage, extend and challenge all learners appropriately and to create a stimulating and creative classroom environment. We strive to instil a lifelong love of learning in our pupils through teaching and learning which is engaging, creative and personalised to the needs of every child.

EXCELLENCE THROUGH
COLLABORATION



Specialist Support

ALP offers a fully inclusive support service tailored to each individual school.

This approach ensures that the specialist teams consistently work with and provide support to our schools, which is contextualised to meet the needs of the schools and their pupils. The School Support Team are continually developed, ensuring that we have a highly qualified, professional and aspirational team of staff working at a high level to support and improve our schools, ensuring our pupils have access to the highest quality of educational experience.



FINANCE

The Finance Team are committed to providing high quality financial management, advice and information to our schools. There is a fully transparent financial and budget planning process which means Headteachers are able to fully understand their financial position.

The Team have secured significant efficiencies through the use of Trust-wide procurement contracts, ensuring that services can be delivered at better value, positively impacting upon the educational budget.

ALP aims to protect and grow the Trust and schools' financial reserves, thus ensuring that every school has a sound financial structure which supports the school to achieve its strategic objectives alongside investing in and improving its educational environment.

HR SERVICES

Through many years of experience, ALP fully understand the needs of schools and staff within the Trust.

The HR Team support Headteachers and Leadership Teams by leading on the administration and management of HR processes and procedures. These include the management of the HR system, recruitment and induction, employee relations, engagement and retention following HR policies and legal compliance.

The payroll function is included in the HR services. Management of payroll system including contractual amendments is dealt with through this department.

GOVERNANCE

Strong governance is a key part of a successful Trust and school. Trustees and Governors have a vital role to play in setting the strategic direction for the school, holding the CEO, Headteacher and Senior Leaders to account for all aspects of Trust and school performance and ensuring financial health, integrity and value for money.

The ALP Governance Team provide high quality administrative and organisational support and guidance to ensure compliance with the legal and regulatory frameworks.

The Team also provide advice on procedural matters to ensure efficient running of meetings. They work closely with the Trust Board and Academy Council Governors and Executive and Senior Leaders, to ensure that effective professional working relationships are maintained to improve the Trust and our schools.

ESTATES AND SUSTAINABILITY

The ALP Estates and Sustainability Team work closely with schools in order to provide the best learning environment for all pupils. Estates Managers appreciate the challenges facing schools and their individual contexts and are effective at delivering efficiencies and driving improvements for the estates and facilities.

Estates Managers lead on capital improvement projects, linking closely with the Trust Finance Team to ensure that they are delivered efficiently, effectively, sustainably and within budget. The Team are responsible for the management of the estates and facilities, including Health & Safety and Risk, ensuring compliance with statutory regulations at all times.

Our Central Catering Manager leads on the development of the catering provision to ensure that food and hunger are not barriers to learning for our young people. These developments ensure that in compliance with guidance and legislation, pupils are provided with a menu that offers nutritional value as well as a variety of foods and culinary experiences.

SAFEGUARDING

Safeguarding is at the forefront of our roles within education. A robust culture of safeguarding is maintained throughout all ALP schools, led by the Trust's Safeguarding and Compliance Manager.

Compliance is paramount and relevant policies and the statutory document 'Keeping Children Safe in Education' are always followed.

In addition to statutory training, a bespoke safeguarding training programme is planned across each academic year. This is inclusive of Prevent training and E-safety training, alongside contextual safeguarding issues within schools' geographical areas, to equip all staff with the relevant knowledge to be able to recognise and act upon elements of safeguarding. No notice visits take place in ALP schools to ensure compliance and that statutory requirements are met.

Through robust training staff will be able to identify issues at an early stage, refer in a timely manner and maintain accurate records to protect them from abuse and the risk of harm.

DATA

The Data Team's principle is the effective use of data which leads to purposeful actions and positive impact for our pupils. This is achieved through the Trust's management of high-quality, cost-effective academic and pastoral data management systems. Efficient use of systems allows timely and accurate reports, analytics and insights to be produced ensuring that leaders' time is spent focusing on improving outcomes for pupils. Alongside a comprehensive Trust package, the Team also offer bespoke reporting to meet school needs.

The Data Team have aligned assessments, processes and calendars across the Trust, driving a culture of data based evidence for effective decision making. They offer training, advice and support in the use of data management systems, the understanding of analysis, action planning and evaluating impact.

IT

The Trust provide effective and reliable IT support and services across all schools. ALP has a vision to provide a first class system and infrastructure to assist excellence in education.

The Team develop and implement Trust and school based strategies to improve education for all pupils which includes assessing the individual school needs and evaluating emerging technology to plan for future investment.

The IT Team support schools in the delivery of large-scale developments including project planning from management to installation and disaster recovery planning.

Cyber security is a significant focus for the team, this includes implementing preventative measures and monitoring vulnerabilities.

MARKETING AND PUBLICITY

The ALP Marketing and Publicity Team support schools to develop their internal and external communications. The Marketing Team lead on all areas of publicity including social media, websites and school brand management.

Although ALP schools operate and collaborate under the Trust banner, they retain their own identity as they serve their local community.

Superior marketing and publicity ensures that school successes are celebrated and promoted, aiding effective recruitment of pupils and staff to facilitate purposeful growth.

**EXCEPTIONAL
EDUCATION
THAT TRANSFORMS
LIVES**



Benefits for your school

ALP has a centralised structure consisting of a School Improvement Team and a School Support Team.

The School Support Team ensure with their provision offer that the leaders' focus is on the children and their education, whilst the School Improvement Team evaluate, develop and support the schools, while ensuring they maintain a strong individual identity and tailor their educational provision to serve their local community.

Schools that are part of the Advance Learning Partnership Trust benefit greatly from gaining access to our committed and dedicated team of professional and technical experts. Our support is extensive, effective and contextualised to meet the needs of each individual school.

Schools joining the Trust have access to an excellent support network of colleagues sharing the best practice in order to achieve a consistently high standard of teaching. Every member of our team is devoted to ensuring each child across our schools has the best learning experience.

ALP is committed to achieving educational excellence for every pupil across our family of schools. We offer an inclusive culture, honest communication at all levels and continual staff development in which everyone feels valued and makes a positive contribution.

**"THERE IS OBVIOUS
PASSION, DRIVEN
BY THE DESIRE TO
ALWAYS IMPROVE
THINGS FOR CHILDREN
OR STUDENTS."**

Ian Hartley, IIP Assessor

YOUR CHILD IS OUR CHILD

Advance Learning Partnership

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Securing **Excellent Education** through **Collaboration**