



SAND

ACADEMIES TRUST

Supporting Achievement Nurturing Development

Why join our Trust?

www.sandmat.uk

We are delighted to welcome you to SAND Academies Trust.

We are truly mixed multi-academy Trust with approximately 1,430 pupils under our care, representing an even split of special school and mainstream provision across the County.

The Trust is based in Gloucestershire and was formed in June 2019 to enable and develop partnership working across a group of schools.

We take pride in the fact that we are and commit to remaining a regional MAT to ensure effective support throughout the Trust is possible.

As a partnership of schools, we can achieve more together and therefore:

- Improve outcomes, opportunities and life chances for children and young people
- Offer more / wider support for their families

- Share and develop staff expertise through school support and outreach

OUR COMMITMENT

We take our responsibility for the education, safety and well-being of children and young people very seriously and are committed to playing our part in developing a quality educational provision across Gloucestershire, and beyond.

At the heart of all we do is a commitment to provide our schools with excellent school-to-school support, our pupils with a broad and balanced curriculum based on their needs and our staff with high-quality professional development enabling them to develop themselves and others.



OUR LEADERS

At the heart of our Trust is a group of highly skilled trustees who are carefully chosen for the expertise which they are able to contribute. Trustees are supported by a committed central team and effective business management systems which enable and ensure that the quality of education

provision within our schools remains the top priority.

If you have any questions about the Trust which is not covered in this document, then please do get in touch.

Martin Hughes,
Chief Executive Officer

Antonia Noble
Chair of Trustees

Benefits of joining our Trust

THE LEARNING ENVIRONMENT

**WORKING
TOGETHER TO
ENSURE THE BEST
OUTCOMES FOR
OUR PUPILS**

Joining
the Trust
would tangibly
benefit the pupils,
parents and staff
at the school

Provide
first class
Training &
Outreach
support

Prompt
and efficient
HR, Estates and
Compliance
Support

Governance,
Leadership
and Financial
stability

Parties learn
from each
other to grow
knowledge, and
expertise

Fits with
the Strategic
Direction of the
Trust for mainstream
and special
schools

Ethos,
vision and
commitment to
education, staff
and community
aligns with
SAND

Governors
remain as Local
Advisory Board
supporting the
Head



Ethos and Vision

SCHOOLS OF CHOICE

- Our schools will be child-centred, giving children and young people, families and carers a voice.
- Our Training and Outreach service is a first class support network for our schools.
- Through collaboration we will challenge and maximise potential for our schools and individuals.
- We will ensure the individual identity of each school.
- We develop a climate which is open to change and development.
- We will shape the future by influencing services and provisions.
- Individuals will be empowered to make decisions using research-based evidence to ensure the quality of education has sound intent, clear implementation and accountable impact.
- Community engagement will be embedded in learning experiences, both the local community of the provision and the children and young people.



EMPLOYER OF CHOICE

- We recognise that our staff are our greatest asset who work relentlessly to achieve our aims.
- Our CPD program for staff is key to overall school improvement.
- We have devised a total rewards package and enhanced benefits program for all staff.
- Our in-house HR function provides prompt advice, guidance and support to Headteachers.

SAND Training & Outreach and HR Support

- Play a greater role in recruiting and training entrants to the profession (Initial Teacher Training)
- Lead peer-to-peer professional and leadership development
- Identify and develop leadership potential through succession planning and talent management
- Provide support for other settings and parents/carers

TRUST OF CHOICE

Our experienced Central Trust team provide business and operational expertise and support for all schools. Having centralised processes enables schools to have the time and resources to focus on their key priorities and aims in respect of the educational offer to their pupils.

Finance: each school sets their own budget in conjunction with the Finance Director.

Estates: year-round estates team providing support, dealing with compliance and contracts, and managing the maintenance of all sites including Health and Safety.

HR and Payroll: standardised Trust-wide policies and procedures with year-round support from the central team.

Recruitment: schools remain responsible for recruiting their own staff but benefit from central support with admin and procedural aspects.

IT: year-round technical support and development of IT infrastructure.

Governance: We have a highly skilled, experienced and dedicated board of trustees who are supported by a knowledgeable Governance Professional.

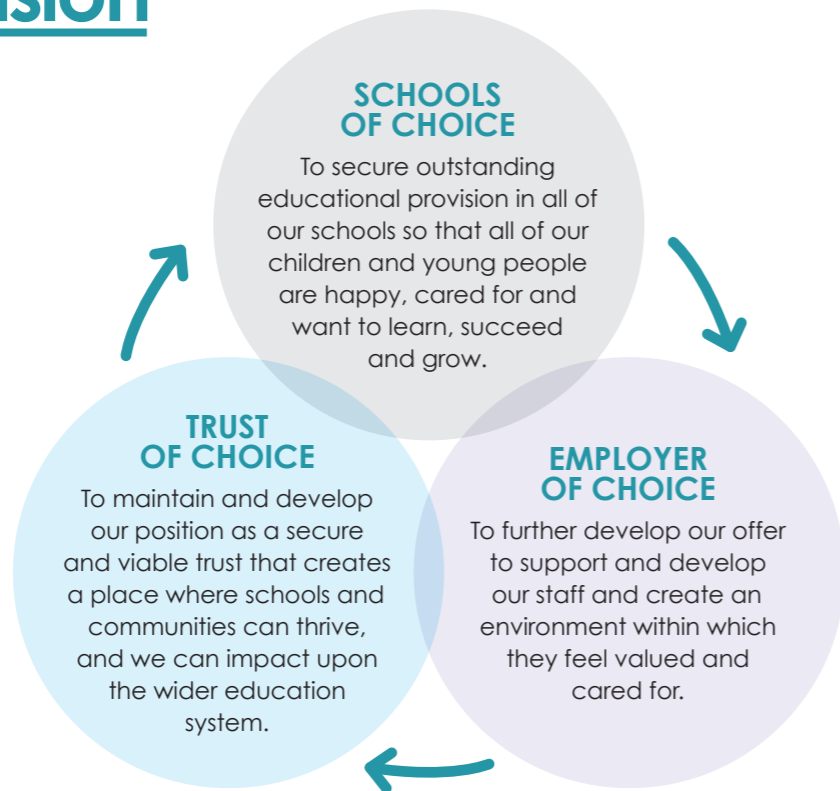
The Trusts Vision

2023 – 2028

“Great to be part of a truly collaborative group which provides constructive challenge and support for staff at all levels.

Staff have benefited from a range of opportunities to further their careers and deepen their knowledge and skills.”

Headteacher,
The Milestone School



Benefits of joining our Trust

NEXT STEPS

- ✔ We would welcome the opportunity to meet the team at your school and talk through how we could work together.
- ✔ A visit to any of our schools maybe beneficial to hear first-hand the support our Headteachers receive from the Trust.
- ✔ An introduction to one of our Local Advisory Board members or Trustees of the Academy to hear how the Trust supports it local network of schools.

“As a new Headteacher, I feel I have received, and still am receiving amazing support and help within my role and have been made to feel part of the team. Central systems have also been supportive and valuable.”

Headteacher, Battledown Centre

Frequently Asked Questions

HOW MUCH AUTONOMY DOES THE SCHOOL GET?

The curriculum is agreed with the Director of School Improvement to ensure it meets the needs of the pupils and progress can be achieved. The appointment of staff remains the responsibility of the Headteacher alongside joint working to form the agreed budget for the school.

WHAT REVISED ROLE DOES THE GOVERNING BODY TAKE?

Each school would form a Local Advisory Board (LAB) that helps the Trust and the school fulfil its objectives. There is a detailed Scheme of Delegation that sets out the roles and responsibilities of the Local Advisory Board. Essentially, the LAB is responsible for supporting the school in achieving the best outcomes for its pupils.

WHAT SUPPORT WOULD THE SCHOOL BENEFIT FROM BY JOINING THE TRUST?

We have a directory of expertise to support our schools alongside a Director of School Improvement and School Improvement Partner. Being a Gloucestershire based multi-academy trust, we will always be within 45 minutes of all our schools enabling us to provide speedy support should it ever be needed. There are also career opportunities across all our schools and extensive CPD programmes.

HOW DOES FUNDING WORK BEING PART OF THE TRUST?

The Trust uses the method of apportioning central support costs; this covers building maintenance, health and safety compliance, HR and Finance and full IT support. The average apportionment for each school is around 7.5% top-sliced from the General Annual Grant. This compares favourably with other trusts and the Local Authority model of between 8% – 12%. The annual budget for the school is agreed with the Headteacher / LAB and the Trust.

HOW COULD PUPILS BENEFIT FROM BEING PART OF THE TRUST?

We put pupils at the heart of all we do offering an aspirational approach to their learning and development. With special and mainstream schools in our Trust we believe we can offer a symbiotic relationship between schools to ensure all pupils receive the learning and support they need.

HOW DO THE TRUST'S VALUES AND ETHOS ALIGN WITH THE SCHOOLS?

We make sure that the schools are properly supported and funded within the boundaries of Government funding. We ensure that our Trust is well governed by our Trustees and is a safe place to learn and a secure place to work. This leaves the Headteacher and their teams to focus on education of their pupils and development of their staff.

WHAT ARE THE TRUST'S GROWTH PLANS FOR THE NEXT FIVE YEARS?

We want to grow our Trust prudently with the right schools and partners. The Trust does not wish to grow exponentially, but rather focus on schools in our geographic region that would benefit from support from our existing schools and we can learn from them also.

HOW WILL THE SCHOOL RETAIN ITS IDENTITY AND COMMUNITY LINKS?

We actively encourage each school to retain and nurture its links with the community it serves. We do not seek to change the school's well forged links and identity. The approach is that the Trust will support and enhance its connections with the school.

WHAT ARE THE NEXT STEPS IF YOU WISH TO EXPLORE JOINING THE TRUST?

We would encourage you to discuss this document in detail with your governors. You can meet any of our Trustees at any time and, if you wish to proceed, we would agree a Letter of Understanding which is a non-legally binding letter to actively pursue your school joining the Trust. This would include due diligence on both parties.

ENSURING THE BEST OUTCOMES FOR PUPILS IN EDUCATION, CARE AND LIFE OPPORTUNITIES



Becoming a SAND school

If you share our enthusiasm and commitment to work together to make a positive difference to all our learners, staff and our communities, we would very much like to talk to you.

Our ambition for the Trust is one of sustainable growth whilst ensuring all our schools provide a supportive and inclusive environment that challenges and enables them, their staff and their pupils to be the best they can be.

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