

**Becoming a BDAT Academy** 

**Carol Dewhurst Chief Executive Officer** 

Peter Thompson
Director of Operations

**April 2018** 

## What are academies?



- An Academy is a publicly funded independent school.
- The Academy programme was set up in 2000 by the Labour government to allow strong schools to operate outside local authority (LA) control
- Academy freedoms include:
  - freedom from LA control;
  - greater control of their budget;
  - the ability to set their own pay and conditions for staff;
  - freedom from following the national curriculum; and
  - ability to change the lengths of school terms, days etc

### Who is BDAT?



- BDAT is your local Diocesan Academy Trust set up to support and build a collaborative family of church Academies in Bradford.
- As a Trust we were initially created to support schools in challenging circumstances to work with them to achieve their rapid improvement.
- By the end of 2018 we will support 14 primary schools within our Trust through a model of schools supporting schools and guidance from the centre.
- We also support four secondary schools: Bradford Foster Academy Immanuel College, Belle Vue Girls and Buttershaw.
- We are able to support both Church and non Church schools

## Our academies – April 2018



### **Our primary Academies**























### **Our secondary Academies**









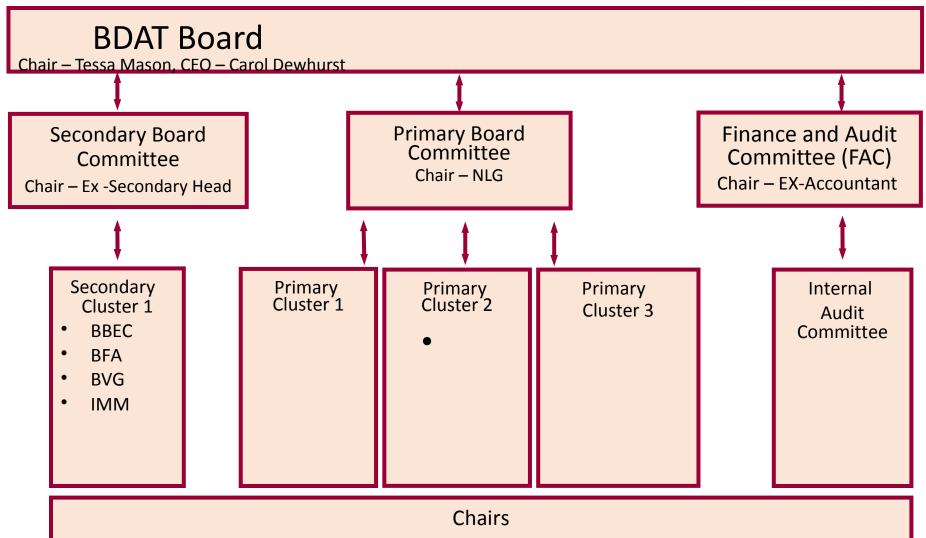
## **Our future vision**



- Primary growth. Based around three core principals: planned, measurable, sustainable
- Growth Strategy September 2017: to be at 20 schools by September 2020
- We remain committed to sustainability and will ensure that this leads in all our conversations with the Diocese and Department for Education.
- We are at a point where we think we have identified our full quota of schools.
- NEW growth strategy: http://www.bdat-academies.org/about-us/introduction-to-bdat

## Our potential growth 2017-18





## **Our vision and values**



### WHAT ARE WE HERE FOR?

"to provide first class education within the context of Christian belief and practice....

... because we believe every child only has one chance at a good education"

### WHAT ARE OUR VALUES?

- Aspiration
- Inclusion
- Excellence
- Resilience
- Compassion



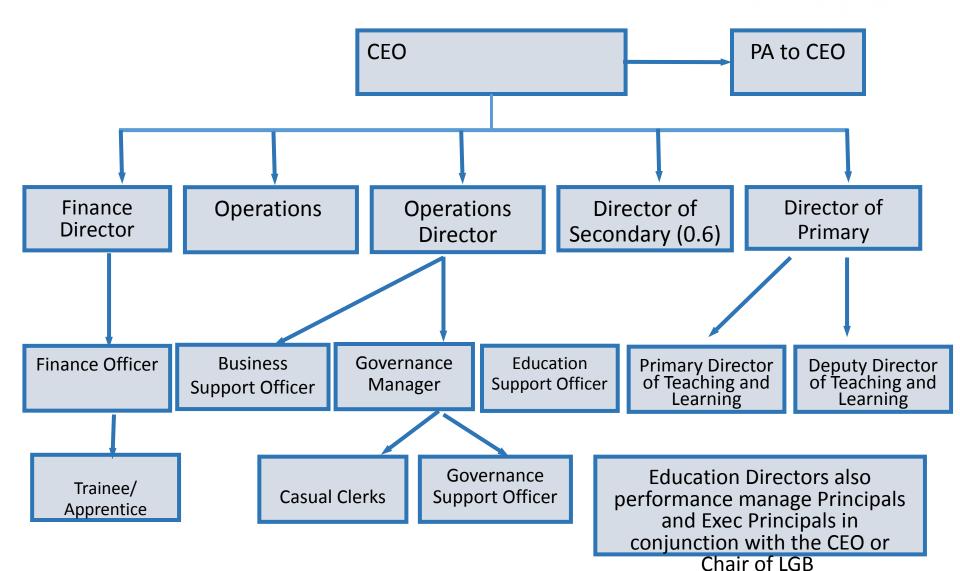
### **Our Christian ethos**



- BDAT is a Christian organisation, established by the Diocese of Leeds
- We are committed to providing high quality education for all within an ethos which encourages academic, vocational, mental, physical and spiritual opportunities, exploration and development for each member of our Academies.
- Whilst robust Christian values underpin the work of the Trust, everyone
  in BDAT (staff and pupils) is encouraged to explore their own
  spirituality and to recognise and understand that of others.
- We know our values are not uniquely Christian and underpin many of the faiths and communities we work with and in.
- It is for this reason we choose to support and sponsor Non-Church of England schools as well as those schools within the faith.

### **BDAT Central Team**





### **Future MAT structure**



- NEW strategic partnership with an outstanding sixth form provider (New College Bradford) to develop a free school sixth form offer.
- NEW strategic partnership with a Bradford Based Teaching school alliance to build external capacity. Key partners – Baildon CE, All Saints Ilkley, Immanuel College.
- NEW considering possibility of Alternative Provision free schools at Key Stage 3 + 4

## **BDAT Governance model**



- 3 Diocesan Members: Andy Jolley, Tony Hesselwood and Jerry Lepine
- MAT Board of approximately 14 Directors appointed based on skill not representation
  - http://www.bdat-academies.org/about-us/our-board
- MAT Chief Executive Officer & Accounting Officer—Carol Dewhurst
- Annual elections from the Chairs of primary and secondary LGBs to Board.
- Chief Education Officer of DBE Richard Noake (observer)
- Each school retains governing body and operates under a scheme of delegation. BDAT appoints all governors.

Board

**Board Committees** 

Executive team

ocal Governing Bodies

**Executive** Governance

Trustee

### **Trust Board (Board)**

- ·Legally accountable body for education and standards, finance and growth strategy
- Delegates functions to Committees / LGB
- ·Holds a minimum of 3 meetings per year.
- ·Held to account annually by members.

### **Executive Team**

•The CEO, along with 4 other Directors delegates executive functions to other staff in the CEO is ex officio nd Academies. Accountable to board al team/services for finance, HR, school improvement and governance support etc.

### **Board Committees (Board)**

· Committees of the Trust Board, providing scrutiny, challenge & support to academies and LGBs, ensuring communication flow.

- ·Holds 6 meetings per year.
- Primary, secondary and finance committees

### Heads Group & School Business Managers Group

 Heads group chaired by Directors of Education, responsible for standards and education

> ·SBM group led by **Director of Operations** ensuring commonality in HR, finance and

procurement and

### **Local Governing Bodies (Advisory groups)**

- Appointed by Trust Board to provide scrutiny, challenge and support to academy leadership teams.
- ·Holds 6 meetings per year.
- ·Links to community and parents
- Committees agreed by LGB.

### **Academy Leadership Teams**

·Day to day leadership and management of individual Academies.

**Principals attend LGBs** as ex officio members

**Principals & Chairs** 

on board committees

Academy SLT



## What does it cost and what do you get?

BDAT retains a core % of **GAG/DSG funding** (not PP and pupil specific) of 4.5% from all schools. This covers services including:

Finance support including all consolidation Policy development and compliance

of statutory accounting

- Internal & External audit
- Financial systems and licencing
- Budget management software
- Risk management software
- Primary assessment and data management tool
- Safeguarding audit and quality assurance
- Health & Safety Audit
- Education quality assurance
- Procurement
- Head, Chair and Business Manager network meetings and CPD

- Policy development and compliance management
- Governance support services and clerking
- Professional business advice and onsite support
- Recruitment support
- Academy conversion support including project management and TUPE
- HR
- Payroll and pension administration
- Insurance



And our standard adjustion support offer

Accountability of school data

Correlated Trust Data CPD Plan at
Trust Level for
Teaching and

Risk Register 2017/18 created and reviewed with Heads and Chairs

School Improvement Committees

Leadership and
Development Training
DHT and Middle Leaders

Standardised assessment

Target Setting, termly data for cohorts and

End of Year data and group information

Trust Education 2017/18

and SOP

Middle leaders

Getting to Good with TSA

Creation and review
of New SDP and
creation of review
of Operational

Moderation

NQT Development

Pupil Premium review and plan setting

Headteacher Training and Head group meetings

> Primary Heads Group/Board

Guidelines for Trust Pupil Premium expectations Review of Trust KPI's

External reviews ie BPIP style

PM of Headteacher

Operational support from the Trust in all areas of Ofsted

## Running throughout the year....



Priority
Documents pre
summer

Documents prepared over summer

Priority
documents from
September

Data gathering

Standardised assessment organisation

End of Year data and group information

PM of Headteacher

**Review of SDP** 

Pupil Premium review

SSE

Creation of New SDP and creation of Operational plans

Operational support from the Trust

Pupil Premium plan

Risk Register 2016/17

**Target Setting** 

Monitor and Review calendar for 17/18

**CPD Plan** 

Middle leaders and SOP

### What about schools in SM or RI?



- In addition for schools in special measures or requiring improvement, BDAT also ask for schools to allocate an additional 2% of their money for school improvement.
- This money goes back to the school on the completion of a annual plan developed with the Trust Director of Education which demonstrates how the funds will be used to improvement standards, teaching and learning.
- We believe that 2% is a small ask for schools to prioritise to support school improvement and it ensures school leaders give careful thought to intervention and improvement priorities.

## **Further documents**



Please also see our website for lots more information:

- www.bdat-academies.org



# Thank you

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