



# A Brighter Future for Your School or Trust

Education Analysis and Improvement Service



## Why Choose The Futures Trust?

- ⇒ *We are a team of highly qualified education practitioners who are on the ground, actively delivering school improvement, every day.*
- ⇒ *Our team has over 10 years experience working with a variety of schools in very different and unique contexts.*
- ⇒ *We are able to demonstrate how we have helped a number of schools in different contexts achieve improved and sustainable outcomes for learners, build a high quality workforce, develop an enhanced curriculum and create exceptional enrichment opportunities.*
- ⇒ *We help schools develop their 'curriculum intent' reflecting their own specific mission for learning, whilst ensuring that they are able to communicate this effectively to a number of stakeholders.*
- ⇒ *We tailor our response to your school's starting point on the its school improvement journey: stabilise, repair, improve, sustain.*
- ⇒ *We have developed a highly successful primary to secondary transition model and helped a number of schools to implement it in their unique context effectively.*
- ⇒ *Our curriculum, staffing and assessment models have uncovered new ways to achieve financial sustainability whilst investing in improving learner outcomes.*
- ⇒ *Our experience includes primary and secondary phases and developing successful groups of schools and Multi Academy Trusts.*
- ⇒ *We offer affordable solutions from just £500 per day.*



**The Futures Trust is passionate about supporting schools and MATs to improve outcomes for their learners, staff and communities. Our team of education experts have developed a range of models and services to help schools secure a brighter future. We know that every school or trust is unique and we tailor our expertise to fit your phase, context and specific needs.**

**Our approach is to work in partnership with you and your school. We develop lasting relationships based on mutual respect and delivering what we promise.**





# Our Offer To You: The Futures Trust Improvement Packages

Available for schools and multi academy trusts, we engage with you to enable sustained and systemic changes that help bring about improved learner outcomes.

## School Package

We work with you and your colleagues to identify where your school is now and where it wishes to go next on in your school's improvement journey. We work collaboratively in order to build the necessary enablers to achieve your next steps.

We align high quality educational practice with effective business structures and processes to secure strong educational outcomes. Our work is focused upon developing a high quality workforce, robust and prudent financial planning, management of risk and assets as well as strong governance supporting a precise school improvement journey focused upon:

- Student Outcomes
- Teaching and Learning: Quality in the Classroom
- Communication Skills
- Support: Systematic Monitoring and Intervention
- Experience: Curriculum Design
- Leadership and Management

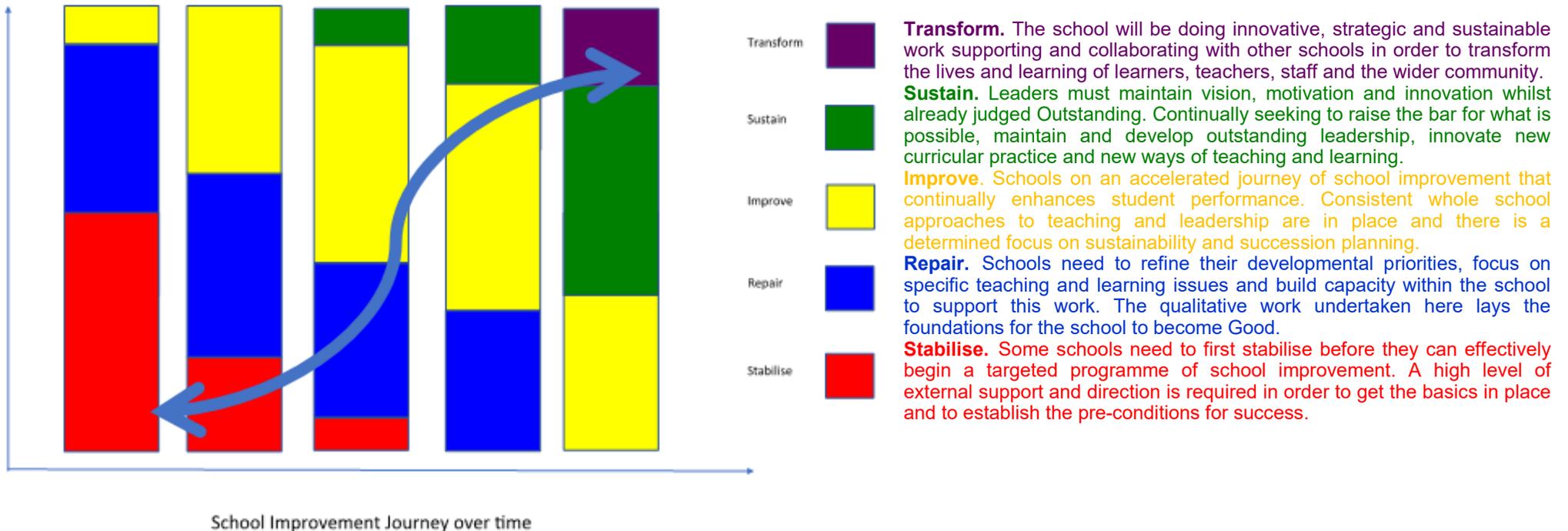


*“Having access to outstanding school improvement practitioners across The Futures Trust has been invaluable to me and my school. It’s reassuring when you can just pick up the phone and talk to a person who is on your side and willing and able to talk through your issues and ideas.”*

**Chris Jupp, Head teacher, Barr’s Hill School**

# Supporting You through the School Improvement Continuum

School improvement is a journey to excellence – it is not a final destination... As a consequence all schools are on a performance continuum or school improvement pathway. School improvement is not linear but messy. However, if key actions in the first instance are not taken to stabilise and repair school improvements are unlikely to embed, sustain and lead on to transformation.



- Using the continuum model, we will work with you to identify where your school is now and what it must put in place to progress to the next phase of its unique journey.
- We will introduce you to schools at a different point in the continuum and explain how they moved to that point.
- Depending on your needs, we will provide you and your school with a bespoke road map for each of the phases of the continuum: stabilising, repairing, improving, sustaining and transforming.

# Multi-Academy Trust Package

We support multi-academy trusts either in their work with individual schools or across their trust. Our aim is to help trusts to scale up effective practice, processes and performance. We work at depth with you and your trust in three key areas:

## Leading, Standards, Teaching, Learning, Curriculum and Assessment

- From Your Vision to Your Classroom
- Development of a Professional Learning Environment : CPD, Culture and Cohesion
- Development of a School Improvement Framework including the 3 staged School Improvement Journey
- Development and Support for Future Leaders including access to our in house programmes
- Learner reviews.
- Development of Leadership Impact Measures

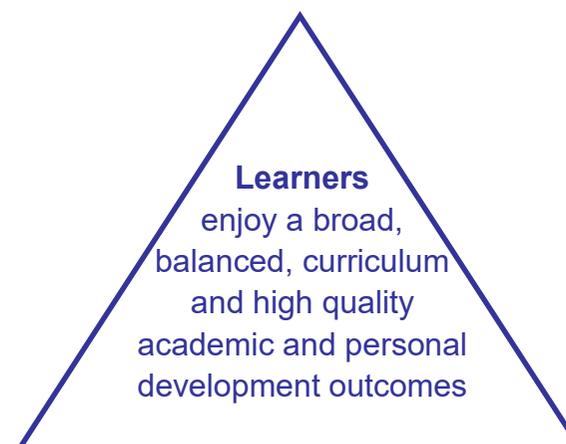
## Business Management

- Business Management health check and signposted solutions
- Achieving Financial Stability, Integrated curriculum and financial planning, Smarter Procurement and Value for Money
- Developing your People and your Organisation
- Attracting learners using Marketing and Brand Development
- Developing Robust Management Information for Intelligent School Leadership
- Enhancing Estates Management and Community Facilities
- The Management of Risk

## Leadership and Governance

- Transparent Accountability: executive and trustee responsibilities towards oversight, implementation, the delivery of the strategic plan.
- Governance structures, workplans and reporting processes

**Trustees and Governors**  
challenge education outcomes and value for money, provide a strategic steer



**Head teachers and Education Leaders**  
set education vision and objectives, review curriculum and staffing meet learners' needs whilst ensuring affordability

**School Business Leaders**  
ensure resources support the curriculum effectively whilst securing efficiencies and value for money



# From Good to Outstanding: A, B, C, D, E.

We guide you to unlock the potential in your learners and your school:

**Achievement.** Learners are communicative, competitive, creative, compelling and collaborative within their contexts.

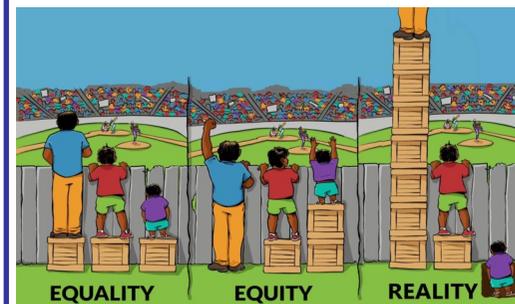
**Enrichment.** Learners experience a diverse range of creative, cultural and competitive activities that develop their character, confidence and purpose in life.

**Outstanding Learners  
Outstanding School**

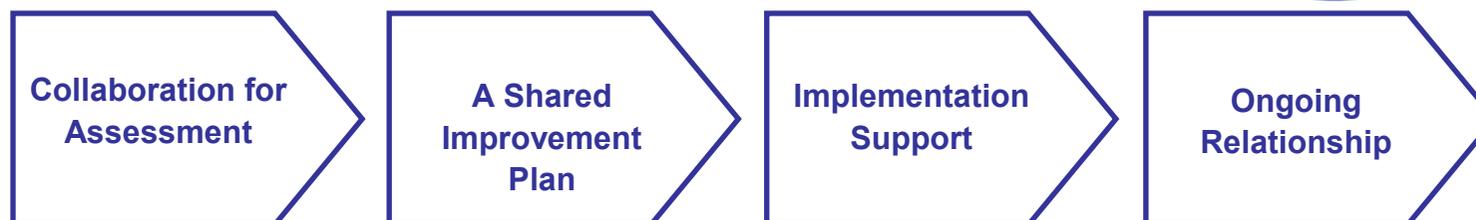
**Discipline.** Learners develop their resilience, responsibility, reflectiveness and increasing ability to demonstrate respectful behaviour in all contexts enabling them to build caring and effective relationships.

**Belonging.** Learners demonstrate confidence, commitment and happiness in their own abilities and their daily activities in school.

**Celebration.** Learners know that their successes that are recognised and valued by the school community.



We also evaluate your school's governance, leadership structures and use of resources, pupil premium and SEND provision to identify how these can be moved from Good to truly Outstanding.



## Delivering Your Brighter Future

We deliver our improvement services in four discrete steps:

- In order to meet the unique needs of your school or trust, The Futures Trust will work closely with you to **assess your current position and your school improvement aspirations**. We will focus on those areas offering the greatest opportunities to reach the next stage in your school improvement journey. We will collate and analyse your data and identify key issues, enablers and opportunities that will make the greatest impact on student outcomes. These may include working on areas such as the quality of teaching and learning, your curriculum or professional development.
- We will support you to create a new **Improvement Plan** to achieve the outcomes you have identified. The plan will set out a series of steps that can be realistically implemented in your context together with how key enablers can be built to support and sustain your success.
- The Futures Trust will provide you with **implementation support** while you undertake your improvement journey. This might include the provision of educational resources, staff training and advice and guidance. You will be able to contact us to chat through any issues you are facing and how these can be resolved.
- Over time, it is likely that you will forge strong working relationships with us and us with you. As the educational landscape is ever changing, we anticipate that an **ongoing relationship** between you, your school or trust and The Futures Trust could become mutually beneficial. We look forward to a time when this is the case and will be open to discussions relating to how we can continue our journey

## Our Promise to You

The Futures Trust prides itself on working to the highest professional standards and ensuring that everyone we work with is treated fairly and with respect. Our aim is to work in a challenging but supportive manner to achieve the very best for the learners we serve. We work within the agreed terms of reference and base any challenges to performance and any recommendations on evidence gained during their work. We respect confidentiality and recognise any potential sensitivities relating to the work of groups or individuals.



# Our School Improvement Team

The Futures Trust employs a number of school improvement professionals some of whom we have listed below.



## **Peter Thomas, CEO The Futures Trust**

NLE, Ofsted Additional Inspector, Pupil Premium Reviewer. Head Teacher for 7 years of President Kennedy School. In 3 years the school improved from RTI to Outstanding in all categories. The school has regularly been in the top 1-3% of all schools for progress between 2012-2017 and twice in the top 100 state secondary schools. Peter has worked with the National Schools Commissioner on a project focused on identifying the key school improvement factors that tackle traditional underperformance and lead to sustained improvement. Chair of a West Midlands MAT with 25 years governance experience.



## **Steve Toor, Deputy CEO - Education**

Previously Deputy Headteacher at President Kennedy School with a remit on standards, curriculum, assessment and teaching and learning, attuned to deliver school improvement. Steve is a curriculum planning specialist and has helped many schools realise their potential through curriculum redesign. Steve works alongside Head teachers to align business and educational structures to ensure best possible outcomes for students in the most affordable way.



## **Lis Rowlands, Trust Development Director**

Lis trained as a financial economist and after moving from a 13 year career in international banking, she has spent 12 years working with schools to uncover opportunities to use resources more effectively ensuring that more funding can be invested in learning. Lis's experience includes business modelling, marketing and brand development, risk management, academy conversions and business consultancy. Lis works closely with an experienced and well qualified team of HR, Finance, Legal and Governance professionals, able to deliver improved school resilience.



## **Chris Jupp, School Improvement Lead**

Head teacher, Barr's Hill School having moved the school from 'floor' to 'Good' in 11 months. Chris specialises in developing powerful leaders, transforming behaviour and enrichment in schools and has extensive experience of implementing the primary-secondary transition model, including leadership of The Bridge. Prior to this, Chris spent 8 years experience working on school improvement and educational transformational change projects within President Kennedy School. He has undertaken Ofsted inspection training.



## **Julie Bircher, School Improvement Lead**

Julie is an SLE, a SSIF consultant and engaged by the Local Authority as a teaching and learning consultant. She is heavily in demand for improving student engagement in the classroom. Julie works with schools to identify and implement improvements in all aspects of teaching and learning. Julie works with schools in many geographical areas of Midlands. Julie is a former senior leader of President Kennedy School.



## **Mollie Potts, School Improvement Lead**

Mollie is a primary to secondary / cross phase years 5-8 specialist who works on the ground in schools raising standards in reading, writing and mathematics. Mollie leads in raising attainment for Pupil Premium learners. Mollie's experience includes helping a number of primary schools raise standards and extends to transition years in secondary schools.



## **Jeanette Hiatt, School Improvement Lead**

Jeanette supporting schools in effective Leadership. Her extensive experience leading primary schools includes 14 years as a Headteacher and Executive Headteacher, and her skills are kept current and relevant through ongoing interim leadership roles in schools. Jeanette has worked as Local Authority Advisor, Local Leader of Education and a Pupil Premium Grant Reviewer.



**For more information or an informal conversation please contact: Tracey Galland, Executive P.A. to Peter Thomas on 024 7645 0215 (Ext: 203) or email: [tracey.galland@thefuturestrust.org.uk](mailto:tracey.galland@thefuturestrust.org.uk)**