



**SALE** HIGH SCHOOL

**Welcome**

04/11/2024

# Background



- Around 80% of secondaries are currently in trusts and there is still an expectation from the DfE that all schools are eventually part of a trust
- This is something the school has explored in the past
- There have been difficult challenges facing all schools recently, particularly since Covid
  - Including, more extreme behaviour, increased SEND – particularly mental health
- Additional support was needed in some key areas, thinking longer term
- Joining a larger network of schools brings a wide range of benefits for staff and students
- While the school is in a positive place, it's the best time to make an active decision to join the right trust for Sale High – not waiting for it to potentially be done to us in the future

# The Process



- Taking all this into account we started to look into the possibility of joining a trust
- Initially we decided on elements of trusts that would/wouldn't suit us and drew up a list of preferences
- Carried out research on trusts that operate in the local area to see which may fit our brief
- Contacted and met with 3 trusts for initial conversations
- Narrowed it down to the 2 that we felt we would fit with and that would benefit our school the most. Leaders from these trusts came and presented to governors.
- Made a decision to explore joining **United Learning Trust**



## An exciting opportunity

- We're really excited about the opportunities this will bring
- The school is in a really positive place, we believe this will help us make our school even better
  - Wider network to connect to for sharing best practice
  - Access to expert support and guidance across many areas – subjects, SEND
  - Increased student opportunities
  - Regular quality assurance across all areas – giving parents ongoing confidence
  - Help with teacher recruitment and training – United Teaching
  - Shared data across schools for better understanding and intervention – e.g. KS3 assessment
  - CPD opportunities for staff to be upskilled – at all levels and in a range of roles
  - Excellent track record – Ofsted, results, improvement

# An introduction to United Learning

For parents and carers of pupils at Sale High School

Ben Antell – Director of Secondary Academies

Laura Moore – Regional Director

James Eldon - Principal

Euan Graham – Head of Growth

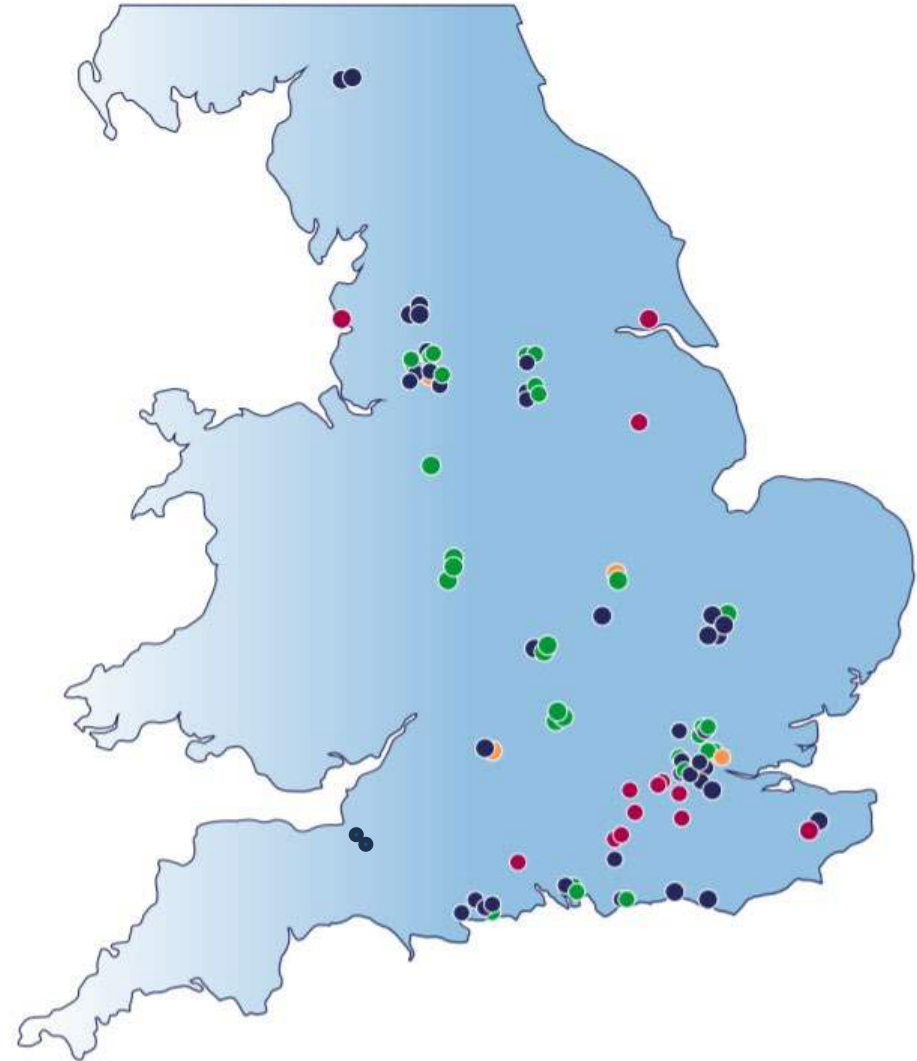
4 November 2024



# A national group of local schools

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- ULT founded in 2002
- Long standing presence in Greater Manchester
- Children first; serving the community; relationships based
- 100+ schools – primary, secondary and all-throughs in diverse contexts
  - 65,000 pupils
  - Around 10,000 staff
- Develop **cluster model** to realise benefits of **local collaboration** and support **all staff**
- One size does not fit all
- **Autonomy** - headteachers still run schools
- Recognised as a **national group of local schools**



# The Framework for Excellence



The Framework for Excellence consists of five principles:

1. The best from everyone
2. Powerful knowledge
3. Education with character
4. Leadership in every role
5. Continuous improvement

# Common strengths

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- Each of our schools is unique, but there are common strengths:
  - Academically strong
  - High quality curriculum
  - High quality extra-curricular opportunities
  - Preparation for Further Education and life beyond school





# The role of a Regional Director

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- Support the Head and leaders at all levels (HR, finance, estates, school improvement, recruitment, complaints, leadership)
- Challenge and support the Head, SLT, middle leaders and LGB focusing on continuous improvement and the framework for excellence
- Provide on site support through T meetings, Support and Review visits, subject support, academic standards review
- Facilitate support and networking with other trust schools
- Provide ‘external eyes’ and support ongoing improvement
- Work alongside the school at all levels to seek ‘continuous improvement’

*‘The main role of a Regional Director is to school improve’*

# What does this mean for children?

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- Happy and secure in school – joyful education which prepares them for success in later life
- Ambitious and aspirational culture
- Helps them to achieve their very best
- Children feel valued and listened to – including student surveys
- Focus on education with character
- Strong curriculum – both reflects their everyday lives and opens them up to new ideas and experiences
- Increased student opportunities – leadership programmes, music performances, university entrance programmes
- Independent – state collaboration

# United Learning Curriculum

- **Entitlement:** All pupils have the right to learn what is in the United Learning curriculum
- **Coherence:** Powerful knowledge builds term by term and year by year
- **Mastery:** We ensure that foundational knowledge, skills, and concepts are secure before moving on. Pupils revisit prior learning and apply their understanding in new contexts
  - **Adaptability:** The curriculum is stable but each school brings it to life in their own context
- **Representation:** All pupils see themselves in our curriculum, and our curriculum takes all pupils beyond their immediate experience
- **Education with character:** Alongside academic development, our wider school curriculum aims to develop the whole person. **#educationwithcharacter**



Secondary



Now viewing  
Teacher Resources

Hello Stephen Adcock  
SignOut

Teacher View

English

Mathematics

Science

Geography

History

Modern Foreign Languages

Music

Physical Education

# No teacher teaches in isolation

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- Subject advisers e.g. 6x HoD meetings per year in each subject
- Subject networks e.g. Sixth Form subjects
- Networks and webinars for attendance leads, behaviour leads, literacy leads etc
- Support networks for headteachers.



# What does this mean for staff? Training available

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- **ITT Provider** rated **Outstanding** by Ofsted
- **220 trainees** achieved the QTS with us in summer 2024.
- Recruited more than **350 trainees** to start in our schools in September 2024.
- Bucking the national trend in ITT recruitment
- Priority to attract great teachers

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- **Early Career Framework (ECF) programme**
  - **Future Teachers programme**
  - **Group networks** in all key areas (teaching & non teaching)
  - **Leadership development programmes** (MLT, SLT, aspiring to headship, specialist & leadership NPQs, business management programmes)

Great places to work

# Learning from students, parents and staff - group wide surveys

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- Our annual staff survey runs every academic year (November), guaranteeing confidentiality
- Results from the November 2023 surveys will be shared with trust and school leaders
- **Action planning** on key priority areas will then begin
- Parent and pupil surveys run concurrently, enabling triangulation of results



# The best in everyone – our strategy 2021-2026

## Great places to learn

Culture of achievement

Inviting atmosphere and environment

Powerful knowledge

Education with character

## Great places to work

Teaching without disruption

Excellent professional development

High-quality environment and digital resources

Commitment to inclusion

Leadership in every role

## A great group to join

High-quality central services

Strong local clusters

Group-wide networks

Financial and commercial acumen

## A great contribution beyond the group

Influencing educational policy and practice

Supporting other schools and trusts

Supporting local communities

Sustainable and responsible operations

# Thank you for listening

Questions?

