



# SHINE LEARNING TRUST

**A learning community where  
wellbeing is at the heart of the  
school improvement model.**



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# 01. WHO IS SHINE LEARNING TRUST?

In 2022, Shine Learning Trust is launching a primary focused Multi Academy Trust in South Buckinghamshire serving schools in our commutable locality.

Shine Learning Trust puts the **wellbeing** of **each and every member** of its school communities at the heart of **collaborative school improvement**.

Shine Learning Trust is more than words and symbols. Our vision and aspiration is for each and every individual to be the best of one's self.



## Shine

wellbeing, gleam, excel, happiness, stand out, do well



## Learn(ing)

discover, understand, hear, gain knowledge, acquire



## Trust

belief, conviction, dependence, collaboration, depend on



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Shine Learning Trust supports the vision for all our schools to shine through by encouraging their own individuality, retaining their unique characters, uniforms, logos, and curriculum.

We will provide school improvement and operational support to all schools and, where needed, a greater structure of support to schools to drive rapid enhancements.

Each year the Trust will agree and set key performance indicators targeting:

- Accelerated progress of pupil attainment
- Growth/sustain pupil numbers
- Effective financial management
- Enhanced teaching over time outcomes and retention of good/outstanding team
- Robust appraisal and bespoke CPD to support leadership development



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## 02. WHAT DOES SHINE LEARNING TRUST PROVIDE?

Shine Learning Trust embeds a culture of school improvement with a core focus on wellbeing through embedding an integrated approach across the Trust community.

We offer a combined and collaborative approach to our growing community of schools, not a centralised 'one size fits all' approach.

The Shine improvement offer enables senior leaders to provide the best opportunities and outcomes for their pupils, whilst the Shine operations offer supports and enhances existing infrastructure to ensure that senior leaders are able to focus their time to the benefit of their learning communities.



Our Trust Board encompasses experience from across many fields to support all our school communities and drive improvement. Each school's Local Governing Board plays a key part in governance by ensuring their school communities views are fully represented.



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# THE SHINE IMPROVEMENT OFFER

We provide a central school improvement team consisting of dedicated experienced school improvement personnel with a proven record of improving schools.

In addition, we provide experienced Shine Ambassadors (in all areas including curriculum) from across the Trust who have all provided leadership impact in supporting others both in their own school and across other school communities. Shine Ambassadors are regularly recruited from within the Trust to drive both improvement and leadership capacity as well as offering CPD opportunities.

The Shine school improvement team provide bespoke support to individual schools, working together to grow and develop.

Within the 5%\* management fee each school will receive;

- A full 'quality of education' review on joining the Trust and every subsequent two years
- A minimum of two days school level support from our dedicated improvement officer each and every half term.
- Bespoke school improvement officer support as required – including coaching, mentoring and target setting
- School Improvement planning support – development of bespoke plans and monitoring of impact



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# THE SHINE IMPROVEMENT OFFER

- Shine Ambassador support as required – bespoke according to school improvement plans. For example, lesson observations and feedback and behaviour management support
- Shared Trust CPD for teaching and non-teaching staff - a balance of Trust wide and school led CPD opportunities according to the Trust and school improvement plans
- Governance audit and support including Governor Hub
- Regular Head teacher forums
- Headteacher support. For example, day to day guidance, communications, complaints and standardised procedures.
- Policy Toolkits
- Staff online area - to include curriculum CPD resources
- Regular forums for all subject leads
- *Judicium* Safeguarding Support subscription including onsite audits
- *The Key* Leadership Support

\*Management fee is reviewed annually



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# THE SHINE OPERATIONS OFFER

The central finance team will provide guidance and support with day-to-day management of the schools' finances, budget setting and monitoring. The central team will ensure compliance with the Academies Trust Handbook and all submissions to the ESFA.

Within the 5% management fee each school will receive;

- Support for transition to Trust operations systems
- On site visits
- Termly trust wide finance meetings
- Access Budget and Accounting System (used Trust wide)
- Training and coaching for the use of all academy/Trust business systems
- Health and Safety Audit Support
- Estates management planning to include bidding for project funding and managing projects
- The Key for School Leaders and The Key for School Governor and Governor Hub
- Governor Training
- Statutory policies and non-statutory policies templates for use
- Benefits of Trust wide purchase decisions e.g. economies of scale
- Benefits of Trust wide contract procurement
- Centralised payroll service set up and support



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# THE SHINE OPERATIONS OFFER

- HR services including recruitment across the Trust
- Legal services and support
- Support with producing Monthly Management and Cashflow reports
- Annual School Budget guidance and support in the creation of the annual school budget
- Support to assist with the process of 3-year strategic budget setting
- Marketing and growth planning
- ICT central services including email, website and online infrastructure for staff and pupils
- Trust wide research including stakeholders feedback

\*Management fee is reviewed annually



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# BENEFITS

## STAFF

- Trust wide wellbeing strategy
- Career opportunities both within and outside of the Trust e.g. Shine Ambassador opportunities
- Consistency of appraisal and training
- Consistency of staff workload
- Staff wellbeing support
- Childcare Vouchers Scheme
- Subject/role peer groups
- Headteacher 'Trust' Board – a space to share and grow in trust

## PUPILS AND PARENTS

- Focus on wellbeing in the curriculum
- Enhanced progress and attainment
- Access to resources across the Trust
- Young leader opportunities
- Parental workshop opportunities
- Consistency of approach e.g. behaviour management, PSHE
- Retained school identity
- Staff retention across schools and the Trust

## GOVERNORS

- Bespoke scheme of delegation outlining governance roles
- Shared best practice across the Trust
- Breadth of experience and knowledge across the Trust
- Regular training opportunities
- Governor mentoring opportunity
- Succession planning



## 03. HOW TO JOIN SHINE LEARNING TRUST

As a Multi Academy Trust formed in 2022, we are excited to welcome schools to be part of our collaboration - learning and sharing together.

If your school values are based on wellbeing, being the key to unlocking the potential for success, we'd be delighted to hear from you!

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## 04. THINGS TO CONSIDER AND FAQs

When contemplating joining a Multi Academy Trust, there are many factors to consider;

- Are the Trusts vision and values in line with our school vision and values?
- How much autonomy are we able to retain?
- How is the structure actually going to work?
- How much support will we receive?

We hope that this document has answered many of your questions.

Here are a few other FAQs to assist:

### **Can a maintained school join Shine Learning Trust?**

*Yes, the process for this includes following the academisation application route.*

### **Can existing SATs join Shine Learning Trust?**

*Yes, the process for this can take approximately 6 months.*

### **Can a school part of an existing MAT join Shine Learning Trust?**

*This process can be discussed with your existing MAT and the DfE.*



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## **How long does it take to join the Trust?**

*Timescales vary but in broad terms, academisation as part of joining a MAT can take on average between 6 and 9 months.*

## **Would Shine Learning Trust provide support during the pre conversion process?**

*Yes, Shine Learning Trust will provide guidance and support throughout the process.*

The Dfe guidance is regularly updated on all of the above and can be found at [www.gov.uk](http://www.gov.uk)

Do let us know if you have any other questions.

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