

MANOR MULTI ACADEMY TRUST

“CREATING FUTURES TOGETHER”

CEO: Anita Cliff O.B.E
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Founded in February 2016 Manor Multi Academy Trust originated from the highly successful school improvement and partnership work led by Manor Primary School in Wolverhampton, a National Teaching School hub with a proven track record of achieving the highest of standards and a reputation for supporting the development of many schools locally improve.

We are currently a MAT of 9 Primary Schools with 3200 children in our family. We are passionate about transforming pupils' life chances and have successfully and rapidly improved several special measures schools, with our first two that came into the trust being rated as outstanding I all Ofsted areas in their first inspection cycle.

Our Trust's aspiration is that every child who attends a school within our MAT attends a "Great School." That all pupils are nurtured, inspired and receive a world class education. Our goal is to ensure that every member of staff receives the highest quality professional development and tailored support so they can be the best they can be.

We are passionate about system-led change – our Trust is built upon the principle of schools supporting schools. We are very open in our approach and readily share our resources and thinking, both within the family and with our neighbouring schools.

Our mission is to inspire belief in everyone. **Creating** individual and collective **futures**, with an unswerving commitment to our communities and beyond. We pledge to champion each other, **together**

Our vision is to bring inspiration and innovation, with a courageous enthusiasm for excellence, in order to **create** amazing **futures, together.**

Our Trust is committed to leading by example and lives by its unswerving commitment to our core values of integrity, ambition, collaboration and inclusion.

Within our Trust schools we are privileged within our schools to work with inspirational people who create positive energy and generate enthusiasm. They help to develop individuality and creative thinking. In turn, our children are inspired to believe that no mountain is too high to conquer and that nothing is impossible to achieve.

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Our academies are each at the centre of their own local communities. It is very important that each school has the opportunity and the freedom to respond to the needs of parents and children and create their own local solutions. As a family of academies, we celebrate diversity and individuality. We understand that no school or community is the same; however, we have the same high expectations of everyone in the trust and believe that, with the support of the Manor family, every academy will provide a great learning experience for the children, and they will make great progress.

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Our Trust is committed to leading by example and lives by its unwavering commitment to integrity, transparency and excellence.

Across our Trust we provide our schools with extensive support from a highly skilled core central team that provides:

- school improvement support: to support to schools in implementing a well sequenced highly ambitious curriculum; developing strong teaching and learning across the school; developing capacity of leaders so they become courageous highly effective leaders
- Finance support from a highly experienced CFO and finance Team
- ICT support from an innovative IT Team
- HR support
- Support with data
- Estates support

Our core central team enables our schools to work with inspirational people with exceptional skills who create positive energy and generate enthusiasm as well as add capacity. They help to develop individuality and creative thinking. In turn, our children are inspired to believe that no mountain is too high to conquer and that nothing is impossible to achieve.

Within our Trust we are very proud that Manor Primary leads a National Teaching School Hub. We are very privileged to serve South Staffordshire, Walsall and Wolverhampton Schools. We strive to bring inspiration and innovation to all schools in our learning community - to transform the life chances of children and young people through our relentless pursuit of excellence in every classroom, through every leader, in every school. We endeavour to provide cutting-edge, evidence-informed CPD, developed to meet the needs of the entire education community we serve, through the golden thread, from Initial Teacher Training to Executive Leadership.

We have a very strong, trusted and established partnership with Ambition Institute, who will work alongside us to deliver Early Career Framework and the suite of National Professional Qualifications. We also have excellent partnerships with SHaW and North Midlands Maths Hubs and John Bosco English Hub as well as regional research schools, Science and Learning Partnerships and Ed-Tech Demonstrator Schools - all working together to serve the needs of every school across our TSH region.

We will work collaboratively, with integrity, innovatively in order to have impact for everyone we serve.



St Albans CofE Primary Academy

Associate Headteacher: Matthew Wynne

Number of pupils: 197

Where: Wolverhampton

St Alban's CofE Academy has been on a significant, and at times, turbulent journey since it opened its doors. In the history of the school, 20 years, it had not once been awarded a good grading by OFSTED. However, in January 2023, the school finally, and deservedly, received a good grading with three areas also being graded outstanding (Leadership and Management, Personal Development and Early Years).

The school began its journey to become part of the Manor Multi Academy Trust in September 2018, marking the path for a road of significant and rapid improvements, determined to provide academic excellence and high aspirations for all children. After joining the Trust, strategic appointments were made and teaching and learning across the school was developed through rigorous, continuous professional development and implementation of a bespoke, aspirational curriculum for all.

Culture and Ethos

At St Alban's C of E Academy, we empower each child to learn enthusiastically, grow independently and explore inquisitively to fulfil their God given potential. The school is a happy and inclusive school where, "Pupils are encouraged to be enthusiastic, independent and inquisitive explorers who fulfil their potential." Leaders, staff, pupils and families have, "The same strong sense of working 'as one' which shines through," (OFSTED, 2023).



We hold high aspirations for all of our children, through our nurturing environment, aspirational curriculum and our holistic approach to learning, to ensure children develop into confident, articulate and capable young citizens ready for their next stage of education and the wider world. Personal and academic development are valued as equally important!

At the heart of St Alban's we believe, people come first. Whether that be the children or adults: we always start with people in mind. As important as checklists and 'to-do' lists are, schools can at times become focused on the things and not the individuals. We have tried to build deep and meaningful relationships with all stakeholders so that they feel comfortable to share, reflect and are open in their thoughts. We do not want to shy away from difficult conversations, as these are where growth comes from. We have tough days like all schools, but like any family, you work through those days together. "Staff morale is high, staff feel valued. They say we are one team, one voice" (OFSTED, 2023).



Brave Leadership

“Trustees and school leaders have successfully worked with determination and dedication to improve this school,” (OFSTED, 2023). St Alban’s has a strong and committed leadership team, complemented by a dedicated school staff who hold all children at the heart of everything they do. There has been a purposeful focus on the development of leadership at all levels, seeing all staff as leaders, in essence ‘Everyone on the pitch is the captain,’ which has enabled cohesive and rapid improvement on multiple fronts.

Whilst improving a school that requires ‘special measures’, simplification and re-calibration are needed, which opens the question of how do you prioritise from a list of priorities? Most of the time, this can not be done; however, the best strategy we used at St Alban’s was to simplify the processes and systems, so they were more efficient, as well as re-calibrating peoples’ thinking. Throughout our journey, leaders asked, and continue to ask, “What’s the point? So what? What difference is that making? Can we get the same impact in a quicker way?” to ensure all staff members are reflective and proactive in their thinking. It was important for St Alban’s to be brave and do what was right for the staff and the children, and whilst getting this right is a difficult task, improving and refining can bring better results rather than having a ‘bolt on’ to systems and processes that may not be working.

What each child needs

At St Alban’s, the leaders and staffs’ unwavering dedication to improve outcomes for all children, and enable them to be well-rounded citizens, prepared for the wider world is clearly evident.



Due to the location of the school, we have high mobility across the school (25%), which has brought many challenges. There is no time to lose! As soon as a child walks through the school doors, on their first day, we ensure that the children enter a nurturing environment, which encourages relationships to be formed and staff to understand each child's individual needs. This starts from Nursery all the way to year 6, for all children, all of the time. “Pupils in Early Years use learning as a springboard to leap high in their learning,” (OFSTED, 2023).

This is especially the case when supporting children with special educational needs, “Staff know each individual pupil well. They are quick to note any additional needs as they appear. Leaders’ attention to detail and deep and continual questioning ensures that all pupils, including those with special educational needs and/or disabilities (SEND), get the right help at the right time”, (OFSTED 2023).

As a school, we believe that we all make mistakes in life and that this is part of learning, this is no different with behavioural challenges or needs. The school uses restorative practice, alongside our ‘reset’ areas, amongst other strategies, to support the development of reflection and self-regulation. As a faith school, we also hold the value of Forgiveness dear to us and so this is reinforced within Collective Worship and Religious studies.

St Alban’s has an extensive pastoral provision, which starts with our universal approach, ‘Personal Life Skills’. “School ensures that pupils are equipped with all they need for their next steps in school and life. It is through their exceptional curriculum that they sow the seeds of creating a zest for learning, a knowledge of safety, and being a respectful citizen”, (OFSTED (2023).

Where children need targeted or individual support, we have trained specific staff to run bespoke support to ensure all children receive what is needed. Not only is the provision individualised but also the adult supporting. Knowing each child well and talent spotting staff's strengths has allowed the school to get the best from them and in turn the children.

Bespoke and personalised Curriculum

When the school Academised the curriculum in place was dated and not fit for purpose. As a school, key leaders over the years, have written and refined a bespoke and personalised curriculum. This was based on a trinity of development: statutory requirements; needs and interests of children and locality led.

An example of this is with the moat at Ashmore Park: some children read up on leaflets from the community which started enquiry questioning and thus begun the refining of the curriculum. We know that there has been a focus nationally on chronology within history and this moat has become, unusually, one of our golden threads. Thirteenth century links began the start of the exploration, allowing children to develop knowledge of their community in the past, which then built on further curriculum links to learning about the local area of Bentley Bridge and wider to that, Wednesfield, with the impact that these areas had on us today.

As we created separate strands, there was a conscious decision to ensure the different subjects intertwined and knowledge and skills could be applied and developed across all areas. We want our children to become experts within their fields. Where children may have struggled or excelled, the school has put in place reasonable adjustments to ensure all children can access the curriculum and that there is success for all. "Leaders have a distinctive and united ability to step back and ask, 'What is right for our pupils?' Once this is answered, they create bespoke education and care that fit together seamlessly. The curriculum is centred around the child and the community," (OFSTED, 2023). When looking ahead to change and development, we knew that we knew the community we served better than anyone else so, as well as understanding the expectations of the Ofsted Framework for improving schools, we were courageous and did what we knew the children needed.

Manor Primary Academy

Headteacher: Julie Mills

Number of pupils: 680

Where: Wolverhampton



Manor is an exceptional place for children to thrive, grow and learn. It has recently one again been graded by Ofsted as outstanding in all Ofsted areas. We are very proud to have created a culture of belonging, where the children are the beating heart of all that we do, they are our motivation, and we are their champions. skills to find their wings and fly.

We create extraordinary learning, for all our children to be proud of their achievements, develop resilience and grow as learners so that they can discover their place in the world, where the possibilities are endless!

We ensure that every child receives outstanding teaching; our pupils are nurtured and inspired to develop resilience and strive for exceptionality. In the famous words of the incredible Rita Pierson we believe and instil in every member of staff "Every child deserves a champion – an adult who will never give up on them, who understands the power of connection and insists that they become the best that they can possibly be."





We champion every single child, we challenge them, we engage them; we believe in them and inspire them so they can be the best they can be to find their wings and fly...

At Manor our children enter our school with skills that are below that expected for their age, by the time they leave EYFS outcomes are above national, by the time they leave KS 1 they are sig above national and by the time they leave year 6 they are amongst the best outcomes in the country. This is a trend over more than two decades!!

How do achieve this?

At Manor Our Goal is to ensure that every member of staff receives the highest quality professional development and tailored support so they can be to be the best they can be. As a National Teaching school hub we have developed bespoke programmes to support groups of staff or individuals that enable them in no time at all to be able to deliver consistently outstanding T&L overtime. Teaching and learning programmes and cutting-edge leadership programmes fast tracks teachers and leaders to be exceptional. As a result we have developed highly skilled and reflective teachers; teaching assistants and other support staff who are dedicated and committed to ensuring pupils receive the highest quality and standards of educational experience.

The support we provide our staff grows Inspirational people that create positive energy and generate

enthusiasm within our school. They help to develop individuality and creative thinking. In turn our children are inspired to believe that no mountain is too high to conquer and that nothing is impossible to achieve. Our goal is to ensure that everyone is highly motivated and engaged by their experience with us, be it a pupil, staff member, parent or a community volunteer, and to enrich their lives through their association with us.

Our entire curriculum for nursery to year 6 has been written by Manor Leaders. It is innovative and creative and, in all subjects, has the highest of expectation for each learner. It is based on firsthand experience, extensive range of visitors and visits and has been cultivated through a broad range of educational visitors. Every pupil receives outstanding teaching across a specialised curriculum in every class they enter; our pupils are nurtured and inspired to be the best they can be both now, and in their future lives.



St Thomas' C of E Academy

Headteacher: Fiona Beardsley

Number of pupils: 207

Where: Wolverhampton

The school began its journey to become part of the Manor Multi Academy Trust in September 2018, determined to provide academic excellence and high aspirations for all children. We are proud to belong to Manor Multi Academy Trust and benefit from the wide-ranging support the Trust continually provides for both staff, children and the families we work with.

Words from the Headteacher

Our school is a special place with a group of staff who are committed to ensuring that our children receive the very best education and where our children grow to be confident, highly motivated and happy. As a Church of England school, our school vision 'Growing, Learning and Shining Together with God' underpins all that we do.

Our children are amazing! They bring joy and enthusiasm with them every day and have such a positive attitude towards their learning. We provide our children with a full and enriching curriculum that enables them to achieve well throughout their time at our school.

Partnerships are important to us, and we always aim to develop positive relationships with our parents and the wider community so that we all work together to make St. Thomas' the best school that it can be.

What is it like for pupils at our school?

Ofsted say that St Thomas' C of E Academy is a happy and welcoming place. It is very distinct in its



community spirit; pupils are proud to attend, and they talk excitedly about their learning and how they enjoy supporting others. Pupils embrace the many opportunities the school has on offer, and they take their leadership responsibilities seriously. All children in school are polite, courteous and behave well showing respect towards each other and visitors.

Our pupils immerse themselves in a broad and ambitious curriculum which delivers exciting and valuable experiences. Personal development is at the forefront of what we offer, and pupils live our Christian Values daily as they are incorporated into the fabric of school life. Ofsted identified that pupils with SEND thrive and take part fully in school life. Early years is a real strength for St Thomas' where children settle in well and quickly make friends.

Everyone in the St Thomas' community recognises that reading is a high priority and key to accessing all areas of the curriculum. Pupils talk excitedly about their reading and enjoy listening when their teachers





read to them each day. Children reflect on the author's they have read and know well and enjoy choosing from the wide range of books available in school.

10 reasons that make St. Thomas' a 'stand out' school:

- As a Church of England school, we 'Grow, Learn and Shine Together with God'.
- Our core values (Honesty, Aspiration, Respect, Trust, Forgiveness and Responsibility) enable our whole school community to be the best that they can be, both within school and outside of school.
- Our 'over and above' culture is embedded throughout all aspects of our school life.
- Relationships throughout school are incredibly strong - you can feel this as soon as you walk into our school building.
- Our St. Thomas' Ten learning behaviours help us to grow into active learners and creative thinkers.
- Our well sequenced curriculum is unique to our school and helps our children to know and remember more.

- Our staff truly love to work at St. Thomas' and are committed to ensuring that our children receive the very best.
- Our school is a special place to be with children of all faiths and cultures welcomed into our school family.
- Our curriculum provides a range of rich experiences, including a range of extra-curricular opportunities, to develop the cultural and social capital in all of our children.
- Children have the opportunity to take on a number of key roles across school to support our school community including Head Boy and Head Girl, Pupil Leadership Team and Worship Leaders. capital in all of our children.
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