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Introduction



Since forming in 2012, Active Learning Trust has undergone rapid and significant change, but the heart of our Trust has always remained the same. We are a values-led organisation where every team member shares a profound belief in the transformative power of education and a deep commitment to each young person in our care.

Our Trust is defined by an energetic and passionate commitment to holding high expectations for all. We work together as one Trust to achieve our aims, fostering a values-led culture that is rooted in humility and humanity. We understand that the most effective way to impact our students is to provide an environment where every member of our team can thrive, excel and innovate.

The purpose of any multi-academy trust is to uphold the high standards of today, while ensuring it meets the standards of tomorrow. We achieve this by building systems and a positive culture on a foundation of strong, moral governance that guides our decisions with both the present and the future in mind.

We pride ourselves on setting the benchmark for moral and values-based leadership within the education sector. As active contributors, we take our role to innovate and problem-solve seriously and we share our best practices beyond our own school walls.

While we celebrate our achievements and successes, we recognise that our work is never done and we continue to strive to provide the best possible education for every child and every family in our community.



Lynsey Holzer
Chief Executive Officer

Our Trust

Overview

Our multi-academy Trust was originally established in 2012 and is currently made up of 1,600 staff across 19 schools in Cambridgeshire and Suffolk, serving nearly 8,500 young people and their families. Our shared Trust mission of delivering excellence to ensure our young people can thrive and prosper is at the heart of everything we do.

Our trustees fulfil their duties through our Trust Leadership Team, which includes our central team and school leadership teams, working together as one unified organisation with joint accountability. We have an established central team that is not only knowledgeable but also driven by an imperative to deliver the very best for the young people in our care. Our team is made up of experts across all specialist areas, including education, finance, HR, communications and marketing, estates, governance, procurement, data and IT. Their skills allow us to deliver shared savings and, more importantly, provide essential services to schools, enabling school-based leadership to focus on improving outcomes for pupils in the broadest sense.

Whilst each of our schools works as a collaborative part of our larger organisation, they are also managed locally by our skilled leaders and local governing bodies. This approach ensures that each school retains its unique personality and reflects the needs of its local community, while the future sustainability of the school is guaranteed to be exceptional by being part of a strong and effective multi-academy trust. You can read more about how our schools delivered on our goals last year by viewing our Annual Report 2024/25.

Our Vision

At Active Learning Trust, we are restless for excellence and improvement so that our children can thrive and prosper. Deeply rooted in the heart of our communities, people choose to join our Trust because we make a difference. We explore the art of the possible to find the right solutions for our children, our people and the wider education sector.

Our Values

At the heart of our Trust are five core values that shape our culture and guide every aspect of our work. They influence our interactions, decisions and strategic direction, and they unite our school communities.



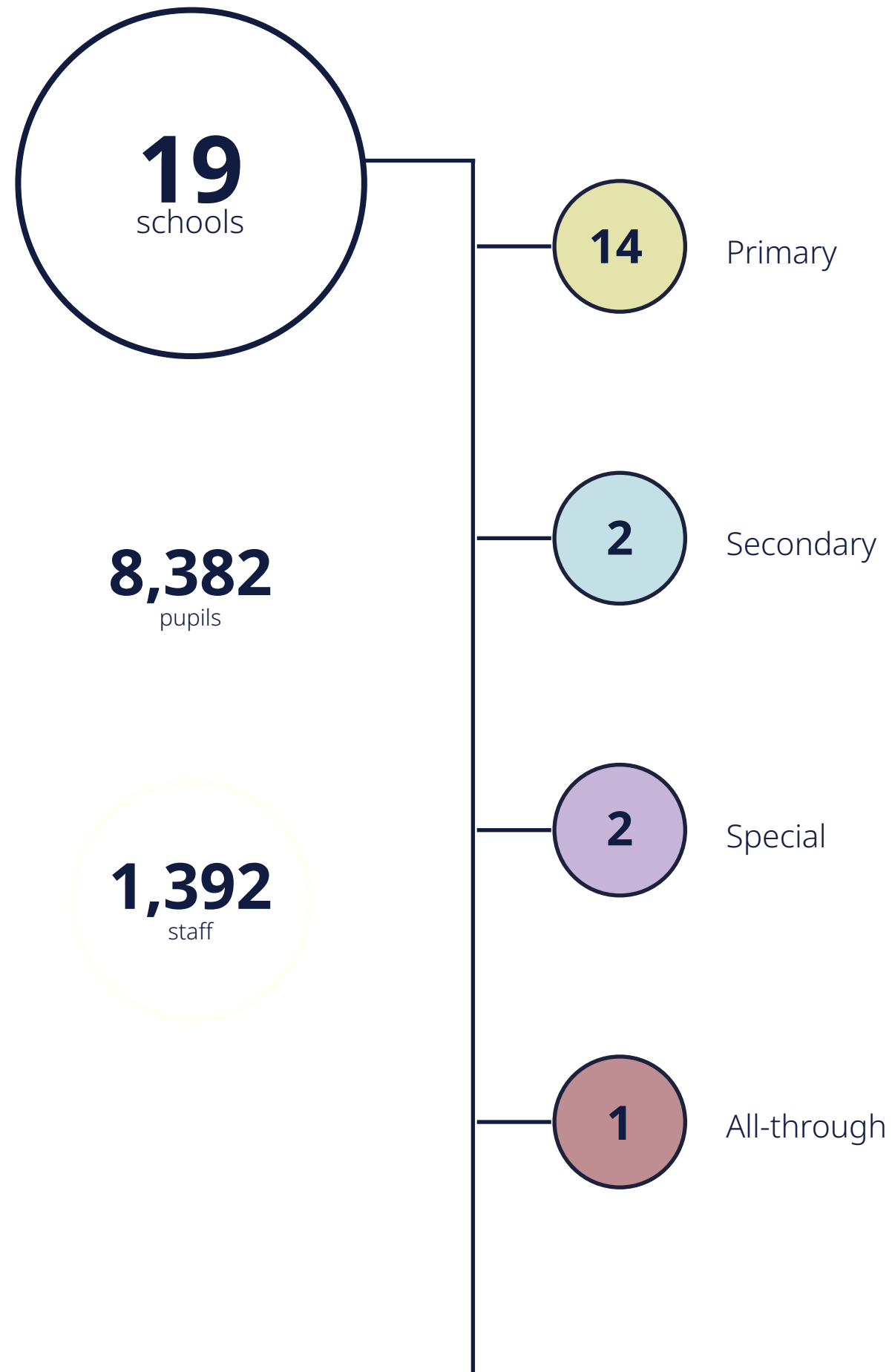
-  I aspire, we achieve
-  We're curious, creative and bold
-  A family, not a house share
-  Comfortable being candid
-  Humour, humility, humanity



ALT has put a lot of work into developing genuine shared values which you can see starting to come through all the schools. This feels very powerful. Despite the geographical distance between schools, there is real sense of the greater good with school leaders constantly supporting one another where needed. It is a particular privilege in my role to be able to identify and spread excellent classroom practice from school to school. People in this Trust are happy, and there is a widespread feeling of exciting times ahead.

Lisa Corby
Academy Improvement Lead

Our Schools



Primary Schools

[Albert Pye Community Primary School](#)
Fredericks Road, Beccles, Suffolk, NR34 9UL

[Chesterton Primary School](#)
Green End Road, Cambs, CB4 1RW

[Earith Primary School](#)
School Road, Earith, Cambs, PE28 3QB

[Grove Primary School](#)
Framfield Road, Lowestoft, Suffolk, NR33 8RQ

[Gusford Primary School](#)
Sheldrake Drive, Ipswich, Suffolk, IP2 9LQ

[Hillside Primary School](#)
Belstead Avenue, Ipswich, Suffolk, IP2 8NU

[Isle of Ely Primary School](#)
School Road, Ely, Cambs, CB6 2FG

[Kingsfield Primary School](#)
Burnsfield Street, Chatteris, Cambs, PE16 6ET

[Pakefield Primary School](#)
London Road, Pakefield, Lowestoft, Suffolk, NR33 7AQ

[Ravensmere Infant School](#)
Fredericks Road, Beccles, Suffolk, NR34 9UL

[Red Oak Primary School](#)
Southwell Road, Lowestoft, Suffolk, NR33 0RZ

[Reydon Primary School](#)
Jermyn's Road, Reydon, Southwold, Suffolk, IP18 6QB

[Sidegate Primary School](#)
Sidegate Lane, Ipswich, Suffolk, IP4 4JD

[Westwood Primary School](#)
Westwood Avenue, Lowestoft, Suffolk, NR33 9RR

Secondary Schools

[Chantry Academy](#)
Mallard Way, Ipswich, IP2 9LR

[Neale-Wade Academy](#)
Wimblington Road, March, Cambs, PE15 9PX

Special Schools

[Highfield Littleport Academy](#)
Elm Side, Littleport, Cambs, CB6 1LJ

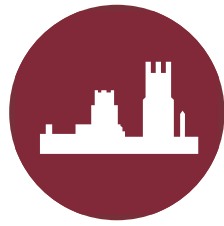
[Highfield Ely Academy](#)
Downham Road, Ely, Cambs, CB6 1BD

All-through School

[Cromwell Community College](#)
Wenny Road, Chatteris, Cambs, PE16 6UU



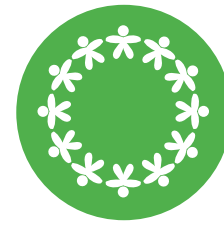
Neale-Wade Academy



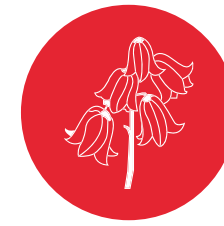
Isle of Ely Primary School



Highfield Littleport Academy



Albert Pye Primary School and Ravensmere Infant School



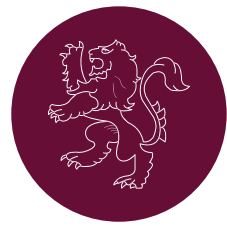
Grove Primary School



Westwood Primary School



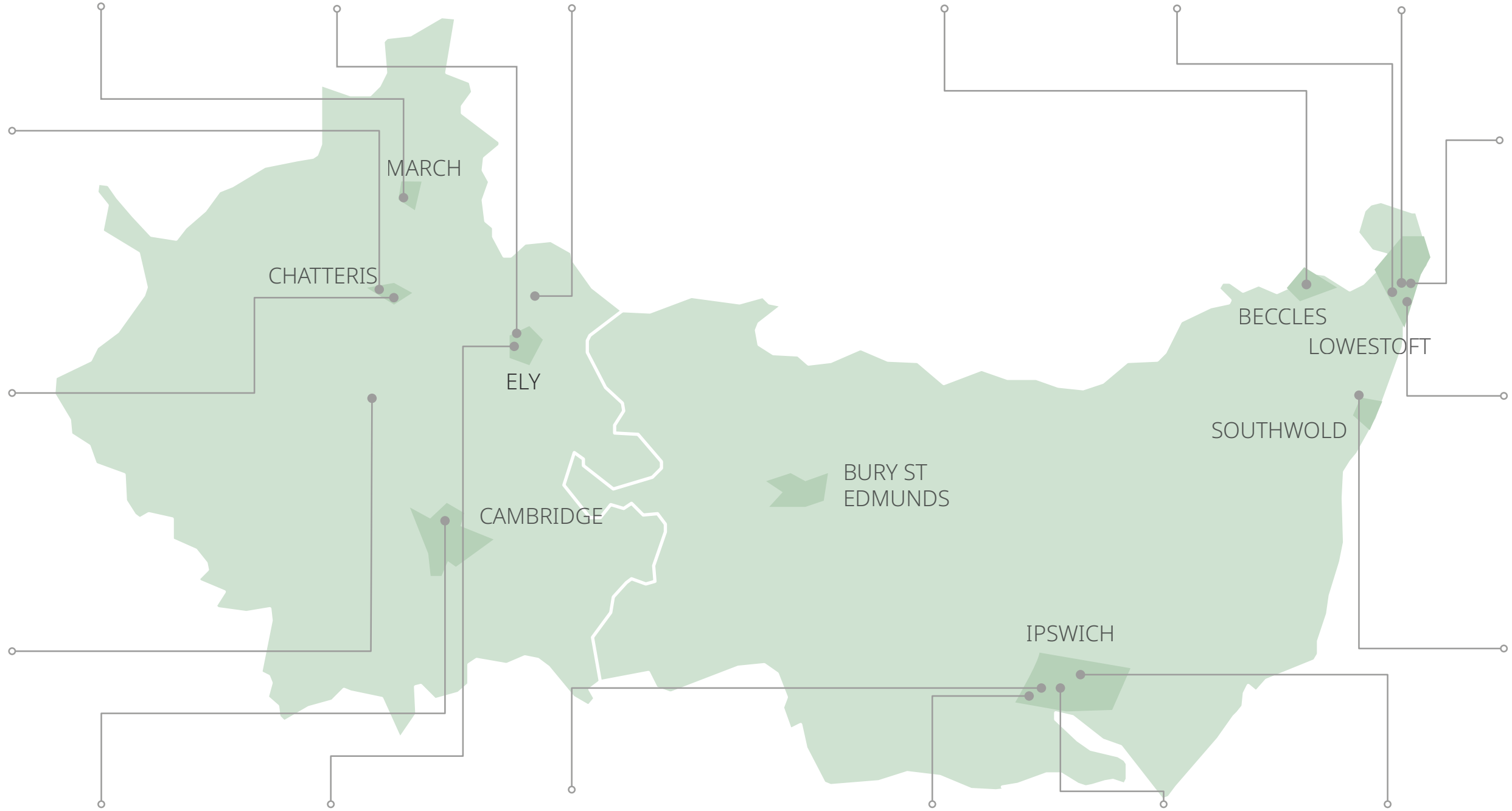
Kingsfield Primary School



Cromwell Community College



Earith Primary School



Red Oak Primary School



Pakefield Primary School



Reydon Primary School



Chesterton Primary School



Highfield Ely Academy



Chantry Academy



Gusford Primary School



Hillside Primary School



Sidegate Primary School

Governance

Overview

We believe that our model of governance provides an effective structure to ensure sustainably high levels of performance across our Trust. Our trustees uphold high moral standards and are firmly focused on the young people and families in our care. They recognise that the key to maintaining this focus is to ensure our workforce thrives and prospers.

We leverage the expertise, experience and skills of our members, trustees and Local Governing Body members to guide the strategic direction of our schools and Trust. Governance at all levels is centred on holding leaders accountable and fostering meaningful engagement with students, parents, staff and the broader community.

The relationship between our schools and Governance is outlined in our Scheme of Delegation, which can be found on our [website](#).

Our Members

Trust 'members' play a key role in challenging and scrutinising our trustees on the governance and operations of our Trust. They meet three times a year and participate in the Annual General Meeting (AGM). During the AGM, members have the opportunity to question the trustees to help ensure that the Trust continues upholding our shared values and fulfilling our mission for the children in our care.



The Active Learning Trust Board is deeply committed to the success of our schools and Trust. Through strong, effective governance, we ensure that every young person receives the best possible education.

Our local governing bodies play a vital role in school leadership, constructively challenging leaders and offering essential support while also building meaningful connections within our school communities.

Claire Heald
Chair of Trustees and Member

Our Trustees

Our Trust board consists of eight trustees, carefully chosen for their expertise in areas such as school standards, finance, facilities management, legal matters and human resources. The trustees meet five times a year and also participate in the AGM and our annual Governance Conference.



Claire Heald
Chair of Trustees



Steve Purdy
Trustee



Toni Kittle
Trustee



Jackie Cutchey
Trustee



Jeremy Beswick
Trustee

Trust Committees

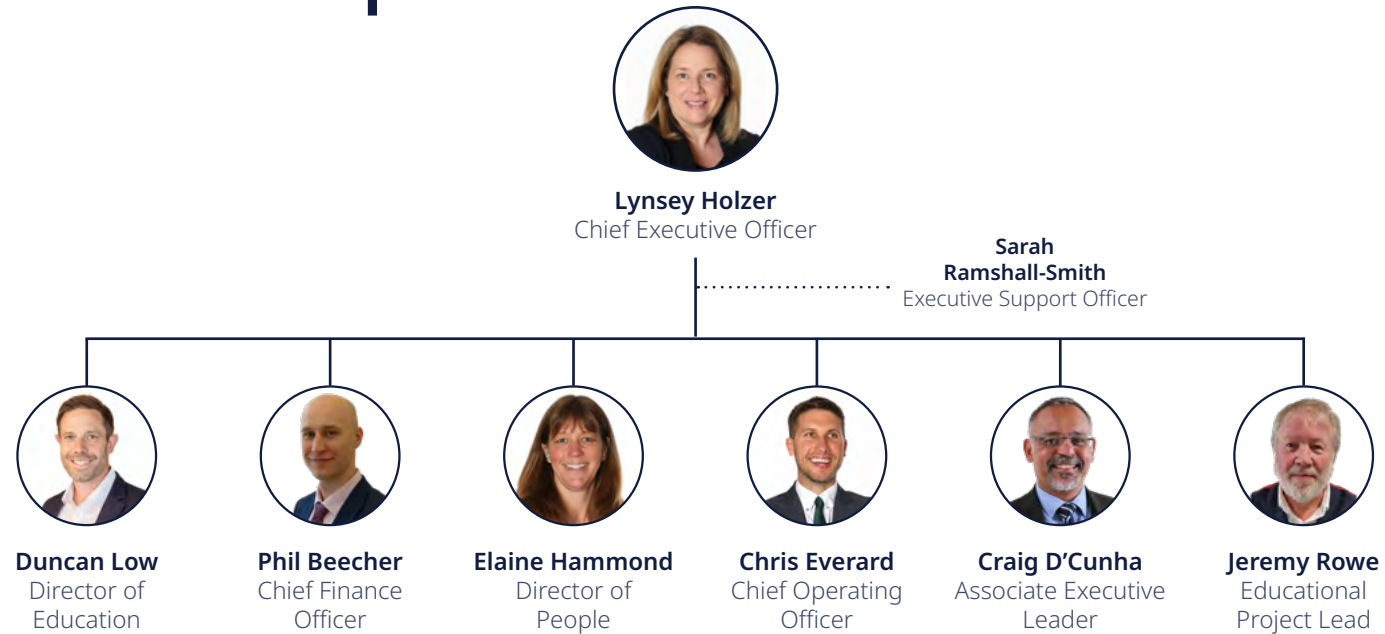
In addition to members and trustees, there are three committees that help govern our Trust: An Audit and Risk Committee; a Finance and Resources Committee; and a Standards Committee.

Local Governing Boards

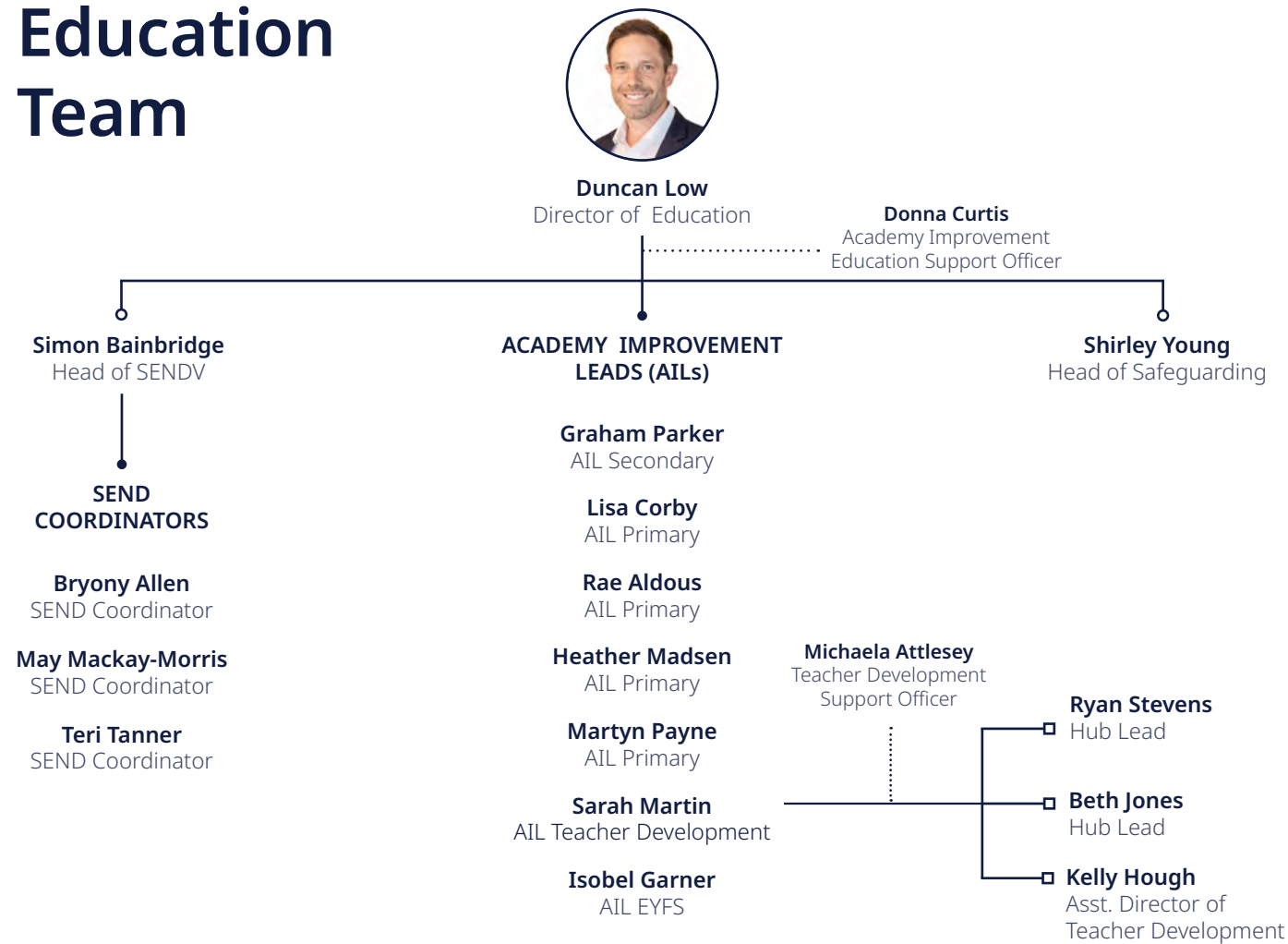
Local Governing Boards are present at each school, where they focus on the quality of education. They offer support to school leaders whilst also challenging them to ensure continuous improvement. Additionally, these boards ensure that parents, staff and the wider community have a voice within their respective schools and across the wider Trust. This ensures that our trustees receive a full picture of the standards maintained at each school.



Trust Leadership



Education Team



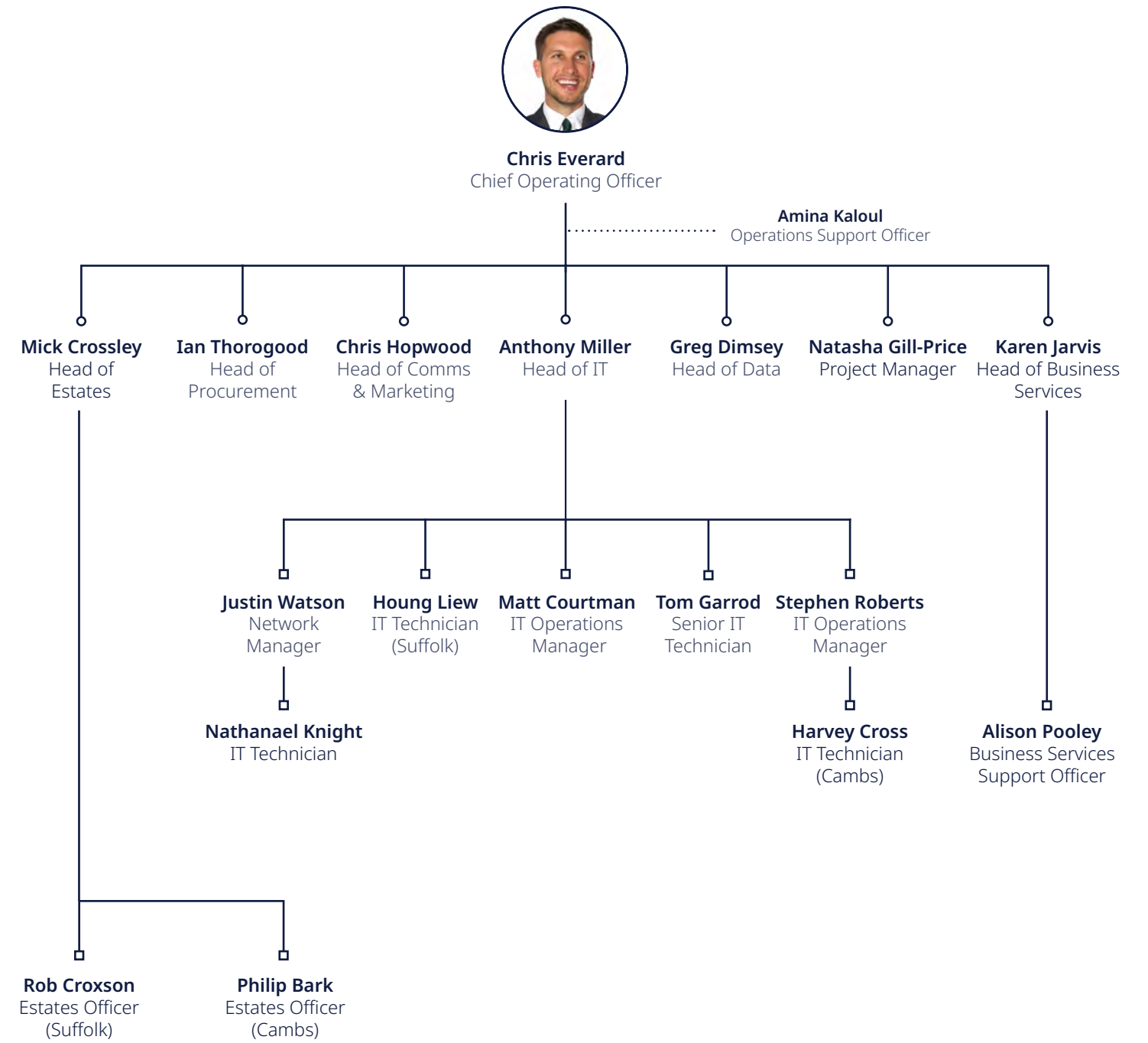
School Leadership

- | | | | |
|--|--|---|--|
| 
Louise Creed
Head of School
Albert Pye and Ravensmere Schools Federation | 
Craig D'Cunha
Executive Headteacher
Chantry Academy | 
Victoria Storey
Head of School
Chesterton Primary School | 
Jane Horn
Executive Headteacher
Cromwell Community College |
| 
Claire McDonald
Head of Primary Phase
Cromwell Community College | 
Tom Abbs
Headteacher
Earith Primary School | 
Rachel Kounnas
Head of School
Grove Primary School | 
Stephen Tapley
Headteacher
Gusford Primary School |
| 
Adam Daw
Headteacher
Highfield Ely Academy | 
Yvonne Skillern
Headteacher
Highfield Littleport Academy | 
Lucy Wass
Headteacher
Hillside Primary School | 
Bryony Surtees
Headteacher
Isle of Ely Primary School |
| 
Lisa Corby
Executive Headteacher
Kingsfield Primary School | 
Graham Horn
Principal
Neale-Wade Academy | 
Martyn Payne
Executive Headteacher
Pakefield Primary and Reydon Primary School | 
Heather Madsen
Executive Headteacher
Red Oak Primary and Sidegate Primary School |
| 
Sandra Foxwell
Head of School
Reydon Primary School | 
Anna Heaven
Head of School
Sidegate Primary School | 
Rae Aldous
Executive Headteacher
Albert Pye and Ravensmere, Grove, Westwood, and Chesterton Primary | 
Lauraine Barnes
Head of School
Westwood Primary School |

Central Services



Operations Team





Support for School Leaders

We recognise that a school can only be strong when its leadership is strong. However, we also believe that effective leaders do not fit a single mold of success. We value and expect diversity of thought and approach to school-based solutions. Leaders in our Trust feel well supported by the team of professionals around them, they know they are not alone when making decisions, setting direction and finding ways to support the students in their care. Whatever the experience or needs of a leader, we do everything we can to provide expert one-to-one external coaching, mentoring where appropriate, and the full backing of our team to ensure that our Headteachers and other school leaders can succeed and thrive in these crucial roles. Our more experienced leaders also provide support for others, and we rely on this sharing of best practice to ensure our Trust remains sustainably strong.



One of the things I appreciate the most about being an ALT School is that the Central Team offers the perfect balance of support and challenge. This allows me the autonomy to make the decisions I believe are right for my school, safe in the knowledge that there is a team of experts to guide me and hold me to account to ensure the best possible outcomes for pupils, staff and our wider community. This enables me to be bold and brave in my leadership in order to inspire and achieve.

Lauraine Barnes
Head of School, Westwood Primary School

School Improvement

School improvement is central to our Trust's mission as we constantly strive to provide the best education and outcomes for all the young people in our care. This responsibility is shared between the School Leadership team and our Trust Leadership Team, Standards Board and Local Governing Bodies. Together, we ensure that school improvement remains a top priority and the key indicator of our success as a Trust.

Our approach to school improvement is guided by our commitment to fostering ambition, achieving excellence, and enriching the lives of the children in our care. We value the unique identity of each school within our Trust and its role within its community. The strength of our approach lies in our leaders, who know their schools intimately and are best positioned to develop and implement a tailored vision for excellence. Our central Education Team works closely with school-based leaders to ensure every school has customised solution to its needs, regardless of current standards. Through this approach, we ensure each schools remains strong.

Our teams operate with openness and honesty, united in a binding commitment to deliver quality education for our young people. We do not shy away from candid conversations within our teams, in the spirit of achieving the best outcomes. We avoid short-term solutions that could have long-term, negative consequences and instead work with our leaders to establish deep and lasting solutions. Our Headteachers ensure excellence for all by delivering a broad and balanced curriculum that meets the diverse needs of every learner. Each school may take a slightly different approach based on its specific context, with leaders able to clearly articulate the reasoning behind their decisions.

Our Trust offers expert support to leaders, enabling them to focus on teaching and learning, student progress, and the wellbeing of the children in their care. Our team includes specialists in Human Resources, Finance, Estate Management, Technology, Specialist Services, and Governance support.

Finance

Our ambition for our children and young people is infinite, but our resources are not. Ensuring the right level of finance is available for every school to meet the needs of its community is crucial. At Active Learning Trust, we utilise GAG pooling, because we recognise the relative demands and pressure on each school are dynamic and there are some factors where schools are hostages to circumstance, such as the age of their buildings. This allows us some flexibility to fund schools under different circumstances. The finance team work closely with local school leaders, local Business Managers and the Education Team to ensure that when budgets are set, they meet the needs of the schools. This is a careful process and reflects our ideology of schools as being unique in their environment and times.

Our Trust is supported by a team of qualified finance professionals with extensive experience in primary, secondary and special education. The Central Finance Team provides transactional financial services to our Trust schools, assisting with budget preparation and regular financial monitoring reports. We collaborate with schools to offer commercial, operational, and procurement support, ensuring that budgets are maximised. In 2023/2024, the finance team, working collaboratively alongside schools, was able to deliver a combination of savings and additional revenue of over £400k. Key elements of this achievement included a combination of re-procurement of key contracts, such as catering, broadband and energy, with a Trust-wide approach, re-organising management of cash and banking solutions to maximise investment income and exiting contracts that were not delivering value for money, such as absence insurance.

Our team is dedicated to ensuring compliance with regulatory requirements and helps schools evaluate the financial implications of various proposals. This includes handling statutory compliance such as annual audits, VAT returns, and grant audits.

Our finance team brings extensive experience in providing advice, training, and consultancy to the Finance Leads in our schools and within the broader region. Our services include:

- Training and Support: Training and mentoring for finance staff and leaders, including interim financial leadership as required.
- Review and Innovate: Financial health checks, such as budget and systems reviews, and regular reporting and budget monitoring, which includes the evaluation of revenue streams and identification of commercial opportunities.
- Intelligent Budgeting: Benchmarking of curriculum and other expenditures, including integrated curriculum financial planning and zero-based budgeting where appropriate.
- Support for Change: Support and advice on transitioning to an academy or multi-academy trust.



Phil Beecher
Chief Finance Officer

Sam Elms
Head of Governance

Nicki Mayne
Assistant Director of Finance

Joanne Wadey
Trust Finance Manager (Cams)

Paula Potter
Trust Finance Manager (Suffolk)

Mary Hook
Trust Finance & Admin Officer

Robyn Jones
Finance Officer

Helen Curuk
Finance Officer



Estate Management

The Estates team have the clear mission to ensure that all areas of estate management are supported centrally to allow our school leaders to concentrate on delivering high quality education without the distraction of estates-related work. School site teams are managed on a daily basis by Headteachers and business leaders at schools, but the Trust's estates team provide additional support and line management to estate colleagues in schools.

Within our Trust estates strategy, we outline our desire for every school environment to be more than safe, warm and watertight. We expect our schools to be a stimulating environment for learning, where staff and parents can feel assured that children can thrive and excel. Our estates team oversee the management of the Trust's property and land portfolio. This includes ensuring compliance with the Department for Education's Good Estates Management standards and fulfilling our moral and legal obligations under the Health and Safety Policy, as well as forming and executing robust plans to improve the estates to support learning and growth.

Our Trust receives School Condition Allocation (SCA) money annually and in the last year we have completed projects across our Trust, including the following areas:

- Investment of over £550k in solar PV projects to reduce our carbon footprint and generate additional savings that have been directed to front-line education.
- Investment of £250k in early years areas to enhance educational experiences for primary school students.
- Upgraded over £1m in boiler and pipes to ensure our school heating systems are modern and efficient.
- Improved site security to ensure all schools are safe and secure.
- Continued the roll out of LED lighting across all schools to reduce consumption and achieve our goal of 100% LED lights in all schools by 2025.

Our Estates service to schools includes:

- **Planning:** Commissioning condition surveys to guide future work plans across the Trust. Drafting the school condition allocation plan, considering building conditions and the Trust's strategic priorities.
- **Checking and Evaluating:** Conducting annual premises inspections and annual paperwork evaluations.
- **Compliance Checking:** Arranging annual fire assessments by an external certified consultant. Producing management reports on health, safety, and premises compliance.
- **Managing Risk:** Ensuring a competent person is appointed to manage health and safety across all schools and providing access to the Handsam system, to record activities as well as accidents and incidents, and assisting with queries related to risk assessment templates.
- **Support:** Supporting site teams with the implementation of compliance systems and routines including supplying health and safety documentation and templates and providing updates on the latest health and safety guidance.
- **Managing Sites:** Managing capital projects at schools using the Trust's funding allocation. Monitoring the delivery of compliance, inspection, and maintenance services for both planned and reactive works, in accordance with regulatory, statutory, and site security requirements.
- **Sustainability:** Supporting the roll-out of sustainability initiatives within schools.
- **Procurement:** Assisting with the procurement of facilities management services and managing external contractors and addressing issues as they arise.

Catering

The quality of the food we serve in schools is important to us. We have a single provider for catering within our Trust, in addition to in-house catering at some of our secondary schools. New schools joining our Trust will be supported with their current provider until a transfer is achievable.

We have recently run a competitive tender process to appoint a new caterer with an aim to improve quality of service, food and value for money. Our procurement team are managing the contract along with school business leaders to ensure a quality service is delivered.

Marketing

Our in-house marketing and communications team enhances the visibility of our schools by supporting reputation management, internal communications and engagement marketing. We manage a range of promotional activities, including branding, prospectus development, website management, social media, and press releases.

Procurement & Contracts

Our expert in-house procurement team oversees all purchasing for our schools, ensuring the best value for money. We also manage and guide schools through the tendering process for larger contracts, ensuring a high-level of compliance and efficiency.

Our Trust team also manage contracts and supplier relationships for Trust-wide services, including catering, grounds maintenance, MIS, recruitment agencies, IT, and telephony. We actively engage with the supplier market to secure discounts for our Trust and identify new suppliers to benefit our schools.



We are relentless in our passion to deliver high-quality services that our schools value and that we're all proud of. We believe in supporting our schools to deliver excellent outcomes for our students, whether it's through the latest technology innovations, creating inspiring learning environments or providing procurement advice to generate savings to put back into front-line education. I am grateful to lead a talented team who care passionately about education, have the highest standards and contribute significantly to the success of our Trust.

Chris Everard
Chief Operating Officer



Active Learning Trust works hard to be a family, with the heart of the family being our students. Everything we do, from the bottom upwards is to ensure that all our students achieve the best that they can.

Lauraine Barnes
Head of School, Westwood Primary School



Data Analysis

Our internal data team focuses on helping colleagues across the Trust to use data to significantly improve educational outcomes and operational efficiencies. This commitment is reflected in the comprehensive services we provide, including:

- **Data Insights:** Conducting detailed analyses of attendance, pupil performance, staffing, finance, and other key educational data to identify trends and deliver actionable insights. We offer strategic, data-driven recommendations to support school improvement and informed decision-making.
- **Reporting:** Creating and distributing clear, impactful reports tailored to various stakeholders. We assist our schools with statutory and regulatory data submissions with precision and timeliness.
- **Support:** Delivering extensive training and support to staff across our Trust, enhancing their skills in managing and analysing data.



The Trust has built teams around schools to support them to focus on the continual improvement we strive for. Positive relationships with a common purpose are a key element in our work. We work with honesty and candour which allows us to learn from each other.

Jane Horn
Executive Headteacher,
Cromwell Community College

Data Protection

We provide comprehensive data protection services to our schools, managing data related to staff, volunteers, families and, most importantly, the children and young people in our care. Safeguarding personal and sensitive data is a key component of our IT and cyber security measures.

Our data protection processes are coordinated across our schools, operational teams, and with our Trust-appointed Data Protection Officer (DPO).

IT

We have a visionary Digital Strategy with an aim to providing cutting-edge solutions that enhance learning and productivity. Our centralised Trust-wide IT system is used across all our schools, enabling collaboration and resource sharing while ensuring secure storage and monitoring of files by a central team of specialists. By integrating each school into the same IT infrastructure and utilising centralised systems—such as MIS—we reduce management overheads and leverage central procurement to minimise costs and maximise efficiency.

Day-to-day support is delivered through a centralised service with assistance requests handled remotely by a member of our Trust's team or addressed on site by IT staff in schools. Each school also has a senior team member dedicated to managing IT services, who meets with Senior Leadership on a regular basis to ensure service quality and to address upcoming technology-related needs, plans, or projects.

Additionally, our team offers advice and support in procuring a variety of IT systems and services to ensure our schools and the Trust achieve the best value and secure future-proof investments.

Project Management

Our dedicated project management team supports Trust and school projects to ensure they are managed effectively and that benefits are maximised. Our centralised project management framework allows us to focus our efforts and drive improvements, particularly by assembling multi-disciplinary teams to deliver the best possible outcomes.

Legal Support

We have a dedicated partner who provides legal support across the Trust, ensuring all colleagues can work unimpeded by threats or risks arising in the sector.

Governance Support

Our experienced Governance Lead provides strategic leadership to ensure high-quality governance throughout our Trust. This role involves overseeing all aspects of governance organisation within the Trust and ensuring alignment with the Academy Trust Handbook.

We are committed to continuously improving and streamlining our policies and processes, facilitating effective communication between governance layers, and implementing modern technologies to maintain consistent governance that meets all statutory and regulatory requirements.

Administrative Support

Our Trust Administrative Support Team plays a crucial role in maintaining smooth operations, helping everyone stay organised and prepared. The central admin team works closely with our school teams to ensure strong communication and support across all layers of Trust operations.

Admissions

Our experienced admissions team collaborates with school leaders and Local Authorities to manage admissions, including the management of public consultations on proposed policy changes and managing appeals for individual schools as needed. We also support other MATs with admission appeals and advice.



ALT has secured and supported our school improvement through expert help from the central team, but also through collaboration with other schools and professionals. The invaluable input on HR, finance and estates has ensured that our school's objectives can be met without distraction and the willingness to provide prompt answers and pragmatic support has been invaluable.

Importantly, the family of schools and the people on the central team are not faceless. There is always someone at the end of the phone or someone who will 'pop in' to assist.

The philosophy and values are 'lived' and we have gained so much from being a part of the team.

Graham Horn, Principal
Neale Wade Academy

People

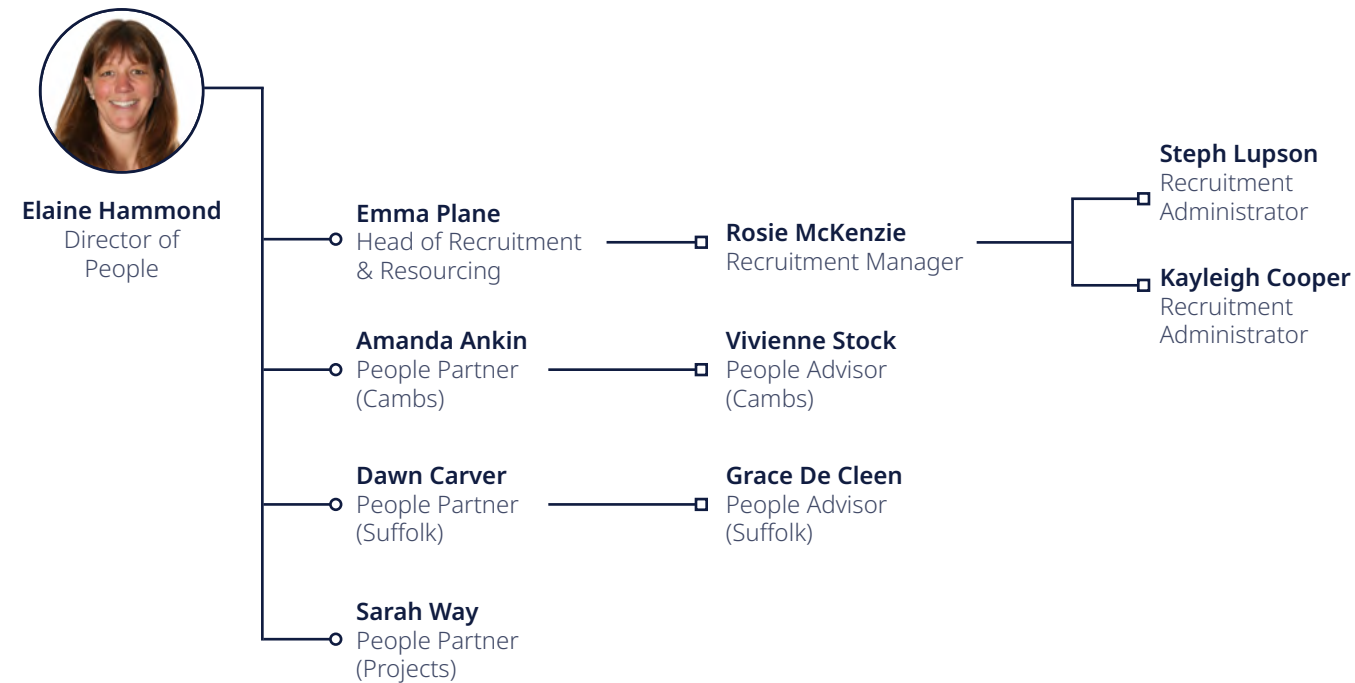
Overview

Our in-house people team provides the full range of HR and payroll services directly to our schools and central team, within a framework of best practices, policies, and legal requirements. This centralised approach allows our leaders to benefit from the expertise, experience and dedication of a team that knows their staff well and is committed to supporting the people in our schools. We tailor our services to meet the specific needs of schools and teams, recognising that they go through different stages of development, which impacts people-related activities.

We have some standardisation across the Trust to allow for consistency and effective support where required, however we balance this with local decision-making and ethos that recognise the individual employees within our Trust team. People Partners work primarily with allocated schools so their advice will incorporate their understanding of the individual needs of each school.

Our People Promise

-  We are compassionate and inclusive
-  We are recognised and rewarded
-  We each have a voice that counts
-  We are safe and healthy
-  We are always learning
-  We work flexibly
-  We are one team



Our Values

The Trust's values thread through the entire employee life cycle, starting from the initial employee on-boarding process onwards. Alongside our People Promise, this approach creates an environment where employees can learn and grow, and where people can see the meaningful contributions they make towards the quality of education we provide for the young people in our care. Every employee contributes towards improving outcomes for children in one way or another.

Recruitment

As a people-focused organisation, we understand that our mission relies on attracting top talent and being recognised as a great place to work, therefore our work is both reactive and proactive.

Our People Team includes specialists who support our schools in the entire recruitment process, from advertisement to employee on-boarding. They ensure that we attract the best candidates for every position and implement a process that clearly assesses whether candidates align with our Trust values and possess the necessary knowledge and skills to join our brilliant team.

Flexible Working

We are dedicated to helping school leaders implement and sustain flexible working practices. We recognise flexible working can enhance recruitment and retention of high-quality teachers and support staff, and we have seen the impact it has on improving wellbeing, and promoting workforce equality.



Being part of a Trust that genuinely cares for its family—big people (staff) and little people (students)—is an incredibly rewarding role. I have the opportunity to work closely with many business leaders across the Eastern Region and the wider Trust to identify key people priorities, implementing and planning organisation-wide strategies with the wider team that make a real impact now and for years to come.

Dawn Carver
People Partner



Vivup Benefits



Employees have access to an exciting range of employee benefits from our health and wellbeing partner Vivup; all designed to improve physical, financial and mental health. This includes accessing online GP appointments for employees and their children, to saving money on holidays, cinema tickets and the weekly shop. We have found these benefits really help make a difference to our employees and their families. The exciting range of benefits our employees have access to includes:

- Employee Assistance Programme (EAP): Confidential, impartial assistance to help staff in times of need including a 24/7, 365 days helpline and face to face and virtual counselling sessions.
- Your Care: Supporting a healthier lifestyle with the help of assessments, goals and tools available on our wellbeing management platform.
- Cycle to Work: Save up to 42% (subject to tax bracket) on the latest bikes and accessories.
- Discounted gym membership.
- Lifestyle Savings: Access to a huge range of savings across the UK's major retailers.

Pay and Rewards

Our pay and reward structures are both competitive and equitable, enhanced by a variety of benefits. We are committed to maintaining fair and competitive grading and pay practices.

Pension Schemes

We offer both the Local Government and Teachers' Pension Schemes, providing our staff with excellent pension provisions.

Wellbeing

The wellbeing of our team and retaining quality employees is of paramount importance. We aim for every employee to feel that they are important and valued and have the right opportunities to progress and flourish within Active Learning Trust. Professional development opportunities, linked to career pathways, enable this to happen.

The Trust's Wellbeing Group meets regularly and consists of approximately 20 colleagues representing each school and team within our Trust. It provides an additional voice across our Trust and initially focuses on enhancing wellbeing. The group's collaborative efforts are centred on generating ideas and actions to improve the health and wellbeing of our teams.

Our Trust's commitment to wellbeing is reinforced by our declaration through the DfE Wellbeing Charter, which guides the board's primary objective to focus on general wellbeing, mental health awareness, supervision, and school culture, implementing relevant actions across our Trust.

Employee Voice

We value every employee's voice and undertake an annual employee wellbeing and engagement survey, supplemented with more ad hoc pulse surveys. We always act upon these surveys, reviewing internally over time and benchmarking externally. Action points and outcomes are shared with employees so that they know their voice has had an impact on initiatives or changes. Our commitment to employee engagement and relations also extends to our good working relationship with recognised Trade Union representatives. We have regular, well-attended and productive consultative meetings with the employee's representatives.

Professional Development

We are committed to ensuring that all our colleagues are able to excel and thrive in their role, and ultimately stay with our Trust. We understand that providing high-quality learning opportunities significantly enhances job satisfaction, career progression and impact, regardless of the role.

We continuously seek ways to develop and reward our staff. By recognising and nurturing talent, we facilitate career aspiration discussions and offer various forms of support for professional growth.

Knowledge and Learning

At our Trust, sharing knowledge and learning is crucial. We encourage leaders to seize learning opportunities for their own development and that of their team members.

Our Trust Training Team has developed a Learning and Development Programme that equips colleagues with essential people management skills, such as coaching, absence management, flexible working, policy updates, and promoting wellbeing.

We have also established an Internal Coaching Programme which grants all our Headteachers access to an external coach. We are launching a coaching training programme alongside our programme of organisational coaching. This initiative aims to foster a coaching culture throughout the Trust, enabling leaders to grow and develop their teams.

500 staff trained via NPQ programmes



I joined Active Learning Trust because I was looking to work within a team that were not only kind and friendly, but also professionally serious and determined to give young people the very best life chances possible, via strong outcomes.

Graham Parker
Academy Improvement Lead



Active Learning Trust schools thrive on a set of shared values, which empower leaders to establish collaborative relationships and innovative approaches to upskill staff. Exceptional central team support enables leaders to focus on teaching and learning, ensuring the best outcomes for student success.

A strength of the ALT is each school is celebrated for its uniqueness. Whilst sharing agreed principles and values with all other schools.

Heather Madsen
ALT Academy Improvement Lead and Executive Headteacher, Red Oak Primary

50 leaders participating in long-term coaching leadership programmes

Specialist Services

SEND

Our Trust is committed to ensuring that all children and young people, including those with special educational needs and/or physical disabilities (SEND), reach their full potential. Our central SEND team works diligently alongside school SEND leaders to provide high-quality, adaptive teaching that meets the diverse needs of all learners. By developing inclusive and accessible curricula, we identify and address barriers to learning through reasonable adjustments, targeted interventions, and ongoing support.

Regular collaboration among SENDCo networks, support organisations, families, Trust leaders, and colleagues allows us to gain a comprehensive understanding of each pupil. This collaborative approach ensures that we continuously review and refine our provisions to achieve the best outcomes for every child and young person in our care.

We currently have three part-time Trust SENDCos. All three post holders bring a significant amount and breadth of experience to our Trust. This includes working for Local Authorities, leading successful SEND departments in primary, secondary and middle school settings, as well as having a SEND consultancy business. This range of knowledge is used well to support school leaders in strategically developing SEND provision at school level as well as in the central Trust SEND offer.

Our SEND services include specialist training for staff, regular site visits to support school SENDCos and close liaison with local authorities to ensure appropriate provision is provided for every student.



Simon Bainbridge
Head of SENDV

Bryony Allen
SEND Coordinator

May Mackay-Morris
SEND Coordinator

Teri Tanner
SEND Coordinator

Safeguarding

Our Trust is committed to adhering to all relevant statutory and regulatory safeguarding requirements for each member school. Our Trust's safeguarding policy is available on each individual school's website, where you can also find the names and contact information for the Designated Safeguarding Leaders.

We have a skilled Trust Safeguarding Lead who guides our teams across the schools, ensuring compliance and ensuring that every member of our team has both the training and support needed to deliver excellence in safeguarding. This work includes regular visits, annual audits and supervision.

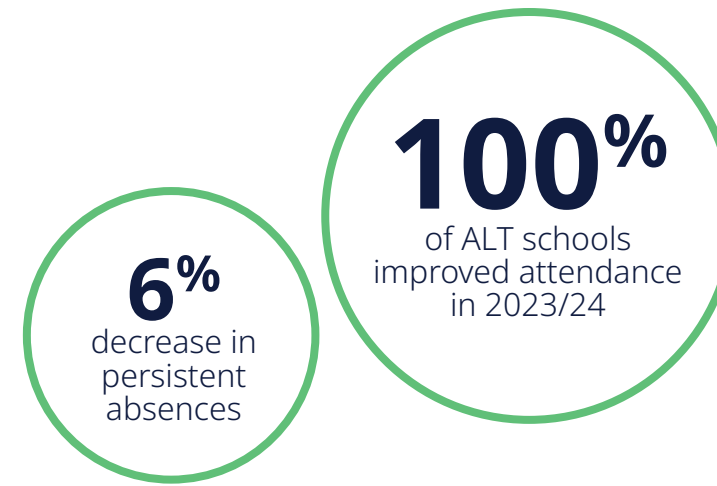
Each school is dedicated to safeguarding and promoting the wellbeing of all its children. The welfare of our students is of utmost importance and is at the core of everything we do. We understand that some children may be particularly vulnerable to abuse, and our staff receive extensive training to recognise the signs of harm.

All our schools collaborate closely with extended services to ensure that expert support reaches the children and families who need it most.



Active Learning Trust believes in providing the very best for learners who are the most vulnerable. This includes learners with SEND, looked after children, and other vulnerable groups. We take this work very seriously, and I am very fortunate to lead a team of talented Trust SENDCos who work directly with our schools. We continuously plan to serve our learners and schools better and the central SENDV offer over the coming years will develop to be one that other Trusts aspire to.

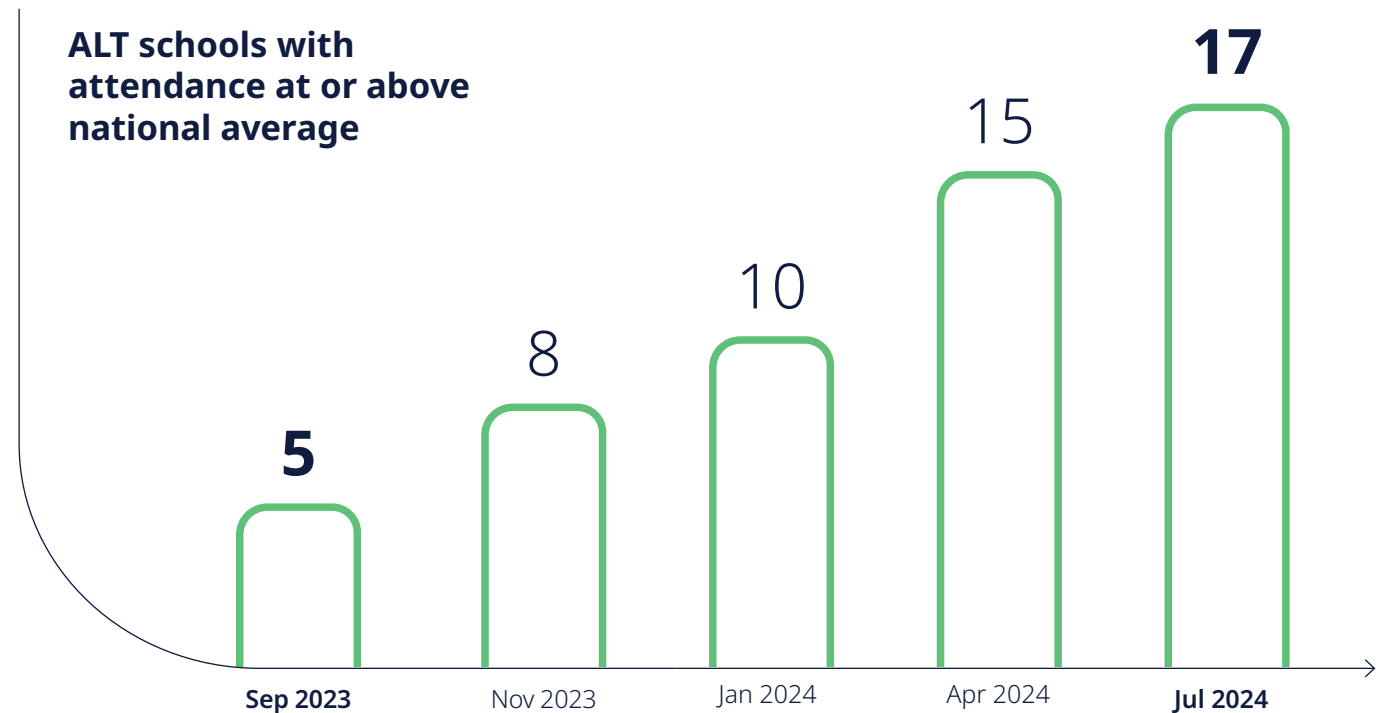
Simon Bainbridge
Head of SENDV



Attendance

Our Trust has an Attendance Lead who devises and supports strategies to improve attendance, working together with the Trust Leadership Team to ensure high attendance in every school—a result we take pride in. Each of our schools receives training, membership in our network group and bespoke visits that offer support ranging from strategic planning to improving attendance and working with individual families that may be facing persistent challenges.

A key focus for the Trust is supporting our schools in reducing persistent absences among students by developing targeted strategies. In the 2023/24 academic year, the percentage of students persistently absent in our primary, secondary and special schools was below the national average. Over the last two years, persistent absence rates decreased further, by 9% in our primary schools and 10% in our secondary schools.





Training Offer



Investing in Leadership

We believe in the transformative power of education and the crucial role leadership plays in achieving this. We know that a good school and, similarly, the future of education relies on high-quality, visionary leaders and our commitment to professional development stands as one of our Trust's defining strengths. We are dedicated to investing in leadership development to cultivate an environment where effective school leaders can excel and profoundly influence both students and the wider education sector.

Our training programmes, including initiatives such as the Inspiring Heads course, reflect our core values and are designed to address both current and future challenges in educational leadership.

These programmes are enriched by the experience of a diverse range of speakers from across our Trust and our wider network, creating a vibrant learning community that supports and inspires educators and aspiring leaders.



The Inspiring Heads course is central to our Trust-wide belief that leadership is the most decisive component of a successful school. For students to access the strong education we aspire to provide, it is essential that our schools have a leader that is ambitious for themselves, the school and the community. A leader who understands that working with others benefits everybody.

Jeremy Rowe
Leadership Project Lead



Professional Development Opportunities

We provide a wide variety of training opportunities to all staff at the Trust, including through our community groups in SEND, EYFS, Maths, Behaviour, PD, Attendance and Safeguarding. Our training programme is designed to meet the evolving needs of the Trust and adapts as those needs change. We also offer bespoke training programmes in all our schools, delivered on-site and tailored to specific needs, such as improving teaching programmes and addressing behaviour.

The ALT Institute serves as the umbrella organisation for this work, overseeing our programmes in Initial Teacher Training, NPQs and ECT delivery, in partnership with the Ambition Institute. The ALT Institute also manages our apprenticeship pathways, where we specialise in leadership at Level 3, 5 and 7, in partnership with NCE and NCLM. Additionally, all our schools have full, paid access to The National College, enabling them to customise the training offerings to meet their specific needs. We train approximately 60 new teachers each year, many of whom (typically 96% based on 23-24 and 22-23) advance to become Early Career Teachers (ECTs) within our Trust and of whom we retain over 75% over the course of the 2-year ECT induction programme.

Our attendance at ECT events is 73%, which is well over the national average. We work with over 15 external schools in our growing ITT network, in addition to our own 19 schools. This number grows year on year as a result of our growing reputation for delivering evidenced-based, high quality CPD.

We have supported over 250 ECTs in completing their Early Career Framework programme and induction programme through the Appropriate Body. We work with two Appropriate Bodies and a growing number of external schools to whom we deliver the ECF.

For the academic year 2024/25, over 200 teachers (100 specialist NPQs) and leaders (125 leadership NPQs) are currently enrolled in our National Professional Qualification programmes, of which we have a 100% satisfaction rate, a 92% retention rate and 100% pass rate, year on year. To date, we have trained over 500 staff through the full range of NPQ programmes.

We also offer extensive training and support for mentors, new mentors, lead mentors and Induction Coordinators.



ALT creates environments where professionals can be bold and courageous in their practice, bringing about excellent outcomes for both students and staff. Our students receive the best standard of education from practitioners who are motivated to give their best as they are supported by a Trust that treats all with humanity, humility and humour!

I am grateful for the opportunities presented to me in terms of CPD and career progression, moving from NQT to Head of Schools in 8 years.

Louise Creed
Head of School, The Albert Pye and Ravensmere Schools Federation

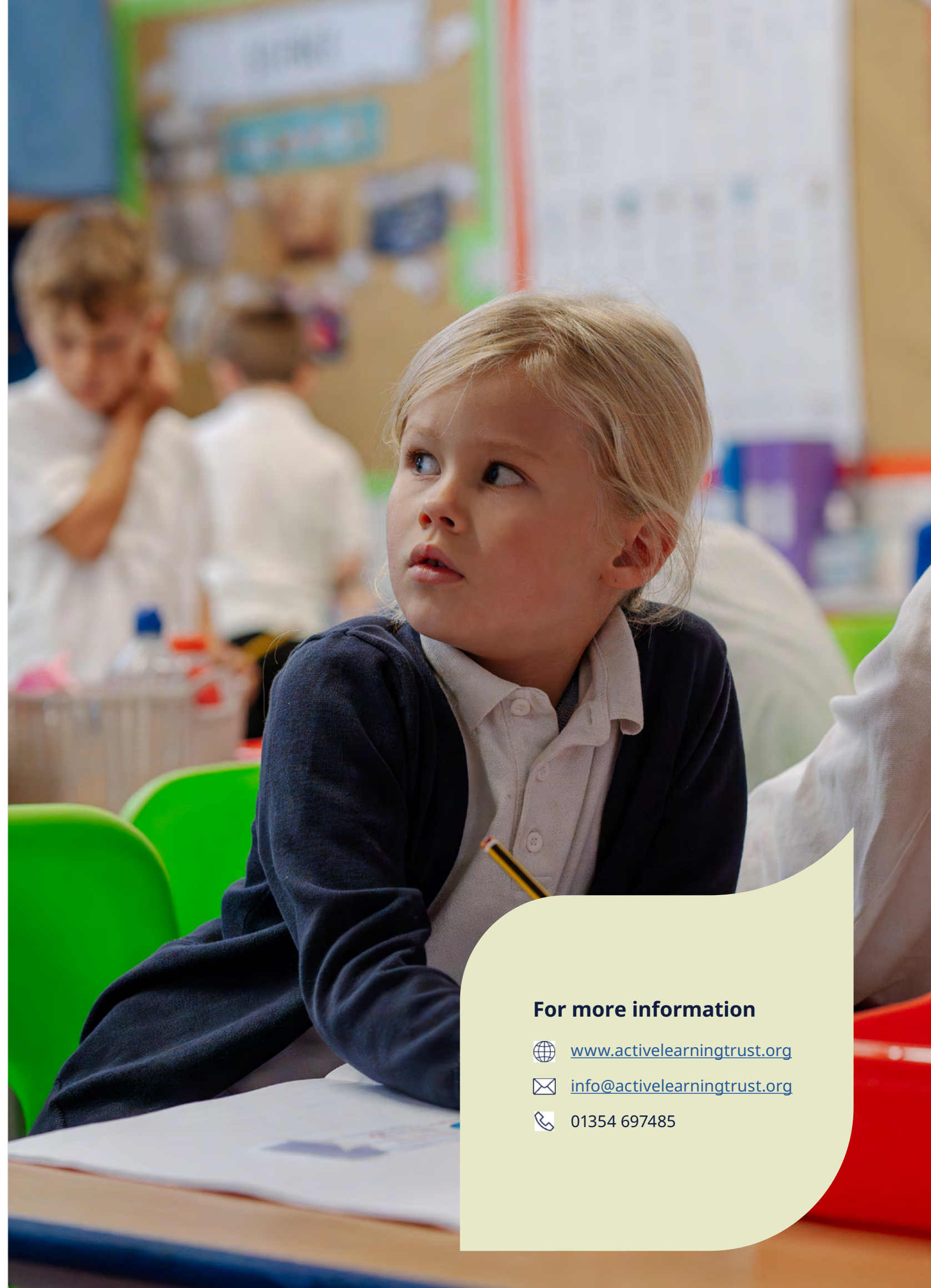
Partnerships

Work with Partners

We see our colleagues in Trade Unions as important partners in our work providing discussion, debate and dialogue in an ongoing conversation on behalf of staff in all roles. We maintain a Joint Consultative Council (JCC) which includes members of all major unions represented across the Trust and which meets with the Executive Team once a term to share news and continue our developing conversation.

Exploring Partnerships


We believe in the power of a strong Trust to support schools in achieving sustainability. We believe that students, staff and particularly leaders can perform better within a strong Trust. We are open to thoughtful expansion and welcome discussions with schools or multi-academy trusts interested in exploring potential collaboration. We are committed to careful growth with partner schools that share our values and can actively contribute to our Trust community. We are equally interested in partnerships with schools, trusts and other organisations seeking different types of collaboration. We prioritise getting to know potential partners thoroughly before initiating a formal due diligence process and addressing any legal considerations. We are eager to work with stakeholders to progress discussion and explore scope for collaboration.



For more information

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