

Thomas Telford Multi-Academy Trust



Progress with Development Plan

September 2018

Key Strategic Targets

Growth	Action	Timescale	Responsibility	Progress September 2018
To incorporate 2-4 Telford based primary schools into TTMAT by September 2018	Identify and meet with prospective Heads/GB's Carry out due diligence Liaise with Stone King and DfE to agree timescales and actions for transfer to TTMAT	Immediate – transfers to be complete by July 2018	KJS/SST MMD	Redhill Primary Academy joined TTMAT – September 2018
To fully explore the issues surrounding Thomas Telford School joining TTMAT by the end of the academic year 2017/18	Further clarification of issues with DfE. Visit Emmanuel CTC Liaise with Stone King and DfE to agree timescales and actions for transfer to TTMAT	Immediate – transfer to be complete by July 2018	KJS/SST/MMD	Dealings with the DfE continue without a resolution
To open up dialogue with other educational establishments that might provide additional capacity or with strategic importance to TTMAT	Consider educational partners that might add value to TTMAT. Meet with prospective Heads/GB's	Summer 2018	KJS/SST	Support programme in place at TTS with the West Midlands UTC. Free School project abandoned
Standards				
To provide support, guidance and advice in helping the three academies achieve their strategic priorities, namely;				
(For specific details for each Academy please refer to Annex A)				
<ul style="list-style-type: none"> Deployment of additional staff across schools to ensure specialist subject staff are always available and to support improvements in specific subjects 	Identify areas of staffing that are vulnerable Ensure communication across the schools is effective	Throughout the year	Heads/SST	Several examples of staff working across the schools to provide support where required

	Encourage additional recruitment strategies to enable effective staff sharing			Recruitment strategy in place
<ul style="list-style-type: none"> Provide opportunities for collaboration and facilitate cross moderation and external support for target subjects 	Communication between schools where support is requested Organise external support when requested	Throughout the year	Heads/SST	Moderation taken place across departments in several subjects. Marking Audit conducted at TTS/Walsall – June 2018
<ul style="list-style-type: none"> To facilitate departmental reviews where required 	Support schools in organising reviews as needed	Throughout the year	Heads/SST	None identified or requested. SST – observed DHM’s teaching at Walsall
<ul style="list-style-type: none"> Ensure that best practice with supporting disadvantaged students is shared and implemented across TTMAT 	Disseminate best practice amongst key personnel	Collaborative session in Spring term	Heads/SST	Discussions took place at Collaborative event in July 2018 and are ongoing
<ul style="list-style-type: none"> Develop collaborative strategies to tackle the gender divide 	Disseminate best practice amongst key personnel	Collaborative session in Spring term	Heads/SST	Discussions took place at Collaborative event in July 2018 and are ongoing
<ul style="list-style-type: none"> Further develop high ability mentoring programmes to identify and tackle barriers to achievement 	Disseminate best practice amongst key personnel	Collaborative session in Spring term	Heads/SST	Discussions took place at Collaborative event in July 2018 and are ongoing
<ul style="list-style-type: none"> Provide opportunities for collaboration on strategies for improving literacy levels 	Disseminate best practice amongst key personnel	Collaborative session in Spring term	Heads/SST	Discussions took place at Collaborative event in July 2018 and are ongoing
<ul style="list-style-type: none"> Predicted Outcomes 	Monitor predicted outcomes and provide support to vulnerable subject areas	Continuous	Heads	Please refer to Annex A

Safeguarding				
To produce a TTMAT Safeguarding Policy and Practice document to clearly outline the roles and responsibilities of the TTMAT board	Write policy, seek approval and publish on TTMAT website	November 2017	SST	Achieved November 2017
To conduct regular safeguarding audits for each academy, providing support guidance and challenge as necessary	Draw up programme of visits, carry out the visits and prepare reports for LGB's and TTMAT Board	January 2018	CHJ/SST	Each Academy had a visit in the last academic year with no issues identified
To provide the TTMAT Board with regular reports in relation to safeguarding matters	To present reports at TTMAT Board meetings	February 2018/July 2018	SST/KJS	Reports included routinely in Executive Advisor papers
Finance				
To establish robust financial reporting to include termly Management Account Reports and Balance Sheets for all academies in a consistent format	Routines and reporting arrangements established and in action	Ahead of February 2018 TTMAT board meeting	SCT/ABB	Some variability emerged in this area but changes in personnel are in place to improve the situation
To explore economies of scale across the academies to ensure best value is achieved with the cost of services and products	Conduct an audit of significant services and products and draw up collective contracts where appropriate	Throughout the year	SCT/ABB	Several examples of savings including Insurance and ICT expenditure
Access additional funding when threshold number of schools/students are included in TTMAT	Liaise with the ESFA to ensure funds are allocated where appropriate	Summer 2018	SCT/ABB	Not yet achieved sufficient numbers
Funds for TTMAT board use	Explore funding opportunities available	Continuous	KJS/SCT	Nothing to report
ICT				
To establish a common management information system which can provide timely and consistent performance data for LGB's and the TTMAT board to assess performance	Schools to operate the Bromcom management information system as a tool for sharing and providing LGB's and the TTMAT	Spring 2018	Heads/SST	Bromcom operating in all four schools but its data analysis tool is still under development in collaboration

	board with performance data			with Madeley Academy
To explore a common strategy for the deployment of ICT systems and equipment to keep TTMAT schools at the cutting edge of educational technology whilst ensuring best value for money	All schools meet to discuss opportunities and future strategy Report on future provision and strategy to be shared with the TTMAT board	Spring 2018	Heads/Directors of ICT/KJS/SST	Dal Kagh has been given a brief to coordinate opportunities for commonality and some examples of cost savings are evident
Human Resources				
To further develop a clear strategy for succession management at leadership level	Senior staff and developing middle leaders to be identified and suitable training and opportunities to be arranged as appropriate	Spring 2018	Heads/KJS/SST	This issue is discussed regularly at the Heads Collaboration meeting but no formal strategy has been implemented to date
To support LGB's with maintaining a balanced and well trained team with relevant Governor training opportunities provided where necessary	Annual GB skills audits to be organised Additional Governor expertise identified Appropriate training provided as needed	Throughout the year	MMD/KJS/LGB's	Significant work undertaken to ensure LGB numbers have been maintained and skills required in place.
To explore recruitment strategies across the academies to support the training and recruitment of the best teaching staff possible, especially in core subjects	Identify subjects areas of greatest need Develop role of WMC Develop the use of collective recruitment strategies via the TTMAT website	Spring 2018	SST/Heads	A paper outlining all our shared recruitment strategies has been produced and distributed. TTMAT website and School Vacancies website fully operational in supporting recruitment

Public Relations				
To ensure TTMAT is familiar to key stakeholders across all academies via a dedicated website presence and effective communication	Ensure the TTMAT website is current and compliant Communicate benefit of TTMAT to relevant stakeholders via Heads Consider opportunities to engage with staff across all the schools	Throughout the year	SST/Heads	TTMAT website has been developed throughout the year and now includes Redhill Primary. All the academies have reference to TTMAT on their own web sites and benefits of the MAT shared regularly with staff, students, parents and the local community at the appropriate times