



# The Core Offer 2023-24

# The Core Offer

## 2023-24

Our core offer is the collection of services that the Trust provides for all schools equally. The core offer is funded through the central service contribution. This allows for deployment of financial resources for school improvement which adds more value than any school can achieve on their own.

An essential value of our Trust is to maintain maximum funds in school and therefore decisions about the content of the core offer face the dual tests of best value for money decisions as well as ensuring that it provides the highest quality of service. The ambition for the core offer is to ensure it serves the needs of schools and therefore is reviewed annually. The core offer is determined so that it serves the Trust's vision statement which is:



The Circle Trust believes that all children and young people deserve to have an excellent well-rounded education and to flourish in first rate schools with the best teaching, the best facilities and the most up to date resources made available to them.





**This core offer is certainly more than the sum of its parts!** The Circle Trust is not a separate entity (it isn't a mini-Local Authority) running schools but rather a group of schools that constitute the Trust, we together are The Circle Trust!

All schools in The Circle Trust are both the givers and receivers of support. This means that everyone can enjoy not only the services set out in this document but rely on the support garnered from professionals working in fellowship and support of one another wanting the very best educational outcomes for all children and young people in all our schools.

**The Circle Trust is an example of our professional generosity one with another.**

**The core offer is curated to support improving the quality of education.**

School improvement is a great deal more than the improvement of learning and teaching and consequential improvement of educational outcomes albeit that this is always the most critical part! It also involves every part and way that a school is run as an organization.

A school's improvement can be as simple and complex as needing to be full. So marketing and prudent financial management is key.

Equally the management of risk and health and safety, statutory compliance and capital investments etc. are as an important mainstay of schools improving as the principles of curriculum design are.

Therefore, our core offer provides support for all the main operational and strategic functions of schools.

In one sense all schools should rightly consider themselves “requires improvement” it is just the scale, depth and significance of the areas that need attention! The main part of the core offers therefore centres on learning. The Headteacher is supported and provided opportunity to share professional collective expertise to build the best curriculum, assessment and pedagogy model underpinned by evidence that works and founded on the most successful practice in their schools. This is provided in a number of ways including coaching, external training and participation in a myriad of Trust meetings for key groups.



These include:



Circle of Trust meeting for all Leaders



Inner Circle meeting for Headteachers



The Expanding Circle meetings for interested and new joined schools



Encircle meeting for SENCOs



In the round meetings for Primary Phase



360 meeting for staff working for the Trust



Circling back meeting for all Chairs and Vice Chairs of Local Advisory Boards with Chair of Trustees and CEO



Securing the Circle meeting for all Designated Safeguarding Leads and Safeguarding Local Advisors with the Director of Safeguarding



Squaring the Circle annual Trust governance and leaders annual event



Curriculum conferences for Teachers and Leaders



# The Learning Curve

“The Learning Curve” is the name we give to the self review work of the Trust this seeks to:

- Improve academic outcomes for all, diminishing differences in the performance of different learner groups
- Improve educational provision and opportunity through rich and diverse curriculums
- Developing outstanding professionals, sharing and keeping talent



## Learning Curve visits

Advice and guidance from specialist primary and secondary leaders with proven expertise, regular meetings, immediate support by phone/email, brokering additional support as required by the school, directing support where required to ensure school improvement, monitoring school performance and reporting to governance.

The Learning Curve

**The purpose of regular Learning Curve visits to schools includes:**

- Website audit to check statutory compliance
- Analyse and interrogate data by raising questions which support the school's self-evaluation process and identification of priorities for development
- Highlighting national updates and provide a forum for the sharing of good practice in school improvement
- Provide moderation and validation of the school's own judgement about their performance
- Assess and develop the school's capacity for sustaining improvement
- Create peer support networks for schools and a collaborative approach to school improvement

## PIXL (Partners in Excellence) full annual membership

PIXL (Partners in Excellence) which is a non-profit national school improvement organisation. The focus of the organisation is on raising standards across KS1, KS2, GCSE and A-levels to improve life chances and progression routes for all children and young people.

The PIXL partnership brings school leaders from across the country together to share ideas, innovation and improvement strategies. PIXL is resource rich and provides access to high quality materials which in turn supports the reduction of teacher workload. Through the PIXL partnership schools in The Circle Trust will have access to pedagogical principles dealing with improving outcomes as well as a comprehensive range of resources.

PIXL provides Leadership Teams with a minimum of three high quality national meetings per year giving the highest quality of leadership advice and guidance and pertinent briefings regarding educational announcements. Following each meeting schools are visited by a PIXL Associate to help to support and advise Headteachers on where to access information and resources and to reflect on the strategies shared. Associate visits are supportive and reflective for school leaders.

[Find out more about PIXL](#)



# The Virtuous Circle



“The Virtuous Circle” is naturally a delightful circle pun but moreover the meaning of this expression could not be more apt in respect of the investment of staff by means of training opportunities.

“A virtuous circle is a loop of actions or events whereby results allow the loop to be repeated with ever increasing results.”

For this to happen we mobilise and share the best evidence from educational research. Evidence tells us that professional development is the most impactful tool to improve the quality of teaching and improving learning.

No matter how good the intent and design of the curriculum it is wholly reliant on its implementation through high quality first teaching. As a Trust we utilise the strong structures in our family of schools to better facilitate professional development and thus better teaching and improvement for learning. As a Trust we want to be Talent Seekers, Makers, Sharers, Attractors and Keepers



## Curriculum development support

We are able to reduce the workload of staff by sharing curriculum practice including assessment and pedagogical approaches.

We do this by subject specific conferences bringing together high quality speakers and colleague.



## National college full annual membership

The National College®

A multi award winning video CPD site providing essential knowledge for busy school teachers and leaders. Support of apprenticeship training and management of the apprenticeship levy.

[More information](#)

## Wellington College Learning Alliance membership



Access to state and independent school partnership working access to research projects and best practice.

Staff training including coaching, character education, holding difficult conversations normal day course cost £200 reduced to £25 and attendance at [EdFest](#) - an annual "carnival of educational thinking and debate" held annually at Wellington College free and reduced tickets for entrance.

[More information](#)



## FLASH academy app

FLASH academy app and programme support for pupils with English as an Additional Language.

## Music

Specialist teaching INSET and pan Trust pupil choir.



## Special Educational Needs and Disabilities (SEND)

Bespoke advice for SEND provision, resource base expertise including SLA agreement and management. Legal advice. Speech and Language for two members of support staff training via on line certification

[More information](#)

## OFSTED support and guidance

Preparation for inspection for leaders and governance, support in Self Evaluation Form writing, understanding the inspection framework and Executive Headteacher attendance in Lead Inspector meetings with governance during inspection.



### Safeguarding support, guidance and oversight

Online training for all staff via The Key. Audit of SCR and safeguarding statutory duties, Securing the Circle Termly meeting for all governance to discharge and support statutory duties.

[More information](#)



### CPOMs

Common CP and safeguarding record keeping.



### Health and safety emergency 24hr response via Pharos Insurance via RPA.

Reactive and pro-active maintenance advice and guidance, Health & safety audits.

Support and monitoring of regular testing and statutory duties – Legionella, PAT, fire alarm & extinguishers, emergency lighting, water coolers, regular equipment checks for workshops, playground equipment.

[More information](#)



## Risk Areas

- 01 Governance Risks
- 02 Operational Risks
- 03 Property Risk
- 04 Financial Risks
- 05 Commercial Risks
- 06 Other Risks
- 07 Nine Mile Ride Primary School
- 08 The Emmbrook Secondary School
- 09 Shinfield Infant and Nursery School
- 10 St Crispin's
- 11 Wescott Infant School
- 12 Westende Junior School

# 4risk

## Your risk management centre

Please select what you would like to do.

Risk Records	Reports	My Risks	My Actions	My Control Procedures	Search

## Risk management and register, cloud-based risk management system

[More information](#)



## GDPR training and compliance via GDPRis

Cloud based system to deliver all staff training and log of information requests and breaches to ensure compliance with statutory duties.

[More information](#)



## Financial management and oversight via cloud based system PS financials

Unlimited advice guidance and support from Chief Operating Officer including: Budget principles, construction and monitoring. Value for money procurement systems. Bank account monitoring. Statutory reporting. Payroll set up and monitoring and audit, filing accounts and reporting to the ESFA. Termly meetings for business managers.



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## Legal advice

Access via Solicitors Brown Jacobson. Legal retainer offering quick, concise and practical advice on a preventative basis. Unlimited number of enquires – 1 hour on single issues.

[More information](#)

**n|g|a** National  
Governance  
Association

## Governance support via gold membership of NGA

Unlimited support from Company Secretary regarding matters of governance. All policies written and approved via Trustees.

Advertising, recruitment, training and support of all school Clerks.



## HR

Advice, support and oversight from educational specialist HR Advisor. Unlimited Occupational Health referrals, Contracts, DBS. Overseas employer approved status and Performance Management of Headteachers.

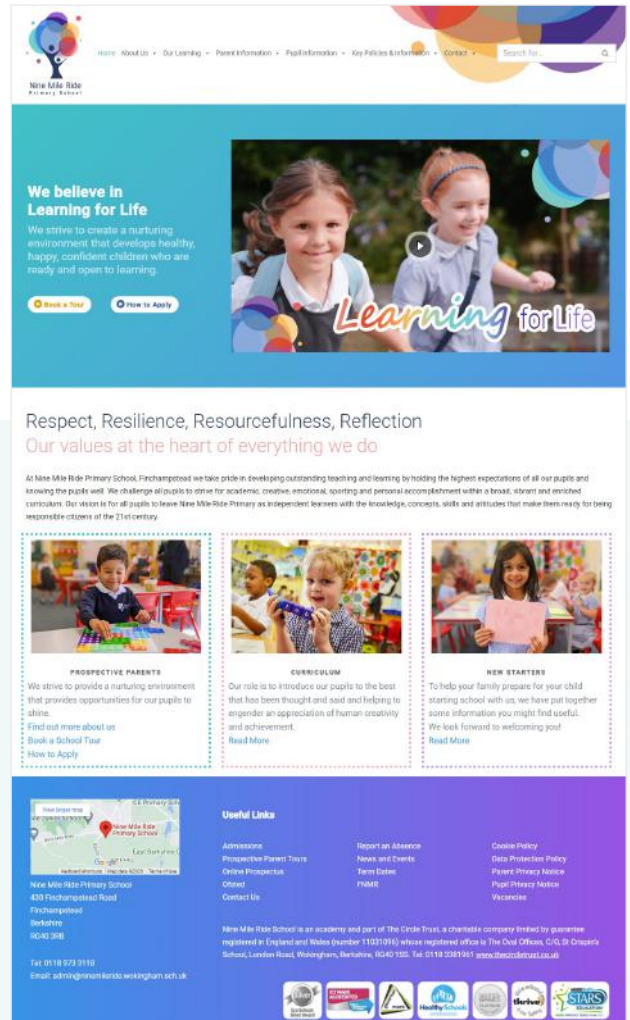
[More information](#)

## Admissions

Own admission authority providing a quick, supportive process for families. Establishing and consulting on admissions arrangements and administering appeals.

# Website and social media support

Website design, support, annual audit of website, statutory compliance



# Information Management systems

Information Management systems via Arbor here set up and training for Arbor, advice and audit for statutory data sets including census and monitoring progress.

[More information](#)



# Marketing support and strategy advice

Bespoke marketing films for each individual school.

[View Wescott School video](#)

[View The Emmbrook School video](#)

# IT support

Broadband contract procurement, oversight and management, centralised procurement for hardware and software. Online help desk and 48-hour onsite response. Online safety advice and software management.



## Keeping everyone in the loop

Common induction booklets for families with children or young people joining a school in Year R,3, 7 and Sixth Form as well as in year joiners alongside new staff.



## Surveys

Trust designed and administered annual surveys for all stakeholders groups – pupils, parents and staff.





## New Headspace for Headteachers

One to one termly meeting for Headteachers and other Leaders with leadership coach.



## Joining the Family Circle

Recruitment special events for staff roles.





The Circle Trust, a charitable company limited by guarantee registered in England and Wales (number 11031096) whose registered office is The Oval Offices, C/O St Crispin's School, London Road, Wokingham, Berkshire, RG40 1SS. Tel: 0118 3381961