



PIONEER LEARNING TRUST
Pursuing Excellence and Equity



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Welcome To The Pioneer Learning Trust

Welcome to the Pioneer Learning Trust. We are proud of our Trust and all that we have to offer to our pupils and the wider educational community.

In the Pioneer Learning Trust we have a common vision – to pursue excellence and equity in a values-based context. To us, this is a commitment to ensuring that all children have the opportunity to excel, and do so in an inclusive, values-based ethos where diversity is celebrated. We are much more than a group of schools, we are a committed family of dedicated professionals collaborating to inspire our pupils with an exceptional learning experience.

Serving diverse communities with high levels of disadvantage, our 300+ staff are focused on redressing the inequity experienced by many of our 1600+ pupils, ensuring that all pupils maximise their potential. Standards in our schools are high and improving, and pupil progress is often in the top 20% of all schools nationally. We have specialist expertise in utilising Pupil Premium to achieve maximum impact.

Our ambitious Trust is ready to grow and we welcome the opportunity to talk to school leaders, governors and Trustees about what Pioneer can offer to individual schools or to other Trusts. Pioneer has an outstanding track record of School Improvement deployments across Herts, Beds and Bucks. Pioneer is a CPD delivery partner of Chiltern Teaching School Hub, Best Practice Network and Enigma Maths Hub. We have built a strong capacity to work with ambitious schools who want the best provision for their pupils and opportunities for their teams.

With the support of our growing central team of experts, we are able to offer potential joining schools an extensive range of School Improvement resources and CPD as well as school support services in safeguarding, finance, recruitment, human resources, catering management, premises compliance and IT.

If you want to know more about what our Trust can offer, come and talk to us.

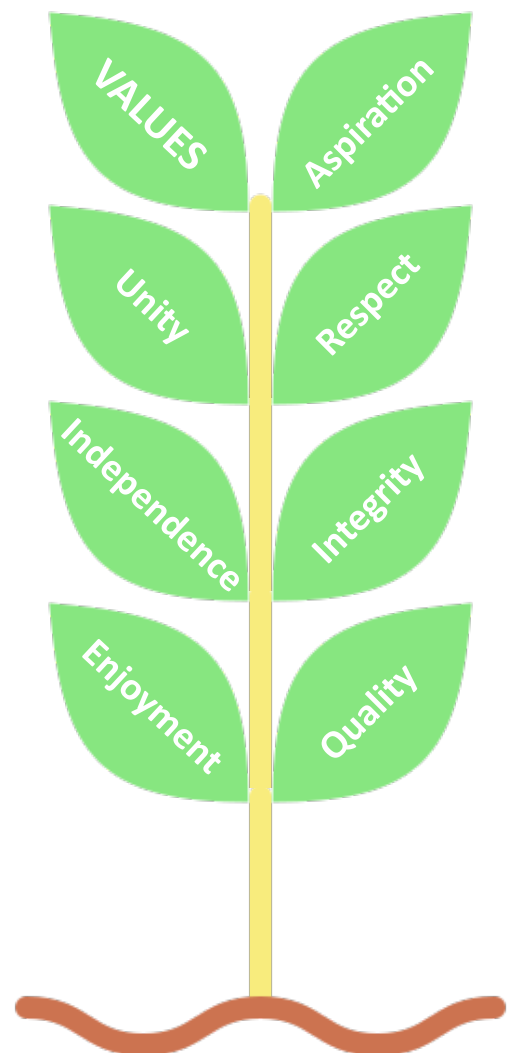
Mrs Cori Bateman
Chief Executive



A Values Based Trust

Pioneer Learning Trust academies work collaboratively with our shared values. The Trust is focused on partnership in the pursuit of excellence and equity for all pupils through our shared vision:

- A curriculum designed for our children
- Collaborative, innovative and reciprocal practice
- Relentless pursuit of excellence for all
- Safe and inclusive learning environment
- Inspiring children to love learning
- Broaden horizons through opportunities
- Maintain each school's unique identity
- An open culture of challenge, support and growth
- Recruit, train and retain high quality staff





Our Schools



Chantry Primary Academy is a large, inclusive and diverse school with a nursery provision, and can accommodate over 700 pupils. With its long-standing values-based approach, Chantry has now been awarded the Enhanced Values-based Education quality mark for its work in this area and is recognised as a champion of the community. Chantry has extremely high standards and is highly inclusive with two specialist provisions; supporting visually impaired pupils and pupils with social, emotional and mental health (SEMH) needs.



Southfield Primary Academy is a two-form entry primary school with a nursery. With places for up to 472 pupils, Southfield promotes creativity and aims to bring learning to life for pupils. The team is committed to ensuring that all pupils have a love of learning and reflect the school's values in all aspects of school life. Like our other Trust schools, Southfield has high expectations of pupils and supports pupils to reach high standards through excellent support and curricular provision.



Whitefield Primary Academy is a highly inclusive and welcoming school accommodating up to 498 pupils. Whitefield prides itself on providing strong support for its children and families through their Family and Nurture Teams. Whitefield has high expectations and utilises funding and expertise to achieve excellent pupil outcomes. An inclusive school, Whitefield is home to, a special provision that supports children with social, emotional and mental health (SEMH) needs and their families.



Future joining schools will benefit from:

- Strong pedagogical practice in a Primary specialist Trust
- Solid financial stability with firm savings upon joining
- Excellent CPD provision with both internal and external resources
- Outstanding partnerships with local and national partners
- Collaboration at all levels to both streamline and support
- Recruitment support through Initial Teacher Training



What are the Benefits of Joining Our Trust?

Strong Pedagogical Practice in a Primary Specialist Trust

Our School Improvement Team have supported a large number of schools to develop their curriculum through our extensive School to School support work. With a Trust wide focus on inclusion and Pupil Premium expenditure, curriculum development and specialist leadership combine to support schools in developing ambitious curricula to benefit all pupils, particularly disadvantaged pupils those with SEND.

Solid Financial Stability with Firm Savings for Schools

Through our central team and central services we have saved each of our schools significant sums (between 3-5% of their overall budgets) to enable school leaders to target money where it is better spent - on learning!

- Removal of School Improvement Advisory service fees
- Removal of specialist consultancy fees
- Significant reduction to CPD budget
- Significant reduction to recruitment budget
- Removal of legal buy back fees
- Significant savings through in-house school meals provision
- Removal of external finance oversight/support costs
- Shared appointments in finance, IT and premises
- Significant savings on joint procurement

Excellent CPD Provision

Our CEO is a well-established and experienced National Leader in Education (NLE) with extensive expertise in School Improvement.

Our large team of Specialist Leaders provide in-house CPD across the Trust on a range of areas. Pioneer Learning Trust has been commissioned to lead the Early Careers Framework and some of the NPQ programme delivery on behalf of the Chiltern Teaching School Hub, partnering with Best Practice Network.

Commissioned by Enigma Maths Hub as a Mastery Specialist Teacher and Trainer, our Director of Mathematics also leads maths CPD and supports maths leadership across the Trust.

Pioneer is a Lead School for Initial Teacher Training working with both Chiltern Training Group (CTG) and Shire Foundation. Our SLEs also deliver elements of the teacher training lecture programme. The Trust has significant strength in developing teachers and leaders and is well placed to provide any training requirements schools may have.



AUTONOMY with ALIGNMENT

Areas where schools adopt similar or the same practices commonly across the Trust

- The Pioneer Promise and commitment to our shared vision
- Termly Data collection and a common assessment system
- Central service compliance functions including finance and premises
- Commitment to outreach and School to School support
- Reporting structures, e.g. governing body templates and central policies
- Use of Pioneer branding and promotion of the Trust
- Performance Management systems

Areas where schools retain full autonomy and individual practices

- Day to Day operations
- Curriculum Design and Teaching and Learning
- Staffing structures including leadership team
- School branding, website and prospectus
- School level policy and practice
- School priorities and improvement strategy
- Budget setting within scheme of delegation



Why Join Our Trust?

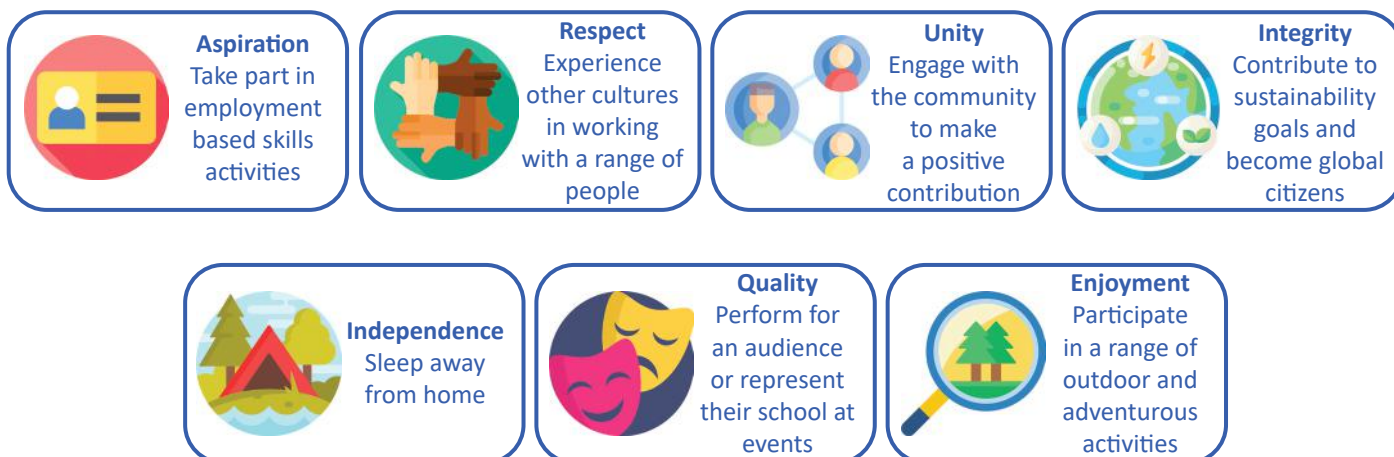
We are all about the Children - Pursuing Excellence and Equity

We are a primary focused Trust specialising in curriculum, pedagogy and practice. Our vision is to provide our pupils with an outstanding quality of education through continuous review and improvement in order to achieve our mission of all pupils having an equal opportunity to achieve a successful future in education and work.

The Pioneer Promise - Opportunities for our Pupils

In the pursuit of excellence and equity our schools all commit to the Pioneer Promise, but what is the promise we make?

We are absolutely passionate about our pupils developing a love of reading, a passion for maths and a thirst for knowledge of the world around them, but we also want our children's school days to be filled with memories of their friendships and experiences. Our promise is that we will fill our children's school years with opportunities to be inspired and challenged, to experience excitement and adventure, to broaden their horizons, and to learn about people, community and the wider world beyond their classroom.



Schools in the Trust commit to making use of available funding to ensure affordability and access arrangement to enable equity for all pupils to participate in these experiences. We believe that through participation in opportunities offered through this promise our pupils will leave our schools better equipped for the next stage in their education and their future lives.



Quality



Aspiration



Respect



Integrity



Enjoyment



Unity



Independence

“It was great working alongside different children from Whitefield during our school linking project, working in unity to complete different tasks and making new friends along the way.”
School's Linking Project pupil

“I couldn't believe we got to travel to London and spread positivity whilst marching with our friends from Whitefield. High-fiving all the members of the public was amazing - it really brought so many smiles to so many people.”
Lord Mayor's Show pupil

Trust Partnerships

Trust partnerships are about individual schools and Trusts to coming together in mutually beneficial partnerships for all parties to explore the benefits of a school joining the Trust. Partnership working allows the school to benefit from some of the collaboration and opportunities of the Trust before making a firm decision to join. At Pioneer we would encourage any interested school to join our Headteacher Board and to attend Trust Board meetings, either by having a governor or school leader join the board as a Trustee or simply to attend in an observer capacity. **Pioneer Learning Trust works in a very transparent way and we are very open to exploring partnership options with schools.**

How might a Trust Partnership Work?

- Trust Partnerships would be time-limited and are not a long-term alternative to joining the Trust.
- During the partnership, the governing body of the school should take the opportunity to undertake early due diligence and give due consideration to academisation, re-brokering or merging (dependent on the school's circumstances).
- Activities undertaken as part of the partnership would primarily focus on teaching and leadership. Trust partnerships are usually focused on activities such as Trust-wide training opportunities, headteacher mentoring and support, and cross trust benchmarking of data but could include central service support.

Central support services

Pioneer Learning Trust has a growing central team which can provide a range of services to suit all schools. Joining schools automatically have access to the services their school needs, whether this is all services or a minimal package - each school is unique and will want to build a package around their own needs. Schools which are not yet ready to join a MAT may still wish to benefit from our services and a **bespoke** package can be designed to meet any school's needs.



Finance Function and Support



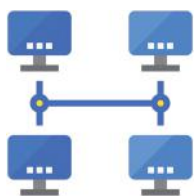
Trust Policy Suite



Documentation Support



Premises and Compliance Support



Network Management and IT



Catering Management



Recruitment and Onboarding



Joint Purchasing and Procurement



Contribution Rate

As a Trust we have worked with governing bodies to set a contribution rate which meets the needs of each school as an individual. Our current contribution rate to support central services is set at 4.5%. For this, each school is entitled to a high level of support. Every element of support described throughout this brochure is provided for each school from within the contribution rate. The main areas covered by this contribution are below:

- Executive Leadership Advocacy and Support
- Comprehensive School Improvement Services
- Financial Support Services, including Software, Monitoring and Audit
- Catering Management, including Line Management, Parent Portal and Menu Development
- Legal Services and Support
- GDPR Support, including Data Protection Officer Responsibility
- Central HR and Recruitment Support Services to complement in-school provision
- Premises Compliance Support Services, including Smartlog Systems
- Governance Support, including Governorhub and Training
- Trust-Wide CPD Support and Services.





School Leadership and Management Support

Raising Attainment

With a long standing track record of raising attainment in our schools and in the schools we work with, we are confident that our School Improvement Services are secure and that the resources we have both within the Trust and with our key school improvement partners will meet your school's needs.

Whether your key issues relate to attainment, leadership, recruitment, professional development of staff or a combination of all of these; Pioneer Learning Trust can support you to improve your school.

Strategy and Support

- Accountable Officer (CEO) – liaison and advocacy with DfE and Local Authority. Strategic MAT oversight, responsible for standards and providing support for schools in all areas
- Director of Education – leading on School Improvement, planning bespoke programmes and approaches to meet schools' needs whilst identifying good practice to share across the Trust.
- Headteacher Board – all schools are represented on this board to influence the strategic direction of the MAT
- School Reviews – a peer monitoring and review process led by senior professionals and partners
- Specialist Leaders – Trust and Partnership schools have access to Specialist Leaders in key areas such as assessment.

Leadership and Management

- Partnership with Chiltern Teaching School Hub for Early Careers Framework and Appropriate Body
- Centrally provided CPD and networking to develop the expert subject knowledge of subject leaders, teaching and support staff
- Access to an extensive range of CPD for staff at all levels through partnerships with the Teaching School Hub and other Trusts
- Strategic leader networking, collaborative strategic planning, coaching and support for leaders
- Bespoke governor training.



Track Record Of Success



Whitefield Primary Academy:
RI to good
Outcomes above national



Currently brokered to support schools across four local authorities on their school improvement journeys



Southfield Primary Academy:
RI to good
Outcomes above national



Multiple school improvement deployments to develop curriculum and raise standards



Chantry Primary Academy:
Consistently above national at KS2



KS2 maths results raised significantly in schools supported by our Primary Mastery Specialist SLE



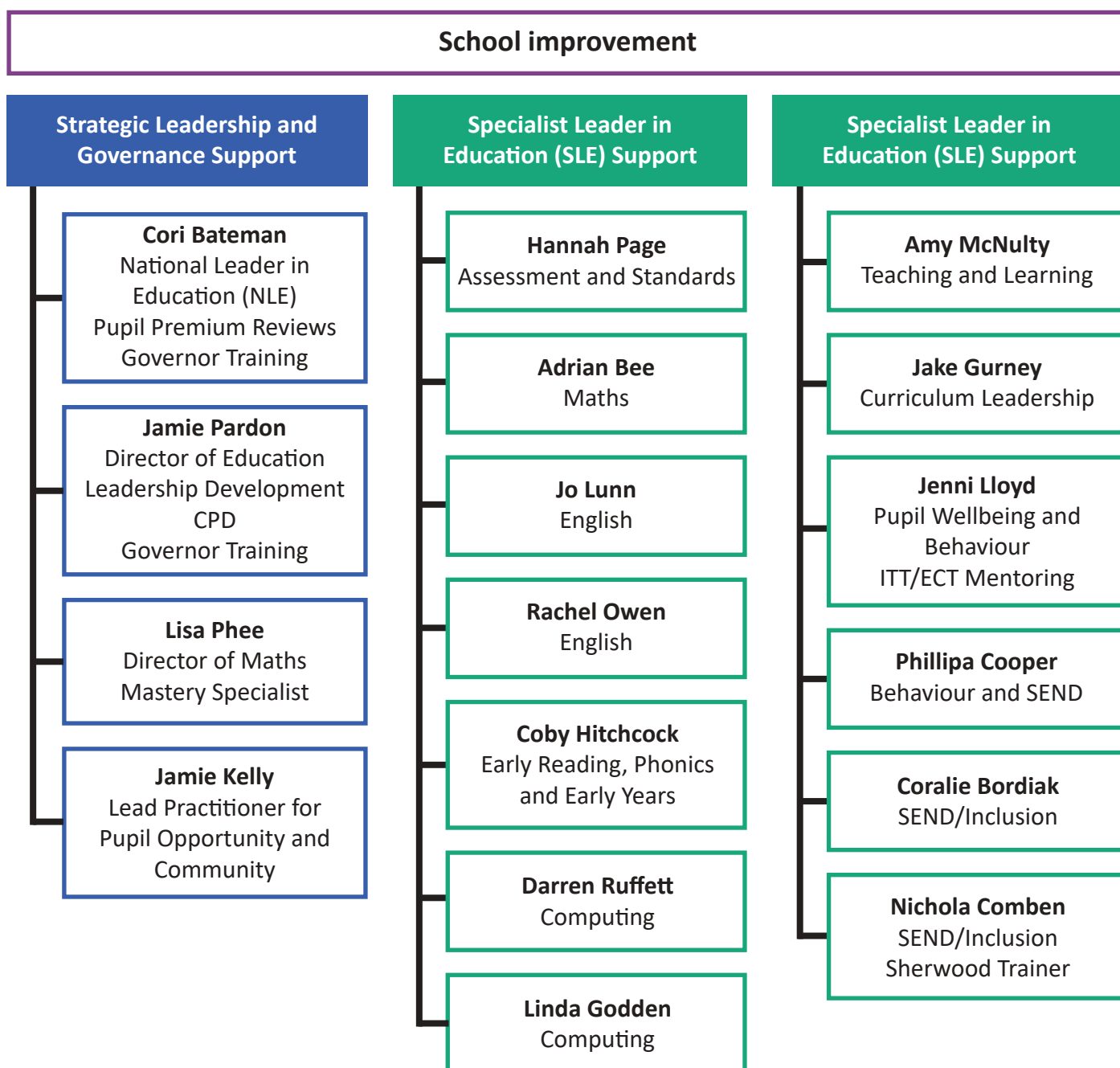
Whitefield Primary's story

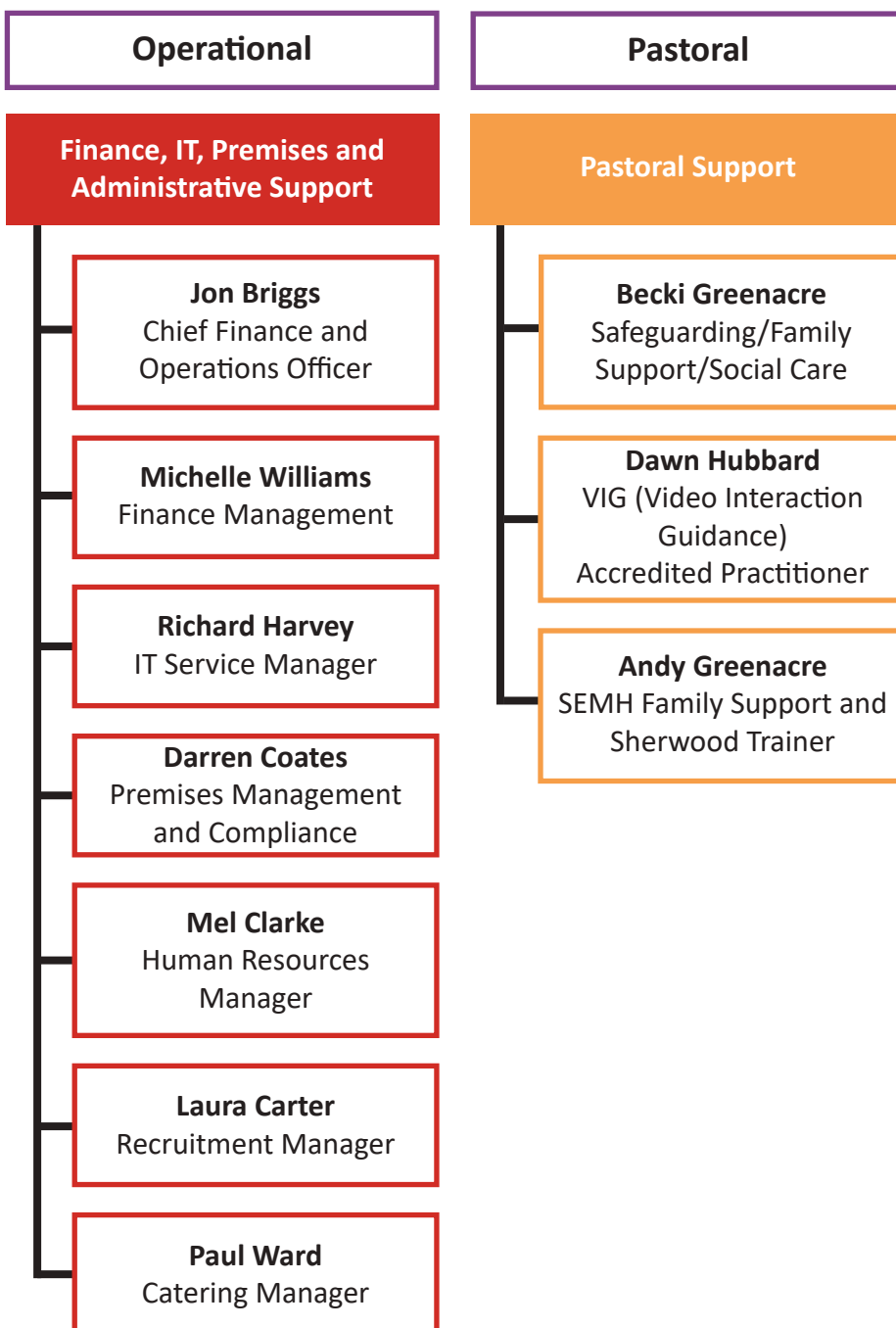
“Having been inspected as Requires Improvement in December 2013, closely followed by the retirement of the Headteacher, Whitefield approached Chantry for support including NLE and SLE support as well as secondment of key personnel, securing a ‘good’ judgement in February 2016. Since joining the Trust Whitefield has gone from strength to strength with results at KS2 rising from 31% to 64% with our post pandemic results at 64%, in the challenging context of having the most deprived KS2 cohort in Luton according to the IDACI scale.”

Jan Kirby
Headteacher, Whitefield Primary School

Central Support Services

Our team of school improvement specialists can support your school in a range of ways - to secure better outcomes for pupils, raise the quality of teaching and learning, plan for a stronger financial position, improve your staff recruitment and retention or to work towards a better inspection judgement; whether you are looking to secure 'good' or aiming for 'outstanding'. School improvement support is available to joining schools and can also be brokered to a wider community of schools at a cost suited to your budget.





Bespoke Packages to Meet Individual Schools' Needs

Pioneer are currently working with a number of schools providing bespoke packages based around their unique needs. These services are all free to Trust schools and brokered to those in a Trust Partnership.



Headteacher Performance Management

Supporting/advising the governing body in meeting their statutory duty to manage the performance of their Headteacher.

The effective management of a Headteacher's performance will ensure that a culture of continuous professional development and school improvement is established within the school's culture.

- Annual review/target setting
- Review/target setting + review cycle with Headteacher



School Improvement Advisory Service

Working with the school's strategic leaders and governors to evaluate strengths and identify development areas in the school.

An effective school improvement system will ensure that school leaders know what is working well and why and what needs to improve.

- Reviewing key documents - SEF and SIP
- Regular School Improvement visits including review of key documents
- Regular School Reviews for example subject reviews, SEND, Pupil Premium etc.



Leadership and Governor Training

Governor training is an essential element in ensuring that school leaders are effectively challenged and supported. Training is fully bespoke covering all topics from 'Statutory Duties' to specifics such as 'Questioning Skills'.

Leadership training is designed with the Headteacher in order to meet each school's specific needs - e.g. Leading and Developing a Team, Leadership Behaviours, Servant Leadership and Values-based Leadership.

- Twilight sessions
- Half Day or Whole Day facilitated workshops or training



Inspection Preparation/Post Inspection Support

Schools who have effectively prepared their subject leaders and other key staff have found that inspection can be a supportive process validating the work schools are doing.

This work can take many forms - from working with subject leaders to review their area; triangulating curriculum documents with classroom practice and pupil outcomes, to rehearsing the 90 minute call.

- School Reviews - led by NLE and SLE team with school SLT – whole school, single subjects, SEND, Pupil Premium
- Rehearsal of 90 minute call and leadership discussions



Thinking About Joining? Next Steps

The Decision Making Journey

When a Governing Body begins to consider the possibility of joining a Multi Academy Trust, there are several steps which support the formal decision making process:



Governors explore the local landscape of MATs and consider what they have to offer schools

Governors and the Headteacher invite Trust Leaders to meet and to discuss their Trust offer

Governors identify alignment with a Trust based on their school's needs

Collaboration and partnership opportunities are identified

The school begins to work with the Trust informally, for example by joining the Headteacher Board and participating activities such as the school review system

Governors consider identifying a governor to join the Trust Board

Ongoing discussions about the partnership with the Trust informs the Governors' decision

Governors agree that the MAT is a good match and move to a formal decision

Joining the Trust

Once a school has made the decision that joining Pioneer Learning Trust is the right decision for their school a number of steps must be followed:



Governors formally agree to join Pioneer and submits minutes of the decision and a formal letter of application to the Pioneer Trust Board

Trust Board considers the application with a view to approving further discussions with the applicant school and the due diligence process

Due diligence undertaken and clarifications sought

Trust Board formally approve the school's application

Application made to the Regional Schools Commissioner to join Pioneer

Regional Schools Commissioner issues approval

Information gathering undertaken to instruct solicitors

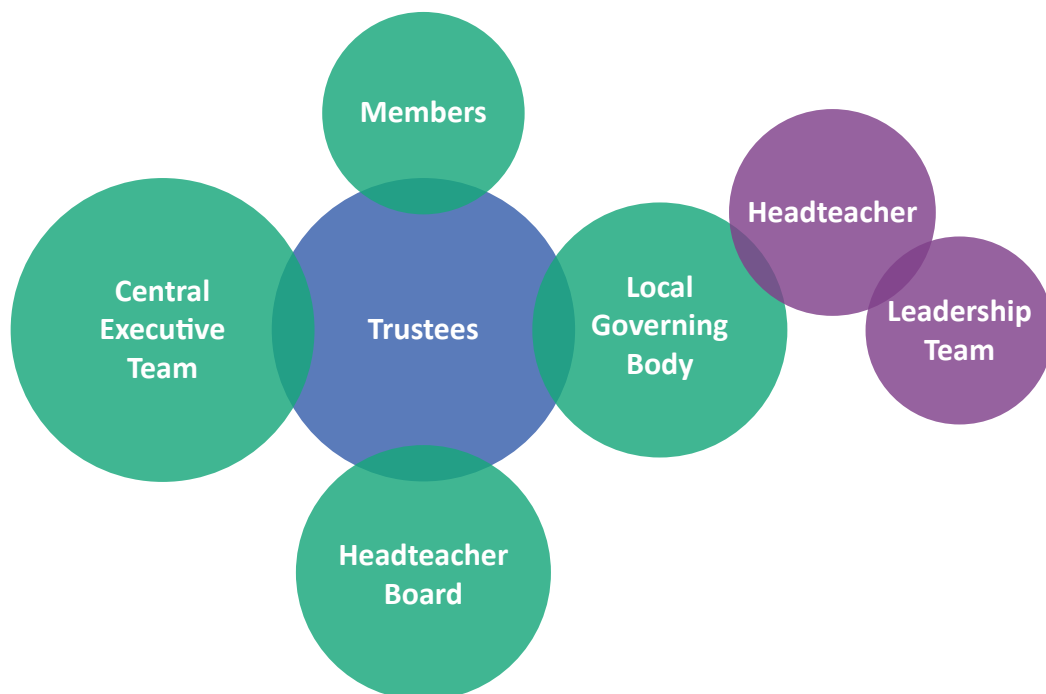
School consults with stakeholders for 6 weeks with Pioneer support alongside a 4 week TUPE consultation with staff and unions led by school's HR

Legal agreements completed including land transfer, leases, funding agreements and commercial transfers

DFE approval of transfer of the school to the Trust

Governance Structure in the Trust

Our governance structure consists of the Members, Trust Board, Finance Committee, Headteacher Board and Local Governing Bodies.



Members

The Members are the guardians of the Academy Trust, with the ability to appoint some of the Trustees and the right to amend the Trust's Articles of Association. Members play a limited but crucial role in safeguarding Academy Trust governance. Members should assure themselves that the governance of the Trust is effective, that Academy Trustees are acting in accordance with the trust's charitable objectives and use their powers to step in if governance is failing.

Trust Board

The Trust Board is made up of Non-Executive Directors (Trustees). In Pioneer, the Trust Board includes representation from schools' Local Governing Bodies along with additional Trustees as appointed by the Members. The Trustees are responsible for setting the direction of the Trust, holding schools to account and ensuring financial probity. Academy Trusts are charitable companies. The Trustees are company directors and must comply with company law requirements.



Finance Committee

The Finance Committee work with the Chief Finance and Operations Officer to ensure that the finances of the Trust are managed effectively and responsibly so that schools within the Trust have the resources necessary to provide high quality learning to all pupils. The committee is made up of Trustees with financial expertise seeking advice and information from the Responsible Officer and, where appropriate, the schools' auditors.

Headteacher Board

The Headteacher Board is made up of the Headteachers of all schools within the Trust along with invited Headteachers of potential joining schools. The Headteacher Board provides information and support to the Trust Board on matters relating to the provision of school improvement, high quality education, standards and outcomes.

Local Governing Bodies

Each school within the Trust retains a Local Governing body made up of Community Governors, Parent Governors and Staff Governors. Working within a Scheme of Delegation, Local Governing Bodies retain much of the strategic accountability for the school they represent, including finance, curriculum and staffing. Our Local Governing Bodies work in a similar way to a Governing Body of a maintained school.



“I began as Chair of Governors at Whitefield and have been Chair of the Trust since it was formed. I admire the approach Cori and the Trust Strategic Team takes when collaborating with a school; each school keeps its own identity, but benefits from the support and governance provided by the central function.”

Following the progression of the Trust, and seeing the schools collaborate to raise attainment, has made me realise the benefits of being part of a Trust. I have seen the progression at each school, and how the formation of the Trust has not only benefited the pupils, but also members of staff too, enabling them to learn new skills and challenge themselves.”

Melissa Trodd
Trust Chair



Growing The Trust

Why would we want Pioneer to grow?

The more our Trust grows, the more we can do to develop the quality of education for our pupils. More schools means more opportunities to collaborate and learn from one another.

Each individual school already benefits from our strong central support team. With further growth in the Trust, our Trustees will be able to grow this team to provide support to schools in a wider range of areas.

Catering Management Services

All of our schools have brought their school catering 'in-house', giving schools greater control over this area as well as saving money and providing additional benefits to the schools. We also offer our Catering Management service to schools outside of the Trust as a Traded Service.

School Condition Allocation

All schools receive capital funding to support them with their capital programmes, however this funding can be minimal for individual schools and Academies. When a Multi-Academy Trust reaches a certain size, significant government funding is granted directly to the Trust for capital projects, meaning that Trusts can improve and develop their facilities in a planned and coherent way.

Improved Buildings = Improved Facilities

Through the excellent work of our CFOO and Premises and Facilities Manager, we have secured over £1m in funding in the last two years to improve our estates. With School Condition Allocation Funding we will be in a stronger position to plan strategically for estates development, knowing that the funding is secure. This will enable us to:

- Improve heating systems
- Install greater security facilities
- Provide external facilities like MUGAs
- Build additional spaces such as specialist rooms or libraries
- Consider sustainability measures such as solar.



Economies of Scale

The bigger the organisation, the bigger the economies of Scale that can be achieved.

Schools in the Trust currently benefit from significant discounts through bulk or group purchasing. On forming the Trust and combining our purchasing power, each school has saved thousands of pounds within their revenue budgets in addition to securing major works through the CIF bid process. The greater the number of schools in the Trust, the greater our buying power.

Initial Teacher Training

As a lead school working closely with Chiltern Training Group and associated training providers, our Trust provides Initial Teacher Training opportunities, ensuring that we can 'grow our own' staff by training teachers from within and outside our school communities.

Early Careers Framework

Pioneer Learning Trust is the delivery partner for Chiltern Teaching School Hub for Luton and parts of Central Bedfordshire. Working with Best Practice, Pioneer's team of Specialist Leaders deliver the ECF programme locally

Developing and Retaining People

Through excellent CPD we are able to grow the expertise of our teams. In a larger MAT there will be greater scope to provide broader career options and to retain the best staff within our overall organisation.

Support staff also benefit from opportunities to work with other schools and even to work in other schools if they wish to do so. Career progression is more widely available at all staff levels within a larger organisation. We have seen multiple examples of staff who have secured progression and promotion within the Trust.



What Our Community Says



“As Director of Education I have enjoyed building on the collaborative work of the Trust, developing teachers as leaders within each school. The partnerships Pioneer has developed with local school improvement partners are invaluable, securing high quality CPD to grow our teams and improve our schools in our pursuit of excellence and equity.”

Jamie Pardon
Director of Education



“The Pioneer Learning Trust is a great place to work and inspire the minds of young children. I have been part of a growing team, working together to achieve one goal. As a team we have discussed, and gained feedback enabling us to develop new skills and knowledge. The children have benefited from this closer working relationship, where teachers are sharing their expertise. I feel very lucky to be part of the Trust; the opportunity to move between schools is definitely an advantage: to build confidence, meet people and try out new ideas.”

Adele Price
Teacher



“Having been an Assistant Headteacher when Southfield joined the Trust, I have seen the school improve enormously as a result of the collaborative approach of the Trust. During the pandemic, schools benefited greatly from Headteachers working alongside the CEO to co-construct the plans and communications and, as a result, senior leaders were able to focus on how best to support children and provide outstanding remote education. Having been appointed Headteacher in September 2022, I have found the support working within the Trust family invaluable, particularly the close partnership with the Central Team and the support of the other Headteachers in the Trust. The future is exciting for Southfield and Pioneer.”

Sarah Baldwin
Headteacher, Southfield Primary School



“ I really enjoyed the schools linking project because I made some new friends. I learned that it doesn't matter which school you go to, our values help us to get along with each other like in a team. The other thing I really loved was going to see the Lion King in London, it was awesome. ”

Pupil



“ My daughter has been on a few trips with staff and pupils from the other schools. It is brilliant that children get the chance to go places like the theatre and to go out into the community to help others, like the collection drives for the Foodbank. She has also made new friends from other schools. ”

Parent



“ When we joined the Trust I thought things would change in school but what I didn't realise was how it would change for the better. Our pupils have so many more opportunities now and it's great for staff too. My son attends the after school club provision, he loves it there, it saves me money and the team in there are brilliant! ”

Support staff member



We hope that you have found the information in this brochure useful. Should you wish to explore any aspect of our work or our offer in more detail, please do not hesitate to get in touch. We work with both maintained schools and Academies to provide school improvement support on a brokered basis and will consider any deployment requests. We are keen to grow our Trust and so would welcome the opportunity to discuss the benefits for schools of joining us at Pioneer Learning Trust.



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For more information about the Trust, or to find out how you can join, please get in touch:

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🌐 www.pioneerlearningtrust.com

🐦 [Pioneer_Trust](https://twitter.com/Pioneer_Trust)

Let's work together to make a real difference for your pupils