



ABOUT US
Ambition Education Trust



The foundations of our Trust are to build a collaborative partnership of schools that provide an exceptional educational experience for all, through challenge and promoting excellence

WELCOME

From our CEO and Co-CEO



We are delighted to introduce you to the Ambition Education Trust (AET).

AET is a cross-phase Trust. We currently comprise of 10 schools across St Albans, Welwyn and Hemel Hempstead – one infants, one junior, three primary and five Secondary schools, including over 7500 young people with ages ranging from 3-18 years within our care. This is a huge privilege.

Our core focus is to build a powerful community of schools that share common values of high expectations and inclusivity, to ensure that everyone can achieve and thrive.

Each of our schools is unique, but our shared values allow us to challenge and support each other to do even better. We aim for each of our schools to be a centre of excellence.

There is considerable experience within our Trust, from the education team of specialists through to our amazing Finance, HR and Operations Central Team who support leaders to deliver the best outcomes for our young people. We believe passionately that as a family of schools, we can provide a far better standard of education than if we were in isolation and working on our own.

We bring together staff and young people in a variety of forums and groups to share ideas, innovation and excellence. Staff are incredibly dedicated and highly professional – we are an inspirational organisation!

Thank you for your interest in our Trust. We hope that you find this prospectus insightful and useful and that our vision and aspirations inspire you to want to discover more.

From our Chair of Trustees



Welcome to Ambition Education Trust. As Trustees we are immensely proud of our wonderful team of professionals who work every day to deliver the very best quality of education possible for the young people in our care.

We bring diverse skills and expertise from a range of professional backgrounds to enrich the governance of our Trust.

For more information on our schools and Trust, scan the QR code to access our website:



This is a short snapshot about our Trust.

Please contact us directly for further information at info@aetrust.uk.

We would love to speak to you.

ABOUT US

At Ambition Education Trust, our mission is simple yet powerful: *to create a partnership of schools united by a shared commitment to Educational Excellence for All*. We believe that every child deserves the very best opportunities to succeed academically, socially and personally, and that through collaboration and innovation, we can make this a reality.

Our Vision of Excellence

We aspire for every school within our Trust to become beacons of outstanding practice through our commitment to Community, Sustainable Progress and Partnership.

By fostering strong relationships and a culture of shared learning, we ensure that success is not isolated but collective — strengthening outcomes for all learners across our schools.

Through a dynamic and supportive network, we provide an exceptional educational experience both within and beyond the classroom, where curiosity, creativity, and challenge are at the heart of learning. We celebrate diversity, champion inclusion, and cultivate environments where every child can achieve their potential and thrive.

No One Left Behind

Our ultimate goal as a Trust is that no learner is ever left behind. We are relentless in our pursuit of equity and opportunity, ensuring that all pupils are fully prepared for their future lives.

Inspirational Leadership

At Ambition Education Trust, we strive to promote inspirational leadership at all levels, setting a clear vision, direction, removing barriers and ensuring that our schools are better places for being part of the Trust.

A key feature of raising the bar is through Ambition Academy — our dedicated training arm of the Trust. Ambition Academy offers a comprehensive programme of learning, networking, and collaboration opportunities designed to nurture talent, enhance expertise, and build capacity across our schools. Through this, we ensure that staff are continually inspired, supported, and equipped to deliver excellence.

At Ambition Education Trust, we are more than a collection of schools — we are a community built on shared values, collective strength and unwavering ambition.





A SNAPSHOT OF AMBITION



**10
Schools**



**7500
Children**



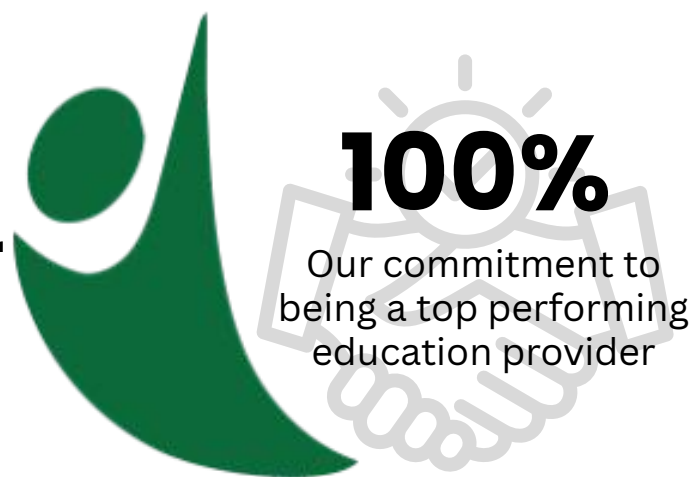
**750
Staff**



**Over 6M
Investment**
(so far)



**72+
Extra Curricular
Clubs**
run in any one week



100%
Our commitment to
being a top performing
education provider

VISION & VALUES

OUR SCHOOLS WILL BE BEACONS OF OUTSTANDING PRACTICE,
FOCUSED ON COMMUNITY, SUSTAINABLE PROGRESS AND PARTNERSHIP

ensuring that every young person has the best possible start in life; aspiring to become successful, confident and responsible individuals

provide safe, stimulating and aspirational environments to enable all young people to flourish and realise their full potential

ensure that all families are confident that every young person is receiving a high quality fully inclusive education

grow a supportive and sustainable Trust which serves the diversity of our local communities

be an employer of choice; where all are valued and thrive in the richness of opportunities available and are proud to be a member of our Trust



RESPECT

Maintaining a culture of high aspiration and self-belief within a safe and supportive environment where everyone is valued and respected



EQUITY

Actively promoting equity at all levels across our Trust



ASPIRATION

Ensuring that every child and adult succeeds as we drive for excellence in all that we do



COMMUNITY

Cultivate a sustainable community of collaboration and sharing of best practice to ensure the highest quality learning experiences for all



HONESTY

Creating a culture of openness which enables everyone to thrive, fostering trust and integrity

WHAT WE OFFER

In order to support school Improvement, the Trust has a centralised Quality of Education Team to support school improvement. The Team has close insight into the analysis of performance of each school, a clear picture of where support is required and the ability to provide advice, resources, hands on modelling, coaching and training and to signpost for further support across the Trust.

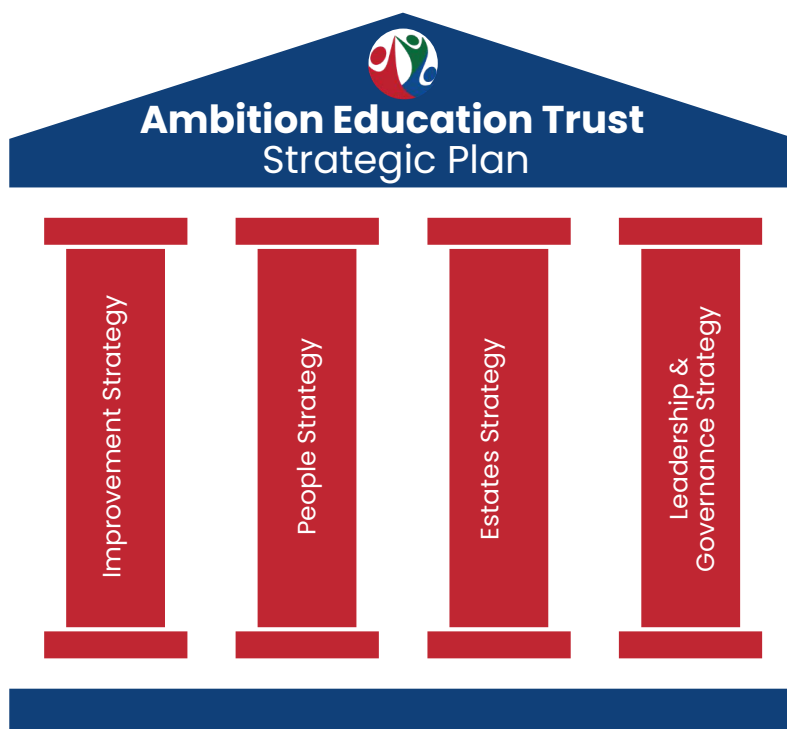
The iterative Plan-Do-Study-Act (PDSA) model ensures that sustained learning is the key to improvement at all levels and as such is used to enhance diagnosis and implementation of Trust-led school improvement.



The key educational Improvement role of our Trust is to provide;

- Excellent people, partnerships, processes and products to support schools in driving forward and maintaining excellent outcomes
- Quality, robust and trusted challenge to schools
- Access to outstanding knowledge, expertise and skills able to support each Academy to realise their school improvement aims
- An environment and culture of achievement and collaboration, where the pursuit of excellence is embedded and where every member of our Trust can thrive

This strategy forms one of the four pillars supporting and underpinning our Trust Strategic Plan:



WORKING TOGETHER

All schools benefit from a core service including regular meetings with school leaders to support strategic planning as well as basic school operations. Finance, HR, operations and Network services are increasingly centralised to improve consistency of delivery and best value. The education team support specific school improvement including Ofsted preparation, school improvement planning, standards visits, CPD delivery, and the monitoring and development of curriculum and teaching and learning resources. The top slice covers this central service and in addition, there are opportunities for bespoke services.

Leadership and Governance

- Regular Headteacher forums with exec team (both physical and virtual) each half term
- Annual Headteacher performance management review with the CEO and Co-CEO
- Individual strategic meetings with headteachers and CEO and Co-CEO each half term
- Half termly networking sessions for school team leads to include Teaching and Learning, Data, DSLs and Pastoral Leads, Middle Leaders, SENDCOs,
- Annual Leadership Strategy Day bringing senior leaders across the Trust together to review and plan strategic priorities for the following year
- Governor and Trustee training

Standards and Quality of Education

- Annual diagnostic 'healthcheck'
- Termly school improvement strategy meetings between the Education Team and the Headteacher to audit the effectiveness of the school to plan a bespoke school improvement programme for the term/year ahead
- Regular meetings with the Directors of School Improvement to consider current developments
- Development Days driven by the schools where Headteachers work together to share and develop good practice to take back to schools
- Access to a bespoke support package from the AET team of Lead Practitioners
- External and internal reviews including safeguarding

School Operations

- Capital projects – School Condition Allocation (SCA) funding.
- Monthly budget check and finance review
- Finance, payroll, orders, auditing
- Monthly estates updates and support in targeting school-based activities
- Health and Safety audit annually and review termly including review of GEMS (Good Estate management tool)
- Support with procurement to ensure best value for money
- Recruitment, retention and wellbeing support package for all schools and staff
- HR advice, contracts
- Web site delivery – social media publicity

Ambition Academy (CPD)

- Attendance at the annual AET Conference and biannual Middle and Subject Leader training sessions
- Access to CPD opportunities across Trust schools through Ambition Academy, our dedicated training arm of the Trust, and those provided by the Alban Teaching School Hub, including, amongst others, internships, secondments and ECT networks



QUALITY ASSURANCE

The Core School Improvement Package is adapted to the needs of each individual school. In order to support further progress, we utilise our Quality Assurance Framework. Tiers 1 & 2 are included within the Trust top slice with Tier 3 providing specialist support in a bespoke manner to focus on identified areas of school improvement for individual schools, where required.



Tier 1 – Universal

a minimum package for all schools

Primary schools

- Annual review in each school undertaken by an external specialist with colleagues from within the Trust having an opportunity to participate in the school review – second half of the autumn term/spring term with targeted follow-up visit
- Standards visit focusing on outcomes and achievement with the Headteacher and senior colleagues and CEO or Co-CEO
- Attendance at HFL primary English and Maths clusters, in addition to the Trust Networks
- Attendance at HFL Early Years clinics, in addition to the Trust Networks
- Attendance at termly HFL PSHE and PD clinics
- Attendance at HFL SENDCO briefings on launch and implementation of Ordinarily Available Provision
- Trust Networks – DSL, SENDCO, Early Years, subject leaders – based on enhancement of subject specific expertise, Moderation, Pupil Premium, Attendance
- Alban TSH – Opportunities for funded support from Maths Matrix Hub (including school visits)
- Alban TSH – Opportunities for fully funded support from New Wave English Hub

Secondary schools

- Biennial review in each school undertaken by an external specialist with colleagues from within the Trust having an opportunity to participate in the school review, scheduled as agreed with the Trust and Heads
- Autumn visit undertaken by an external specialist advisor
- Standards visit with Headteacher and senior colleagues and CEO or Co-CEO
- Trust and Alban TSH Networks – DSL, Teaching and Learning/CPD Leads, Middle Leaders' Network, Sixth Form Leads, SLT Data and Assessment Leads, Careers, Pupil Premium, Attendance, SENDCO, ATSH Subject networks
- Attendance at termly HFL PSHE and PD clinics
- Attendance at HFL SENDCO briefings on launch and implementation of Ordinarily Available Provision
- Alban TSH – Opportunities for funded support from Maths Matrix Hub (including bespoke school visits)
- Alban TSH – Opportunities for fully funded support from New Wave English Hub

QUALITY ASSURANCE

Tier 2 – Targeted

for all schools

- Support key themes of whole Trust Improvement with targeted actions which are reviewed within 6 months. Key areas of focus for 2025-2026 are identified as:
- Behaviour
- SEND/Inclusion
- Oracy
- EYFS
- Assessment in Foundation Subjects
- Planning for Greater Depth
- Equity
- Parental engagement
- Assessment at KS3

Tier 3 – Specialist

bespoke to individual schools

- In addition to the Quality Assurance and improvement package outlined above, individual schools have the opportunity to buy into training that meets local need. This may include subject briefings, senior leader briefings and phase / subject level conferences or subject specific targeted support.

Alban Education Offer:

- Professional development programme. Trust schools can negotiate subsidised rates for training for bookings made for the year. School by school basis based on need – centrally coordinated through the Education Team

Alban Education T&L Conference:

Innovation Motivation
at the University of
Herts, January 22 2026

Alban Education:

Extensive apprenticeship
offer for teachers, leaders
and support staff

Fully funded coaching
and networks for teachers
on or returning from
maternity, paternity and
adoption leave





SAFEGUARDING

A safeguarding audit is carried out regularly in each of the schools by an external provider or by the Trust together with a termly internal check on the school's SCR compliance and an annual external audit. This provides robust checks on the safeguarding arrangements, processes and local challenges of the school.

A report is provided after each visit with follow up monitoring visits, if required.

The AET also benefits from a Trust Safeguarding Lead providing on-call access to advice and support as well as a regular review of school safeguarding processes, sharing best practice and production of Trust safeguarding policies.

FAMILY SUPPORT WORKERS

We have a team of Family Support Workers within Ambition Education Trust, working across all of our schools with children and their families.

The support we offer is bespoke and varies from family to family depending on the identified needs; for example, working with the whole family, 1-2-1 sessions with parents or 1-2-1 sessions with children. Other support includes:

- Enhancing communication between home and school, and within the family
- Focused sessions determined by the individual family's needs
- Family sessions, providing time for reflection
- Information and links to other services
- Guidance and targeted support working with families to help cope with turbulent times

The intervention is short-term and family sessions are on a regular basis, usually taking place in the family home. Family sessions are confidential, unless a disclosure or a safeguarding issue arises, of which the parents will be informed. Personal information about the family is treated respectfully and sensitively.

ATTENDANCE

An attendance audit is carried out regularly by the Trust Attendance Lead who provides on-call access to advice and support as well as regular review of school attendance processes, sharing best practice and production of Trust Attendance policies. A report is provided after each visit with follow up monitoring visits, if required.

PROFESSIONAL NETWORKS

There are a number of Trust Professional Networks:

- Safeguarding and DSLs
- Behaviour and Attendance
- SEND
- Early Years
- Secondary teaching and learning leads
- Primary subject leaders
- Pupil Premium leads

These networks are attended by strategic leads for each school who meet regularly to share and review practice, map out next steps and the strategic direction in key areas of education trust-wide. They conduct annual peer deep dives/audits in each school to share best practice and support school improvement.

ALBAN TEACHING SCHOOL HUB

With close links to the Alban Teaching School Hub and Alban Federation, AET schools are also able to access their professional development offer and a range of other opportunities made available by them.

PEER REVIEW

In addition to the core offer, schools in the AET also benefit from the peer review process. Undertaken biennially, this is built around a professionally led peer review that enables school leaders and excellent practitioners from across the Trust to help each school evaluate effectiveness. The peer review generates constructive feedback on areas identified in collaboration with each school; it identifies areas for development and brings key challenges to schools within the AET for the coming year.

The AET Peer Review benefits not only the school being reviewed but also the members of the review team and other schools across the Trust, allowing participants to:

- gain from shared experiences of other schools
- work with others to validate a school's self-evaluation identify areas of excellent practice
- listen to suggestions that internal self-evaluation processes might have missed
- work together with other AET staff for a joint focus on evaluation and improvement
- benefit from high quality professional development

AMBITION AMBASSADORS

These are highly effective practitioners recruited from schools within the Trust and allocated to provide bespoke and targeted support where this is required. Their role may include:

- supporting an individual member of teaching staff or team
- providing guidance and support on curriculum planning and schemes of learning
- supporting subject specific leadership
- supporting behaviour and personal development
- forming part of the Peer Review team

BESPOKE SUPPORT FOR SCHOOLS

Support for schools will be strategically planned in response to a standard process informed by school self-evaluation this will include analysis of:

- school performance and contextual data
- the quality of education (curriculum taught and wider curricular offer), teaching and learning, behaviour and attitudes
- safeguarding and pastoral care (stakeholder survey results, attendance and exclusions data and safeguarding reports)
- personal development
- finance, estates, HR and resources
- outcomes of the Ambition Education Trust Peer Review
- Ofsted judgement

This is a collaborative process between the Trust core team and a school's Headteacher. Each school's bespoke school improvement action plan will be shared with Trustees and reviewed regularly by the CEO, Co-CEO, Education Team and the Headteacher of the school.



OUR SCHOOLS



Beech Hyde Primary School & Nursery

Nurseries Rd, St Albans,
Hertfordshire AL4 8TP
Ms K Thomas
Headteacher



Garden Fields JMI School

Townsend Drive, St Albans,
Hertfordshire AL3 5RL
Mr. P. Sutton
Headteacher



Ridgeway Academy

Herns Lane,
Welwyn Garden City, Hertfordshire
AL7 2AF
Mrs S Mitcherson
Headteacher



Sandringham School

The Ridgeway,
St Albans, Hertfordshire AL4 9NX
Mr A Gray
Headteacher



Skyswood Primary & Nursery School

Chandlers Road, St Albans,
Hertfordshire AL4 9RS
Mr B Bridle
Headteacher



St Albans Girls' School

Sandridgebury Lane, St Albans,
Hertfordshire AL3 6DB
Mrs M Chapman
Executive Headteacher
Mr P Kershaw
Head of School



The Adeyfield Academy

Longlands, Hemel Hempstead,
Hertfordshire HP2 4DE
Ms D Mason
Principal



Verulam School

Brampton Road,
St Albans, Hertfordshire AL1 4PR
Mr F Moane
Headteacher



"love learning"

Wheatfields Infants' & Nursery School

Downes Road, St Albans,
Hertfordshire AL4 9NT
Miss C Cockburn
Headteacher



Wheatfields Junior School

Downes Road, St Albans,
Hertfordshire,
AL4 9NT
Mrs J Tearle
Headteacher



Ambition Education Trust
 c/o Sandringham School
 The Ridgeway
 St Albans
 Hertfordshire
 AL4 9NX
info@aetrust.uk