



# Collective Vision Trust

‘Preparing our children  
for the changing world  
around us’

# Collective Vision Trust

Collective Vision Trust is a school-to-school collaborative trust bringing teachers and leaders together to support the development of high quality teaching and learning.



Chesterton Community Sports College is the lead school in the partnership and at the heart of our model is our drive to develop teachers and leaders of the future. Our success is built on the model of 'teachers supporting teachers' and leaders working together to drive school improvement.

[www.ccsc.staffs.sch.uk](http://www.ccsc.staffs.sch.uk)

## Our schools are:

- Churchfields Primary School, Chesterton, Newcastle-under-Lyme  
[www.churchfields-chesterton.staffs.sch.uk](http://www.churchfields-chesterton.staffs.sch.uk)
- Crackley Bank Primary School, Chesterton, Newcastle-under-Lyme  
[www.crackleybank.staffs.sch.uk](http://www.crackleybank.staffs.sch.uk)
- Chesterton Primary School, Chesterton, Newcastle-under-Lyme  
[www.chestertonprimary.org.uk](http://www.chestertonprimary.org.uk)



# **Collective Vision Trust**

## **Career & Leadership Opportunities**

At Collective Vision Trust our staff are very important to us. We are passionate believers that the way to successful schools is by developing and growing confident and professional staff teams at all levels. We are proud of our staff retention record across our trust schools and the large number of internal promotion opportunities that have ensured staff continue to develop in their career pathways.

### **How would your staff benefit from being part of Collective Vision Trust?**

#### **Headteachers**

- Members of the Executive Leadership of the Trust and are key stakeholders in driving the organisation forward
- Opportunity to develop new ideas and become responsible for driving new initiatives across the Trust schools – this is an excellent career enhancing opportunity that builds experience and opportunities that are impossible to get in a single school
- Experience of working with a number of schools to develop higher levels of leadership
- Remuneration opportunities
- Leading training across the Trust schools to develop an outstanding reputation in a specific area of expertise
- Building challenge from within

#### **Senior Leaders**

- Work with colleagues in other schools to widen experience and opportunities for professional dialogue
- Mentoring new leaders across the Trust
- Further career opportunities – access to a wider network but still remain an integral part of your school
- More systematic and effective professional development and leading CPD across schools

## Middle Leaders

- Work with a wider network of colleagues across the multi academy trust – excellent first hand CPD
- Understanding of effective practice and setting out clear expectations
- Mentor and coach staff new to leadership roles
- Team approach and support networks to develop leaders – an excellent mechanism for retention and building skills for internal promotions
- Work in partnership to share expertise

## Class Teachers

- Better hands on CPD opportunities
- Collaborate with wider range of staff across the Trust – peer to peer support
- Practical support through all career stages leading to a happier and more stable staff.
- Reduced stress levels leading to greater retention rates
- Talent is nurtured to develop your own future leaders

## Support Staff

- Work in partnership across the Trust to reduce isolation
- Better training opportunities – enhanced CPD
- Opportunity to develop skills and lead areas of expertise across the Trust
- Career development – building qualifications and train to teach opportunities

# Why should you join our Trust?

## We want you to

- ✓ retain your autonomy as a headteacher
- ✓ operate under your own governing body
- ✓ keep your school identity to continue to offer the best education for your children
- ✓ be a key decision maker in the Executive Leadership of the Trust which is extended to all Headteachers within the Trust.
- ✓ be an integral part of a strong partnership
- ✓ be part of a team of professionals
- ✓ be supported with systems and procedures
- ✓ continue to grow and flourish under your own unique leadership
- ✓ share common goals and a shared vision

## We want to

- ✓ support your individual school and staff
- ✓ share success and good practice
- ✓ offer you what you need to drive up standards
- ✓ work alongside you and your children
- ✓ focus on helping to drive school improvement to the benefit of all
- ✓ be flexible, motivational and critical so you can continue to lead the school in your unique leadership style
- ✓ support you through Ofsted

It is our belief that we need to be right for you as much as you need to be right for us - your school should remain your school, however, we share our responsibility to provide the best education possible so that the Multi-Academy Trust fulfils the promise of 'preparing the children for the world around us.'

**'We want a Trust that builds opportunities for each individual school to be innovative and to prepare children for the future challenges that they will face.'**

## **Our Multi-Academy Trust can offer support in the following areas:**

### **Leadership: a shared responsibility**

- ✓ School improvement planning
- ✓ Bespoke support packages
- ✓ Cutting through unnecessary bureaucracy
- ✓ Extensive Ofsted and HMI support
- ✓ Safeguarding expertise
- ✓ Union negotiation
- ✓ Membership of the Confederation of Schools Trust
- ✓ Head teacher performance management

### **Teaching and Learning: a hands on approach**

- ✓ CPD with individuals and groups of staff
- ✓ Bespoke teaching and learning packages to support and/or develop staff
- ✓ Joint lesson observations and appraisal
- ✓ Developing individual staff and leaders
- ✓ Develop leaders for the future
- ✓ Appoint NQTs and support induction and progression
- ✓ School-to-school enhanced networking support
- ✓ ICT and cutting-edge technology

### **Financial: help and advice when needed**

- ✓ Human resources and Legal Entity (academies have to register and run as companies)
- ✓ Legal and constitutional frameworks
- ✓ Central financial support and funding agreements
- ✓ Transferring existing assets and employees
- ✓ Managing budgets
- ✓ Financial planning
- ✓ Governance audit
- ✓ Monthly finance meetings across the Trust

### **Building Regulations and Health and Safety**

- ✓ Property Management
- ✓ DFE and EFA grant opportunities and applications
- ✓ Health and Safety audits and advisory

**‘This list is not exhaustive and we will look to support all initiatives.’**

## Benefits of the Trust

- ✓ Teaching and Learning development bespoke to the school needs
- ✓ Monitoring and moderation of Standards
- ✓ NQT and RQT development programmes and induction
- ✓ Peer networks
- ✓ Administration support
- ✓ Reducing bureaucracy
- ✓ Centralised negotiations leading to better financial deals
- ✓ Regular professional challenge and support
- ✓ Tailored support for both new and experienced heads
- ✓ Head Teacher's PM

## Service Level Agreements included

- ✓ HR
- ✓ Health and Safety
- ✓ Governance
- ✓ Legal
- ✓ Occupational Health
- ✓ Pay roll
- ✓ Property Management
- ✓ Free School Meal checking service
- ✓ Admissions
- ✓ Attend EDC
- ✓ Finance including auditors

# The Process

Converting to an Academy and becoming part of a Multi Academy Trust is one of the biggest decisions that a school has to face in the 21<sup>st</sup> Century. Collective Vision Trust is committed to providing strategic direction for each school in the partnership.

Your school will no longer be part of a local authority and will have more autonomy as the funding will come directly from Central Government. The legal issues surrounding conversion are complex, however, the Trust will be able to support you through the process of conversion.



# Collective Vision Trust Schools

## Churchfields Primary School, Chesterton, Newcastle-under-Lyme

The school is a larger than average primary that has increased its number on roll year-on-year since gaining its 'Outstanding' status.

In January 2012, Churchfields was potentially set to close. Ofsted judged the school to be 'inadequate' across all areas of the inspection framework. As a solution, Chesterton Community Sports College offered to lead the school using the high school leadership team to move the school out of special measures.



Whilst under HMI, the school moved from inadequate to good in May 2013. This was due to rapid improvement measures being put into place by the Trust's team.

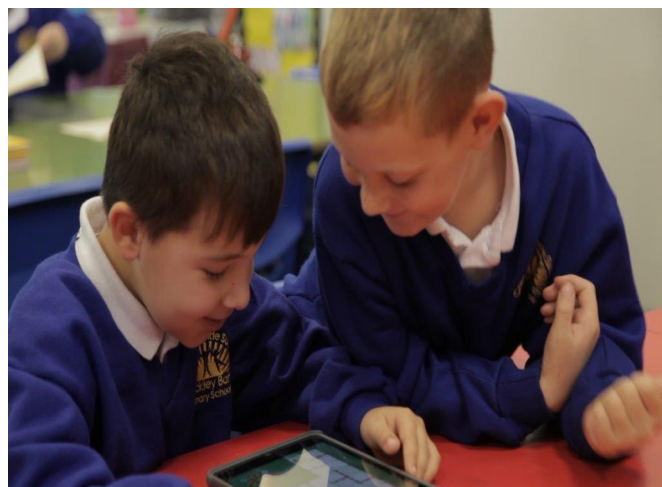


On December 1<sup>st</sup> 2013, Churchfields became the first school to join the newly formed Chesterton Academy Trust (now Collective Vision Trust.) Improvement measures continued and on the 1<sup>st</sup> July 2015, the school gained an 'outstanding' Ofsted.

It is now an over-subscribed school in Key Stage One and close to capacity in Key Stage Two. A new nursery has been built and the school has been completely transformed into a vibrant learning environment. Standards of attainment are continuing to improve. The Head Teacher Diane Beardsmore continues to lead the school and network alongside the other headteachers in the Trust.

## Crackley Bank Primary School, Chesterton, Newcastle-under-Lyme

We welcomed Crackley Bank to the Trust in October 2016. In the first year with the Trust, a key focus on attainment has proved successful. SATs results show significant improvement since last year. The Trust will continue to support the school to ensure sustained progress year-on-year. In partnership with the Trust, the leadership team at Crackley Bank has prioritised the school development plan and developed clear strands of improvement work that will support individuals at the top ability range. The school has welcomed support to introduce changes that will impact teaching and learning. We are pleased that the results show significant impact and it has been an incredibly positive year.



Ms Sara Stevenson is a well established and experienced headteacher at Crackley Bank Primary School and she has also been involved in supporting other schools in the region that have been in difficulty. She says, 'Being part of the Trust means there is a much greater level of support and team work. We work as a team of headteachers who can share their expertise, experience and good practise and learn from each other. The staff across all the schools work together to ensure consistency and this is enabling the schools to develop alongside each other. Most importantly, the individuality of each school is retained, recognised and valued.'

## Chesterton Primary School, Chesterton, Newcastle-under-Lyme



Chesterton Primary School joined the Trust in October 2016. Stella Formosa has taken on the role of Head Teacher in 2018, having been a part of Chesterton Community Sports College and The Collective Vision Trust since 2001. The school is now an integral part of the Multi-Academy Trust. Chesterton Primary School is a small school looking to expand as the Trust supports the school to raise standards.

Mrs Stella Formosa says, 'Being a part of the Collective Vision Trust means you are never on your own as a Head Teacher and as a staff team. We strive, as a team of schools, to relentlessly improve the life chances of our children by providing them with high quality learning opportunities.'

'Senior and middle leader networks are already established where we can critically reflect in a non-threatening forum on our provision in order to establish robust improvement plans for rapid progress. Moderations across the trust schools has provided an increasing sense of security. We work as a team and share our strengths across each other's schools.'

'Through professional discussions around teaching and learning and through the sharing of good practice, improvements have been made. We are honest and open with each other and this helps us to move our individual schools forward.'



'There is significant improvement to be made in both Key Stages. It is reassuring that I have the full support of the Trust schools to help me on my journey.'

# Meet the Team

## **Lynn Jackson: CEO**

Key responsibilities: vision, values and ethos, accounting officer, governance, personnel, administration, overall standards, performance and accountability for the trust and all its schools.

### **Background**

Lynn qualified as a maths teacher in 1989 and has worked in Chesterton since 1994, becoming Headteacher of Chesterton Community Sports College in 2004. Lynn became Executive Headteacher of Chesterton Community Sports College and Churchfields Primary School in 2012: a role which has developed into the CEO of the Academy Trust. During this time she has represented other headteachers both formally and informally across Staffordshire. She currently chairs the N4 Group of Secondary Headteachers for Newcastle and Kidsgrove District. Lynn has developed a reputation for leading standards through her passion and commitment to learning. Her clear leadership will support achievement in the schools across the academy.



## **Rob Swindells: Deputy CEO, Headteacher CCSC**

Key responsibilities: Director of finance, premises and assets, external services (currently ICT services, vision centre, sports facilities), overseeing standards and vision across the trust, leading standards at CCSC (all areas).

### **Background**

Rob began his career at Chesterton Community Sports College in 1997 as an NQT and quickly establishing himself as a strong team member and gained promotion holding both pastoral and curriculum responsibilities. In 2006 he became Assistant Headteacher and joined the Senior Leadership Team at Chesterton Community Sports College, becoming Headteacher in 2012. He now also serves as Deputy CEO for the Academy Trust. Rob has also worked across other schools and helped them to develop their capacity and structure in order to improve. He was also responsible for developing the highly successful ICT services that many local schools now purchase from the Trust. Rob is passionate about school improvement and has an established reputation for having a clear strategic vision and a drive to lead change in the interests of the children.



## **Stella Formosa: Director of Teaching and Learning, OAKS SCITT Board of Directors, Headteacher at Chesterton Primary School**

Key responsibilities: standards of teaching and learning across all schools within the trust, induction of new staff and teacher training.



### **Background**

Stella qualified as a teacher of English in 1992 and has worked in a number of secondary and middle schools across Staffordshire. In 2000 she was seconded to work for the local authority to deliver the new literacy framework across the County. She became Assistant Headteacher at Chesterton Community Sports College in 2007 and was instrumental in delivering the turnaround in the quality of teaching and learning both at CCSC and at Churchfields Primary School in its journey to becoming an outstanding School. Stella is a key member of the OAKs SCITT Board. She was invited to join by Keele University because of her accomplishments in developing trainee teachers at Chesterton Community Sports College. Stella is the Director of Teaching and Learning for the trust and plays a very valued hands on role in helping to transform the teaching in the trust's schools. She became headteacher at Chesterton Primary in September 2019.

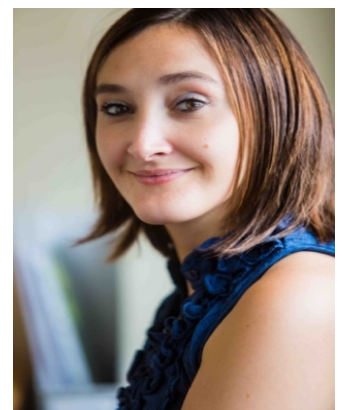
She has a reputation of providing teachers with clear direction and feedback that give immediate impact on quality of learning for the pupils. She has worked alongside numerous Ofsted inspectors and has always been praised for clarity of observation and high quality feedback.

## **Steph Waterhouse, Director of Partnership and Communication, Deputy Headteacher at CCSC**

Key Responsibilities: website, communication and marketing, relationships with our partner schools and other partner schools beyond the trust.

### **Background**

Steph joined Chesterton Community Sports College as an NQT English teacher in 2004. She very soon established herself as an outstanding teacher and quickly gained promotion to Head of Department. She first became a member of the Senior Leadership Team in 2013 and has earned further promotion to Deputy Headteacher and as a member of the Trust Senior Leadership Team. Steph has earned her reputation from excellent teaching and enviable people management skills. She is an inspiring leader who brings out the best in all those she works with.

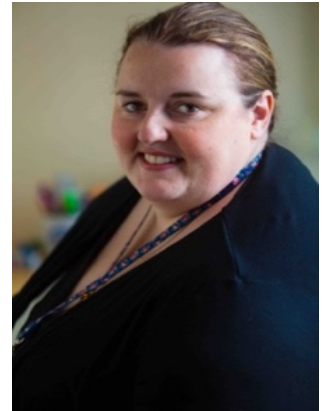


## **Diane Beardsmore: Director of Pupil Health, Well-Being and Safety, Headteacher Churchfields Primary School,**

Key Responsibilities: leading Health & Safety, Safeguarding, Attendance, Admissions, leading all standards at Churchfields.

### **Background**

Diane began her career at Chesterton Community Sports College as an NQT in 1998. Her talent was recognised early on as in her second year of teaching she took part in a developing Young leader's course run by Specialist School Trust. At this time she also had her first promotion having responsibility for RE and PSHE. She later became SENCO and school safeguarding lead. She became Assistant Head at Chesterton Community Sports College in 2006 and Headteacher at Churchfields Primary School in January 2012. During her time at Churchfields the school has gone from Special Measures to Outstanding. Diane has an impressive reputation across Staffordshire for her work in regards to SEN and Safeguarding and is widely held as one of the County's most experienced people in this field. She has also quickly become an established authority on primary education and leadership.



## **Sara Stevenson: Headteacher at Crackley Bank Primary, Director of Pupil Behaviour (Primary)**

Key Responsibilities: leading the vision, values and ethos of the school.

### **Background**

Sara qualified as a Primary Teacher in 1996 and originally taught in schools in Shropshire before moving to Staffordshire to take up the post as Deputy Headteacher at Crackley Bank in 2003. In 2005 Sara became the school's Head Teacher and during this time she has taken a key role in working with the LA to support other schools within Staffordshire; she also represents Primary School leaders as a member of the Staffordshire Primary Heads Forum. Sara ensures that inclusion is a key feature of the school's practise and pastoral care: SEND support and behaviour management are strengths of the school. There is a clear ethos of teamwork and positive growth mind-set within the school and this is led by Sara through her strong drive for improvement throughout the school.



## **Our Service Leads are:**

- Julia Revell – Finance Manager and Trust Bursar
- Joan Stokes – Company Secretary and HR
- Garry Gribbin – Premises and Estates Manager
- David Lawton – ICT Infrastructure Development and Technical Manager

**‘We have a schedule of meetings to bring the finance staff together to ensure a close working relationship and financial stability.’**

[www.collectivevisiontrust.org.uk](http://www.collectivevisiontrust.org.uk)

