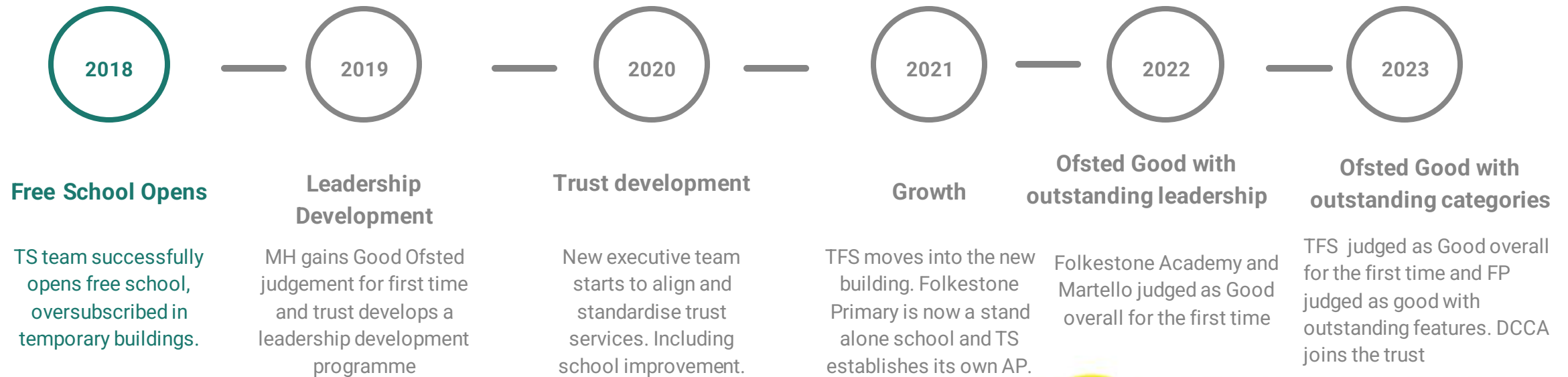




Transforming children's futures - Empowering families - Strengthening communities

Seamus Murphy - CEO

Our journey so far- Turner Schools Trust established in 2016.



Our Vision:

Transforming children's futures

Working effectively in socially and economically challenging areas and having an unflinching focus on improving outcomes for the pupils we serve.

Empowering families

Working transparently and closely with families as joint partners, providing support so that our children are successful.

Strengthening communities

Expecting our academies to contribute strongly to their communities and society in general. Creating young citizens who can increasingly change society, including their community, for the better.



Our Values:

- **Speak and act with care:** always show compassion and respect for children.
- **Act boldly:** be ambitious for yourself and the children and young people we serve.
- **Learn from adversity:** be evaluative, thoughtful and reflective.
- **Challenge convention:** be curious, welcome difference and unfamiliar thinking.
- **Connect with others:** support colleagues, parents and pupils to make a great team.
- **Use your voice:** offer different views and ask questions.
- **Do what it takes:** be relentless in pursuing the best for children.
- **Ask for support:** be open and honest when plans go awry.
- **Don't give up:** be calm, resilient and measured when managing challenges



Our Strategy 2022-2025:

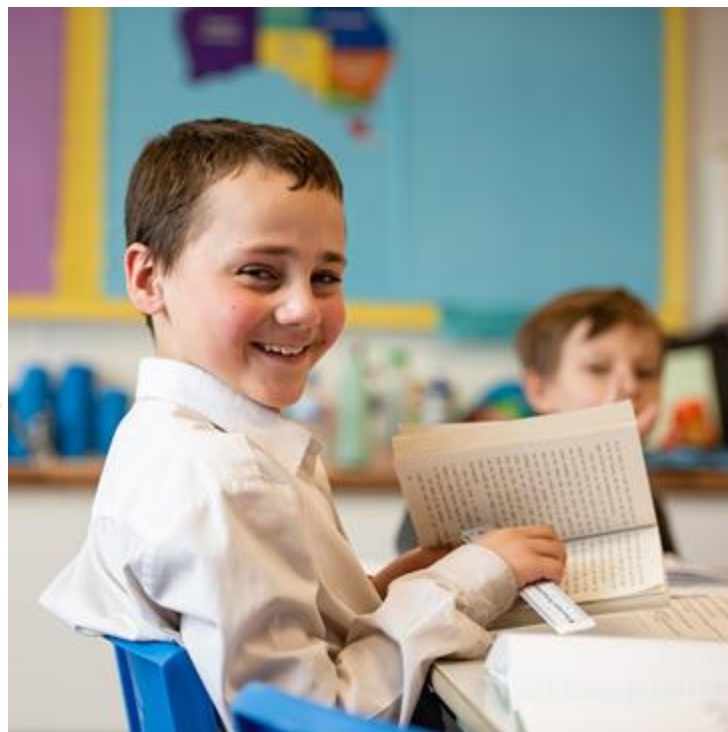
- 1. Quality of education-** Increase the achievement of pupils, especially from disadvantaged backgrounds, to exceed national averages at 11, 16 and 18 years old. Ensure that the majority of pupils move into meaningful employment, training or education, especially those who have SEND or are vulnerable.
- 2. Leadership Development-** Improve recruitment and retention of staff. Develop staff at all levels so that they become experts in their field.
- 3. Workforce development-** Improve retention and recruitment of staff and develop all staff to be experts in their field.
- 4. Community engagement-** Strengthen of trust schools' engagement with local employers and the community.
- 5. Trust level development-** Increase our capacity to provide excellent services to schools
- 6. Creative and personal development-** Develop a trust wide creative curriculum to improve pupil's confidence, self esteem and cultural capital.
- 7. Tackling climate change-** Ensure that we are carbon neutral by 2030.
- 8. Collaboration and growth-** Develop partnerships and sustainable networks of schools.



Our Trust Commitment :



Our Trust-wide Provision – Turner 25 :



What Our Staff Say...

- **Teacher development** at the Trust is **second to none**, it provides **outstanding CPD**, with all the latest cutting edge practices.
- Teaching in FA for over 10 years the School has not been in a **better position** than it is now. I feel **very passionately** that all staff are working towards the ultimate aim, which is to serve the pupils of the community. I feel **extremely proud** to work where I do, it is **an incredible place to work**.
- **Well-being of staff** is most certainly a focus and a **sense of community** appears to be being built; this will no doubt have an impact on the pupils and makes the Trust **a good place to work**.
- Martello Primary is a **school with heart**, and it has been **an honour** to be a part of it's journey and the **support from the Trust** has made this happen.
- I think we **really, really care** about the children, and that should be **a priority** and it is. You are also made to **feel cared about** as a person at work



What Our Staff Say...

- Trust senior leaders are **really focusing on wellbeing** and all bring a **real human side** to the work the Trust is doing and there seems to be a **real team effort** from the top to **make things better**.
- The Trust has been a **brilliant place to develop my career**. I have been given **development opportunities** and **career progression** at a manageable pace, where I am **challenged** but not overloaded.
- **Trust collaboration** has really **improved** and provided much **greater opportunity for development**, support and a **better experience** for both staff and pupils.
- Being part of our Trust means **opportunity for shared knowledge** and **shared services**, this gives us an advantage to really **strengthen our provision and offering** to pupils and families.
- I am **incredibly proud** of the team I work with. Everybody goes **the extra mile** to ensure our children are supported and given the **best possible chances** at school. **The committed, hardworking and exceptional staff make this a great place to work and I love my job!**



Our Governance...

- **Robust** governance lies at the heart of TS, providing the necessary strategic vision & robust accountability.
- Our Board of Trustees includes people of the **highest calibre** who hold (or have held) professional corporate roles in the public and private sectors.
- Each school has a local governing body that supports the leadership in **improving outcomes**.
- Local governing bodies each have a chair appointed by the Trust as well as members that represent **parents/carers, staff and the wider community**.
- Please refer to our **summary and Scheme of Delegation** for how different levels of governance work together.

Our core Executive Team...



Seamus Murphy - CEO



Rachel Fuller- Chief
People Officer



David Bowles-Chief
Finance Officer



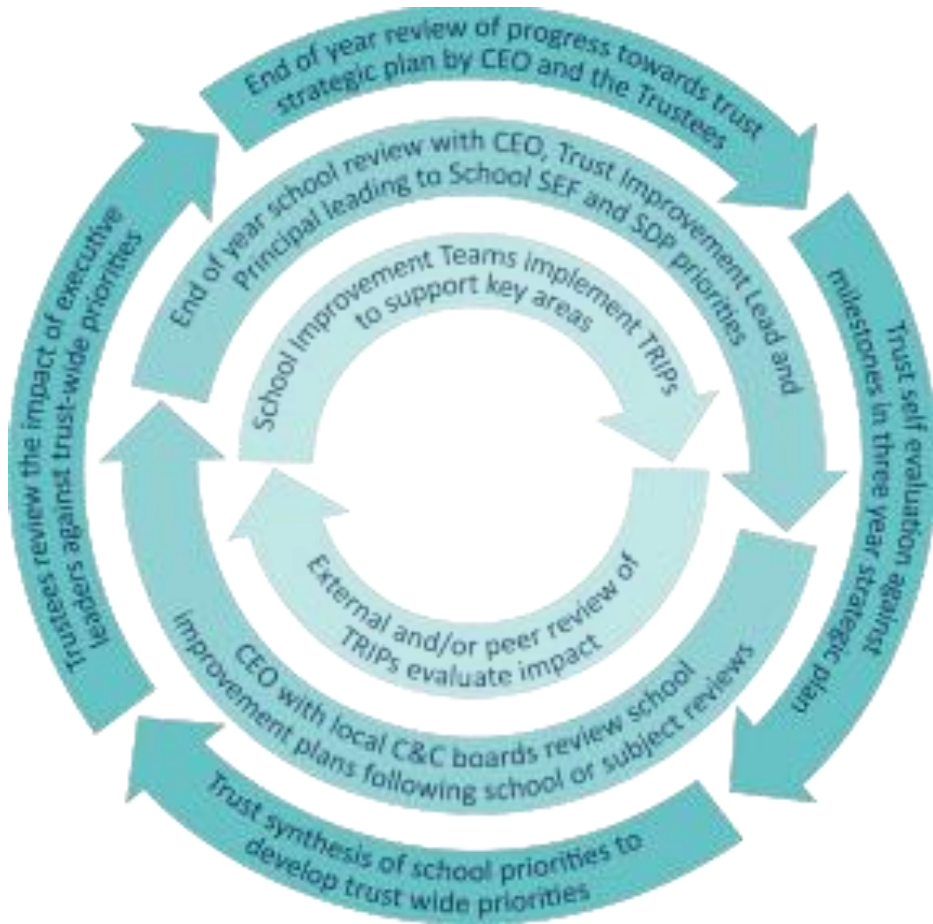
Martin Hickman - Chief
Project Officer

Our Support – Leadership Development

- We have developed the **Turner Schools Institute**, a digital and face to face offer.
- We offer **national professional qualifications** in partnership with the Kent Teaching School Hub.
- We also offer **bespoke leadership development** for aspiring middle and senior leaders in both teaching and non-teaching roles.
- In partnership with trusts in our area, we offer **cross-trust** headship development courses.



Our Support – School Improvement



- We understand the needs of **every** school in the Trust.
- We provide a **core of support** to all our schools.
- We support leaders with identifying the **priorities** for improvement and in particular which areas of the school require further development and support.
- Where schools, subjects or phases are in need of significant repair or require stabilisation, we will follow a more **bespoke** approach.
- We **evaluate** our work in schools in terms of developing leadership, staff retention and how schools or teams become capacity givers. In terms of our capacity to grow further we see **nurturing talent** and fostering innovation as critical to our success.

Our Support – SEND, AP & Attendance

- We **invest** in staff across our schools to recognise and implement **excellent practice** to support children with SEND.
- We **prioritise supporting children** to achieve pupils the standards of literacy and mathematics needed to access the next stage of education.
- We look to **minimise** the numbers of children with SEND missing education through absence, exclusion and isolation.
- We provide **excellent alternative and complementary provision** for children who are unable to manage mainstream.
- We provide **guidance and training for parents** where needed in order to better support their child's education.

Our Support – Finance

- We measure **financial success** not just in terms of numbers, but in the difference we make to the lives of children and young people.
- A **highly qualified team** of education finance professionals, including accountants, that are experts in curriculum led financial planning.
- **Expert advice** on funding, grant funding, budget management and financial modelling for new proposals.
- Approach has led to **over £1 million extra investment** in our schools' infrastructure, facilities, playgrounds, technology and teaching materials during 2020-22.



Our Support – People

- Led by a **Member of the Chartered Institute of Personnel and Development** (MCIPD) who has worked in the private and public sectors.
- **Specialist HR advice** is always available to leaders in schools to support them in planning, and managing change projects, or in handling individual cases.
- **Bespoke HR training** for school leadership teams available through our Institute.
- Staff attendance and retention rates **well above** the nation



Our Support – IT & Estates

- Dedicated **in-house** estates and cleaning team.
- Led by former Royal Navy officer with **over a decade** of similar leadership roles in trusts such as Ark.
- IT team has delivered **1-1 devices** across our schools and a transformational move to the **Google Platform**.
- Our teams have delivered **new school build, new outdoor environments** and updated **all systems** so that our schools are attractive, up to date and safe environments that staff and pupils enjoy working in.

Our Partners

NATIONAL



REGIONAL



LOCAL



**Folkestone and
Shepway Primary
Partnership**

**The East Kent CEO
Network**

Next Steps & Your Questions...

