



MALTBYLEARNINGTRUST
Exceptional Experiences. Successful Lives.



MALTBY LEARNING TRUST

Building a Stronger Future Together

Trust Update - Summer 2023

www.maltbylearningtrust.com

Who We Are

Established in February 2014, the Maltby Learning Trust has a vision and values that resonates throughout its Academies. The ambition of the Trust is to deliver exceptional learning experiences that enable all young people to thrive in a competitive world and lead successful and fulfilling lives.

We provide outstanding provision for children and families, firmly rooted in the context of the local community. The locality based Multi-Academy Trust model was established to secure the progression of children through their 3-19 journey, building purposeful partnerships with parents/carers, staff, Governors, local community groups and broader business partners to deliver the very best learning experiences and secure positive progression routes for every child and young person in the learning community.

Our partnership arrangement provides a sustainable model for school improvement and supports a programme of community regeneration and transformation. We ensure that each of our Academies maintains its unique identity at the heart of their communities, engaging with all partners, stakeholders and other high performing educational organisations, while underpinning this with a rigorous approach to school improvement.

Our Academies range in size from 200 to 2000 students and, as such, have varying levels of capacity and resource. Effective collaboration across our schools is an important part of who we are; as a Trust, we embrace school to school support and the sharing of good practice within and across the individual organisations. Staff both in leadership teams and beyond are actively encouraged to collaborate and build partnerships, working both within and across the age ranges, to create and deliver the best possible learning experiences for every student within the Trust.

Our team of leaders and staff have a proven track record of success, and we are committed to learning from each other and believe that everyone has something to offer. We believe in recruiting, developing and retaining a talented workforce across every level of the organisation.

“Academic excellence is a given in our educational settings. Our schools are about so much more; they are about offering a broad range of exciting learning experiences that really inspire our children and young people.”

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Welcome From...

Chief Executive Officer

At Maltby Learning Trust, we are passionate about delivering exceptional learning experiences that enable all young people to thrive in a competitive world and lead successful and fulfilling lives.

This year we have seen many changes across the Trust, however our commitment to the children and families we serve has never faltered. There is a relentless drive to provide high quality learning opportunities for all children in a well ordered and supportive environment. Young people learn best when they feel happy and secure. We provide a safe learning environment through a return to traditional values where the emphasis is placed on respect, good manners and common courtesy.

Maltby Learning Trust is an ambitious organisation and in all our member schools aspirations are high and excellence is a common goal. We have high expectations of young people because we know that high expectations encourage achievement and success.

This focus on exceptional experiences impacts on everything we do, from premises management through to teaching and learning practices; we are determined that all Maltby Learning Trust students leave their respective academies, equipped with the skills and experience to thrive in whatever they choose to do.

I invite you to explore this brochure and learn about our commitment to our children and young people.

David Sutton
Chief Executive Officer



Chair of Trust Board

The Trustees continue to strive for the highest standards in all we do. Our standards framework provides a shared expectation that can give confidence to all our stakeholders, and help us hold our leaders to account.

The role of the Trustees is to promote the vision, ethos and strategic direction of the Trust, to ensure financial resources are effectively used and to hold Trust and Academy leaders to account for performance.

There have been a number of changes to the Board in the last year. We have a very strong set of Trustees from a range of backgrounds, who place great emphasis on doing the right thing for the children and the families that we serve.

As Chair, I will endeavour to ensure that the high standards that have already been established are maintained and further developed. As we continue towards our goal of achieving excellence at all levels and in all aspects of our work.

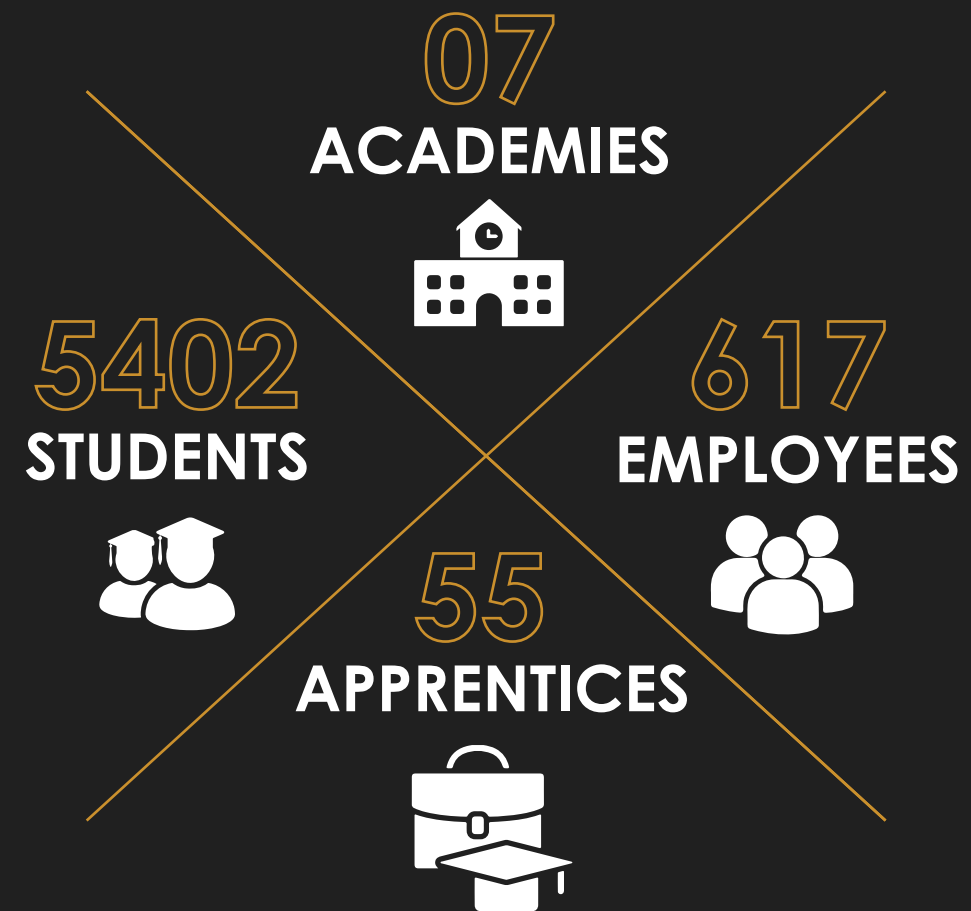
The Trust's leadership has a clear vision of aspiration, equality and excellence and day in, day out I see the potential of all our children and young people.

As a Trust we are very proud of our staff, students and their achievements over the last 12 months.

Thank you on behalf of Trustees and Governors for your continued support.

Dame Julie Kenny MBE
Chair of Trust Board





About Maltby Learning Trust...

The Trust is built on a proven locality model which provides opportunities for collaboration and partnership working on the doorstep.

Learning Through Collaboration

Our collaborative work ensures the development of outstanding teachers, subject specialists, tutors and associate professionals. The Trust has a strong pipeline of experienced leaders with a record of transformation in education.

Our staff share an ethos of raising aspirations, unlocking potential and securing the best possible future for all the children and young people attending our schools.

“Effective collaboration across our schools is an important part of who we are”

What Are Multi-Academy Trusts

Multi-Academy Trusts are charities that have responsibilities for running a number of Academies. They cannot, as charities be run for financial profit and any surplus must be reinvested in the Trust.

By working in partnership with each other, the schools within a Trust share staff, curriculum expertise and effective teaching practices, and work together to deliver the best outcomes for students.

While other types of school partnerships can be effective, the key difference with Academy Trusts is that there is shared accountability for standards across the Trust. All schools within the Trust support each other and the Trust is accountable for them all.

Why is the government's focus now on supporting schools to join a strong Trust?

Joining a Multi-Academy Trust remains a positive choice for schools. They enable the strongest leadership to take responsibility for supporting more schools, develop great teachers and allow schools to focus on what really matters - teaching, learning and a curriculum that is based on what works.

Every year, hundreds of schools choose to convert and benefit from the freedom that Academy status can provide, at a time-scale that suits them best.



Our Vision

Delivering **exceptional learning experiences** that enable all young people to thrive in a competitive world and lead **successful and fulfilling lives**.

Our Moral Purpose

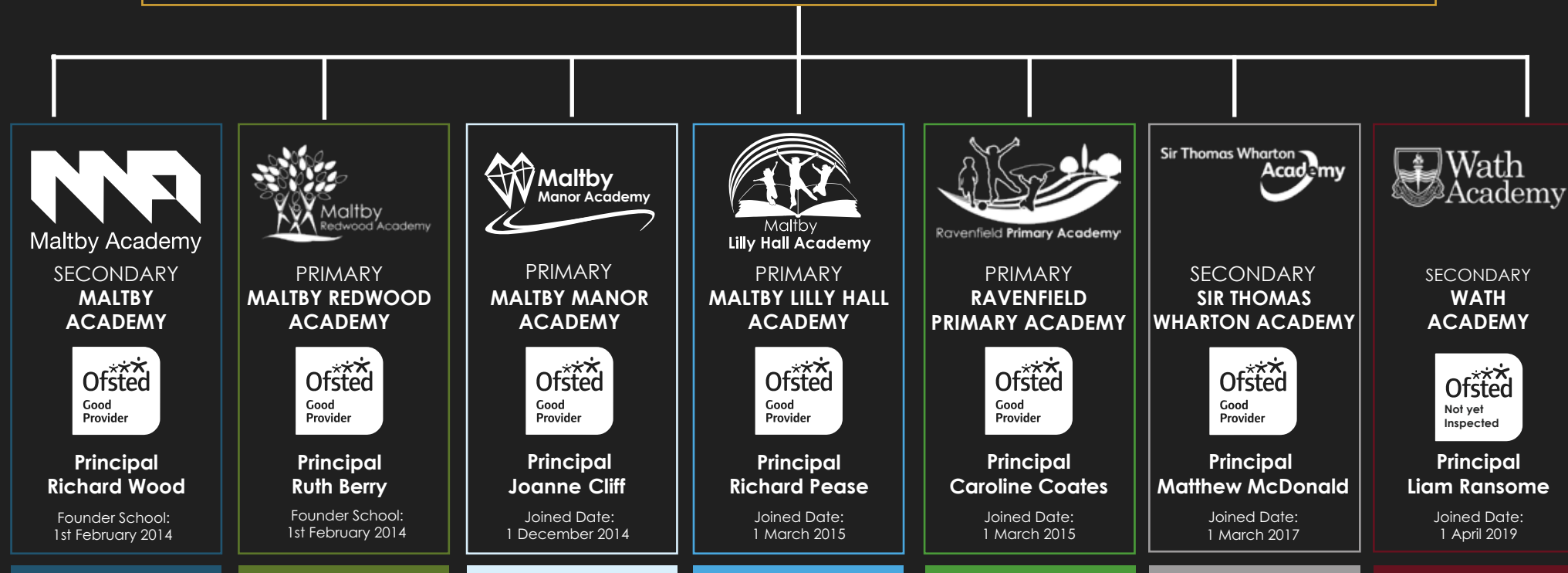
Act in ways that are principled, built upon a clear set of personal values. Passionate about making a positive difference to the lives of all children, families and communities.



Our Culture

The Maltby Learning Trust culture is made up of shared values, beliefs and assumptions about how people should behave and interact,how decisions should be made and how work activities should be carried out.

Seven Schools, One Trust



Our Central Team Leaders...



David Sutton
Chief Executive
Officer



Dale Jackson
Executive Director
Secondary Education



David Horrigan
Executive Director
Primary Education



Emma Rodgers
Strategic Director of
Human Resources, Payroll &
Capital Resources



Natalie Liversidge
Chief Finance
Officer



Sara Graham
Strategic Director of
Safeguarding & Mental
Health



James Hepworth
Strategic Director of
IT & Management
System

Our Academy Principals...



Richard Pease
Maltby Lilly Hall
Academy



Caroline Coates
Ravenfield Primary
Academy



Ruth Berry
Maltby Redwood
Academy



Joanne Cliff
Maltby Manor
Academy



Richard Wood
Maltby Academy



Liam Ransome
Wath Academy



Matthew McDonald
Sir Thomas Wharton
Academy

On behalf of the Trust we would like to place our thanks to **Mrs Coates** and **Mrs Cliff** for all their hard work and commitment on behalf of the children and families in their respective learning communities.

We wish them well in their future endeavours.

MLT Road To Success



September 2021
Maltby Lilly Hall Academy
Results: **Good**

"Pupils respect each other and their teachers. One pupil, whose comment was typical of others, told an inspector, 'It's good at this school. We all get along well together, we are all treated equally, and we get lots of opportunities.'
Maltby Lilly Hall Academy, September 2021



March 2022
Maltby Redwood Academy
Results: **Good**

"All staff are committed to the welfare and achievement of the pupils that they work with. As one pupil said, 'Once you have been to Redwood, you don't want to go anywhere else.'
Maltby Redwood Academy, March 2022



February 2023
Maltby Manor Academy
Results: **Good**

"High expectations permeate every aspect of school life. Leaders place no limits on what pupils can accomplish. In classrooms, there is a purposeful buzz of learning."
Maltby Manor Academy, February 2023



July 2023
Wath Academy
Results: **Awaiting report**

September 2021
Sir Thomas Wharton Academy
Results: **Good**

"The strong focus on fostering pupils' character gives the school a distinctive feel. Pupils are proud of their school. They look smart and keep the school site tidy. Pupils enjoy positive relationships with staff. Pupils learn about the importance of respect, integrity and compassion."
Sir Thomas Wharton Academy, September 2021



April 2022
Maltby Academy
Results: **Good**

"Teachers teach an ambitious curriculum which helps pupils to understand their local area, life in modern Britain and the wider world. Pupils are excited by the opportunities the school provides. They take part in a range of extra-curricular activities."
Maltby Academy, April 2022



April 2023
Ravenfield Primary Academy
Results: **Good**

"The school is a calm and orderly place to learn. Pupils' behaviour in lessons and around school is excellent. Pupils insist that bullying does not happen and say that they know adults would help them if there was bullying. They say that everyone is treated fairly. Pupils describe the school as a kind and friendly place."
Ravenfield Primary Academy, April 2023



Secondary Key Drivers For Success

The Key Drivers and Core Learning Characteristics are inspirational and aspirational principles for all staff and students to live and breath every day to drive the vision.

The vision and Key Drivers or Core Learning Characteristics state where we are going (vision) and what we will do to get there (Key Drivers/Core Learning Characteristics). They direct the ethos of all people in the Trust towards common goals.

Sir Thomas Wharton Academy

OUR KEY DRIVERS



THE HIGHEST STANDARDS

Always set and deliver the highest standards; never settle for less.



INVEST TO ACHIEVE

Care about the now; create the very best for your future.



EVERYONE IS VALUED

We are unique individuals; we work together to achieve success.



NO EXCUSES

Create solutions, not excuses.



NEVER GIVE UP

Resilience is essential; self belief drives improvement.



CULTIVATE YOUR CHARACTER

Qualifications open doors; your character gets you through them.

MALTBY ACADEMY

OUR KEY DRIVERS



RESILIENCE

Learn from failures, work through problems and never give up. Be better today than you were yesterday.



ASPIRATION

Aim high and set yourself challenging goals both academically and personally. What does the future hold for you?



COMMUNITY

Accept support and offer it. Give something back to the Academy and the community.



RESPONSIBILITY

Be responsible for your actions, celebrate successes and learn from your failures. Do not make excuses.



CONFIDENCE

Don't be afraid to get things wrong. Believe in yourself and your abilities and step outside your comfort zone.

Wath Academy

OUR KEY DRIVERS

WORLD-CLASS LEARNING

World-class learning every lesson, every day

THE HIGHEST EXPECTATIONS

Everyone can be successful; always expect the highest standards

NO EXCUSES

Create solutions not excuses; make positive thinking a habit

GROWTH MINDSET

Believe you can improve; work hard and value feedback

NEVER GIVE UP

Resilience is essential; be relentless in the pursuit of excellence

EVERYONE IS VALUED

Diversity is celebrated; see the best in everyone

INTEGRITY

Be trustworthy and honest; deliver on promises and walk the talk

Primary Core Learning Characteristics

Maltby Redwood Academy



We are CURIOUS



We are KIND



We are RESPECTFUL



We are RESILIENT



We are KNOWLEDGEABLE



We are REFLECTIVE

Ravenfield Primary Academy



We are RESILIENT



We are RESPONSIBLE



We are KNOWLEDGEABLE



We are CONFIDENT



We are KIND



We are TEAM

Maltby Lilly Hall Academy



We are KNOWLEDGEABLE



We are RESILIENT



We are CONFIDENT



We are MORAL



We are INDEPENDENT



We are SOCIABLE



We are INQUISITIVE



We are AMBITIOUS

Maltby Manor Academy



We are RESILIENT



We are INQUISITIVE



We are CURIOUS



We are RESOURCEFUL



We are CREATIVE



We are COLLABORATIVE



We have INTEGRITY



We are RESPONSIBLE



We are PURPOSEFUL



Investing in the Right People

Our people are our greatest assets and the cornerstone of our Trust.

At Maltby Learning Trust we strive to provide a positive working environment that promotes trust, integrity and innovation, providing continuous training, development and improvement of all our staff. From Professional Learning and Development (PLD) for all, leadership development opportunities and apprenticeship training programmes, we commit to developing all members of our workforce.

We believe that by investing in every individual and providing an environment in which they thrive is the key to success and happiness.

"It's our people that make us different."



Committing to the Learning Community

"Our belief is that our schools should be at the heart of their community"

Schools should help shape young people, and young minds, so they can move forward and make difference on their doorstep and beyond.

A successful local community needs a lot of things, but one of those is a successful school. The Trust is committed to connecting with the communities served by its member schools and has focused work on three key areas:

- 1) **Strengthening family and community engagement**
- 2) **Helping the community access the school facilities and resources**
- 3) **Locating services together in the school or community hub**

If you would like to connect with the schools and discuss current developments or approaches we would encourage you to attend one of the Parent Community Advisory Boards or Parent and Communications forum organised in each Academy.



Empowering all To Lead and Grow

“Giving employees the opportunity to step up as leaders and make an impact will only benefit the organisation.”

At Maltby Learning Trust leaders recognise the talent they have within the organisation, and take every opportunity to empower people at every level. It is evident that encouraging everyone to lead from where they are will benefit the organisation and the employees in many different ways.

Providing employees with the opportunity to step up as a leader, contribute to a driver group or engage in development programme will unlock many benefits .

The following are three of the most important:

- 1, **Connect the people to the vision and values**
- 2, **Create expertise at all levels of the organisation**
- 3, **Embed the principle of driving improvement through collaboration**

Bringing Our Values to Life

The Trust is defined by more than what we offer in our schools in terms of the educational provision or examination results. We are defined by what we stand for, what we believe and why we do what we do.

We make a difference in the world by improving life chances for children and young people by providing a sense of hope and aspiration in the individual learning communities we serve.

When we say learning communities we mean everybody with a stake in what we do, from the students we teach, to the local communities we reach, to the hundreds of staff working together to serve them across our schools.

MLT Staff Investment Strategy

The Trust have developed a number of innovative approaches to workforce development as part of the Trust investment strategy.

Our practitioner led driver groups continue to research, develop and cascade best practice, looking to consistently refine and improve our approaches, which then directly impact on practice back at the chalk face.

We are committed to recruiting, developing and retaining talented professionals in the organisation. Our strength continues to be our people alongside our commitment to Professional Learning and Development for all.





A Real Value Placed on Enrichment

We really value and promote enrichment and extra curricular activities. All our Academies provide a range of experiences to develop students' sporting, musical, artistic and academic talents, along with opportunities to possibly celebrate these through exhibitions, performances and competitive sport.

Enrichment plays a significant part in realising our vision. It is widely acknowledged that participation in enrichment activities can provide students with the edge over competitors when applying for education or employment beyond Year 13.

Examples of enrichment activities include those that help students develop skills and strengths beyond the classroom, such as volunteering for charity or getting involved in community events.

Additionally, enrichment allows students to create memories that will last a lifetime and develop character to complement their academic achievements.

"We firmly believe that your qualification will get you the interview, but your character will get you the job."



Post-16 Provision Across the Trust

Don't limit your challenges - Challenge your limits!

Our Post-16 team and teachers will harness each student's unique qualities to stand out from the crowd. With a very competitive and uncertain employment market, choosing to stay on in learning at one of our Sixth Forms will provide a quality link with Higher Education and employers.

Many of our students' progress to the country's top universities within the Russell Group and secure quality placements with employers and training providers.

What do the students say?

"Sixth Form is really great, the staff are so supportive and have helped me increase my confidence dramatically."

Year 12 Student - Wath Academy

"I feel that I have really progressed in a supportive Sixth Form setting!"

Year 13 student - Sir Thomas Wharton Academy



"Sixth Form is like a community, everybody knows each other and there is always someone to help."

Year 12 student - Maltby Academy

"I wanted to apply to Cambridge but didn't know how to go about it. The He+ programme and the Academy staff helped me better understand the process and submit a great application!"

Year 13 student - Wath Academy



A Decade of Success

2024 marks the 10 years anniversary of the Maltby Learning Trust (MLT). What began as a small local collaboration between Maltby Academy and Maltby Redwood back in 2014, has grown to become a highly successful Multi-Academy Trust, comprising seven Academies, 650 employees and over 5400 children and young people.

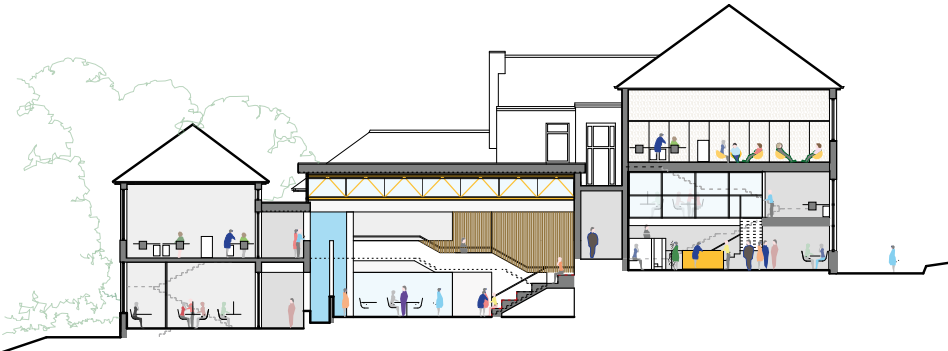
Leaders and staff in the Trust are passionate about making a positive difference to the lives of all children and families in the communities we serve.

Next term we will share our plans for celebrating this major milestone.



Looking Forward To The Next 10 years

We are currently repurposing the redundant Grammar School building to create a mixed use, flexible complex providing a new Sixth Form Centre for Maltby Academy a facility that would also support training and life long learning courses, bookable workspaces and meeting rooms.





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Main Office: Linx Building Lilly Hall Road, Maltby, Rotherham, England, S66 8BE