



MALTBYLEARNINGTRUST

Exceptional Experiences. Successful Lives.

Maltby Learning Trust

**Community
Impact Report
2023 -2024**

www.maltbylearningtrust.com

Welcome from

Our Chief Executive Officer

I am pleased to introduce our inaugural Trust Impact Report for the academic year 2023/24, which contains important information about our educational and business activities and impact over the last twelve months.

All schools in the Trust continue to deliver exceptional experiences that enable all young people to thrive in a competitive world and lead successful and fulfilling lives. Our leaders are passionate about making a positive difference to the lives of all our children, their families and the communities we serve.

"It takes a village to raise a child" is a proverb that means that an entire community of people must provide for and interact positively with children to provide a safe, healthy environment, where they are able to develop and flourish, and to be able to realise their hopes and dreams. This requires many people, including parents, siblings, extended family members, neighbours, teachers, professionals, and community members to care for a child. This partnership approach is embedded across the Trust and further reinforces the importance of a strong home - school agreement supported by local services and community organisations.

Over the last year the Trust have further strengthened the centralised resources in key areas such as safeguarding, pastoral support and student counselling to help our children navigate their way through adolescence and transition into adulthood and successfully take their place in society.

In addition, the Trust has built capacity in estates management, ICT, Human Resources, marketing and finance, enabling us to provide more specialist support to our schools and increase efficiency. This ensures that our schools can focus on what matters most, in terms of delivering an exceptional educational experience for all our children and young people.

As you read this report you will hopefully recognise how our commitment to the highest standards in everything that we do impacts on the quality of education that we provide to our students. We are extremely proud of what we have achieved together and look forward to the future as we aim to take all of our schools to the next level of successful performance and secure the best possible experiences for all learners across the Trust.



David Sutton
 Chief Executive Officer

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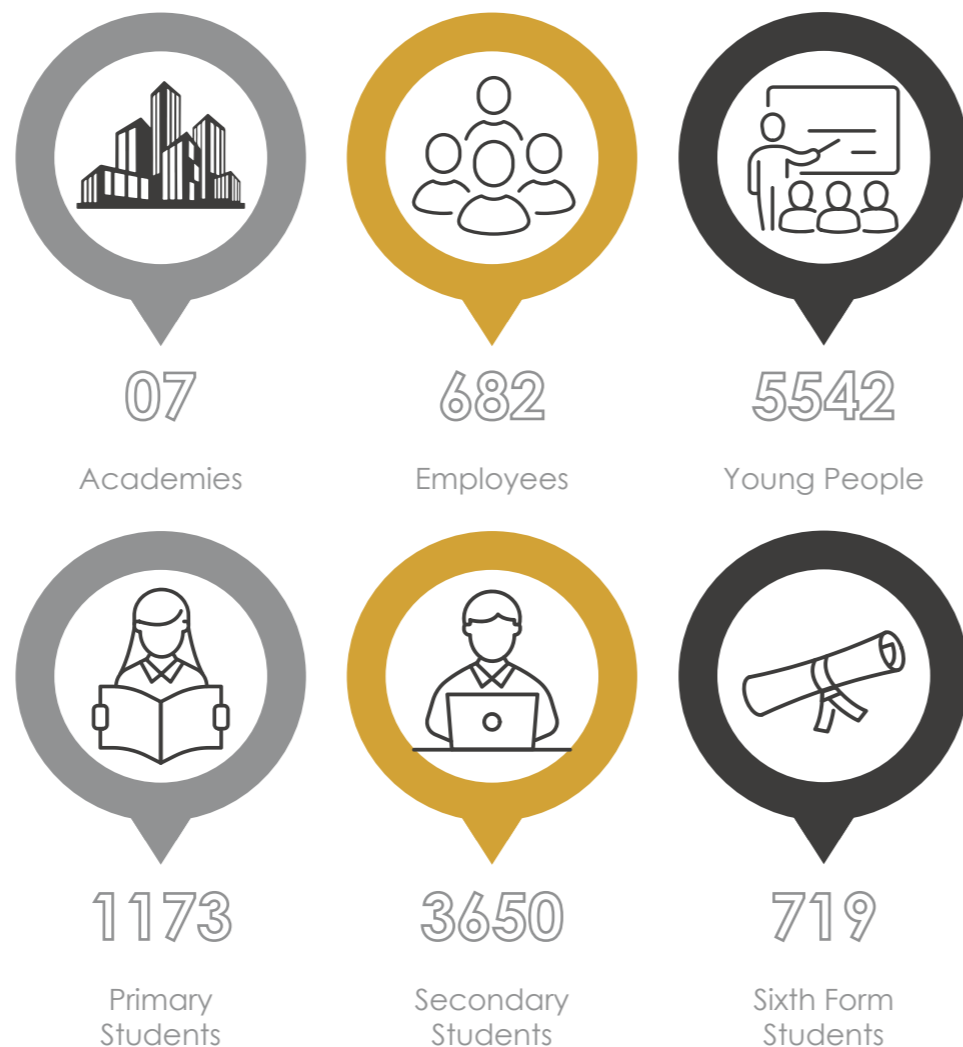
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About Maltby Learning Trust...

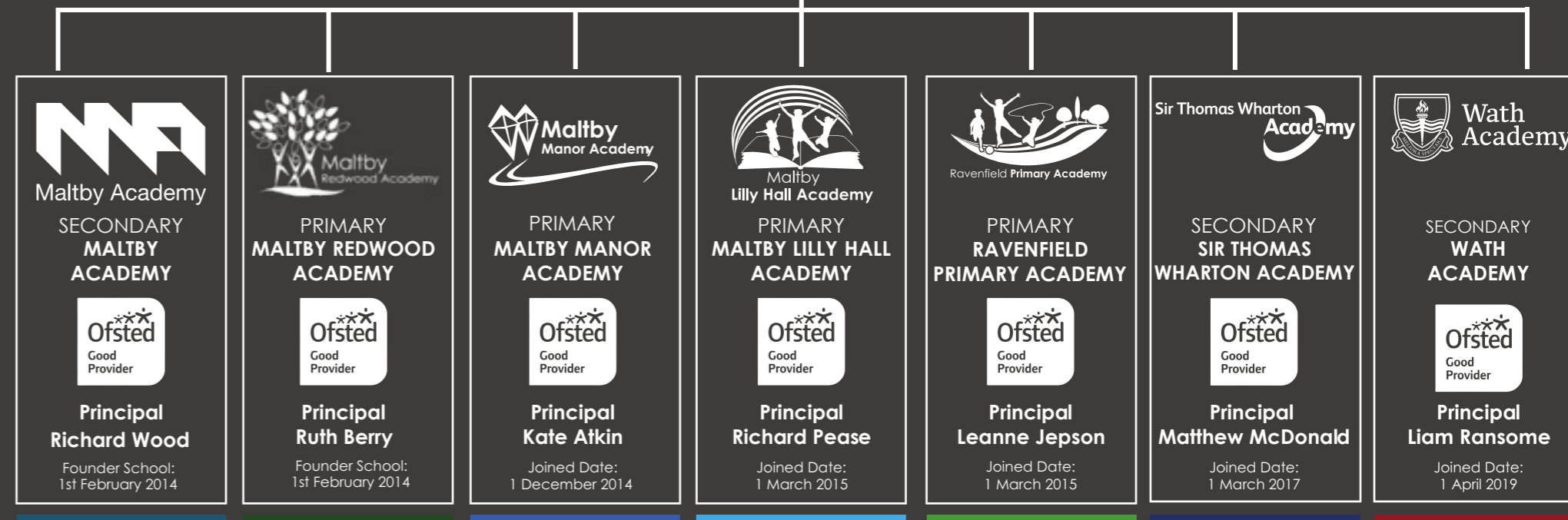
Learning Through Collaboration

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. The Trust promotes professional collaboration through a network of whole school leadership and subject specific Driver Groups, which provide the vehicle for researching, developing and sharing best practice to ultimately impact on practice across the Trust.

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



Seven Schools, One Trust



“The Trust has clearly defined an effective strategy to improve and maintain the performance of schools that are already in the Trust, as well as those that join.”

Consistently Good To Outstanding



Maltby Manor Academy		
	Prior to Joining the Trust	Most Recent Ofsted (2023)
Quality Of Education	Inadequate	Good
Behaviour And Attitudes	Inadequate	Good
Personal Development	Inadequate	Good
Leadership & Management	Inadequate	Good
Early Years	Inadequate	Good
Overall Effectiveness	Inadequate	Good

Maltby Lilly Hall Academy		
	Prior to Joining the Trust	Most Recent Ofsted (2021)
Quality Of Education	Requires Improvement	Good
Behaviour And Attitudes	Requires Improvement	Good
Personal Development	Requires Improvement	Good
Leadership & Management	Requires Improvement	Good
Early Years	Requires Improvement	Good
Overall Effectiveness	Requires Improvement	Good

Ravenfield Primary Academy		
	Prior to Joining the Trust	Most Recent Ofsted (2023)
Quality Of Education	Good	Good
Behaviour And Attitudes	Good	Good
Personal Development	Good	Good
Leadership & Management	Good	Good
Early Years	Good	Good
Overall Effectiveness	Good	Good

Maltby Redwood Academy		
	Prior to Joining the Trust	Most Recent Ofsted (2022)
Quality Of Education	Good	Good
Behaviour And Attitudes	Good	Good
Personal Development	Good	Good
Leadership & Management	Good	Good
Early Years	Good	Good
Overall Effectiveness	Good	Good

Wath Academy		
	Prior to Joining the Trust	Most Recent Ofsted (2023)
Leadership & Management	Inadequate	Outstanding
Personal Development	Requires Improvement	Outstanding
Behaviour And Attitudes	Requires Improvement	Outstanding
6th Form Provision	Requires Improvement	Outstanding
Quality Of Education	Inadequate	Good
Overall Effectiveness	Inadequate	Good

Sir Thomas Whatron Academy		
	Prior to Joining the Trust	Most Recent Ofsted (2021)
Leadership & Management	Requires Improvement	Good
Personal Development	Requires Improvement	Good
Behaviour & Attitudes	Requires Improvement	Good
6th Form Provision	Requires Improvement	Good
Quality of Education	Inadequate	Good
Overall Effectiveness	Inadequate	Good

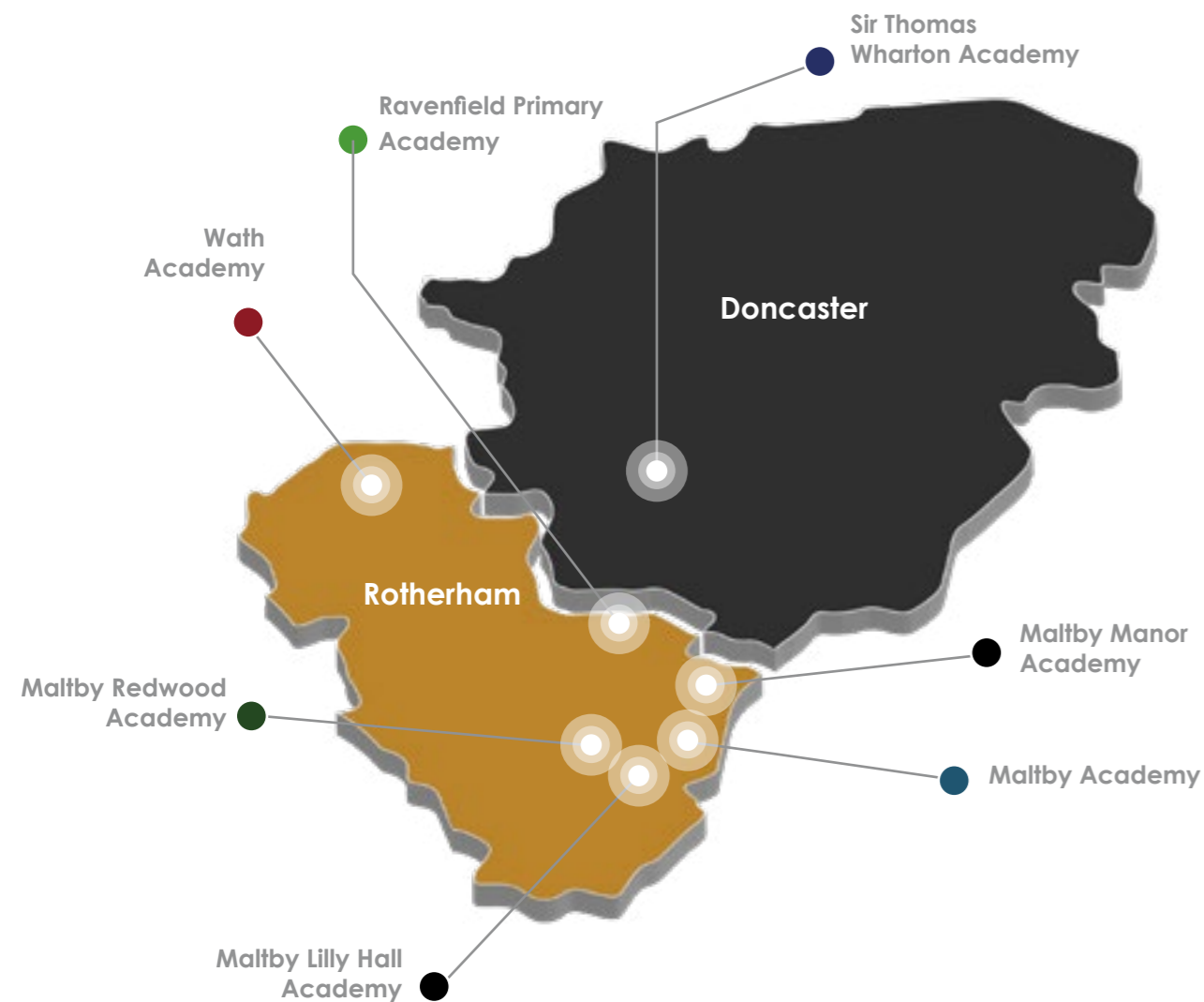
Maltby Academy		
	Prior to Joining the Trust	Most Recent Ofsted (2022)
Leadership & Management	Good	Good
Personal Development	Good	Good
Behaviour & Attitudes	Good	Good
6th Form Provision	Good	Good
Quality of Education	Good	Good
Overall Effectiveness	Good	Good

Inadequate
 Requires Improvement
 Good
 Outstanding

“The Trust takes on challenging schools and transform previously underperforming schools by delivering broad and sustainable improvements”



Our Communities



Rotherham

The population of Rotherham, is approximately

265,807

Doncaster

The population of Doncaster, is approximately

308,100

Our Vision

Our vision statement is a declaration of the Trust's overarching aspiration and ambition. It summarises and describes what we want to achieve for the young people we serve. It will inspire people and motivate them to want to be part of, and contribute to, the organisation.

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 culture of the Trust consists of shared values, beliefs, and assumptions regarding expected behaviours and actions.

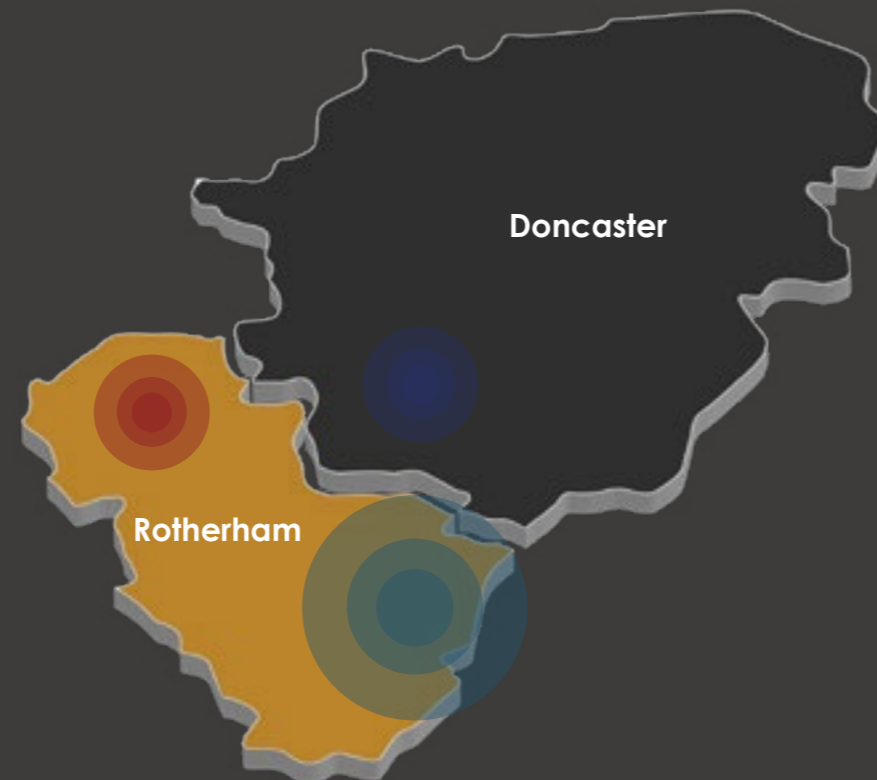


Serving Our Communities

Understanding the Communities We Serve

We are dedicated to transforming lives through education in Maltby, Wath, and Edlington. Our schools serve diverse communities, each with unique challenges and opportunities. By understanding our local population, we can tailor our approach to support every child in achieving their full potential.

Population Overview



Maltby

A former mining town with a rich history, home to approximately

[16,500]

residents.

Wath

A growing community with a population of

[16,964]

known for its strong local identity.

Edlington

A close-knit town with a population of

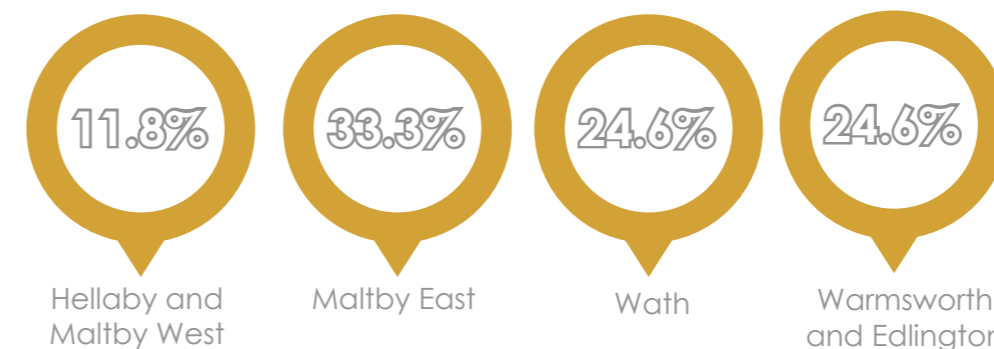
[8,362]

striving for regeneration and growth.

Serving Communities with Rich Mining Heritage

Many of the communities we serve have a long established history in local mining and in some areas this has left behind a social, economic and environmental legacy. Their physical remains, associated settlements and infrastructure form a significant part of today's historic environment. Every generation has placed its own values on this legacy with attitudes changing radically over time and conditioning to change. A number of children and their families in our communities face financial challenges, impacting on their access to resources and opportunities.

Percentage of children living in poverty or in income deprived families in the areas we serve



Our Commitment

We are deeply committed to empowering every student in the communities we serve. Our mission is to create exceptional learning experiences that not only inspire curiosity and growth but also leave lasting, meaningful memories. We believe in nurturing each young person's potential through tailored support strategies that equip them with the skills, confidence, and resilience needed to thrive. Our ultimate goal is to ensure that every student leaves school with a clear path forward, ready to embrace their future with optimism and purpose to lead a successful and fulfilling lives.



“The Trust creates a culture of continuous improvements in its schools through self evaluation, challenge, support and appropriate actions”



Our Financial Headlines

Maltby Learning Trust has maintained a strong financial performance, underpinned by a robust financial strategy .

Our prudent management of financial reserves has enabled substantial investment in our schools, including enhancements to buildings, infrastructure, and state-of-the-art ICT resources.

These investments reflect our commitment to improving the quality of education and support for the children and young people we serve, ensuring they have access to the best possible learning environments and tools for success.

“We use financial data and intelligence to set a stable, accurate and sustainable long term financial strategy for the Trust that has secured long term financial sustainability”

2023/2024 Income and Expenditure



£45.1

Million in income received



£41.3

Million in expenditure



£3.8

Million fixed asset expenditure

Capital and ICT Investment



£5.4

Million in external funding secured for capital investment into the Trust facilities including 4.5m in LUF



£5.7

Million investment into MLT buildings and facilities



£325k

Investment in ICT hardware



£1.6

Million in educational supplies (Curriculum material and resources)



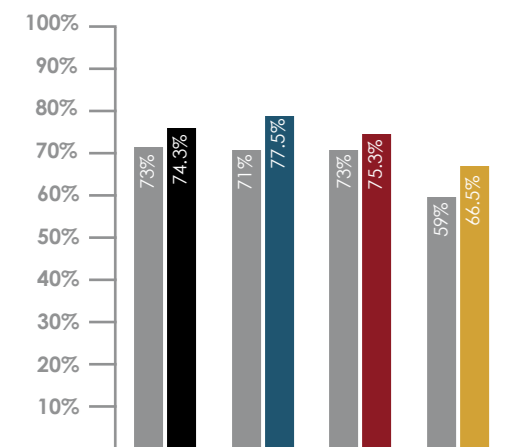
Our Achievements

We are committed to providing our learners with the best possible education outcomes. The standards of our achievements are a reflection of our learners' hard work and our staff's dedication to their work. All of our staff work hard to provide a high quality inspiring learning experiences from which our learners can thrive.

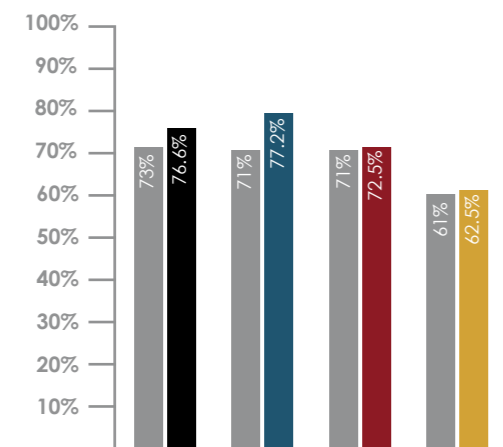
With a strong focus on personal development and achievement, every child is given the tools and guidance to be all that he or she is capable of becoming. Our staff's unwavering commitment to excellence helps shape confident, capable learners who are ready for the future.

Key Stage 2

Reading, Writing and Maths - 2023



Reading, Writing and Maths - 2024

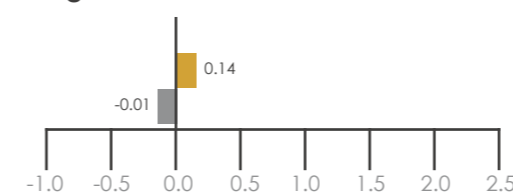


- National Average
- MLT Expected Standard Reading
- MLT Expected Standard Writing
- MLT Expected Standard Maths
- MLT Expected standard Reading, Maths and Writing

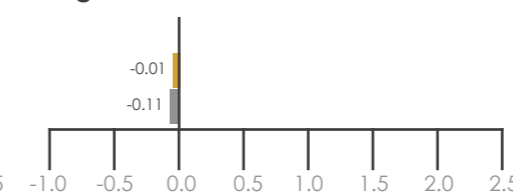


Key Stage 4 Examination

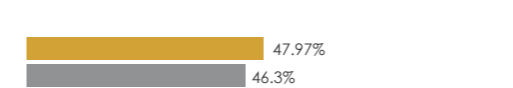
Progress 8 Score - 2023



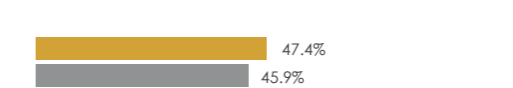
Progress 8 Score - 2024



Attainment 8 Score - 2023



Attainment 8 Score - 2024



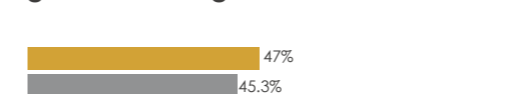
Percentage of pupil achieving grade 4+ in English and Maths - 2023



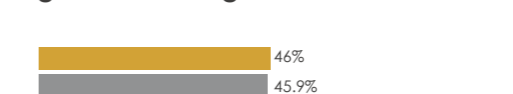
Percentage of pupil achieving grade 4+ in English and Maths - 2024



Percentage of pupil achieving grade 5+ in English and Maths - 2023



Percentage of pupil achieving grade 5+ in English and Maths - 2024



National Score

MLT Score

“Achieves good outcomes for all its students by delivering education that is both high quality and inclusive”

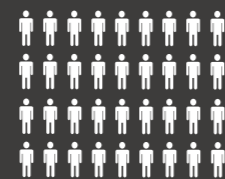


Our Workforce Overview

At Maltby Learning Trust, we believe it is our people who set us apart. Our staff are the heart of everything we do, driving our mission to deliver exceptional Learning experiences and opportunities for our young people.

We value the passion, dedication, and expertise of our team, and we are committed to fostering a supportive, inclusive, and rewarding environment where everyone can thrive.

“It’s our People that make us different”



682

Total Number of Staff



71%

Female



29%

Male

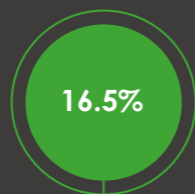
7% Leaders



39% Teachers



54% Non Teachers



16.5%

MLT Annual Staff Turnover



19.9%

Large MAT Average Annual Staff Turnover



23%

Maintained Schools Average Annual Turnover



“MLT supports the wider system in sharing best practice, helps under performing schools to improve, and contributes to building a Trust-led system”

Deliberate Practice

Quadratic Formula

$$x = \frac{-b \pm \sqrt{b^2 - 4ac}}{2a}$$

$$ax^2 + bx + c = 0$$

$$x^2 + 4x - 5 = 0$$



“The Trust fosters a supportive working environment by managing workload, prioritising well-being and taking action to support all staff”

Our Staff Survey Results

Every month we undertake a staff experience and well-being survey to provide us with some national benchmarking data. This survey work helps Trust and school leaders guide their strategy for staff retention by better understanding what drives their decision to stay in or leave their posts.

In addition this feedback guides the approaches adopted within the People Strategy.

90% of staff across the Trust feel engaged with the organisation

87% of the staff feel they have a positive relationship with their peers

86% of the employees recommend the organisation to their friends and family

“The Trust provides great professional support and challenges in the work environment”

98%

of staff at Maltby Lilly Hall have a positive relationship with their peers

85%

staff at Maltby Academy feel engaged with the Trust

“Staff feel supported in times of personal and family difficulties”

“The Trust has a clear vision, values, and a very strong culture.”

93%

of the Trust's central support services recommend the organisation to their friends and family

Our Estates (Primary)

Maltby Manor Academy

Over the past 12 months, Maltby Manor Academy has undergone a remarkable transformation, ensuring a safer, more comfortable, and inspiring environment for our students and staff.

- **Heating System** – We have completely replaced the entire heating system, including all pipework and heating emitters, providing a more efficient and reliable system to keep classrooms warm and welcoming.
- **Revitalised Indoor** – We have completely refurbished the Key Stage One building at Maltby Manor, renewing flooring, redecorating and reconfiguring key areas such as cloakrooms and shared areas. This has created a much calmer, more purposeful environment which provides a modern, more contemporary place for children to learn.
- **A Calming Sensory Room** – Calming sensory spaces have been designed and installed, offering a peaceful and engaging space to support students' well-being and development.

These improvements reflect our commitment to creating the best possible learning environment for our students, ensuring they can thrive in a modern, comfortable, and inclusive school setting.



Reach Provision at Maltby Manor

At MLT we are dedicated to meeting the educational needs of our most vulnerable students. By engaging with Rotherham Local Authority, we have been able to repurpose the unused caretaker's bungalow, and create a warm, welcoming, and nurturing space designed to support both academic growth and emotional well-being for some of our most vulnerable students.

This newly developed Reach Provision offers a calm, relaxing environment where children can feel safe and supported while building the skills they need to thrive. In addition, this initiative enhances staff expertise, equipping them with specialist skills to better support all students across the school.

We are passionate about ensuring every child reaches their full potential, and this development is a vital step in making that vision a reality for all.



Our Other Primary Estates

Improved Primary Pastoral Care Facilities

All the Primary Academies in the Trust have opened new sensory rooms to enhance learning for children who need additional support through our pastoral care teams.

This year, new sensory rooms, spaces for pastoral intervention and meeting areas have been developed as part of a project to improve our ability to meet children's mental health needs at each of Maltby Learning Trust's four primary schools.

The Trust engaged with Rotherham Local Authority's Accessibility Funding scheme to transform under-utilised spaces in each of the schools into safe and calm environments designed to support pupils' emotional regulation, sensory needs and well-being.

Additionally, at Maltby Redwood Academy, the community group Rother Valley Lions supported the creation of the facilities with two grants towards specialist furniture and resources.

The creation of sensory rooms in all of our primary schools is one of our key initiatives for the current academic year and we are proud to have been able to work with our partners at Rotherham Local Authority to deliver the provision in each of our schools so quickly. We are committed to providing innovative, inclusive, and forward-thinking learning environments across our schools and academies.



Our Estates (Secondary)

Maltby Academy

Over the past year, Maltby Academy has undergone significant improvements, enhancing our facilities to create a better learning environment and enriching experiences for our students.

- **New Staff Car Park** – The introduction of a dedicated staff car park has improved accessibility, safety, and efficiency, on the surrounding streets of Maltby
- **Sixth Form Development** – We have transformed the Sixth Form area, creating a more modern and engaging space that supports independent learning and personal growth.
- **External Learning Spaces** - Enhanced outdoor areas to support student welfare and learning. Our investment in the estate ensures a stimulating environment that nurtures both academic success and personal growth.

Our Other Developments

- **eSports Suite** – The e-Sports Enterprise course and scholarship aim to inspire the next generation of young professionals entering the digital sector. e-Sports (or electronic sports) is a term used to describe competitive video gaming, which differs from standard video gaming in that e-Sports is competitive, pitching human against human, and usually has an engaging spectator element to it, like traditional sports. Tournaments usually involve amateur or professional gamers competing against one another.
- **Maltby Army Cadets** - As part of the Maltby Academy broader partnership offer for children and young people an area of the school has been renovated to accommodate the Army Cadets and provide high quality facilities that support their growth and learning.
- **Boxing Ring** – As part of our commitment to expanding sporting opportunities, we have introduced a dedicated boxing ring, providing students with a unique enrichment activity that promotes discipline, fitness, and confidence.



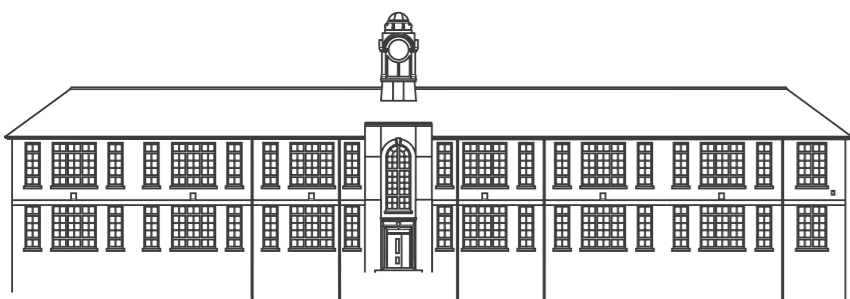
Revitalising Maltby Grammar School

The historic Maltby Grammar School building has been transformed into a dynamic and vibrant space, designed to support the local community, businesses, and workforce development. This £5.9M project was made possible through Levelling Up funding, enabling the creation of new opportunities for traineeships, apprenticeships, and job creation in the area.

The newly redeveloped building now offers:

- **Community Bookable Spaces** – Versatile rooms available for local groups, events, and activities.
- **Spacious Exhibition Space** – A versatile venue for presentations, networking events, or small conferences and equipped to make your event stand out.
- **Meeting Spaces** – A range of large and medium-sized rooms ideal for collaboration, networking, and showcasing talent.

This transformation breathes new life into an iconic local landmark, ensuring it remains a place where people can learn, work, and thrive for generations to come.



“ I hope that in the school and on the playing fields, the boys and girls would learn to play the game in its full and true meaning and so become good citizens qualified to play their part in the game of life.”

Mr G. Rush MSC Head Teacher
23rd April 1932

Our Exceptional Experiences

At Maltby Learning Trust, we place a strong emphasis on delivering exceptional experiences for all of our young people. We are committed to providing unique opportunities throughout their educational journey, ensuring that every child not only achieves academic success but also develops the character and skills needed to thrive in life. We firmly believe that while qualifications open the door to an interview, it is your character that secures the job. That's why we focus on nurturing resilience, confidence, and a sense of responsibility in every student, equipping them to succeed in an ever-changing world.

At MLT, we don't just prepare young people for exams, we prepare them for life.

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



Unlocking Potential Through Enrichment and Extra-Curricular Activities

At our Academies, we highly value enrichment and extra-curricular opportunities, offering a diverse range of activities to nurture students' sporting, musical, artistic, and academic talents. These experiences not only help students grow but also provide opportunities to showcase their skills through exhibitions, performances, and competitive sports.

Enrichment is a key part of our vision, as it is widely recognised that participation in these activities gives students a competitive edge when applying for further education or employment beyond Year 13. From Latin, Mandarin, and Classics to AI, robotics, rowing, and The Duke of Edinburgh Award, enrichment helps students develop essential life skills, build character, and create lasting memories all of which complement their academic success and personal growth.



Enrichment For All (Secondary)

At MLT, we are committed to providing every student across our schools with equal access to transformative learning opportunities. We understand the profound impact that discovering new passions and exploring fresh opportunities can have on a young person's development.

Previously, our after-school Enrichment programme offered a range of activities, but our data revealed that fewer than 40% of students were participating. The participation rate was even lower among students from lower-income families and those with Special Educational Needs and Disabilities (SEND). Research highlighted several barriers preventing students from attending, including transport challenges, caring responsibilities, and misconceptions about costs and sustainability.

We believe that Enrichment activities are a crucial part of a well-rounded education, and we wanted to eliminate these barriers to ensure all students could benefit. To achieve this, we introduced a new timetable across our secondary schools, offering free Enrichment activities every Wednesday afternoon during the school day. This change has been met with overwhelmingly positive feedback from students, parents, and staff.

“The Trust enables children to take part in sports, music and cultural opportunities that **enrich the curriculum** and support children's wider development.



Our new **“Enrichment for All”** initiative not only guarantees that every student can participate but also complements our ongoing daily after-school Enrichment programme. This approach provides students with a diverse range of experiences and opportunities.

The results have been remarkable. With 100% of our students now engaging in Enrichment sessions, we are witnessing young people develop new passions, build valuable skills, and form lasting friendships. By embedding Enrichment into the school day, we have successfully removed all barriers, ensuring that every student benefits from these enriching experiences.



MAST

Multi Agency Support Team

Rotherham MAST, in partnership with Maltby Learning Trust, proudly marks it's 10th anniversary.

While the core focus remains to provided 1:1 counselling sessions for children across the Trust, the dedicated and adaptable team has expanded its support to meet a growing range of needs within MLT Academies.

As the complexity of challenges faced by children increases, MAST continues to play a crucial role in bridging the gap between low-level support and specialist CAMHS services, ensuring no child is left without the care they require.



Key Statistics

Throughout the academic year 2023/2024 MAST has achieved the following across MLT:



2379

Counselling Sessions for Children



263

Children Supported



37

MLT staff trained in Youth Mental Health First Aid



7

Staff PLD Sessions



12

Group Workshops



19

Staff Members Supported

"Schools cannot become the best places for students to **learn** and **grow** unless we make them the best places for **staff** to work and grow."



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www.maltbylearningtrust.com

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