



ADVANCE  
LEARNING  
PARTNERSHIP

Multi Academy Trust





# Welcome

to the Advance Learning Partnership

## YOUR CHILD IS OUR CHILD

The Advance Learning Partnership was established in 2012 when Parkside School, an Outstanding 11-16 Secondary School in Willington, County Durham, converted to Academy status. The Trust has since established itself as a respected member of the educational landscape in County Durham and an Academy Advocate for the North of England Headteacher Board.

We seek to provide the highest quality of educational experiences and outcomes for every child within our family of schools. We take pride in our students, value our staff and relentlessly strive to improve as an educational provider.

We are an open Trust and collaborate widely with a wide range of partners. If you wish to understand more about the Trust, please do not hesitate to get in touch.

**Kelvin Simpson**  
Chief Executive Officer





# Our Mission and Vision

## MISSION

Quality education is the right of every child and it is our mission to ensure that every child receives an education which is both inspiring and empowering. ALP schools work collaboratively to provide outstanding learning experiences and opportunities. We seek to prepare children for a rapidly changing world by instilling the values, motivation and confidence they will require to meet life's challenges. We recognise that a high quality education must include essential learning tools and knowledge, but also life skills such as the ability to make well balanced decisions and develop a healthy lifestyle. It is a privilege to have the opportunity to educate children and develop their potential and we seek to ensure that children across the Trust successfully progress into adulthood.

## VISION

We are united in our vision to create a network of outstanding schools which thrive through collaboration and interaction. ALP is an inclusive educational provider, serving students throughout the age ranges of 2-18, across all sectors of education.

The strength of ALP is found in the quality and dedication of our teachers and other staff. We are committed to ensuring that every member of staff receives professional development of the highest quality. Every member of staff within the Trust is supported, guided and challenged through our principle of "Guided Professional Autonomy". We recruit enthusiastic and inspirational teachers who see their long term future within the Trust.

ALP staff are committed to enhancing the life chances of every child through a shared vision and set of values.



A FAMILY OF SCHOOLS  
WITH CHILDREN AT  
THE CENTRE







# Aims and Ethos

## of our Multi Academy Trust

ALP's priority is to ensure that every strategy and investment is focused on benefitting the individual child. Our ethos of "Your child is our child" permeates every aspect of the Trust and influences decision making at every level of our organisation. It is our expectation that the quality of educational experience that every child receives at ALP is of equal quality to that which you would expect for your own child. The individual child will always be at the core of all we do and all we strive to achieve.

We aim to equip our students with the values, skills and knowledge they require to succeed in the classroom and beyond. In doing so we instil confidence so that children can flourish both academically and personally. We recognise that academic and personal development are inextricably woven and of equal importance. This is reflected in our schools through the individual care and attention afforded to each child.

ALP is a forward thinking and outward facing Trust; we embrace technological advances and our practice is informed by research and evidence based practice. We are determined to ensure that our students are equipped to meet the challenges of a rapidly changing world. We have high aspirations for all of our students and we encourage them to have high aspirations for themselves.



CREATING A  
WORLD-CLASS  
EDUCATIONAL  
EXPERIENCE



# Strategic

## School Improvement

ALP leaders have a clear, sustainable approach to progression and succession planning and we are committed to developing high quality leadership capacity for individual schools and the Trust. Our Trust Improvement Team are dedicated to providing bespoke support and specialist guidance in all aspects of school development.

We have a rigorous focus on achieving improvement in all aspects of school life and projects are expertly managed using consistent and shared approaches. Decisions about priorities and areas for development are always aligned with the ethos and context of individual schools. We know that school leaders have the confidence to determine what is right for their school and we take a long-term, principled approach to improvement planning. Our Trust reviews ensure that all schools receive bespoke analysis and quality assurance with regard to the quality of provision in the following aspects: Quality of Education, Behaviour and Attitudes, Personal Development and Leadership and Management. Most importantly, we are committed to sharing best practice so that all schools in the Trust can continually improve and develop.

Our extensive range of ALP networks are integral to the development of school and Trust wide improvement with regard to subject leadership, personal development and thematic priorities. ALP network meetings promote effective leadership skills and collaboration between staff at different stages of their career, with different areas of expertise and provide opportunities to share knowledge and resources across different phases of education. Collaboration is a powerful medium and partnerships with

a wide range of colleagues enable us to create opportunities for high quality professional development. ALP staff have a willingness to share and collaborate beyond their school and location and they engage regularly with colleagues both online and in person.

At ALP we are committed to embedding a culture of coaching which develops the skills and proficiency of staff and empowers teachers and leaders to make a positive difference to their classroom practice and student outcomes. Our ethos of distributed leadership ensures continually raising standards to stretch and develop all staff. We have an unrelenting focus on improvement and strive to continually develop positive and proactive relationships which lead to improved practice, centred on the individual needs of our students. Positive leadership is embedded across the Trust and creates a culture in which all members of staff are keen to improve their practice and are enthused about the potential for improvement.



GUIDED  
PROFESSIONAL  
AUTONOMY





# Personalised

## Professional Development



AT THE FOREFRONT  
OF INNOVATION  
AND EDUCATIONAL  
EXCELLENCE

We recognise that investment in the training and development of teaching and non-teaching staff is essential to ensure that we retain high quality staff and inspire our leaders of the future. Bespoke professional development for every school is complemented by ALP courses which provide an opportunity to benefit from our internal expertise and input from our extensive range of external partners. Our structured programme of career progression ensures high quality training relevant to career stage, from Initial Teacher Training to Senior Leadership. We enhance skills, boost confidence and offer support to strengthen leadership across the entire school to ensure that all students receive the best possible opportunities to be successful both academically and personally.

Our programme of professional training is facilitated through collaboration within the Trust and also through partnerships with a wide range of external partners which enable us to draw upon expertise at a local and national level. Our extensive range of networks reflect the Trust's commitment to securing excellent education through collaboration and provide a systematic and integrated approach to staff development and school improvement.

ALP's 'Leadership in Action' courses provide personalised support and creative opportunities to help staff to thrive in their current role and equip them with the skills and knowledge to take the next step in their career. Our delivery model adopts a blended learning approach, providing a mix of self-directed learning with face-to-face input, further reading, expertise in school and exposure to leadership practice.

We actively seek opportunities to expand our network and deepen the knowledge and skills of staff. Exceptional professional development opportunities are available to all staff across our family of schools.







# Outstanding

Teaching and Learning for every child

COLLABORATION,  
CLARITY AND  
CONSISTENCY

ALP is at the forefront of innovation in teaching and learning and has a reputation for educational excellence. Our staff are united in a shared mission to ensure that every student is equipped with the knowledge, skills and qualifications they require to flourish both academically and personally. The foundation of teaching and learning at ALP schools is an exceptional climate for learning which challenges students to apply, evaluate and extend their learning. Our staff build a culture of reflection which supports students to deepen their understanding of themselves as learners as well as extending their subject knowledge.

Teachers ensure that learners understand metacognition and the process of learning so that they are able to monitor and review their own progress and evaluate the effectiveness of learning strategies. Teaching and learning across ALP is an active process which is characterised by stimulating dialogue, thoughtful questioning and development of written and verbal communication skills. Staff ensure that students are supported in assimilating new ideas through relating new experiences to prior knowledge.

Strategic development of teaching and learning across ALP is underpinned by the effective use of educational research and evidence-based practice is embedded in the professional culture of our schools. We are committed to being evidence based in our approach so that we can improve classroom practice, raise attainment, develop essential life skills and prepare young people for the world of work and further study. All of our research practice is united by the common aim of providing excellence in education for all students across the Trust.

Innovative practice is a hallmark of teaching and learning across the Trust and best practice is shared through our extensive networking opportunities which ensures that there is a focus on continual development. Teachers use creative and imaginative strategies and techniques to engage, extend and challenge all learners appropriately and to create a stimulating and creative classroom environment. We strive to instil a lifelong love of learning in our students through teaching and learning which is engaging, creative and personalised to the needs of every child.







# Specialist Support

## FINANCE

The ALP Finance Team are committed to providing high-quality financial management, advice and information to our Trust schools. The Team ensure that all of the accounting records for member schools and the Trust are accurate and up-to-date, ensuring high levels of assurance, transparency and accuracy whilst at all times adhering to the financial regulations of the Trust, as well as the Academies Financial Handbook, Company and Charity Law and much more.

ALP aims to protect and grow the Trust and schools' financial reserves, thus ensuring that every school has a sound financial structure which supports the school to achieve its strategic objectives in maximising opportunities for improving the life chances of the young people we serve.

## HR SERVICES

The ALP HR Team offer the very best in all areas of HR provision. Through many years of experience, ALP fully understand the needs of schools within the Trust.

Our HR Team provide comprehensive support and advice to schools on recruitment, employment and attendance management. They advise on job descriptions and adverts, pay and grading of posts, contracts/terms of employment, referrals to Occupational Health and management of short and long-term absences.

The HR Team support Headteachers and Leadership Teams by reducing their workload through the administration and management of HR processes and procedures.

## GOVERNANCE

Strong governance is a key part of a successful school. Trustees and Governors have a vital role to play in setting the strategic direction for the school, holding the Headteacher and Senior Leaders to account for all aspects of school performance and ensuring financial health, integrity and value for money.

The ALP Governance Team provide high quality administrative and organisational support, as well as guidance to ensure compliance with the appropriate legal and regulatory frameworks.

The Team also provide advice on procedural matters to ensure efficient running of meetings. They work closely with the Board/Academy Council Governors and Executive/Senior Leaders, to ensure that effective professional working relationships are maintained.

## INSPIRATIONAL LEADERSHIP AND GOVERNANCE







## ESTATES AND FACILITIES

ALP Business Managers work closely with schools in order to provide the best learning environment for all students. Business Managers appreciate the challenges facing schools and their individual contexts and are effective at delivering efficiencies and driving improvements for the estates and facilities.

Business Managers lead on capital improvement projects, linking closely with the Trust Finance Team to ensure that they are delivered efficiently, effectively and within budget. The Team are responsible for the management of the estates and facilities, including Health & Safety and Risk, ensuring compliance with statutory regulations at all times.

## ICT

The Trust provide efficient and reliable ICT support and services across all schools. ALP has a vision to provide a first class system and infrastructure to assist excellence in education.

Our ICT Team support schools in the delivery of large-scale developments from project planning and management to installation and roll out, as well as day-to-day support and guidance.

EXCEPTIONAL  
EDUCATION THAT  
TRANSFORMS  
LIVES

## DATA

The ALP Data Team are committed to the principle of effective use of data which leads to purposeful actions. This is achieved through the Trust's management of high-quality, cost-effective academic and pastoral data management systems. Efficient use of systems allows timely and accurate data report production, ensuring that leaders' time is spent focusing on improving outcomes for students. Alongside a comprehensive Trust package, the Team also offer bespoke reporting to meet school needs.

The Data Team have aligned processes and calendars across the Trust, which allows the use of informed data based evidence for all aspects of collaborative school improvements. They offer training, advice and support in the use of data management systems, the understanding of analysis and action planning.

## MARKETING AND PUBLICITY

The ALP Marketing and Publicity Team support schools in developing their internal and external communications. The Marketing Team manage all areas of publicity including social media, websites and school brand management.

Although ALP schools operate and collaborate under the Trust banner, they retain their own identity and serve their local community. Superior marketing and publicity ensures that school successes are celebrated and links in with effective recruitment of students and staff to facilitate purposeful growth.





# Benefits

for your school

ALP has a centralised structure, consisting of a School Improvement Team and a core Central Support Team. The Central Support Team ensure that the leaders' focus is on the children and their education, whilst the School Improvement Team support, guide and evaluate the schools' educational provision. Our teams provide a highly effective and efficient network of support so that leaders can focus on improving the life chances and educational prospects of the children in their school.

Our offer is extensive, effective and efficient and improving all the time. Our values underpin everything we do, drive our success and sustain our progress.

We offer an inclusive corporate culture, honest communication at all levels and continual staff development in which everyone feels valued and makes a positive contribution.

ALP is committed to achieving educational excellence for every student across our family of schools.



MAKING  
A DIFFERENCE  
TOGETHER







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