




**JOIN OUR TRUST**  
Aspire To Learn And Succeed

A background photograph of three young women in school uniforms sitting on a wooden bench outdoors. They are smiling and looking at each other. The image is faded and has a blue tint. A dark blue hexagonal shape is overlaid on the left side of the image, containing white text.

ATLAS Multi Academy Trust is a growing Trust based in leafy Hertfordshire. We aim to build a collaborative partnership of schools to ensure outstanding educational provision within and outside the classroom through challenge and the promotion of excellence.

Hello and Welcome to our Trust from Margaret Chapman, CEO

# ASPIRE TO LEARN AND SUCCEED

It is my absolute privilege to welcome you to Atlas Multi Academy Trust. I became a teacher because I wanted to give every child the opportunity to change the world. I became CEO of a Multi Academy Trust for the same reason.

As a Trust, we believe that every young person deserves the best possible start in life – a world class education aimed at helping Atlas students become successful learners, confident individuals and responsible citizens. We believe this is every child's right, and **our** responsibility.

Based in Hertfordshire, we work tirelessly to ensure that we serve our communities well.

Each of our schools is unique, distinctive and has its own character. As a Trust, we don't believe a 'one size fits all' model. We encourage and celebrate each school's unique approach to providing an excellent education within the community in which each serves.

At Atlas Multi Academy Trust, our mission is to ensure that every young person in our schools expand their horizons, build the confidence, talents, interests, skills and qualifications to succeed as they make their way towards a fulfilling and prosperous adulthood.

The ATLAS community is focused on the development of the whole person – as a learner, as an individual, as a prospective employee and employer and as a fully participating member of society.

School improvement is also based on school-to-school support developed through a model of collaborative autonomy.

We want our schools to be the best and a beacon of exceptional practice, with our key aims being **Progress and Partnership**. Together we can make a difference.



If you have any questions or want to find out more about us, please do get in touch. We would love to hear from you.

**Margaret Chapman**  
CEO



I am proud to be Chair of Trustees in a Trust where children and young people really do come first and where our family of schools are so deeply embedded in the communities they serve. It is a huge privilege to be a part of Atlas Multi Academy Trust and to see how tirelessly all our staff work to ensure that all children experience educational excellence every day.

**Rachael Kenningham**  
Chair of Trustees

We believe that every young person deserves the best possible start in life. A partnership of World Class Schools aimed at helping students become successful learners, confident individuals and responsible citizens

# WELCOME TO OUR TRUST

We are a growing Multi Academy Trust based in Hertfordshire. Our wish for our current partner schools - and any wishing to join us, is that they feel like that they belong to a family of schools and not just one of a number of schools gathered together in a Trust.

Atlas came into being in 2018. We have a vision to build a collaborative partnership of schools that will provide outstanding educational provision both within and outside the classroom through challenge, whilst promoting:

- **Excellence**
- **Collaboration**
- **School Improvement**
- **Leadership Support**
- **Central Services** such as finance, HR, estates and development opportunities for all colleagues.

Most importantly, the experience for children should be exceptional. We have a strong, recently expanded Central Team, who use their professional skills and experience to support colleagues with all aspects of running a school. We are ably supported by our Trust Board who are experienced, knowledgeable trustees with a breadth of skills in finance, legal matters, human resources, school governance and leadership across primary and secondary age range.

Through our Scheme of Delegation, each school also has a Governing Body, who support the Headteachers/Principal set the vision and values of the school and importantly ensure that the school retains its uniqueness and serves its community well.

## ENSURING EXCELLENCE

Our continual pursuit of educational excellence means we believe that effective investments today will reap benefits for future cohorts of students and staff. Over the past 5 years we have invested more than £9 million in educational infrastructure – both inside and outside the classroom. Projects have included roof and window replacement programmes, boilers, toilet refurbishment, IT infrastructure, LED lighting, new classrooms, and two all-weather pitches.

We have now secured a £3.9 million government funded programme of water and electrical works to ensure our buildings remain in the best condition for current and future generations.

We are ambitious for all of our children. We have a school improvement team that works with our schools to ensure excellence in our provision for every child, every day.

We offer both bespoke and generic CPD weekly in Development time. We hold an annual Trust conference for all staff and optional, additional courses for staff wanting to access more opportunities to enhance their practice for the benefit of our children and to develop their career further.

## OUR GROWING FAMILY OF SCHOOLS

Our current plans to grow Atlas Multi Academy Trust are focused on finding 'like-minded' schools with similar values and principles to join us as partners. We believe that schools joining in this way would reap many benefits from such collaboration and would also enhance the capacity of the Trust. This would not mean a loss of autonomy for Heads or Governors, but in fact an opportunity to take greater control at a critical time of change. We are committed to growth which is both responsible and sustainable, and have a clear strategy for identifying potential schools to join the Trust. More specifically, our identification process involves identifying not only schools which will bring valuable expertise into the trust, but also identifying schools that can be improved and developed through our existing strengths and skills already present in the trust.



We are relentless in our aim to help every young person in our school community to build confidence and skills; develop talents, interests and gain qualifications to succeed as they make their way to become fulfilled and contributing members of society

# OUR VISION

**‘Create a partnership of schools that provide outstanding educational provision through challenge and promoting excellence’**

We believe that every young person deserves the best possible start in life. A World Class School aimed at helping students become successful learners, confident individuals and responsible citizens. Our schools will be Beacons of Outstanding practice, focussed on Community, Sustainable Progress and Partnership.

# OUR VALUES

We want to create a community of outstanding schools with:

- **An unshakeable belief** in the intrinsic value of every individual within our community
- **A culture of respect**, high aspiration and self-belief within a safe and supportive environment
- **A drive for excellence** in all that we do from the quality of teaching, management and our leadership
- **Accountability** based on **honesty and responsibility** in all our relationships
- **Financial probity**, to secure schools for the future within the ATLAS community
- **A sustainable community** who share and collaborate best practice ensuring the highest quality learning experience for all

If your vision and values align with ours and you'd like to find out more, please get in touch: [ATLAS@stags.herts.sch.uk](mailto:ATLAS@stags.herts.sch.uk)

# OUR SCHOOLS

## SECONDARY SCHOOLS

### ST ALBANS GIRLS' SCHOOL

St Albans Girls' School (STAGS) provides excellent education to over 1400, 11-18 year old students. STAGS is a high achieving single sex girls school, with a mixed sixth form that continuously outperforms other secondary schools both within Hertfordshire and across the country. STAGS builds on its distinguished history combining innovation within a caring, vibrant and dynamic community, where all can thrive.



### THE ADEYFIELD ACADEMY

Situated in Hemel Hempstead, The Adeyfield Academy is a mixed secondary school for 11-18 year olds. All students have the opportunity to achieve and be successful in all aspects of their lives. The ethos of 'Learning Without Limits' reflects the core principles that underpin all aspect of life at The Adeyfield Academy. Each day through the development of Character Education, students strive to achieve the Five Star Values.



## PRIMARY SCHOOLS

### BEECH HYDE PRIMARY SCHOOL & NURSERY

Beech Hyde is situated in a small Hertfordshire village offering a vibrant learning community providing a supportive, challenging environment that places equal importance on academic progress and the nurture of self-belief. The Beech Hyde Key Drivers of Challenge, Inclusion and Positive Minds underpin the philosophy of a growth mindset where every child matters.



# OUR CURRICULUM

The curriculum offered at each school is bespoke to meet the needs of the young people in the community in which each individual school serves. This approach enables all pupils to enjoy a broad and balanced curriculum which will enthuse and inspire a culture of learning both now and in the future.

All schools follow the National Curriculum, from the Early Years Foundation Stage, which provides a framework to build on through the 7 areas of learning, developing curiosity, expression, understanding and the breadth of knowledge and communications required as fundamental to this very early stage of development.

The building blocks of learning continue into Key Stage 1 & 2 and further into the secondary school environment. There is a keen understanding amongst all of our schools within the Trust of the importance of this rich culture and vibrancy of learning, which enables all of our pupils to set goals and ambitions for their future successes.

Our model for continuous school improvement ensures that we are focused on providing outstanding educational provision within and outside the classroom through challenge and promoting excellence

# SCHOOL IMPROVEMENT

## SYSTEMS & POLICIES

Our systems and policies, both centralised and school based, ensure that we are operationally effective and efficient in providing the best education for our children. We prioritise systems for staff support as part of our People Strategy. We also ensure that systems and policies around subject CPD, curriculum construction, quality assurance, timetabling, marking, assessment and behaviour management positively affect the quality of education.

## OUTSTANDING OUTCOMES FOR CHILDREN

We focus relentlessly on outcomes for all children, including the most vulnerable, both academically and in their personal development. All staff are sharply focused on outcomes because we recognise that these give our children life chances and life choices.

## INSPIRATIONAL LEADERSHIP

Our leadership at all levels is about clear vision, direction, removing barriers and ensuring that our schools are better places for being part of the trust. This includes ensuring high quality training and

development for all staff as part of our people strategy.

Leaders across the trust create a culture where staff and children have a genuine sense of belonging and have freedom to excel as individuals.

## QUALITY TEACHING & LEARNING

Our constant and consistent approach to improving teaching and learning is centred on the fundamentals of effective teaching and learning. Our staff develop their own style and become masters of their craft. Importantly, it enables children to know more and remember more.

## HIGH EXPECTATIONS & RAISING STANDARDS

We create a safe, positive and respectful school culture in which staff know and care about children. We have clear and effective behaviour and attendance policies, applied consistently and fairly by all staff. We know that insisting on high standards and expectations improves attitudes and has a long-term impact on how children approach their education and later life.

## BROAD, BALANCED AND FINANCIALLY VIABLE CURRICULUM

Alongside our robust personal development curriculum, including character education, we have an ambitious, knowledge based curriculum in our schools for all children, including disadvantaged and those with SEND. We carefully identify what we want the children to know and sequence this knowledge so that highly effective learning takes place. We use curriculum led financial planning to ensure that our curriculum is fit for purpose financially as well as educationally.

## NUMERACY & LITERACY

We place mathematics, reading and writing at the core of education. Reading is of utmost importance. We know that unless children can read, they can't learn to the full. We therefore strive to ensure that every child will learn to read accurately and speedily, regardless of their background, needs or abilities. We ensure that all students, including the weakest readers, make sufficient progress to meet or exceed age-related expectations.



Why join ATLAS? We hope you find the answers to some of our Frequently Asked Questions valuable...

# FREQUENTLY ASKED QUESTIONS

## **DO WE KEEP OUR OWN UNIFORM, LOGO, VALUES AND IDENTITY?**

Yes – we believe that schools should keep their uniqueness and distinctiveness. It is part of our values.

## **DO WE ADOPT THE MATS VALUES? DO THEY MATCH OURS?**

All schools operate within the MAT's vision and values and they also develop and maintain their own vision and values which ensures that the school retains its uniqueness. No school has changed their own vision and values since joining the MAT.

## **WILL THE SCHOOL BE ABLE TO MAINTAIN ITS INDEPENDENCE AND TRADITIONS?**

Yes – and this is absolutely encouraged and celebrated. However, we do want aspects of the school's independence and traditions shared between all of our schools at our Executive team meetings, our conference and development meetings – both primary and secondary. This is because we recognise that we are all always learning and that school improvement is never 'done'. One of our values is 'Sustainable collaboration' and sharing of best practices - we encourage, accept and celebrate our differences whilst learning from each other and making our practice world class.

## **WOULD THE TEACHING OF THE CURRICULUM BE AFFECTED?**

We want teachers to be able to teach in their own style and we want schools to be able to have their own personality. The pedagogy and teaching (the how) of the curriculum is the headteacher's and the school's character. We do share what we do at our executive team meetings so that we can learn from each other and continuously develop for the benefit of our children.

## **HOW MUCH INFLUENCE DOES THE MAT HAVE OVER ACADEMIC PRACTICES?**

Our schools are equal partners committed to true collaboration. We agree on best practice in all aspects of our work and then work together to make this world class. We work hard to establish what we have in common so that we can collaborate effectively. Our curriculum constantly develops and when we change, we change together.

## **WHAT ABOUT CHILDREN WITH SEND/HEALTH ISSUES? WILL THERE STILL BE LA AND OTHER AGENCY INVOLVEMENT?**

We have a key lead officer of SEND and Safeguarding in our central team who will work to enhance and support the work with Atlas Multi Academy Trust on whole school

safeguarding practices. Our schools work closely with the local authority.

## **HOW DO MATS OPERATE?**

MATs operate in various ways. We believe Atlas MAT is unique. We are a small MAT with a focus on personal development and academic excellence. We believe that the best way of achieving this is to improve through collaboration whilst ensuring that our schools retain their uniqueness and distinctiveness. Some MATs want all schools to operate in exactly the same way, teach in the same way or for Headteachers and other leaders to operate in exactly the same way. We don't insist on this at all. We do, however, have some things (for example common assessment points/ data collection points and the way we collaborate) which are the same and it is these things that bring us together as a family of schools, celebrate differences and enable us to learn from each other for the benefit of all children in our trust.

## **WHAT MODEL OF LEADERSHIP AND MANAGEMENT IS WITHIN THE MAT?**

Our trustees are committed to improving the lives of children and truly believe in effective strategic governance, including local (school)



# FAQ's

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governance. Local Governing Boards are subcommittees of the Trust Board. The CEO works closely with headteachers. Along with the school improvement team, the CEO is a highly visible leader, in schools regularly to support and be part of, and enhance, the school team. Our schools have various models of leadership, appropriate to their context. Our central team provides business and operational support as well as school improvement support so that Headteachers can be Headteachers! (And get all the support they need to do their best for their children).

### HOW WILL RECRUITMENT & STAFFING WORK?

Headteachers and school business leaders work with the CEO and COO set their staffing structure, in line with their budget – ensuring that it is appropriate to their school and context. For recruitment, our central HR team processes and advertises roles for schools and collates all applications. They then pass these to school leaders to shortlist. The team will provide further administrative and/or organisational support for the selection process if required.

### WHO IS RESPONSIBLE FOR SAFEGUARDING?

The CEO is the lead professional for safeguarding in the trust. This is to ensure and assure consistency across our schools, share best practice and to make sure that our most vulnerable children get the very best possible provision.

### WHAT ABOUT OUR BUILDING'S MAINTENANCE AND REPAIR?

The COO is the trust's lead for ensuring that buildings and grounds are well maintained. They work with school site teams to help them in their role and also lead on health and safety and compliance across the trust. They also lead on capital building projects.

### WILL OUR SCHOOL CONTINUE TO HAVE A SAY IN BUDGET ALLOCATIONS?

Yes, your school will take part in the budgeting process and have a say in the budget allocations, within parameters set by the trust's central executive team.

### HOW WILL SCHOOL FUNDING FOR THE SCHOOL BE CALCULATED?

School funding will be calculated with reference to similar factors used in the National Funding Formula, ie, pupil numbers, levels of deprivation, free school meal entitlement etc.

### HOW IS THE ANNUAL BUDGET DISTRIBUTED AND WHAT PERCENTAGE IS TAKEN BY THE TRUST FROM THE SCHOOL BUDGET?

The school budget is distributed with reference to National Funding Formula factors, parameters set by the trust central executive team, to national benchmarks, and school needs. The trust central services allocation is between 3-5% of General Annual Grant and related funding, depending on the level of support required at the school.

### WILL OUR SCHOOL BENEFIT FROM ADDITIONAL FUNDING IF WE JOIN THE TRUST?

Yes, once the trust is large enough to receive the School Condition Allocation, used to improve the school buildings. Until this time the

trust will bid for capital improvements via the Condition Improvement Fund. The trust will also bid for grants to produce a decarbonisation plan, which will be used to bid for funding to carry out upgrades of the school estate infrastructure. The trust is a charitable body, which gives schools access to bid for funding, which is not open to maintained schools.

### WILL OUR SCHOOL BENEFIT FROM REDUCED COSTS IF WE JOIN THE TRUST?

The trust central team has carried out a number of joint procurement exercises that have resulted in cost savings to schools, for example in the following areas, broadband, gas supply, water supply, photocopying and cleaning services. The central services function will also enable efficiencies in school operational areas.

### WHO PROVIDES ONGOING SUPPORT FOR THE SCHOOL?

Our school leaders work together on school improvement to ensure that best practice is shared and that all staff and children benefit from this. The executive team consists of a CEO, an experienced Headteacher and executive leader who is also a National Leader of Education. The Business support team includes the following posts, designed to provide continuous support to schools:

- COO; leading the business support team
- Trust Finance Manager; leading the trust finance team
- Trust Human Resources Manager; leading the trust HR team
- Trust Network Manager; leading the trust's IT services to schools
- School Business managers; supporting the operations at each secondary school and health and safety at The Adeyfield Academy

# FAQ's

## continued



- Trust Lettings Manager; leading the lettings of schools facilities outside of the core school operations
- Trust Marketing Manager; leading the marketing team and social media activities across the trust

### HOW WILL OUR CURRENT STAFF TEAM BENEFIT FROM BEING PART OF THE TRUST?

- Staff will benefit from ongoing collaboration between all trust schools, they will also benefit from our people strategy (a range of incentives, including salary sacrifice schemes, and ways of working to enhance the employee experience).
- Access to our Employee Assistance

- Programme which provides practical and emotional support on any issues at home or work.
- There are enhanced career opportunities for all staff; with the possibility of working on trust-wide projects and contributing to trust-wide initiatives and policies.
- An annual trust conferences which brings together all staff in the trust in one venue. These full-day events include CPD, sharing practice and networking.
- We offer a range of courses which staff at all levels can opt to engage with (eg. middle leadership, senior leadership, school business leadership)

### WILL JOINING THE TRUST MEAN THAT STAFF WILL BE MADE TO MOVE AWAY FROM NATIONAL TERMS AND CONDITIONS (NJC AND STPCD/BURGUNDY BOOK)?

No, Atlas MAT is committed to maintaining both teaching and support staff national terms and conditions. This includes maintaining membership of both the Teachers' Pension Scheme and the Local Government Pension Scheme, and the application of both the Burgundy Book and STPCD for teachers, and the NJC terms and conditions of service for support staff.

## READY TO FIND OUT MORE?

Please email  
[ATLAS@stags.herts.sch.uk](mailto:ATLAS@stags.herts.sch.uk)

Or call us on:  
**01727 853134**

# Progress & Partnership





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