



# GREATER MANCHESTER ACADEMIES TRUST



With you...for you...about you...



# EXECUTIVE PRINCIPAL'S MESSAGE

Welcome to Greater Manchester Academies Trust (GMAT) and thank you for your interest in learning more about joining GMAT or more about Multi Academy Trusts in general (MATs). No matter what stage of planning you are at, we are happy to support in any way we can.

We recognise that joining a Multi Academy Trust can be a big step for any school and we welcome the opportunity to discuss the benefits of joining GMAT without any obligation. We ensure that all discussions are confidential and our approach is to consider what is possible and what will be the best outcome for the pupils.

Our Trust Growth Strategy is a coherent vision to act in deep partnership. The Trust is formed with a Trust Board, Local Governing Bodies, an Executive Principal, a Chief Operating Officer a Chief Finance Officer and a Central service Team, with our Headteachers being a key part of the Executive Leadership Team.

It is important to us that through a powerful partnership, schools joining our Trust maintain their identity and their sense of school community. Schools within our Trust develop and implement their own curricula as they are best placed to understand the different needs of their pupils. We therefore encourage a bespoke personalised curriculum that meets the needs of all learners and there can be as much or as little support from the Trust as each school and local governing bodies deems necessary in the implementation of this.

The recent White Paper vision for 2030 is for maintained schools or smaller/empty SATS/MATs to join larger MATS. There are huge benefits to this approach both in terms of efficiencies and of learner outcomes. We recognise the importance of having the opportunity to select the MAT of your choice and ensuring you join a MAT that has a shared vision, values and aspirations with your school.

We are determined to improve the educational outcomes for all the children and young people and provide real impacting support for our wider community. This can be achieved more effectively with great leaders and schools joining our Trust, giving a wider reach to ensure children have a better chance to succeed in life. Together we are stronger and can support each other to thrive, collaborating and sharing best practice and providing reassurance and support.

Joining GMAT will create additional opportunities for support staff, teachers and leaders to access joint evidence informed professional development, network, moderate and collaborate to further improve teaching and learning outcomes for all children. There is a wealth of expertise already within GMAT including a National Research School, an Initial Teacher Training Programme, specialist leaders in literacy, maths mastery specialists, special educational needs co-ordinators, moderators for all key stages, a serving OFSTED inspector and a dedicated Central Service Team to support with finance, HR, health and safety as well as staff with a wealth of other skills and experiences. GMAT wants to ensure that school leaders can invest as much time and dedication to serving their children, families and their community and we aim to reduce the white noise of anything that can take time away from this.

We will provide oversight and expertise guiding any incoming schools in to our Trust with project plans, communication strategies and due diligence support.

We would love to hear from you.

If you would like to discuss joining our Trust or finding out more about us, please contact us at [JoinUs@gmatrust.co.uk](mailto:JoinUs@gmatrust.co.uk) or telephone our Executive Principal on 0161 202 0161.

We want great schools to join us as equal partners.

John Rowlands  
Executive Principal



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# OPPORTUNITY FOR ALL

Greater Manchester Academies Trust (GMAT) welcomes enquiries from schools that share our vision and values, who may wish to join our Multi-Academy Trust.

We are unwavering in our commitment to ensure that the outcomes our young people secure prepare them fully for life beyond school. Our academies are vibrant, happy and thriving communities where children achieve, feel safe and are cared for. Inclusivity is at the heart of everything we do, as we strive to help children and young people overcome any barrier to learning.



Being a member of our Trust means striving for excellence, valuing our staff, investing in their future, allowing for progression and growth and working in true collaboration and partnership with others.

Working in partnership allows us to shape each academy for the community it serves. We believe that sharing ideas that work, utilising teaching expertise across the Trust and learning from each other allows us to move forward as a family of schools

Any school that joins GMAT will retain their ethos, Local Governing Body and identity whilst benefiting from the expertise and support we can offer.

Joining GMAT will bring rewards. The GMAT community will offer a professional home to those wonderful schools who wish to retain their individuality, yet benefit from all GMAT has to offer. For those schools who feel they would benefit from more immediate and specific support, GMAT Family of Academies will work closely with you to bring about the improvement you require with clear focus and shared objectives.

The advantages of joining us will be different for each school. These benefits are evident for all your school community. From Governors, to leaders, to staff, children and their families, we believe that we can gain great benefit from being a strong family of schools.



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# ABOUT US

The Greater Manchester Academies Trust (GMAT) was formed in 2016. It currently supports two academies, Manchester Communication Academy (MCA) and Manchester Communication Primary Academy (MCPA) as well as a Teacher Training Centre, North Manchester Initial Teacher Training Programme (NMITTP), in North Manchester. In 2019, MCA was awarded National Research School status.

GMAT serves an area of significant social disadvantage and all of our staff believe in delivering deep social impact with the aim of supporting transformational change for our students, their families and our community.

Our strategy is aimed at our students and community and our promise that through employing excellent staff, helping to deliver a deep social impact and a curriculum that inspires, our children will be prepared for a future unknown.

Their story is unwritten, their future untold, they will succeed.

## **Manchester Communication Academy**

MCA opened in September 2010 and has around 1200 students. Progress outcomes have a four-year trend of average or above average (2016-2019) Progress 8. The most recent OFSTED inspection reviewed MCA as 'Good' in all areas with an 'Outstanding' judgement for Personal Wellbeing (April 2019).

## **Manchester Communication Primary Academy**

MCPA opened in a new building in September 2015 and currently has around 430 children. MCPA was inspected by OFSTED in September 2017 and was judged Good in all areas.

## **North Manchester Initial Teacher Training Partnership [SCITT]**

North Manchester ITT Partnership is a School Centred Initial Teacher Training (SCITT) organisation, the purpose of which is to train, develop and assess trainee teachers towards qualified teacher status. NMITTP was awarded ITT status in 2014 and works with a range of partner schools to support the pipeline of committed professionals to North Manchester and beyond.

## **Manchester Communication Research School**

The Research Schools Network is a partnership between the Education Endowment Fund (EEF) and the Department for Education. There are 32 Research Schools that provide school-led support for the use of evidence to improve teaching practice. MCA was awarded Research School status in 2019, the only school in the north-west to achieve this. Our role includes sharing and disseminating the very best of evidence-based practice to schools and teachers across the north-west whilst supporting schools and Teaching Schools in the region. We are the only Research School in Manchester and have developed a network of research practitioners across Greater Manchester to develop our capacity for delivery. A researched informed staff CPD and early career teacher (ECT) programme ensures that we focus our staff development in areas proven to have impact.

## **GMAT Families and Community/ Social Investment**

We are very proud that we have a dedicated team who assist our families and the local community. The core aim of the Social Investment Department is to mitigate the impact of disadvantage on our students, their families and the wider community.

Some of the examples of programmes we provide are The Bread & Butter Thing, The family zone, Hidden homeless campaign, adult learning programme, Once upon a Time and so much more. This backbone support ensures we can work as equal partners with parents and the community.

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The investment in staff training and development is a real benefit to all members of staff. The allocated time and trained teacher educators means that training leads to developments in practice. This, alongside the high quality pastoral care for students and the relationships with families means that staff know that they are part of a community that believes in the possibility of breaking the link between household income and educational outcomes. MCA is filled with kind, caring, funny, committed, compassionate, brilliant people. It is a place where learning is valued and celebrated at all levels.

Susie Fraser and Martin Birrell,  
Vice Principal's of MCA



# OUR VISION

**To provide high quality teaching & learning through a supportive framework for academic success which engages local communities, mitigates the effects of disadvantage and positively impacts social mobility**

Our ambition is to provide the highest quality education for children and young people in the urban context of Manchester. We believe passionately in the power of an excellent education to transform lives and futures and feel that we can build on our social investment activities, local knowledge, community relationships and strong partnerships to make this happen. We seek to be the place of first choice for children to learn and staff to work. Through an extensive challenging curriculum and best practice in teaching and learning, informed by research and the experiences of our staff, we will enhance children's life chances by maximising their educational outcomes. The Trust's ability to look and work cross phase will enable us to become a centre of excellence in transition. We will invest in families, develop strong curriculum and pedagogy to ensure enhanced progression in children's learning from the early years to school learning age.

*We will embrace the opportunity to take responsibility for a child's education throughout their whole school life, providing them with the best opportunity for a successful future.*

# OUR VALUES

- We are committed to excellence, supporting the ambitions of young people and their families
- We work in partnership with our local community and local schools to improve life chances for all
- We aim to deliver transformational deep social impact
- We are **trustworthy, helpful** and **straightforward** whilst **inspiring** others and demonstrating **heart**



Trustworthy



Helpful



Straightforward



Inspiring



Heart

"As someone who has had the pleasure of working in both MCA and MCPA, I know first hand the opportunities which working for GMAT can bring. Lots of schools and organisations talk about talent management, but are constrained by traditional leadership structures with little room for movement. This can result in ambitious colleagues 'waiting' for internal vacancies to open up, or having to look elsewhere. My experience of professional growth in GMAT has been quite different, with opportunities to lead, branch-out into new areas and improve my practice never being short. Every step of the way, leaders have trusted and invested in me. The result being that now I am in a position to do the same for my colleagues."

Alex Reed,  
Headteacher of MCPA



# OUR CORE OFFER

We work hard to ensure good value for money across a range of services so that our academies can focus on providing the very best education.

Each of our academies contributes a small percentage of their GAG funding to pay for this core offer.

## The services we offer



### HR

Unlimited support with managing staff for your school. We will help you deliver your core business everyday.



### Safeguarding

A dedicated Safeguarding Team provides support to ensure all our students are cared for and kept safe.



### Recruitment

We can help with all aspects of the recruitment process with a very skilled and experienced team.



### Teacher Support

A strong and experienced team who have a proven track record in improving and supporting teaching and learning.



### Leadership Support

A strong and supportive leadership structure which provide excellent strategic leadership and support to all.



### Finance

Unlimited support with managing finances for your school. We will help you deliver your core business everyday.



### Quality Assurance

We can carry out quality assurance on all areas of your school with a very positive and experienced team.



### Governance and Compliance

A dedicated team that will assist your school in ensuring you are compliant from a legal and governance front.



### Data Management

A dedicated team of experienced individuals who can assist your school in managing and presenting data in a number of ways making it easy to understand.



### ICT Support

Unlimited ICT support for all, on call service to support with your ICT needs.



### G Suite and Office 365

Unlimited digital storage via Google Drive. Full use of G Suite email and collaboration platform. Website hosting, security and support



### Procurement Service

We ensure our Trust always realises best value for money in everything we procure whether this is large or small scale purchases.



## Insurance

Insurance for all academy activities including trips, visits and events.



## Marketing Materials

We can assist in the creation of marketing material for your school ensuring that the potential profile of your school is maximised.



## Pre Planned Maintenance

All PPM activities are taken care of and managed on behalf of our academies.



## Research School

We have a dedicated Research School in our Trust. We can offer your school collaboration and support you in improving your teaching practice.



## Payroll

A dedicated team that provides support to our payroll process that ensures smoothness in its delivery.



## Family Partnership

A dedicated team delivering a unique award winning service to mitigate the impact of disadvantage GMAT children, their families and their community.



## Social Media

Unlimited support from our Social Media Officer who will manage your accounts.



## Website

A dedicated, experienced and highly skilled team that can assist your school in the creation and management of your schools website.



## Catering

A dedicated team that will continually look to improve healthy options on offer to your students, as well as improving best practice within a kitchen environment.



## School Improvement

A dedicated and experienced team with many years of helping schools improve in all aspects.



## CPD

We can assist your school in developing a CPD strategy for your staff to help improve teaching and learning and retain high quality staff..



## Enhanced Internal Career Opportunities

We can help your school offer internal opportunities to your staff covering the needs of your school.



## 360 Approach to Pastoral Care

We can help your school develop a personalised approach to learning incorporating school, home and the wider community.





# OUR CORE OFFER- CENTRAL SUPPORT SERVICES

GMAT provides support services to our schools which enables school leaders to concentrate effectively on quality educational services. A dedicated and specialised team support schools to function effectively, whilst maintaining autonomy where necessary.

By joining GMAT you will benefit from a range of central services that will bring a number of cost saving and efficiency benefits to your school.

The list below outlines some of our core offer:

## **Education and People**

- Support with coaching and development of staff at all levels
- Staff development and training using the latest EEF research to improve education
- Staff CPD packages
- Access to our pool of NMITTP trainees to help with recruitment
- Access to our Research School to help with school improvement
- Quality assurance and shared best practice

## **HR Services**

- A full and comprehensive Human Resources service covering the entire employee life cycle
- Absence Management
- Case management (investigation, disciplinarians etc)
- People policy updates, reviews and implementation
- Ensure compliance with Single Central Record (SCR) and upkeep
- Contracts and recruitment

## **Financial Services**

- Budget planning
- Account returns
- Handling internal and external audit processes
- Management accounts
- Reporting to LGBs
- Payroll
- Risk and Compliance Management
- Purchasing processing (from ordering to supplier payment)
- Strategic financial leadership which support the vision of the Headteacher
- Preparation of financial reports, estimates and completion of financial returns as required by the Trust, DFE, ESFA, Companies House, Charities Commission and HMRC and any other group or organisation for which this information is required
- Financial policy development and implementation
- Identification of potential funding opportunities, agencies, government initiatives etc. and ensure income generation from both diverse and obvious sources

## **ICT Services**

- Create and implement policies / procedures regarding data protection and backup, internet use, email and general IT security
- Managing and maintaining networks both Hyper V and VMWare including Wi-Fi, switches, routers, servers, firewalls
- Manage and implement infrastructure upgrades
- Ensure VFM in the procurement of IT equipment including print solutions
- SIMS support/ MIS support
- Support with audio and visual, cashless catering, IT hardware and software implementation
- Centralised management of IT support teams
- Remote and on-site helpdesk support
- GDPR policy implementation, training and support

# OUR CORE OFFER- CENTRAL SUPPORT SERVICES

- Management of both Office 365 and Google platforms
- Management and implementation of communication solutions including mobile devices, telephony and internet
- Website design and management
- Photography, video editing and drone operations
- Social media management
- Provide coaching, guidance training and support to colleagues relating to IT products

## **Data Intelligence Services**

- Advanced data analysis service
- Management of data systems with onsite/ remote support
- Support with Census returns (staff and student)
- Support with data checking exercises
- Strategic support and production of clear, concise, accurate information to support teachers, middle leaders, the Senior Leadership Team and Governors in raising standards of performance for students
- Timetable production
- Data consultant service
- 4martix and Sisra support for secondary schools
- SIMs & MIS support

## **Site Management Services**

- Health and safety management
- Pre Planned Maintenance (PPM) compliance
- Estate management
- Management of estate projects
- Ensuring value for money in the procurement of estate related products

## **Business and Operations Services**

- Management support with hire of facilities to generate additional income
- Safeguarding compliance and audit check
- School Central Register compliance and audit
- Catering support and cover
- Emergency site cover
- GDPR training and compliance
- Minibus hire
- Policy support and development

## **Catering**

- Bigger variety of food
- Greater cost savings
- Cashless catering
- Manage dietary needs
- Access to a large category of suppliers

**The DFE 's White Paper (March 2022) has outlined its intention for all schools to be part of a Multi Academy Trust.**

**Our intention is for schools to join our Trust but we want to allow all schools within our Trust to have their own identity, report back to their Local Governing Body (appointed by them) and we will allow their leader to lead in a way which they see fit. We will of course offer the support and challenge required to ensure that all schools within our Trust are successful but we will do this in true collaboration and partnership.**





# WHO WE ARE...

- We are an educational charity
- We are highly accountable to ESFA, OFSTED and the Regional Schools Commissioner (RSC)
- We are here for our community
- We are a Trust that allows our schools to maintain their own identity
- We are a Trust that encourages strong partnerships
- We are committed to excellence
- We are a trustworthy, helpful and forward thinking Trust with one goal, to make a difference to all our students
- We are here to help look after the wellbeing of your school community

# WHAT WE ARE NOT...

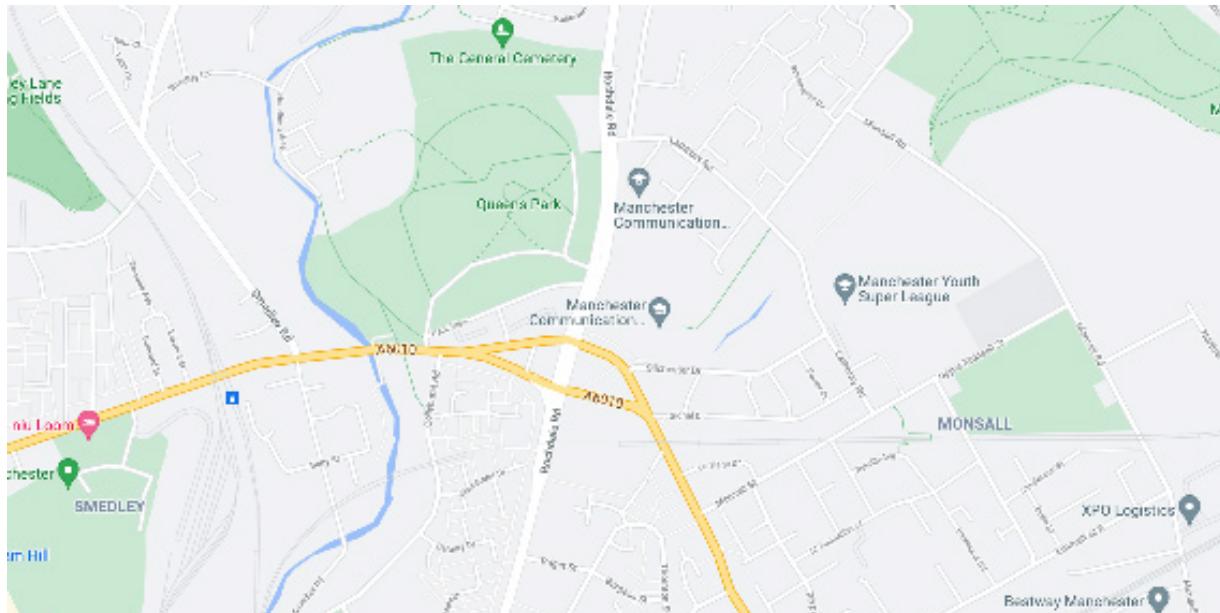
- We are not a business in it for profit
- We are not going to compromise the relationships between Governors and their schools
- We are not controlling, we believe in the power of positive partnerships to make the difference
- We will not stipulate your curriculum or tell you how to run your school
- We will not make changes to school uniform or branding
- We will not allow isolation. We truly believe we are stronger as a family of schools

# POTENTIAL BENEFITS

- Reduced staffing costs.
- Agile staff deployment
- Value for money
- Generate additional income
- More money to spend on making a difference to children
- Supportive school improvement
- Evidence informed Trust wide CPD, lead by a National Research School
- Enhanced internal career development opportunities
- Efficiency savings
- Develop a network for Governor support or development
- Facilitate the sharing of good practice across the MAT
- Make it easier for teachers to support each other by acting as a coach, mentor or critical friend
- Headteachers are not alone. You don't have to keep on top of all changes on your own
- Teachers and leaders can work together on the things that matter







## CONTACT DETAILS

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@gmacademies

We believe passionately in the power of an excellent education to transform lives and provide new opportunities for young people.





**CHILDREN AT THE HEART OF ALL WE DO**

If you are interested in finding out more information about Greater Manchester Academies Trust or you are considering joining our Trust please email [JoinUs@GMATrust.co.uk](mailto:JoinUs@GMATrust.co.uk) and a member of our Executive Leadership Team will be in touch with you

**Website:** [www.gmacademiestrust.com](http://www.gmacademiestrust.com)

**Social Media:** [@gmacademiestrust](https://www.twitter.com/gmacademiestrust)  
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