



## VISION AND VALUES

## Welcome from the Chair

### Ross Grant

### Chair of Trustees, OAK Academies Trust

---

- At OAK we're proud of the role we play in supporting the lives of our pupils and students. We know we're part of a community, and we're proud that parents entrust their children to our care – it is something we never forget, and our promise is that we will do everything we can to help create **Opportunities**, nurture **Ambition** and to develop **Knowledge** every day.
- Our staff are passionate and engaged in working together, not only across our Trust, but with partners outside our group of schools as well.
- Our Trust is one where colleagues can flourish and grow their careers; we have two schools where our Headteachers started their careers as Early Career Teachers with us.
- Our vision is a group of schools that offers incredible opportunities to our students, where everyone achieves to the best of their ability, is inspired for their future, and has the doors opened for their next stage of life, whatever that may be. Our role is to ensure that we can deliver that for our young people.



**We  
Create Opportunity**

**Ambition**

**We  
Develop Knowledge**

**We  
Nurture**

**We  
Are Oak**





# Our Golden Rules:

## SUCCESS

- Our focus is resolutely on our children and young people, helping them to succeed

## ACHIEVEMENT

- We are public servants and use our resources prudently, with restraint, and to achieve maximum academic impact

## TEAM WORK

- To not take credit for other's endeavours. We are one team, we celebrate successes and we share accountability

## KINDNESS

- To ensure that everyone feels welcomed, and that being part of Oak is an enjoyable experience.



# ABOUT THE TRUST

## Who we are

We are a family of schools currently located in Leicestershire and Leicester City, with an Infants, a Juniors, two primaries, and one secondary. We are passionate about making a real difference to the lives of all our children and about empowering our whole school communities to enable this to happen to its fullest.

## Our vision and values

We believe that all children should be given the opportunity to achieve their potential and be supported in unique and bespoke ways to do so. Every child is unique, and our approach is tailored to advancing their own learning journey. We nurture our learners by providing a wide and varied curriculum that is experiential, rich, and looks at the 'art of the possible'.

OAK are based in knowledge-rich learning practices. We want all children to be confident in their knowledge, to be able to apply skills to any situations they face, and to be sure of their learning and how they can use it to support their lives, and those of others. Our pupils and students demonstrate an intellectual curiosity that means learning isn't a function of school, but a matter of every-day life.

OAK will support schools and children wherever we can add value. We are not precious about structures, but seek to work in collaboration for the bettering of our education system.





# Executive Team

Our Chief Executive Officer / Accounting Officer:

## ***Decision-Maker***

A CEO is the strategic lead of a Multi Academy Trust, supervising all Head Teachers working within the Trust. They take full responsibility of all noneducation outcomes, specifically the academies' finances and budgets, and the operational growth of the Trust.

This post will be filled from January 2022 by **Andrew Wilson**.

Chief Financial Officer / Chief Operating Officer

## ***Decision-Maker***

Reporting directly to the CEO, the CFOO predominantly ensures the effective, efficient and compliant management of all the Trust's financial activities, in support of its educational and organisational objectives and ultimately providing the best outcomes for students.

This post is currently being filled by **Sarah Davis** on an interim basis.

Head of Quality Assurance and School Improvement

The Head of QA and SI supports our school leaders on our continuing journey of improvement, by shining a light on performance, openly discussing the School Improvement Plans, and working with schools to continue to improve at pace.

This post is currently filled by Craig Brown.

Executive Team Member

Currently filled by our five Headteachers:

- **Grace Brown, Brookside**
- **Matt Evans, Overdale Junior School**
- **Kirk Hayles, Woodland Grange**
- **Hayley Holmes, Overdale Infant School**
- **Liam Powell, Manor High School**



# OUR STAFF

Our trust central team provide support in Finance, HR, School Improvement, Compliance and Governance.

## Finance Manager – Sarah Davis

The Director of Finance works across the MAT with all academies and is responsible for the financial resources of the Trust, as well as playing a role in supporting the Trust's strategic planning. They will work closely with the Chief Financial Officer to oversee financial matters.

## Head of Quality Assurance and School Improvement – Craig Brown

Craig oversees the curriculum and provision for all aspects of creative learning in the Trust's academies. He is responsible for ensuring staff have the training and resources necessary to deliver engaging lessons, and monitor, report on, and act on student outcomes.

## Information Analyst – Clarissa Brough

Clarissa has the responsibility of creating and maintaining effective data management processes, typically to assist with record-keeping and holding assessment data.

## Managed service provider – Paul Hykin with Phil Dixon, AIT.

The Trust's Director of ICT leads the IT provision across the Trust, working with each academy's IT and Computing staff to provide the equipment and software to meet their aims and objectives.

## Estates Manager – Paul Clarke

Paul oversees the management, cleaning, and catering of all academies to ensure high levels of health and safety, learning, and development. He manages any premises and building improvement projects, supervising academy site staff and/or external contractors if necessary.

## HR Manager – Nicola Wall

Nicola is responsible for all staff personnel issues to improve satisfaction and wellbeing, leading to a greater quality of learning and development. They may assist with recruitment and development, reviewing academy performance, and monitoring compliance with policies and procedures.

## Trust Governance and Administration Manager – Danielle Benyon-Payne

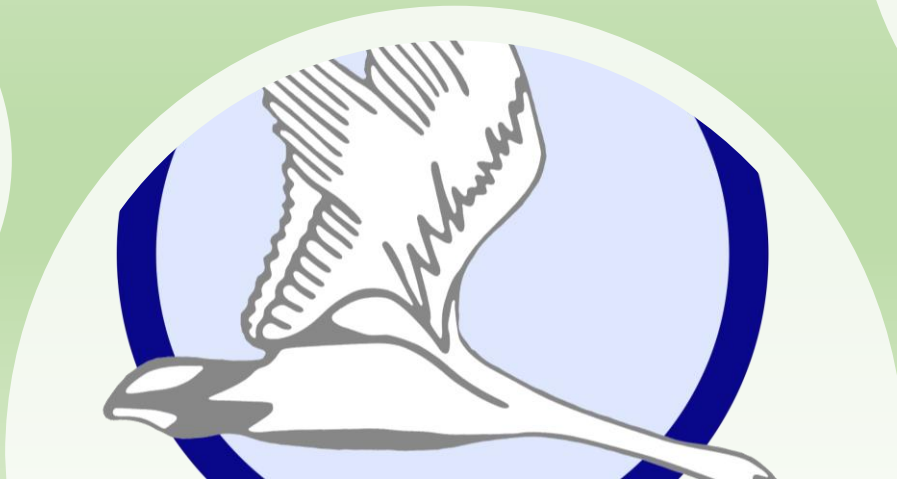
To oversee all aspects of compliance, GDPR, freedom of information, SARs and complaints. To assist the schools in the above.

**Trust Clerk – Sara Dunn:** Arranging, attending and minuting the Trust meetings. The clerk helps the Trust Board understand its role, functions and legal duties and provides clear, impartial advice to the Trust Board.



## Our Schools:

- Our schools are the heartbeat of the Trust. We're proud of our diverse communities, and the family feel that is synonymous with OAK schools. Children are supported to their fullest potential, and able to follow a 3-16 joined up curriculum throughout their entire school career should they wish.
- The Trust is extremely proud of all its schools. Each is unique, benefiting from strong and dedicated staff teams that are focused on improving the outcomes for all their learners. The following pages give a summary of each setting.





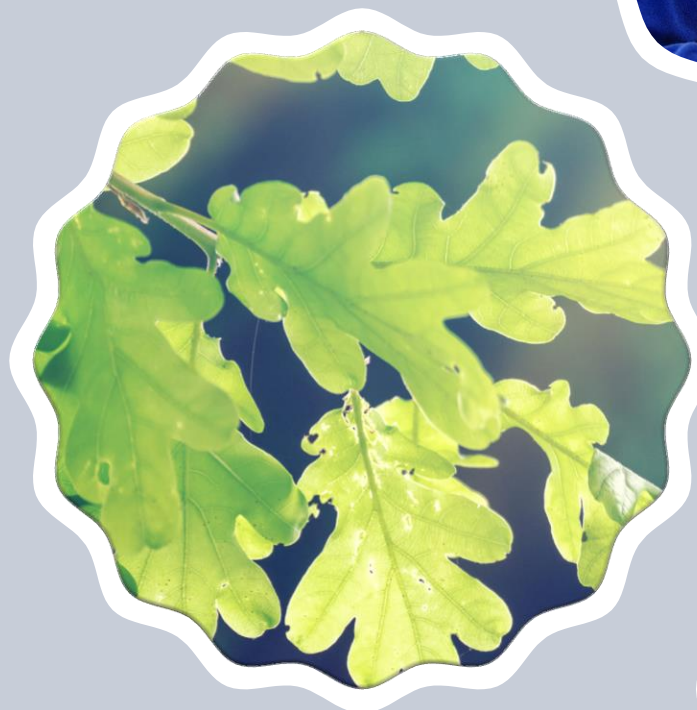
# BROOKSIDE PRIMARY SCHOOL

<https://www.brookside.leics.sch.uk/>

**Brookside Primary**, in Oadby, Leicester is a 2-form entry school with a 20 place Moderate Learning Base where a personalised teaching style meets a wide variety of needs. Brookside has been open for more than 40 years and joined the OAK Academies Trust in 2018. As a primary school, it caters for children between the ages of four and eleven years and there are currently approximately 436 pupils on roll.

Facilities within the school are excellent and include three hard play areas, plus an adventure playground and a wild area. There is also an indoor heated swimming pool on site. The school provides a safe, happy and caring environment where every child matters and has equal opportunity. Personal and social development is promoted, with everyone being encouraged to join in a wide variety of experiences, in addition to those associated with the classroom. Everyone in the school is encouraged to develop to his or her full academic and creative potential and to think, question, discuss and evaluate. Co-operation and care for others is also fostered, with everyone being encouraged to explore his or her responsibilities at home, at school and in the local and global environment.

The School was last fully inspected in 2011, with a short inspection in 2016, and was judged as **'Good'**.







# MANOR HIGH SCHOOL

<https://www.manorhigh.leics.sch.uk/>

Manor High is built upon their four core values of Excellence, Inspiration, Resilience and Respect, which are reflected in everything they do. They are a friendly, hard-working and highly aspirational 11 to 16 school with around 900 students. The school is recognised for and celebrates its distinctive character and ethos.

Manor's lessons are enjoyable, challenging, fast-paced and fun. They provide a focused and personalised learning environment which enables every individual to thrive and succeed. They know the parents, their children and their community well. This is part of what makes Manor High stand out and is often referred to as the 'Magic of Manor'.

The school has undergone many successful changes and is now placed within the top 1% of all schools nationally for progress and is top in both county and city.



# OVERDALE INFANT SCHOOL

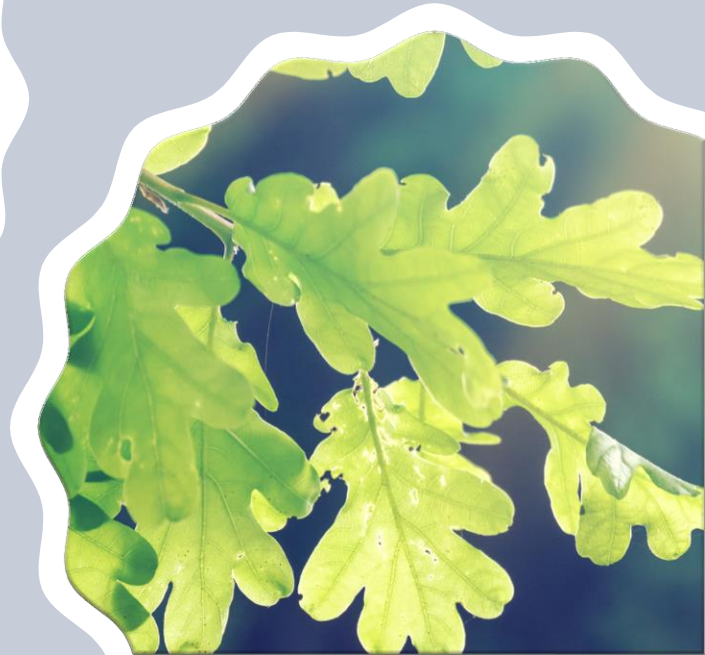
<https://www.overdale-inf.leicester.sch.uk/>

Overdale Infants is a lively, happy, successful school with extremely enthusiastic children, parents, staff and governors. Their exciting learning environment enriches a stimulating and challenging curriculum, which is enjoyed by a rich diversity of learners. Overdale Infant's mission statement captures their four key values: 'Live, Laugh, Learn and Achieve together'.

The Overdale Community is particularly proud of the care, support, guidance and achievements of everyone who belongs there. The school works in close partnership with schools and other agencies across Leicester to ensure that each and every child has the best possible opportunity to enjoy and succeed whilst at Overdale Infant School.

Overdale Infant School caters for 270 children between the ages of 4 and 7 years, all of whom attend full time. The school operates in two key stages whilst prioritising the individual needs of our children: Foundation Stage – 4 and 5 year olds Key Stage 1 – 5, 6 & 7 year olds There are 90 children in each of three year groups:~ F2 Year 1 Year 2 30 children in each class.

The School was last inspected in 2016 and was judged as 'Good'.







# OVERDALE JUNIOR SCHOOL

- <https://www.overdale-jun.leicester.sch.uk/>
- **Overdale Junior**, in Knighton, Leicester, is a three-form entry school that shares a campus with Overdale Infant School. The school takes great pride in the strength of their friendly school where staff promote creativity and the enjoyment of learning. Overdale Juniors are fortunate to have extensive and varied school grounds and have established themselves as a Forest School. During their time with the school children are nurtured and empowered to become resilient, respectful, confident, aspirational and employable young people of tomorrow.
- The school was opened in September 1956, with a new extension added in 2009. They have 12 mixed ability classes across Years 3 to 6 and the children develop strong relationships with the teachers and peers through their learning and extracurricular activities.
- The school was last inspected in 2013 and was judged as **'Good'**.







# WOODLAND GRANGE PRIMARY SCHOOL

<https://www.woodlandwideweb.org.uk/>

Woodland Grange opened in August 1991 and is situated on the Grange Farm housing development just off the A6 in Oadby. The school has a two-form entry and currently has approximately 420 pupils on roll. Woodland Grange is set amongst pleasant and spacious grounds. The school believes in bringing the classroom outside and has a strong commitment to outdoor learning. They have a dedicated and extremely popular preschool.

Woodland Grange is an exciting and innovative school that is committed to giving children and families the best opportunities. The school is a unique place; it has an individual identity where a child centred learning approach is combined with a rich range of learning and creative educational experiences.

Woodland Grange is totally committed to the full development of all children by offering them the very best start to their formal education; their aim being to provide our pupils with opportunities to establish a lifelong love of learning.

The school was last inspected in 2013 and was judged as **'Outstanding'**.







## Our objectives:

- Positive environment
- Leadership and management
- Teaching and learning
- Financial management
- Compliance
- Curriculum
- Communication

