



ASPIRATIONS

JOIN US

'If you want to go fast, go alone. If you want to go far, go together.'

These words of wisdom are an old African proverb but they encapsulate the aim behind creating the Aspirations Multi Academy Trust community.

Aspirations educate over 9,000 pupils across the ages from 2 to 18 in fifteen different academies.

We have a very impressive track record of success in terms of rapidly improving schools to a judgement of 'Good' or 'Outstanding'.

The Aspirations Academies Trust is keen to grow the number of Aspirations Academies. Aspirations want to help prepare an increasing number of young people for a happy and successful life in this fast changing world.

There are two ways schools can join the Trust:

1. Schools, academies and small Multi Academy Trusts can apply to Aspirations directly to become a fully fledged Aspirations Academy.
2. Schools, academies and small Multi Academy Trusts can apply for Associate Membership.

Becoming an Aspirations Academy

There are significant benefits to joining Aspirations and becoming an Aspirations Academy. If you are interested in exploring the extent of these benefits and exploring the possibility of joining the Trust please make contact at the email address at the end of this brochure to arrange an informal discussion with the Managing Director.

Why join us through Associate Membership?

Associate membership allows schools that join us to be given the professional support needed to achieve better outcomes for their students and staff and ensure the journey to raise the quality of education on offer in England continues.

Associate membership is free, renewed every two years and open to all types of schools.

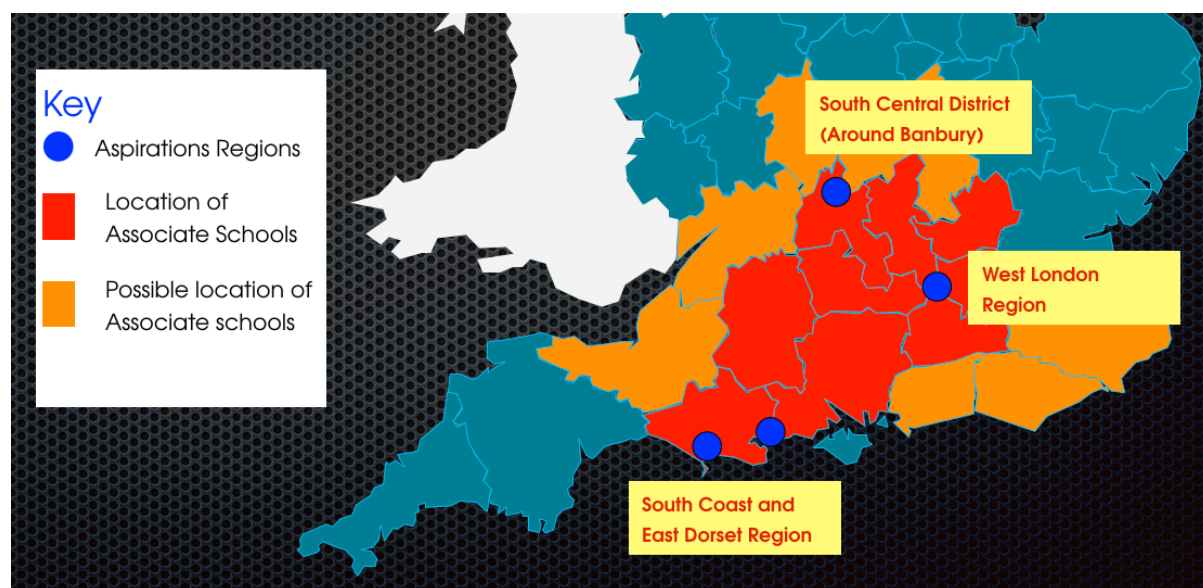
Associate membership of Aspirations may appeal to a school thinking of joining a MAT that would like a trial period to ensure we are the perfect fit.

A faith school or a school keen to maintain its independence can also benefit by using a selection of the comprehensive services we provide to members so that it can gain extra support (please refer to the detailed table at the end of this brochure).

A small MAT may find being welcomed into the Aspirations fold to join a connected group of like-minded schools and the resources this brings to be an exciting one.

Associate membership of Aspirations is open to any school located within our zone of operation.

Schools in the red areas on the map can become Associate Schools, those in the orange areas may also become Associate Schools but could face additional transport and accommodation costs.



Our track record of success

Over the past 7 years we have moved 6 schools from a judgement of 'Requires Improvement' or 'Inadequate' to a judgment of 'Good' or 'Outstanding'.

We are currently working with 4 schools previously judged as 'Inadequate' and expect each of these to show significant improvements when they are inspected in their third year of conversion or re-brokering.

In addition, Aspirations has successfully opened four brand new schools, including two 'Free Schools'. Each of these was judged 'Good' or 'Outstanding' at their first inspection.

Aspirations have a large team of highly experienced and successful educators, including two lead Ofsted inspectors, a National Leader of Education and over 20 Specialist Leaders of Education. We utilise tried and tested strategies and systems to support school improvement.

Our approach to school improvement involves ensuring that all leaders are equipped with the skills, capabilities and characteristics necessary to drive the highest expectations and standards in their school.

This leads to much improved teaching and learning in every classroom, superb attitudes to learning and the highest quality of education, ensuring all children succeed to their very best potential.

We have designed an innovative and carefully constructed curriculum which leads to students acquiring the knowledge and skills necessary to succeed not only in examinations but also in their future lives.

With associate membership of Aspirations, full accountability and control remains with the school. Aspirations can help the individual school with its general operation and development through a tailored approach to a range of bespoke services.

School Improvement Services

Our school improvement services include:

- Reviews of teaching and learning, leadership, governance and safeguarding.
- Individual support for Headteachers.
- Incubator programmes for beginner teachers, aspiring middle leaders, aspiring senior leaders and aspiring principals.
- Accelerator programmes for teachers, middle leaders, senior leaders and principals.
- Coaching and mentoring.
- Access to our curriculum model, plans, mapping tools and resources together with the support necessary to fully implement the curriculum.
- Support and guidance from Specialist Leaders of Education in many subjects and phases of education.
- Support and guidance from Specialist Leaders of Education in managing data, curriculum, SEND.

Curriculum Development & No Limits

Our innovative 'No limits' curriculum in KS2 and KS3 ensures full National Curriculum coverage whilst at the same time ensuring that teaching and learning is challenging, engaging and relevant to the needs of this ever-changing world.

Details of this curriculum can be found on the Aspirations Trust website. Associate membership brings full access to this curriculum including lesson plans and resources.

At post-16 we have developed the Talent Incubator for students. Again, full details are available on our website. This provides students with skills and experiences designed to help them succeed in the workplace in the future. Associate membership brings with it full access to this programme.

Aspirations develop a wide range of cultural capital activities for our students. Our annual post-16 visit to NASA in Texas and Florida may be of interest to other schools.

Academy Conversion and Free School Development

Aspirations Academies Trust has a proven track record of successfully converting schools to become academies. Over the past 7 years we have successfully supported 9 schools through the process, all of which ran smoothly and efficiently.

We have, in addition, re-brokered academies from an existing trust to Aspirations with equal levels of success. During this time we have also written four successful 'Free School' applications, opening two of these schools with two more set to open soon.

We have excellent working relationships with the Regional Schools Commissioners in all 3 of our geographical regions - South Central, South Coast and West London. We offer:

- Individual support for key personnel involved in the conversion or re-brokering. This will include business managers, headteachers, governors or trustees and finance teams.
- Project management of the conversion or re-brokering process.
- Advice and guidance from our experienced and expert central team in educational implications, HR and finance implications and premises advice.
- Liaison services with all relevant bodies regarding TUPE.
- Support for governors or trustees from experienced professionals on our executive team and our board.
- Free School application writing support
- Free School planning and development support.

Other services

Human Resources

We recognise that people are our greatest asset and our ethos and values are the driving force behind ensuring our staff are valued and well managed. Our HR advisory team is on hand to give day-to-day advice and guidance for:

- Disciplinary, capability and grievance procedures
- Performance management/appraisal
- Recruitment and pre-employment processes
- Absence management
- Staff restructure processes
- Reviewing job descriptions
- HR policy development
- Additional bespoke support as and when needed for more complex issues

Estates Support Services

Our Estates team provide a range of services including:

- Health and Safety support covering all aspects of a school's operations from high level management systems through to facilities management issues and health and safety
- Facilities development including:
 - Creating a cyclical works programme
 - Developing a capital works plan
 - Bespoke maintenance schedules
 - Inspection schedules
 - Contract management
 - Service reviews
 - Procurement
 - Fire risk assessment
 - Statutory compliance planning
 - Project management

Information Technology

Aspirations operate a full IT management system for all of our 15 academies. This involves a full range of services from strategic and technical advice to operational support and a dedicated 'Helpdesk'. The services available to schools outside of the Trust include:

- Helpdesk
- Planned maintenance
- Asset management

- Infrastructure management
- Network architecture
- Cyber security

Finance

Our Finance team has a wealth of experience managing school budgets. We offer support and guidance for all aspects of financial management:

- Ensuring Academies Financial Handbook compliancy
- Budget forecasting
- Producing monthly budget reports for each school
- Full financial support to each school

Membership of the Coalition of Intelligent Schools

All Associate Members of Aspirations will automatically join the Coalition of Intelligent Schools. This is a group of principals and CEOs that meets to discuss and develop current and future education ideas and strategies.

There will be three meetings per year, sometimes with invited guests to lead and stimulate the discussions. The concept of Intelligent Schools relates to the need to make learning relevant to the needs of today and the future. Today's goals determine the actions of tomorrow. That's why the goals of Intelligent Schools are future-oriented and focus on the holistic development of students. Intelligent Schools recognise and enhance an individual's ability to excel in the area of their choice in this fast changing world. One of the key objectives of Intelligent Schools is to promote students' participation in the learning process. In doing so, students develop the future skills that prepare them for success in the outside world.

The range of services we offer

Product, service or provision	Associate Membership Cost (20% discount for a group of 2 or more schools joining)	Time involved
Headteacher performance review	£900 per annum	2 hours x 3 visits
School Improvement		
Annual school effectiveness review (snapshot)	£600	1 day
Full school review - deep dive	£1,800	3 people 1 day

Full education monitoring service	£5,400 per annum	1 day triangulation visit, 1 x 1 hour Academy Support Plan meeting, 1 x 2 hour learning walk each half-term (6 times per year)
Development planning - annual plan	£600	1 day
Development planning - short term plans	£3,600	6 days
Full school improvement service - review, planning, monitoring	£9,000 per year	Involves monitoring visits and development planning
School support - bespoke training and support and use of SLEs, etc	£400 per day	Dependent on need
Principal support hotline (24-hour telephone/email support from Experienced school leaders)	£1,000 per annum	12 months
CPD and Leadership Development		
Principal Accelerator (for serving Principals)	£750	3 x 1 day
Principal Incubator (for aspiring principals)	£1,500	1 year and involves 6 x 1 day sessions, 1 day Principal tracking, a Principal mentor and 1 week in an Aspirations academy
Senior Leader Incubator (for aspiring senior leaders)	£600	4 x 1 day sessions
Middle Leader Incubator (for aspiring middle leaders)	£600	4 x 1 day sessions
Beginner teacher incubator	£900	6 x 1 day sessions
Teacher Accelerator Programme	£600	4 x 1 day sessions
SENDCO Incubator	£450	3 x 1 day sessions
Curriculum		
Access to KS2 'No Limits' curriculum	£3,000 single payment	Access to challenge and engagement planning grid, six ATL assignments for each of Years 3-6 and lesson plans, NC curriculum mapping tools, plus 1 day training
Access to KS3 'No limits' curriculum	£3,000 single payment	Access to challenge and engagement planning grid, six ATL assignments for each of Years 7 + 8 and lesson plans, NC curriculum mapping tools, plus 1 day training
No Limits' curriculum training	£300 per place	2 days
Access to Post 16 Talent Incubator materials	£3,000 single payment	Access to 4 post 16 employability projects and materials, plus half a day training

One student place on NASA visit (Year 12 only)	£2,000	10 days in the USA - all costs included
KS2 SATs and GCSE moderation	POA	Join in with the existing moderation processes that take place across our academies
Other Services		
HR		
Full HR consultancy service: - HR advisory line (telephone and email) available 9-5 daily other than weekends and bank holidays and Christmas closure period - Up to 10 days on-site consultancy work supporting HR project work including support on complex casework	£14,500	12 months
Bespoke HR project work including support on complex casework	£490 per day plus travel expenses	Dependent on need
Finance		
<ul style="list-style-type: none"> • Initial budget setting meeting with the school to discuss and offer advice on proposed budget as prepared by the school. • Confirmation/lock of agreed budget on the financial system as per governors' /trustees' approved budget plan (aids in effective budget setting). • Finance Budget Report for period 6 and 9 • Budget Monitoring Report (BMR) and Cumulative Expense Analysis (CEA) reconciliation for period 6 and 9. • Produce management report for period 6 and 9 in discussion with school. The school will be expected to have the relevant financial information available for the consultant to produce an up to date report. • Compliance with Local Authority/ ESFA deadlines to submit reports such as VAT submittal, balances and reserves • Remote support (offsite) 	Level1 package -£2500	12 months

<ul style="list-style-type: none"> •Processing of salary actuals - monthly •Clearing of salary suspense items - monthly •Clearing of salary commitments - monthly •BMR and CEA reconciliation for period 11. Any variances identified on the system will be notified to the school, and corrected accordingly •Produce management report for period 6 and 9 in discussion with school. The school will be expected to have the relevant financial information available for the consultant to produce an up to date report. •Process monthly system journals for salaries through fund to bank/ payroll control route •Process VAT reimbursement & cash allocation as received from the local authority. •Remote support (offsite) 	<p>Level 2 Package which also includes all of the support provided within the level 1 package - £6500</p>	<p>12 months</p>
<ul style="list-style-type: none"> •BMR and CEA reconciliation – monthly. Any variances identified on the system will be notified to the school, and corrected accordingly •Salary forecast projections - monthly •Produce salary variance report and highlight material differences which the school needs to investigate •Input any salary/pension/NI percentage changes on the financial system in accordance with latest government updates •Produce management report for period 3 and 11 in discussion with school •Produce and run reports in line with requirements of the local authority such as Bank claim, VAT, Journal Audit Trail and monthly/ termly reconciliations. •Consistent Financial Report (CFR) completion. •Remote support (offsite) 	<p>Level 3 Package which includes all of the support provided within the level 2 package -£7500</p>	<p>12 months</p>

<ul style="list-style-type: none"> • Input of employee contracts onto SIMS personnel as per relevant information supplied by school • Service Term Mapping (salary report used for management purposes) • Investigation of material salary variances and notifying school/ payroll department to adjust accordingly. • Preparation and completion of closing the old year on the FMS system in line with LA requirements • Preparation and completion of opening the New Year on the FMS system in line with LA requirements. • Producing management reports and attendance to finance committee meetings (maximum 4 per year) • Producing a specific school based Bench Marking Report (1 per year) • Producing a cash flow statement in discussion with the school, to ensure a health bank balance throughout the year. • Payroll control account reconciliation – investigate any material differences and notify school/payroll department. • Remote support (offsite) 	<p>Level 4 Package which includes all of the support provided within the level 3 package- £8500</p>	<p>12 months</p>
<ul style="list-style-type: none"> • Additional areas of work requested and agreed with the school. • This is based on 39 days per year, which covers all of the above and any additional work agreed. A typical day is approximately 7 hours, therefore it is expected at least 1.5 days (10.5 hours) per month will be utilised for covering services offered in Level 4. 	<p>Level 5 Package which includes all of the support provided within the level 4 package- £18,500</p>	<p>12 months</p>
Premises		
Estates Review & Assessment	POA	2 days onsite & 3 days reporting
Statutory Compliance Planning & Implementation	POA	Dependent on size of estate
IT Managed Services		
Network Review & Assessment	POA	2 days onsite & 3 days reporting
Security Health Check	POA	2 days
Academy Conversion	Negotiated rate dependent on support needed	
Governance support	Negotiated rate dependent on support needed	

Safeguarding	£1,800	1 day safeguarding visit and report each term
Membership of the Coalition of Intelligent Schools	Free	3 meetings per year

What do now

Please contact Caroline Barringer at carolinebarringer@aspirationsacademies.org