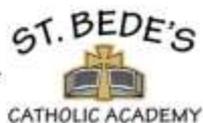




# Carmel

Education Trust

## Prospectus



# Contents

Foreword	<b>3</b>
About Us	<b>4</b>
What is a Multi-Academy Trust?	<b>5</b>
Shared Services	<b>6</b>
Our Schools	<b>7</b>
Governance	<b>10</b>
Vision and Values	<b>11</b>
Being Part of a Family	<b>12</b>
Making a Difference	<b>14</b>

# Foreword

**Carmel Education Trust provides a practical and moral purpose to the furtherance of education, giving strength and a collective responsibility for the welfare of pupils in our care.**

Carmel Education Trust has accountability and governance for seven academies - Carmel College, Holy Family and St Augustine's RC Primary Schools, Darlington, Our Lady and St Bede, St Gregory's, St Bede's and St Michael's Catholic Academies, Stockton. All Academies benefit from our strong ethos and quality governance. Carmel's Teaching School status and its strong links with the National College for Teaching and Leadership mean that professional development of staff is central to the work of the Trust.

Being members of the Trust has formalised the collaboration between schools, sharing a vision to provide the best possible outcomes for all our children. This is an exciting time for all the schools involved and we provide a wealth of opportunities for students and staff across the Trust.

*Miss Maura Regan OBE, DL., M.Ed, B.Ed, FCIEA, CEA  
Chief Executive Officer of Carmel Education Trust.*

*Mrs Cynthia Hughes LLB (Hons), DipLP, MA, MEd, MPhil  
Chair of Board of Directors of Carmel Education Trust*



# About Us

**On the 1st March 2013 Carmel College - rated by Ofsted as 'Outstanding' - became the Carmel Education Trust.**

The conversion to a Multi-Academy Trust came following a request from the Diocese of Hexham and Newcastle to utilise its expertise to build capacity for school improvement within the southern area of the Diocese, against a context of diminishing local authority resources and educational services. Our aim is to provide a practical and moral purpose to the furtherance of education, building capacity and providing strength and a collective responsibility for the educational welfare of young people.

The Carmel Education Trust is a faith community that fosters positive relationships among our learners, teachers, parents and the wider community. Worship and prayer are integral to the life of our Academies and social responsibility based on the teachings of Christ and His Gospel is central to our mission. Securing the best outcomes for the children in our care drives all that we do.

The Carmel Education Trust currently has seven Academies. In April 2013, Holy Family and St Augustine's Primary Schools, Darlington and St Gregory's Primary School, Stockton joined Carmel College as members of the Trust. They were followed by St Michael's Catholic Academy, St Bede's Catholic Academy and, most recently, Our Lady & St Bede's Catholic Academy in February 2015.

All our Academies benefit from the strong ethos and high quality corporate governance that the Trust affords. School to school improvement is at the heart of our philosophy and is focused on schools supporting each other through a mutually beneficial and cost effective model of leadership and governance, to raise standards and improve opportunities and outcomes for all our students.

Carmel's Teaching School status and its strong links with the National College for Teaching and Leadership mean that professional development for Trust staff and support for other schools outside of the Trust are central to our work.

# What is a Multi-Academy Trust?

**A Multi Academy Trust is the most formalised type of structure available for Academies.**

It has an overall Management Board (the Board of Directors) which runs the Trust, with each Academy having its own Local Management or an Advisory Board. Local Management Board and Advisory Board are committees of the Trust's governing body. The Trust is the employer of all staff and this makes it easier to draw on a wider pool of opportunities for staff development, the sharing of expertise, talent development and succession planning. It allows the Trust to move resources across different schools to where and when they are needed most.

# Shared Services

**Funding is allocated on an individual Academy basis. A percentage of each individual school budget is pooled to allow the Trust to fund the following shared services:**

- High quality support for school improvement including Peer Review, School to School Support and provision of external School Improvement Partner
- School Performance Data Analysis
- Governance (Corporate and Local Management Board including clerking, governor recruitment & induction; training & development; agenda management; evaluation & review and governor toolkits)
- School Admissions Support and Advice
- Complaints Management
- Policy Development and Statutory Compliance
- Human Resources (staff recruitment, training & development, employment advice, legal support & advice, payroll and safeguarding support including Single Central Register compliance)
- Information Technology, Broadband Connectivity, Helpdesk and Web Development & Support
- SIMS Support
- Management Information Systems & Data Management including Data Protection and Freedom of Information support and co-ordination
- Finance & Audit (internal & external)
- Accountancy Services including the compilation of all statutory returns and the fulfilment of all Accounting Officer and Chief Financial Officer Functions
- Risk Management
- Health & Safety Advice, Premises Inspection, Accident Reporting & Investigation and access to High Quality Training
- Off-site Educational Visits Management
- Portable Appliance Testing
- Insurance and Claims Management
- Asset and Estate Management including Small Works
- Catering Services
- Cleaning Support
- Procurement and Contract Management
- Parent Support and Attendance Service (optional)
- School Business Management Support and Development
- PE & Sport Co-ordination and Support

# Our Schools

We keep the management fee for central services as low as possible to ensure that funding gets to where it is needed most – our students.

**There are currently seven schools in the Trust:**

## **Carmel College**

Carmel College is a larger than average-sized secondary school with a Sixth Form in Darlington. It is the founding school in the Carmel Education Trust. It became an Academy in November 2011 and is one of the top performing schools in the country at both GCSE and A level. It is judged 'Outstanding' by Ofsted in all categories and enjoys a great reputation for success in sport and for the quality of its musical performances. Carmel is a Teaching School and is the founding school in the Carmel Teacher Training Partnership, an 'Outstanding' provider of initial teacher training.



**Principal & Deputy CEO:** Mike Shorten

**Website:** [www.carmel.org.uk](http://www.carmel.org.uk)

**Address:** Carmel College, The Headlands, Darlington, DL3 8RW

## **St Michael's Catholic Academy**

St Michael's is an inclusive, progressive and warmly-welcoming Academy. It is an average-sized secondary school serving Billingham and Norton. St. Michael's is a sponsored Academy benefiting from an impressive New Build opening in 2016, which offers state of the art facilities. The Academy prides itself in knowing its students well, being a compassionate Christian community where standards are high and where relationships are key to all we achieve. Ofsted 2015 recognises the swift and decisive leadership of the Head and other leaders who have established significantly improved academic progress across the Academy, together with a strong moral purpose and the highest of expectations. Ofsted describes students as "wonderful ambassadors" with behaviour and safety judged as good. The Academy joined the Trust in September 2013.



**Principal:** Andrew Ramsey

**Website:** [www.stmichaelsacademy.org.uk](http://www.stmichaelsacademy.org.uk)

**Address:** Beamish Road, Billingham, Stockton-on-Tees, TS23 3DX

### **Holy Family RC Primary School**

Holy Family School encourages all children to see Christ in themselves and others in a happy, safe and caring environment. The school has strong partnerships with parents, governors and the parish community. Pupils are admitted aged 4 to 11 years from a range of local nurseries. The school joined the Trust in March 2013. It is judged by Ofsted as 'Good' in areas of 'Personal Development, Behaviour & Welfare' and in 'Early Years'. The school is working with the Trust to ensure rapid improvement.



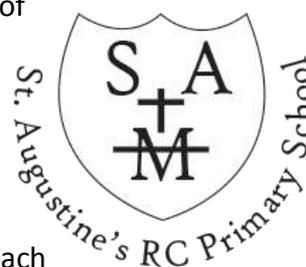
**Acting Headteacher:** Josie Wilson

**Website:** [www.holyfamilyprimary.org.uk](http://www.holyfamilyprimary.org.uk)

**Address:** Prior Street, Darlington, DL3 9EN

### **St Augustine's RC Primary School**

St. Augustine's is a one form entry primary school, located in the west end of Darlington, serving families from all wards of the town. The children's learning experiences are enhanced by a rich, varied and well-resourced curriculum, a range of extra-curricular opportunities and the highly valued support of parents, carers, governors and parishioners. Since the last 'Outstanding' OFSTED inspection, the school has maintained its high standards and strong academic results through a child-centred approach which seeks to develop each person to his/her full potential. Membership of the Trust since March 2013 has strengthened partnerships and broadened development opportunities for staff, enabling the school to be involved in initial teacher training and regional and national projects.



**Headteacher:** Martina McCollom

**Website:** [www.staugustinesacademy.org.uk](http://www.staugustinesacademy.org.uk)

**Address:** Beechwood Avenue, Darlington, DL3 7HP

### **St Gregory's Catholic Academy**

St Gregory's is an averaged-sized primary school located in Stockton-on-Tees. We embrace children as individuals recognising and valuing their strengths and talents, celebrating all successes. We encourage our children to believe in themselves and be both confident and resilient. We draw upon our local and school community to enrich the curriculum, promoting mutual respect and a strong moral ethos. We joined the Trust in March 2013. The school is rapidly improving since its last Ofsted. It is categorised as 'Good' in the areas of Leadership & Management and the Behaviour & Safety of Pupils and is judged overall by Ofsted as 'Requiring Improvement'.



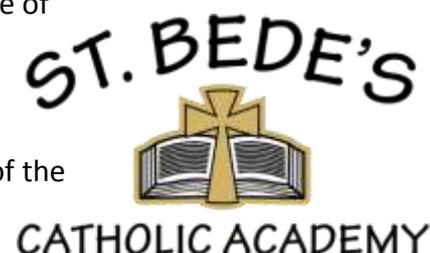
**Headteacher:** Fiona Stokeld

**Website:** [www.stgregorysacademy.org.uk](http://www.stgregorysacademy.org.uk)

**Address:** Ragpath Lane, Roseworth, Stockton-on-Tees, TS19 9AD

### **St Bede's Catholic Academy**

St Bede's is an averaged-size primary school located in the town centre of Stockton-on-Tees. The school admits boys and girls aged between 3 and 11. It provides a supportive, stimulating and happy learning environment. The school is well-resourced and enjoys the strong support of parents and Governors, who take an active role in the life of the school. The school values the members of its community and all aspects of achievement are celebrated. The school joined the Trust in January 2014 and at the last Ofsted inspection was judged as 'Good'.



**Headteacher:** Bernadette Rizzi-Allen

**Website:** [www.stbedesacademy.org.uk](http://www.stbedesacademy.org.uk)

**Address:** Green Lane, Newtown, Stockton-on-Tees, TS19 0DW

### **Our Lady & St Bede Catholic Academy**

Our Lady and St Bede is an over-subscribed and successful secondary school which serves the town of Stockton-on-Tees. The Academy joined Carmel Education Trust in February 2015 and brings to the Trust a rich heritage of Catholic education in Stockton that dates back to before 1850. The 2015 academic achievement is in line with Ofsted rated 'Outstanding' schools and places the results amongst the highest performing schools in the region with 72% of pupils achieving 5 A\*-C with English and Maths.



**OUR LADY & ST. BEDE**  
CATHOLIC ACADEMY

**Headteacher:** Chris Hammill

**Website:** [www.ourladyandstbede.org.uk](http://www.ourladyandstbede.org.uk)

**Address:** Bishopton Road West, Stockton-on-Tees, TS19 0QH

# Governance

The Trust is governed by a Board of Directors which is comprised of:

- Chairs of Governors from Trust Academies
- Principals and Headteachers
- The Chief Executive Officer
- Directors appointed by the Board, and
- Foundation Directors appointed in consultation with the Diocese

The business and governance of the Trust is set out in its Articles of Association and accountability between the Directors and the Local Management Boards of each Academy are set out within a Scheme of Delegation. Through the agreed Scheme of Delegation, the Local Management Boards are empowered to take decisions in the best interests of the children and communities they serve.



Our Chief Executive Officer and the Board of Directors have a wealth of experience in working across all phases of education. We have expertise in Law, Children's services, Central and Local Government, serving and past Headteachers, Policing, Criminal Justice and Finance & Accountancy.

# Vision and Values

**Our Catholic ethos and support for one another as a family of schools drives all that we do. Our mission is guided by a collective vision where:**

‘Our schools are places of excellence – providing service and witness to children, their families and the wider Catholic community, adding value as a family of schools and enriching the learning and experience of all our young people, so they may achieve their full potential.’

Our strong moral purpose and Christian values underpin everything the Trust and our Schools do:

- **BEING** Just and Responsible

We seek to act justly, fairly and responsibly in all our relationships to ensure ‘The Common Good’ is upheld.

- **PROMOTING** Spiritual and Human Development

We believe a knowledge of and a personal relationship with Christ gives meaning and purpose to our lives.

- **ACHIEVING** Quality in Teaching and Learning

We believe everyone should gain dignity and self-worth through quality teaching and learning which allow all in our school community to excel.

- **SHOWING** Respect for Every Person

We believe that all are created in the image of God and therefore we will respect the unique and intrinsic value of every person, promoting equality and celebrating diversity.

- **CREATING** Community

We believe our schools to be faith communities where Gospel values of truth, honesty, forgiveness and reconciliation are lived and where there is special care for those most in need.

- **COMMUNICATING**

We value the views and opinions of the communities we serve and will actively engage and respond.

# Being Part of a Family

**The Trust is part of a wider family of Catholic schools and the Directors and Governors of each of our Academies acknowledge this. This means we accept our responsibilities to support co-operation and school improvement, both within and beyond the Trust.**

We work collaboratively with both Catholic and non-Catholic schools across the Diocese of Hexham & Newcastle, sharing our resources and expertise to promote the objective of the Trust to advance education.

We are committed to school-to-school improvement and collaboration and have a genuine recognition that by working with other schools, we can improve outcomes for children and young people and transform lives. Our support for school improvement is 'leading edge' and includes:

## **The Carmel Teaching Partnership**

We have been inspiring the next generation of teachers for over 14 years and now provide Initial Teacher Training to over 160 trainees every year. Considered an Outstanding provider by Ofsted, we now work with 14 lead schools throughout the North East, successfully training primary and secondary teachers in all subject areas. All our trainees have the opportunity to gain a Post Graduate Certificate of Education (Masters Level).

## **Research & Development**

We are participating in a range of R&D programmes including:

- Closing the Gap: Test and Learn
- Becoming a skilled Early Years Practitioner
- Closing the gap with the new Primary National Curriculum

High quality, rigorous pedagogical research is the life-blood in the development of great classroom teaching. We are working closely with a range of universities on national R&D projects.

## **Maths Hub**

We provide a centre of excellence to support mathematical education throughout the North East. Our aim is to support schools in the development of teaching and in the leadership of mathematics in schools so that our standards match those of the best on the international stage. The Archimedes Maths Hub is currently working on four main projects:

- Developing understanding of the Shanghai model of teaching and sharing this learning across the North East.
- Developing Mathematics Middle Leadership courses for both the secondary and primary phase.
- Early career development in primary mathematics.
- Supporting strategies to increase post-16 engagement, including progression to Higher Education.

## **Leadership Development**

The development of leadership at every level is at the top of our agenda and we work with partners to ensure the highest level of leadership and training across the whole leadership range. We deploy a number of Specialist Leaders in Education to develop the leadership capacity of individuals and teams using coaching and /or facilitation that draws on their outstanding knowledge and practice. Support is provided through a variety of activities including:

- Data analysis
- Coaching
- Facilitating and training
- Joint action planning

# Making a Difference

## The benefits of working together

**Because we are a small Trust, we are closer to our Academies and Local Management Boards than a Local Authority or large Multi-Academy Trust can be. We therefore have a closer working relationship and can provide more bespoke support.**

We are committed to the principle of subsidiarity and the delegation of decision-making to Local Management Boards, where autonomy has been earned through an acceptable level of school performance.

### **The benefits of belonging to a Multi Academy Trust are many:**

- Setting a strong, shared vision across all schools with the opportunity to pool and share resources, expertise and best practice.
- Building capacity in an environment of diminishing resources and support from Local Authorities.
- Providing greater security for all schools in a rapidly changing political and economic climate.
- Providing access to a suite of central services, freeing individual schools to concentrate on their core work of teaching and learning and raising standards.
  - Sharing and minimising risks.
- Generating economies of scale through shared services, joint commissioning and procurement.
- Strong support for school improvement through peer review

**The Trust will add value and make a difference by:**

- Using the skills and experience of our Directors and a proven track record in enabling school improvement.
- Helping our schools plan for the long term.
- Supporting our Academies to produce development plans and to operate in the context of sound financial management and systems of good governance.
- Supporting each Academy's Local Management Boards to develop, challenge and support in equal measure.
- Providing high quality services and developing the networks that support our family of schools.
- Maximising the use of talent and providing inspirational leadership.

To find out more contact Maura Regan, Chief Executive Officer

## Carmel Education Trust Multi Academy

The Headlands, Darlington, Co. Durham, DL3 8RW  
T: (01325) 254525  
F: (01325) 254335

E: [admin@carmel.org.uk](mailto:admin@carmel.org.uk)  
W: [www.carmeleducationtrust.org.uk](http://www.carmeleducationtrust.org.uk)

