

## Why King's?

### Opportunity and Success on a Global Stage

Working in partnership with our academies we do whatever it takes to support them on their journey to become or remain outstanding

King's Group Academies (KGA) values each of its academies as individual organisations which reflect the needs of their students and the communities they serve. Within our regional clusters, academies foster strong local identities, while also benefitting from everything the Trust as a whole can offer.

Our core offer is not a 'one size fits all', rather it is bespoke to meet the individual needs of each academy and maximise its overall effectiveness including financial stability and sound governance. We work together to ensure our success in becoming or maintaining their status as outstanding.

Our support package gives access to outstanding school leaders with impressive school improvement track records in both primary and secondary schools as part of the core team together with harnessing the considerable expertise from school leaders within our academies to support each other. The latter include Subject Leaders in Education (SLE) in core subjects together with National Leaders in Education (NLE) including a serving Ofsted inspector.

Through our ethos, our extended curriculum, our entrepreneurial approach and international dimension, which is the golden thread running through all our academies, we will ensure our students develop into global citizens confident and equipped for a life in an ever-changing world.

***We are driven by the core belief that all our students deserve the very best education that will provide them with the academic qualifications, skills, experience, opportunities and networks essential for long term success. That all of our students will succeed irrespective of their starting point or background is non-negotiable and in working with our academies we are relentless in the pursuit of this goal.***



## School Improvement

Clear reporting and action planning for schools

Annual Inspection Data Summary Report / Analyse School Performance Review

Specific Issue Support

School Documentation Support

Information – as it happens

A School visits culture

Website Audit

Attendance at Trust Wide Networks & the opportunity for leaders to lead Networks

Three days minimum School Improvement support including Annual Quality Assurance Review

Performance Management Support

Ofsted Inspection Support

Principal/HT Board half-termly meetings to share best Leadership and Management practice across the MAT, contributing to MAT wide policy and practice development

Provision of suite of Trust policies

Termly scrutiny of student data with the CEO together with Trustee termly review of KGA scorecards

'My Concern' package to ensure best practice in safeguarding

## International Dimension

Promoting each student to be an active partner in the KGA global learning community through a varied range of school to school activities between KGA and King's Group schools

Languages as part of the core curriculum for all students in all phases

Opportunities for the Head Boy and Head Girl of each of our secondary academies attend the weekend school leadership conference in Madrid.

## Professional Services

### Finance Core Offer

Setting up new finance and budget software

Curriculum led financial planning

Setting up insurance, payroll provider and bank account

Advice on setting up systems and procedures

Liaison with Principals over budget setting

Submission of budgets and related financial reports to the ESFA/Companies House

Mutual help with short -term cash flow or staffing problems

Networking for Business Managers

Finance/Resources committee training

Obtaining fixed valuation assets and pensions evaluations year one



Curriculum and assessment design and development

KGA ICT Strategy to ensure core provision for all students

Year one ICT review of student provision and action plan if required to meet King's core provision

SEN review; Pupil premium review; Identified cohort specific review

Departmental /subject audits

Additional School Improvement reviews

BlueSky Performance Management on line system

Annual MAT INSET day

Trust well being strategy including annual survey to monitor wellbeing including workload and CPD

### Continuing Professional Development

A tiered CPD programme for each stage of career development

Annual KGA Leadership Conference

### Governance

Full governance review for new academies in year one

Support for LGB includes officer and Trustee attendance at LGB meetings

Training and support

Annual accounts preparation and submission and audit management

VAT returns

Audit (external and internal support)

Financial policies

Financial helpdesk

Three year Financial plan

Bimonthly School visits by FD to review financial systems and budget monitoring

### Human Resources Core Offer

HR suite of employee policies procedures and practices

HR help desk from third party provider

Annual curriculum led staffing budget review meeting

Scorecard review termly by KGA core team and Trustees includes staffing budget review

Contracts of employment

Organisational Change: full



Induction for new Governors

Cross MAT termly training workshop for Chairs and two additional governors

LGB Ofsted preparation and training

LGB KGA Training programme. Sessions include:

Why be a Governor?

Understanding and using academy data

Roles and responsibilities of Chairs, Vice Chairs and Chairs of Committees

The role of the link Governor - visits to academies/ classes.

Role of the Safeguarding Governor

Role of the SEND Governor

Role of parent Governors

Preparing for being a Governor through an Ofsted Inspection

support for staff reorganisation including union consultation and redundancy arrangements

Centralised payroll system

GDPR Annual audit

GDPR online training for all staff

Pension and Audit returns

Governor HR information and advice

Recruitment support for senior leadership posts including design of candidate application packs, interview process and attendance at interviews

### Estates

Annual review of estate issues

Buildings condition survey

Support for completion of bids for resources to improve estates

Support for maximising use of academy assets to generate income

Health and safety oversight

Contracts management to maximise economies of scale

### Marketing and Communication



King's Group  
Academies

Website design, annual hosting and maintenance costs

Website compliance support

KGA uniform guidance for academies fully adopting KGA brand

Crisis management advice and support

Preparation of key press release statements