

## 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 benefiting from everything the Trust as a whole can offer.

Our core approach 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 leadership and 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.

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

New Staff Induction into King's Group Academies

Headteacher Induction

Clear reporting and action planning for schools

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

Ongoing 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

KGA DSL Forum which meets every half-term

KGA Raising Standards Leader Forum which meets every half-term

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

## International Dimension

A dedicated International Director working across all schools to drive *opportunity and success on a global stage* for all

Curricula designed intentionally to promote globally minded citizens

Celebration of nationalities within the school community through dedicated international days, whole school topics and a carousel of world festivals

Productive partnerships between all KGA schools and Association of British Schools Overseas member schools across 6 continents

Further partnerships with local schools and charitable organisations globally

Collaboration across cultures and countries

## Professional Services

### Finance Core Offer

Setting up new finance and budget software

Integrated Curriculum 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

Obtaining fixed valuation assets and pensions evaluations year one

Training and support

Annual accounts preparation and submission and audit management

VAT returns

Audit (external & internal support)



safeguarding	through concerts, virtual field trips, art exhibitions and passion projects	Financial policies
Curriculum and assessment design and development		Financial helpdesk
KGA Teaching and Learning Performance Coaching Methodology	Student-led international partnerships in 6th Form in preparation for higher education and careers	Three year Financial plan
KGA ICT Strategy to ensure core provision for all students		Annual curriculum led staffing budget review meeting
Year one ICT review of student provision and action plan if required to meet King's core provision	Staff professional development with colleagues from partner schools overseas including opportunities for teacher exchange	Scorecard review termly by KGA core team and Trustees includes staffing budget review
SEN review; Pupil premium review; Identified cohort specific review		School visits by Deputy CEO to review financial systems and budget monitoring
Departmental /subject audits		GDPR Annual audit
Additional School Improvement reviews		GDPR online training for all staff
BlueSky Performance Management online system	High quality technology to facilitate collaborative learning between KGA and overseas partner schools	Pension and Audit returns
Annual KGA INSET day		<b>Sustainability Offer</b>
Trust well-being strategy including biennial survey to monitor wellbeing including workload and CPD		<b>Through the KGA Sustainability Working Group, assistance in helping each academy to meet both their and the KGA-wide sustainability goals</b>
Common Academy Improvement Plan and SEF format		<b>Human Resources Core Offer</b>
KGA Digital Learning Lead	Comprehensive support for schools working towards the British Council's International Schools' Award	HR Director and Central HR team available to offer professional support and advice
<b>Continuing Professional Development</b>		Leadership Development including Headteacher Induction, coaching skills & 121 coaching
KGA CPD Offer: a programme for each stage of career development		Line Management Tools, Resources and Training on a range of management topics including
Annual KGA Leadership Conference	Schedule of support for families in transition	
KGA Early Careers Teacher Programme		
<b>Governance</b>		
Full governance review for new academies in year		



one

Support for LGB includes attendance at LGB meetings by members of the Executive

Induction for new Governors

Cross KGA 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

For younger students –  
Overseas friendships through virtual connections and project work

For older students –  
Flipped Classroom collaboration projects with partner schools and exchange visits

Application support for schools working towards the Turin grant scheme

Full support for each school in the creation of personalised action plans for development of the International Dimension

absence & performance management, induction & probation

HR suite of employee policies, procedures & templates

Organisational Change: full support for staff reorganisation including union consultation and redundancy arrangements

Centralised payroll system

Governor HR information and advice

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

Centrally managed employee benefits

Support with and centrally driven internal communications and staff engagement with focus on wellbeing, diversity & inclusion performance and absence management

Networking and training for staff with a HR function as part of their role

### Estates Offer

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

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