



King's Group
Academies

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.

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. Working in tandem with our academies we develop a unique support package for each academy that will ensure their 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's) in core subjects together with National Leaders in Education (NLE'S) including a serving practitioner who also works as an 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

Leadership & Management Core Offer

- Annual analysis of school effectiveness with Senior Leadership Team including standards
- Bespoke Annual Academy support and monitoring plan
- Three days minimum School Improvement support including Annual Quality Assurance review to meet agreed outcomes of plan above plus HT/Principal
- Performance Management Support
- Ofsted Inspection Support
- Principal/HT Board bi monthly meetings to share best Leadership and Management practice across the MAT, contribute to MAT wide policy and practice development
- Provision of suite of Trust policies
- Support for Principal/HT's and Senior Leaders
- Support for Chairs of Governors
- Support for LGB includes officer and
- Trustee attendance at LGB meetings
- Middle Leader support programme

Student Progress and Performance Core offer for all Academies

- Termly scrutiny of student data progress with phase Director together with Trustee termly review of KGA scorecards
- 'My Concern' package to ensure best practice in safeguarding
- Curriculum and assessment design and development in year one
- 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

Enhanced Student Progress and performance offer if needed or commissioned by academy

- *Core subject training and support*
- *Wider curriculum support*
- *SEN review*
- *Pupil premium review*
- *High ability review*
- *Gender specific reviews*
- *Identified cohort specific reviews*
- *Departmental /subject audits*

International Dimension

- Promoting each and every 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
- King's Group Sixth Form Scholarship in Soto Madrid. This is an open competition for KGA Year 11 students and the scholarship funds the tuition and Boarding school fees for the successful student.
- Student Leadership Opportunities. Each year 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
- Help with budget submissions and procedures
- 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
- Training and support
- Annual accounts preparation and ESFA submissions
- 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

Finance Enhanced Offer if needed

- Enhanced visits

Human Resources Core Offer

- HR suite of employee policies procedures and practices
- HR help desk from third party-providers (Portsmouth HR)
- 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 support for staff reorganisation including union consultation and redundancy arrangements
- Centralised payroll system

Enhanced Leadership and Management offer if needed or commissioned by the academy

- Additional School Improvement reviews and Quality Assurance visits
- Middle Leader support programme

Professional Development Core Offer

- Coaching and Mentoring programme for HT's and Senior Leaders
- BlueSky Performance Management on line system
- Annual MAT INSET day
- Trust well being strategy including annual survey to monitor wellbeing including workload and CPD

Enhanced Professional Development Offer if needed or commissioned by academy

- Coaching to improve performance programme
- Middle Leadership training
- Aspiring Leaders mentoring and training

Governance Core Offer

- Induction for new academies year one
- Full governance review for new academies year one
- Induction for new Governors
- Cross MAT termly training workshop for COG's and 2/3LGB representative
- LGB OFSTED preparation and training

Enhanced Governance Offer if needed or commissioned by academy

- 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

- Annual Student Leadership workshop for all newly appointed student leaders lead by colleagues from King's Group International Academies
- Opportunities for teachers to engage in secondment arrangements with our King's Group Partner schools
- Senior Leaders in our KGA academies are annually invited to join/present at the King's Group annual Professional Development Conference. The aim being to share the very best practice between the King's Group and King's Group Academies

Human Resources Core Offer continued

- GDPR Annual audit
- GDPR online training for all staff
- Pension returns and audit
- 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 in Year one if no recent survey available
- Support for completion of bids for resources to improve estates
- Support for maximising use of academy assets to generate income
- Health and safety oversight

Marketing and Communication

- Brand Guidance from Madrid Group
- Website design, annual hosting and maintenance costs
- Website compliance support
- KGA uniform guidance for academies fully adopting KGA brand
- KGA termly newsletter
- KGA mini prospectus
- Crisis management advice and support
- Preparation of key press release statements
- MAT wide Public Relations programme



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