



Joining Cascade Multi Academy

Thank you for your interest in Cascade Multi Academy Trust. This information pack has been designed for schools interested in exploring joining a MAT.

Choosing the right Trust to work with is not an easy process and each school must ensure that the Trust's visions and values for education align with theirs.

Cascade is a Trust of collaboration, challenge and support to achieve the best possible outcomes for the children and communities we serve. We believe that working together in partnership can provide shared resources, expertise and opportunities for everyone in the MAT, to further to improve the education and aspirations for children.

Who we are?

Cascade MAT is currently four primaries situated in the North of Sheffield who are collaborating to continually improve the educational offer for our children and their families.

Our Schools include Beck, Hucklow, Owler Brook and Whiteways Primaries.

Our Vision

- To transform the life-chances of our children.
- To ensure safe and secure learning environments.
- To create inspirational places for our staff to work.
- To be an influential part of our local communities.

As our Multi Academy grows our Trust will enjoy the benefits of:-

- A shared focus on education, which raises achievement across all schools to the highest levels.
- A shared business platform which makes best use of resources and benefits from economies of scale.
- A shared ethos within which the unique identity and character of each school can flourish.

Our Principles

In our schools we will ensure:-

An Enriched and Exciting Curriculum

- Children enjoy their learning and want to come to school to learn. Enjoyment of learning is crucial to success.

- Learning is real, purposeful, exciting and relates to the world the children live in and will contribute to as they grow up.
- Educational visits and visitors, enrich children's education experience on a regular basis.
- Our learning environments will enhance the learning and curriculum opportunities we provide.
- Specialist teaching ensures all children have opportunity to learn a musical instrument, take part in sporting competitions and learn to swim.
- Community involvement is part of the life of our schools and the children impact on the life of the community.
- Equal opportunities through the curriculum, inspire all children to succeed.

High Quality Provision

- High quality teaching and learning in the all subjects leads to the acquisition of the best set of life and learning skills for every child.
- Early identification of need leads to intervention which supports and challenges children to access all of the curriculum.
- Rigorous assessment, tracking and expert teaching promotes accelerated progress.
- Continual process of School Self Review/Peer Review and evaluation as we strive to provide outstanding provision.
- Behaviour and reward systems which promote exemplary behaviour.

A shared ethos of Care and Respect

- Understanding and celebrating diversity.
- Include and nurture everybody.
- Celebrate and encourage everybody.
- Provide opportunities and success for everybody.
- An understanding of how we can contribute to and shape the world around us on a local and global scale.
- A curriculum which enhances the health, safety and wellbeing of all our school communities.
- Our children are well prepared for learning in the next stage of their educational journey.

We believe that everyone is a Leader

- Pupils are leaders of their own learning and have opportunity to develop their interests and become experts.
- We offer our communities opportunities to take on leading roles within our schools.
- We will support and champion family learning and learning together.
- We value every member of staff and will develop them through high quality training and an investment in their professional development.
- Our leadership teams keep learning at the heart of their work, recognising the uniqueness of each and every learner.
- We become an organisation of evidence-driven experts.

Benefits of joining Cascade

We encourage the independence of each of the academies in our Trust. Each school joining will benefit from the wide range of bespoke services creating a tailored approach.

Working together through a Trust system ensures your money goes further and reaches the pupils in your school. Cascade Trust offers you greater resource flexibility and a deepened collaboration between staff at all levels.

Working together in partnership reduces administrative burdens whilst ensuring compliance.

We invest in professional development at all levels, connecting the whole of the learning community together, building support for all our staff and system capacity for our Trust.

We support you by working alongside you to develop your staff team at all levels.

Leadership Development and Career Opportunities.

Being part of a wider learning community will bring opportunities for cross academy working through a variety of school improvement projects. Staff in our Trust are already benefiting from this work. They tell us;

I welcome the opportunity to meet new people in the other schools and look around their setting. We have shared some great ideas and good practice.

I value being able to learn from other colleagues. The training for NQTs has been spot on and has helped me improve as a teacher.



School Leaders have opportunity to;

- Join the MAT forum
- Visit other MATs
- Access national and regional events
- Receive support with income generation; NLE, LLE work
- Access support with applying for a Condition Improvement Fund to develop capital projects in your school.

Heads and Deputies access;

- Professional support and challenge built on strong relationships and mutual respect
- Half termly forums
- Peer reviews
- Curriculum reviews
- Support with tackling the challenges
- Data systems and data support
- Working together on key priorities
- Developing Trust CPD
- Support for Governor development

Learning Communities

We bring together staff from across the Trust to create Learning Communities where we learn from each other, share ideas, undertake research led projects and share best practice. Our Learning Communities include;

- English
- Maths
- RSE
- Early Years
- NQT programme
- Computing
- Business Managers Group
- Admin support Group
- HR support
- Pastoral Managers Group

Over the next 12 months we are developing subject network groups for each curriculum area.

Finance

Schools working in partnership as an academy can take advantage of economies of scale and can therefore invest more finances in supporting children.

Our Finance Team has a wealth of experience managing school budgets and is supported by qualified accountants. All schools joining will be asked to move to Access budgeting and finance system to ensure consistency for auditing and reporting. Our schools continue to manage their own budgets whilst we offer ongoing support and guidance for all aspects of financial management.

- Leadership through the conversion process. Assistance for head and business manager
- Ensuring compliance with the Academies Financial Handbook
- Preparation and support with all submissions to the ESFA
- Procurement reviews to leverage economies of scale
- Internal and external audit functions
- Month end support
- Support with strategic financial planning
- Your business manager will join our network support group
- Trust finance policies and finance regulations to ensure compliance.
- Additional bespoke support where necessary

Funding

Our Trust actively works to identify and secure any possible additional funding for our schools;

- Condition Improvement Funds. E.g. Beck Primary has received a new wing of classrooms, a new heating system and new doors. Hucklow Primary has received a new roof.
- TCaF bid for growing Trusts. We have successfully secured funding to develop our inclusion support.
- Foyles bids to develop library areas and resources
- Awards for All, bank funded schemes and Lottery funding

Payroll

We offer a fully managed payroll system through Access People. This provides an efficient, flexible, secure and reliable service from dedicated, qualified payroll professionals working as an extension to the organisation. Provides staff with online self-service including online payroll slips. The system ensures payroll is accurate, up to date with the latest legislation, and using the appropriate tax codes.

Human Resources

We recognise that people are our greatest asset and our ethos and values are the driving force behind ensuring our staff feel valued and well led. Our HR Specialists form part of our central services and are on hand to give day to day advice, guidance and support for your organisation.

- Disciplinary, capability and grievance procedures
- Performance management
- Competency procedures and process
- Attendance management
- Recruitment processes
- Probationary period issues
- Settlement agreements
- Maternity and paternity rights and processes
- Disability responsibilities
- Restructuring process advice and support
- Templates for letters and employment contracts
- Providing relevant and up to date job descriptions

- Onsite visits
- Additional bespoke support as and when needed for those complex issues we all face.

Health and Safety

As our Academy grows we aim to support you with all aspects of schools' operations from capital project management through to facilities management issues ensuring compliance.

This will consist of;

- A Property manager who is also the designated, qualified health and safety consultant
- Full school health and safety audits
- Action planning support for each school based on risk assessments
- Report preparation for the Board of Trustees
- Emergency assistance
- Serious incident investigation
- Project procurement and project quality assurance

Safeguarding

Our schools use the market leading software CPOMS which offers secure online monitoring of child protection, safeguarding and pastoral welfare.

Safeguarding training can be organised for new staff joining the Trust at a central level to ensure all staff are up to date and appropriately trained.

We can provide;

- Safeguarding advice and support
- Supervision for staff dealing with difficult situations
- Audits of safeguarding policies and procedures
- Team Teach training by qualified staff

Data Management

As part of Central Team we offer a full range of services and technical advice and a dedicated help desk. We are able to provide

- Full IT support for your school or experts to work with your existing provider.

- Support from our Compliance Office who specialises in data protection.
- Data protection training for staff
- GDPR learning walks
- Strategic leadership development in all areas GDPR
- Website compliance checking
- Website building and development
- Exciting curriculum developments, using the latest technology led by subject specialists
- Individual school and centralised pupil progress tracking system

Legal Support

Accurate and reliable legal advice is essential for school leaders. Our central service offers peace of mind and reassurance as our Trust uses LA statutory functions and a highly qualified local legal firm who is on hand to provide legal services whenever necessary.

Governance

Cascade Multi Academy Trust is a single organisation with a Board of Trustees. Our members are company directors. The work of the Trustees is integral to provide a robust challenge, to secure strong educational improvements and sustainable, transparent, financial management of public funds.

We believe that within the organisation each school forms its own school community. We therefore greatly value the work of the Local Governing Bodies (LGBs). The Board delegates the day to day running of the school to the LGB through the Scheme of Delegation. The LGB report back to the Board of Trustees.

We are able to support with this transition by;

- Helping Local Governing Boards to understand their role within the Academy system
- Carrying our skills audits
- Support with the recruitment of governors, members and trustees
- Work with National Leaders of Governance (NLGs) to evaluate the effectiveness and impact of governors
- Train governors
- Guidance on policies for approval.
- Guidance on succession planning for LGBs

- The Chair of Governors from each school has the opportunity to join the Chair's Advisory Group which supports the Board by shaping and growing the Trust.

What to next...

If you are interested in a discussion about joining Cascade Multi Academy Trust then please contact me.

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