

CEO: Caroline Derbyshire M.A.

Joining Saffron Academy Trust

A local family of schools



Saffron Academy Trust

Saffron Walden County High School
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Our Values



SAT believes

1. That every child deserves to go to a great school
2. That we are preparing young people for life in a 21st Century world
3. That learning in our schools must inspire and lead to achievement and progress for every child
4. That learning opportunities must be broad and of the highest quality
5. That we should respect the unique character and context of the schools in our partnership, while maintaining high expectations of performance
6. That we are all learners and that we embrace evidence-based research and value teamwork

About the Trust

Saffron Academy Trust (SAT) was formed in 2011 when its founder school, Saffron Walden County High School, converted to academy status.

Since then SAT has grown and now comprises Saffron Walden County High School, Katherine Semar Junior and Infant schools and R A Butler Junior and Infant schools in Saffron Walden, Alec Hunter Academy and Beckers Green Primary School in Braintree, Honeywood School in Coggeshall, and Helena Romanes School in Great Dunmow, which is an all-through school.

The Trust also encompasses The Saffron Teaching School Hub, one of the first Teaching School Hubs to be designated nationally. Through the Hub and an extensive range of collaborative partnerships, the Trust provides support to a number of other primary and secondary schools. One key aspect of the support we provide is to deliver high quality CPD focused both on classroom practice and leadership development.

Further information can be found on the Trust's website at www.saffron.academy, or please follow the link [here](#)

The Aims of the Trust

The educational aims of SAT are to support and promote;

- Educational provision which enables pupils and young people, aged 3-19, of all abilities to fulfil their academic potential and achieve their personal best.
- A curriculum across all key stages which promotes excellence in the arts and sciences.
- Teaching and learning which is highly engaging and geared to students making excellent progress through the key stages.
- Transition between key stages (especially key stage 2 to key stage 3) which delivers outstanding continuity of learning.
- A focus on developing all professionals to deliver the highest quality of teaching to all our learners.
- Schooling which is outward looking and allows students to interact with ideas and people from around the world.
- Educational research into factors underpinning successful schools and highly effective learning.
- Involvement with the local area in a way which promotes community cohesion and cultural excellence, especially with regard to music and the arts.

Saffron Academy Trust: Growth Strategy

Our vision is to be a local family of primary and secondary schools. We aspire to provide state education of exceptional quality and our emphasis is on school improvement rather than growth for growth's sake. As such we are keen to remain of medium size (perhaps 5 secondary and 10 primary schools) and to add additional schools carefully and judiciously to the family if they share our values, are keen to join us and are in the Uttlesford or Braintree area. In exceptional cases we might consider an approach from a school or academy from outside of these districts.

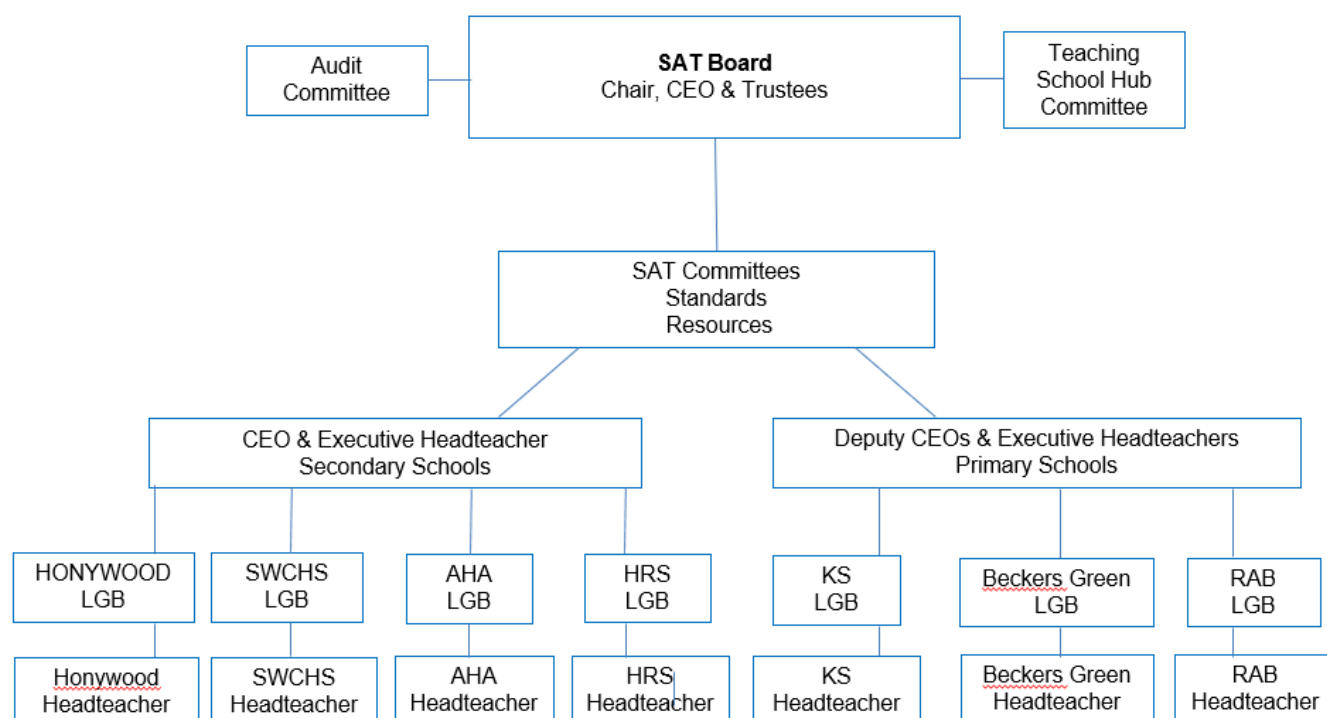
Since 2016 we have grown surely but steadily from 4 to 9 institutions and, in addition, we have formed a Teaching School Hub. Two further schools are in the pipeline. Remaining human in scale is important to us because our approach to school improvement is bespoke and done 'with' and not 'to' our schools. Our Directors of School Improvement co-construct SAT improvement plans with each Headteacher and we are careful to ensure that these add value to the school's own improvement plans.

Our Headteachers work closely together as part of a SAT Executive and strategic decisions are consulted on through this forum. The CEO, who is a National Leader of Education, visits schools regularly and works closely with every school leader. We conduct reviews of aspects of school provision very often, including an annual internal Fresh Eyes Review and an external Safeguarding Audit in every setting. One of our Headteachers is a trained HMI so this adds an additional perspective to our work.

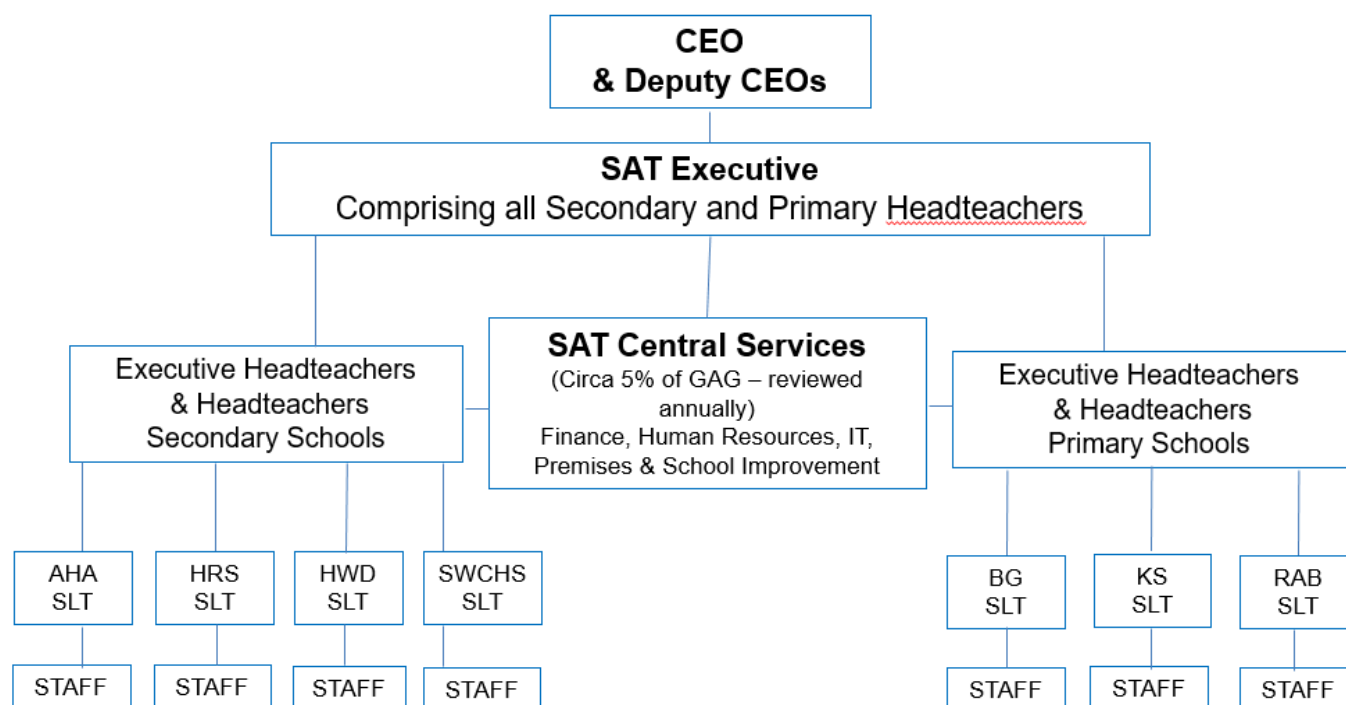
As we grow, we are developing provision hubs in the Braintree and Uttlesford areas. Our financial services and IT networks are already managed in this way.

As a medium sized, local Trust we wish to remain open to new ideas and prepared to question our own practice. In this way we have developed a partnership with The CAM Academy Trust in Cambridgeshire. Like us, they are a medium-sized Trust focused on school improvement. We collaborate with them as a Lead School in their SCITT and we have used them as external challenge partner for some of our schools. We continue to explore the ways in which our partnership with CAM could bring us additional expertise and economies of scale.

The Governance Structure



The Leadership Structure



Please note: HRS became an all-through, 4-18 school in September 2021

The Trust Board

Saffron Academy Trust is a registered company (number 07618351). It is the trustees' duty to comply with company law and ensure the Trust is achieving its broad aims and objects by setting strategies.

The Board of Trustees comprises the following;

Category/Role

Chair of Trustees

Chief Executive Officer

Chair of Saffron Educational Trust

Up to 9 Trustees appointed for their relevant knowledge, skills and/or experience

The structure of the Board will be reviewed annually, and when any school joins SAT.

Up to five people serve as Members of the Company (or Trust), including one completely independent member.

The Members ensure that the Board adheres to the Trust's Articles of Association.

Trust Operations

Saffron Academy Trust (SAT) operates on the basis of 'earned autonomy'. Schools that are graded by Ofsted as good or better in **all** categories have a greater level of autonomy than those that require improvement in all or any categories, or are graded Inadequate.

Please see the SAT Scheme of Delegation for details of the responsibilities which are currently delegated to the local governing bodies of SAT's schools.

Central Services

An annual charge (circa 5% of GAG) is levied to all schools within the multi-academy trust to cover the cost of providing central services. The charge for 2020-21 covers the following central services;

- Chief Executive Officer
- Finance Director & Finance Services
- SAT Premises management
- SAT HR policies
- SAT ICT service
- Directors of School Improvement (Primary & Secondary)

The percentage charge levied for central services is reviewed annually and is closely aligned to the real cost of providing these services.

SAT School Improvement Strategy

1. It is the aim of SAT to provide places for children in nothing less than 'Good' schools. Our Scheme of Delegated Authority gives greater autonomy to schools which are 'Outstanding' or 'Good' in all Ofsted categories. Schools that require improvement in any category have less leadership autonomy. In such instances, the Headteacher is directly line-managed by the CEO through supportive and challenging weekly meetings.

A SAT Improvement Plan for schools, whose judgement overall or in any category is RI, is implemented and re-written annually in negotiation with the Headteacher of the school. The SAT Director of School Improvement works closely with the school to ensure that actions are completed and targets met. SLEs from Saffron Alliance are deployed in schools to support with improvement strategies. The SAT Improvement Plan for the school dovetails with the school's own improvement plan, which is a more comprehensive document.

SAT rigorously reviews the performance of each school through its termly SAT Standards Committee meetings. Schools which are judged RI in any category are required to present significantly more detailed reports, and in person, to this committee. The committee comprises Trustees and external education advisers.

2. The Saffron Teaching School Hub



SAT runs the Saffron Teaching School Hub, bringing together a wide range of partners and schools across five Essex local authority districts to provide professional development, school-to-school support and deliver staff recruitment and retention. Our Hub area covers the local authority districts of Braintree, Chelmsford, Epping Forest, Harlow and Uttlesford, comprising 256 primary, secondary and special schools.

For more information, please visit the Hub's website at www.saffronteachingschoolhub.net

Joining Saffron Academy Trust

The process for schools wishing to join SAT is as follows;

- A formal request to join SAT should be submitted in writing to the Chair of the Board, Mr Mark Hayes, at enquiries@saffron.academy
- SAT will conduct a thorough due diligence process on the standards and resources of the school making the application
- If approved, a date for conversion to Academy status (if required) is set. SAT takes responsibility for overseeing and co-ordinating consultation requirements, TUPE arrangements, land transfer, funding agreement matters and makes any necessary amendments to its Articles of Association.

If you have any general enquiries, or require further information about our Trust, please contact the Clerk to the Board of Trustees (Mrs Kathleen Hutchinson) at: enquiries@saffron.academy

We very much welcome enquiries regarding the Trust and look forward to hearing from you.

