



About us



Our values



EMPOWERMENT

We actively promote opportunities for every child, adult and school to influence in their own practice and future



AMBITION

We encourage and support every child, adult and school to aim high to achieve their aspirations.



COLLABORATION

We work together to support everyone to achieve their aims



POSITIVITY

We adopt a “can do” attitude and an optimistic approach



RESPECT

We are thoughtful to ourselves, others and the environment.



INTEGRITY

We are honest, transparent and fair in everything we do.

Our Mission

'Inspire, Empower and Achieve - a commitment to excellence'



...Proving for all



Our commitment is to ensure that we give every child the very best education possible - socially, morally and academically. We believe that education needs to be exciting and motivational

We believe strongly in collaboration, bringing the voices of everyone into decision making and having inclusion at our heart.

We aim to support all children to become successful learners and to develop into young people of whom the family, academy and community can be proud.



Our Vision

Vision Statement:

‘To create a home for world class learning that improves the lives of each child in our family of schools.’

To guide, support and inspire every child and adult to fulfil their potential

To deliver an exciting and engaging curriculum

To adopt a values-led approach to all aspects of school life

To develop a culture of inclusion and diversity

To promote high aspirations and ambitions for future success

A focus on maintaining mental-health and well-being of children and adults



Our strategy: Be bold, build futures and empower.

Our ambition: Every child attends, achieves and is happy.



Staff Development

Empower Trust believe that the best schools are those that offer the best development opportunities to staff.

We offer a full professional learning package 'Investing in us' to ensure all our staff feel confident & valued in our Trust.

We believe that effective Professional Development is the key driver for ongoing School Improvement.

Empower Trust is proud to be the strategic lead for Initial Teacher Training for Shropshire & Telford Educational Partnership (STEP), Shropshire's Teaching Hub.





Finance Support



Support through
the conversion
process



Assistance in
strategic financial
planning and
financial
management
software



Core finance
policies and
finance
regulations



Professional
networks



Ongoing support
on financial
systems and
procedures



Implementation
of accounting
and budgeting
software and
training of staff



Preparation and
submission of
annual reports
required by the
EFSA and company
legislation



Budget
monitoring and
forecasting



Support with
mandatory
month end
procedures



Support with
grant
applications /
funding bids



Strategic
procurement
reviews



Support from the
Central Finance
team via email;
telephone
or onsite
support



Internal and
external audit
functions



A network of
School Business
Professionals
and finance
experts



Economies of Scale and Financial Efficiencies

- HR provision and payroll
- Staff Absence insurance
- Supply Staff
- Energy Supply
- Data management systems
- Legal Services
- Education Welfare Service

- Accounting and budgeting software
- Purchasing and lease hire
- Stationary and photocopying
- Premises / estates management
- Accountancy Services
- Clerking Service
- Contracts & SLA's

Marketing and Public Relations

PR is at its most effective when it is used to build your school's profile through local media coverage. Its a very effective way of strengthening and protecting your school and reassuring current parents that they've made the right choice for their children, as well as attracting the best staff . It could also support your school's commercial strategy, making local clubs and business aware that your facilities are available for hire, for example. We offer:

Collaboration with academies to increase local media coverage

Crisis management and support

Recruitment

Internal communications

Events management media coverage

Managing and enhancing the profile of the academy and the Trust



Clerking Service

Governance is an important role within Empower Trust. Our Local Governance and trust level governance work tightly with our schools, offering a unique insight and an additional knowledge to both our schools and into the trust

- **Agendas and paperwork circulation**
- **Support for Chairs, Headteachers and Governors**
- **Timely production and distribution of documentation**
- **Efficient administrative support**
- **Advice and guidance on procedural matters**
- **Cover for the Clerk, where possible, in the event that he/she is unable to attend a meeting**
- **Governor Hub access and Governor Hub knowledge for Local Governing Bodies**
- **Termly Chairs Forum meetings for LGB**
- **Chairs to meet with Trustees and the CEO**

Why Change?



Communities

We will actively engage with our communities we will ensure our aspirations for children and young people enable them to apply their knowledge and skills, so they become contributors in our world. We will place attention on the quality of education we provide, and the impact and delivery of the breadth of curriculum giving our best self every day.

People Force

We will focus on developing high performing staff by continually developing and supporting Bur people. We will develop a culture of growth through a structured Trust-wide professional learning programme. We will always emphasise the importance of the health, wellbeing, care and empowerment of our people. We are a team

Belonging

We will focus and develop high performing teams with a sense of belonging towards a common purpose. We will strengthen belonging within our academies and across our communities. We will work in collaboration with other organisations and local schools, and build partnerships to support growth.

Sustainability

We will provide a focus to ensure future generations are supported with issues such as climate change, poverty and equity for all. We will utilise our resources effectively and use the benefits of digital technology. We will ensure our students develop resilience and adaptability. We will provide a curriculum over in our academies that educates our children and young people about the wider global challenges facing current and future generations.

Close partnership and collegiality across the Trust

Focus on targeting resources into the classroom

Leadership focus on Teaching & Learning

Investment in ongoing professional development for all staff

Our Values

Our Strategy

The Pillars

The Promise

The Projects

Why Join Us?



Autonomy

Empower Trust celebrates the fact that every school is different. We want our schools to be individual, to feel the benefits of autonomy within Trust policies and procedures. Each academy retains their own ethos and character in order to meet the needs of its local community. Local Governing Bodies ensure local needs are prioritised. Our academies have common features such as;

- A drive to inspire and motivate life-long learners
- A culture of mutual respect and teamwork - between children, parents and staff
- High standards and rates of progress
- A focus on developing and maintaining the mental health and wellbeing of children and adults.
- Headteachers and Local Governing Bodies work within this framework and the scheme of delegation exercising high levels of autonomy.

Autonomous schools take responsibility for themselves. Taking responsibility and accepting accountability are key components of success in schools. Empower Trust works as a partner to ensure the ongoing success of our schools.

The ability to maintain a high level of autonomy within Empower Trust's vision, values and policy framework is a key reason to consider joining us. Our aim is to support.

Academies set their own broad and balanced curriculum

Academies work with partners of their choice

Academies are actively encouraged to work with other local schools outside of the Trust

Academies work with partners of their choice

Academies make their own decisions on many of the services they want to buy



We have strategic leads overseeing key learning and development across our trust

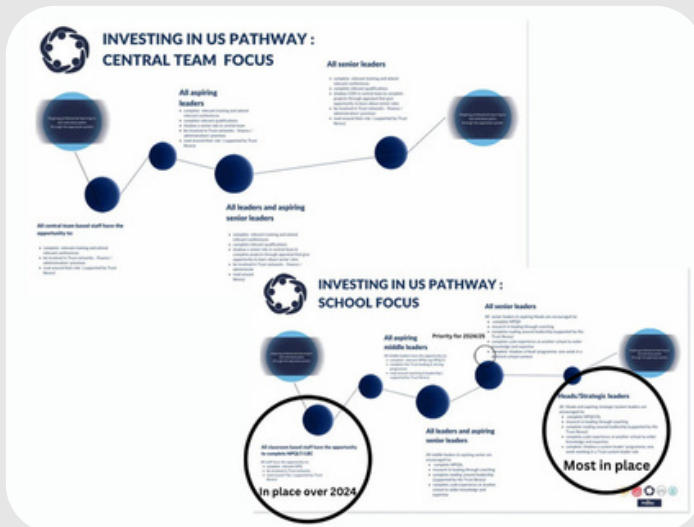
...

Where everyone has the opportunity contribute.



Over 95% of our teachers are engaging
together in NPQLT...

Finance Support



An ambitious professional learning pathways for all
... which is regularly reviewed.



Performance management isn't our way....
Thrive cycle offers collaborative professional dialogue
with high expectations in every individual..

