



drb IGNITE MULTI ACADEMY TRUST



# Leading learning *for the world today*

## One aim...

drb Ignite Multi Academy Trust ensures that all pupils achieve the highest standard of educational outcomes regardless of circumstance or background.

Our aim will be achieved by:

- taking a dynamic approach to driving continuous improvement in teaching and learning through research and development
- ensuring our academies work together to share best practice in order to continually improve pedagogy
- supporting our academy leaders to inspire and influence others and play an active part in the wider self-improving school system
- creating outward facing academies that engage with appropriate local, national and international support to access expertise and professional development
- listening to the voice of pupils, parents, governors, staff and other stakeholders

The drb Ignite Multi Academy Trust has been established for the advancement and benefit of education. Over time, the Trust intends to establish, maintain and develop a family of academies in line with our growth and development plan.

## Our Values

Our values are important to us in articulating how we work together:

- optimism and expectation
- trust and integrity always
- listen more than speak
- every contribution counts
- acts of kindness are noticed and matter

## Background

drb Ignite Multi Academy Trust is part of The drb Group of companies. As a DfE approved academy sponsor, this not-for-profit arm of the Group will initially operate in the West Midlands, supporting both convertor and sponsored academies. The Trust will focus on developing current strengths and has committed to working exclusively with primary schools.

# drb Ignite Multi Academy Trust's

## 1. Leadership

- We have consistently high expectations
- We provide support for effective leadership
- We take rigorous action where and when this is needed

*to ensure*

## 2. Culture

- Our values underpin all that we do
- We strive to broaden the horizons of pupils so that they grow as informed, enquiring citizens
- The curriculum meets the needs of pupils so that their personal, physical, spiritual, moral, social, cultural and economic development is well-promoted

*to ensure*

## 3. Service

- We provide high quality, timely support
- We enable leaders to focus on the right priorities
- We encourage our academies to be different, so that they meet the needs of their families and local communities

*to ensure*

## three operating principles:

- high standards of academic achievement
- clear lines of communication that include the sharing of expectations and responsibilities openly and honestly
- the effective use of problem solving methodology
- a commitment to growing, developing and sharing expertise, ideas and staff within and across academies
- an outward looking perspective
- effective removal of barriers to learning and development
- a clear understanding of the differing roles and responsibilities of leadership and management and additionally those of accountability and responsibility

- all individuals are able to work and learn safely in a climate of mutual respect
- a rigorous and purposeful curriculum
- a focus on opportunities for pupils to gain a broader perspective of the world through engaging with external providers locally, nationally and internationally
- curriculum design supports pupils to become self-motivated and enjoy learning
- recognition is given to a 'no one size' fits all approach with academy freedom and diversity encouraged
- lean infrastructure processes focus on achieving impact rather than being weighted down by procedure and bureaucracy
- pupils develop as active, curious world citizens with high aspirations, personally, physically, socially and economically
- pupils develop life skills and knowledge to make the right choices, be safe and gain from every available learning opportunity

The highest standards of service to support academies in the effective and efficient delivery of school improvement, financial, personnel and resource planning responsibilities through bespoke:

- continuing Professional Development
- school improvement planning, support and review
- procurement
- project and programme management
- HR, finance and health and safety expertise



## Sustaining effective performance

### Local solutions

We take a varied and tailored approach to school improvement, using internal drb expertise, our own academy leaders and commissioned external support to deliver a wide range of interventions that best meet the development needs of each academy.

Through our work we aim to ensure academies reflect their local context. This requires taking decisions in accordance with the needs of the children and families in diverse communities and acting as lead education and community professionals.

### Wider school improvement offer

The Multi Academy Trust has access to the wider school improvement services provided by drb Ignite and drb Learning to support, develop and provide rapid improvement interventions when required. This includes access to the experience and expertise of over forty drb associates. We also encourage our headteachers and teachers to play an active role in setting standards and expectations for high academic achievement beyond their own school by working alongside others as part of the national sector led education system.

### Cross Trust Working

The Trust is keen to support collaborative approaches that share expertise and knowledge for the benefit of the drb Ignite family of academies. We expect our academies to work together to sustain wide, current knowledge and understanding of education systems and to engage in pedagogical conversations that reach out to include others.

### Continuous professional development

The professional expertise of our leaders and teams is central to effectiveness. We aim to build and sustain strong leadership and the right strategic team to drive the Trust forwards with a clear sense of purpose. We will make the most of our internal expertise, building on strengths and ensuring professional development is effective, meets needs and inspires colleagues.

### Research and continuous learning

We aim to create outward facing schools that seek out opportunities to work with other schools and organisations to learn more about what works for children. We want our academies to bring together action and reflection, theory and practice, in participation with others and in the pursuit of excellent practice.

### Geographical reach and focus

The Multi Academy Trust intends to establish a family of primary academies in the West Midlands with a target number of 12 member schools by September 2016. This will comprise of a blend of convertor and sponsored academies, the balance of which will be agreed by the Trust Board after careful scrutiny of individual school vision, values, performance and capacity to improve.

In the first phase of Trust development, we have committed to working only with primary schools as our strengths are in primary practice. However, we are keen to engage locally with our secondary colleagues to share learning and experiences and to help our pupils to continue to excel once they have transitioned to secondary provision.



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*'with children and young people at the heart of all that we do'*