
“Each of you should use whatever gift you have received to serve others, as faithful stewards of God’s grace in its various forms. If anyone speaks they should do as one who speaks the very words of God. If anyone serves, they should do so with the strength God provides.”

1 Peter 4:10-11

All Saints Multi Academy Trust |
Aspiration | Inclusion | Service |



ALL SAINTS†
Multi Academy Trust

Welcome



Welcome to All Saints, an aspirational Multi-Academy Trust founded in partnership between the Archdiocese and Diocese of Liverpool and with Christian values at its core. All Saints welcomes children of all faiths and none to be part of our family of schools. We strive to ensure that all students are valued for who they are, can succeed academically and fulfil their potential.

Each of our academies has a unique identity, reflecting the needs and ambitions of their local communities, whilst shared Christian values ensure a common purpose and provide the foundation for collaborative working across the trust.

We look forward to welcoming many more students into our academies in the coming years and to exploring new opportunities to expand our work so that more communities can benefit from all that All Saints offers.

Matt Elliott

Chair of All Saints Multi Academy Trust



The All Saints Multi Academy Trust is jointly sponsored by both the Diocese and Archdiocese of Liverpool and is inspired by the ecumenical vision of Bishops Sheppard and Worlock that we are 'stronger and better together'. We place partnership working at the heart of what we do! We celebrate diversity by ensuring that our academies remain distinctive but that they feel the full support of being part of a wider family of schools within a Multi Academy Trust. We are proud to work closely in partnership with the communities that we serve.

Each of our academies are unique and have their own identity yet underpinned by the Christian values of the All Saints Multi Academy Trust, we work together to ensure that our academies are places where academic success is achieved, belief is inspired and opportunities are created. Most importantly our academies are safe and happy places where children can learn and thrive.

Heather Duggan

CEO of All Saints Multi Academy Trust

Vision and values

Our Vision

Community is at the heart of our academies. Together we challenge social inequality and enhance social mobility, as our partnerships act as the springboard from which ambition is cultivated and our students thrive.

Through partnership and collaboration, our academies are places where academic success is achieved, belief is inspired, and opportunities are created. With God's love, our students will go on to become the change makers in their communities, as they "aspire to reach new horizons".

Our Values

Aspiration

Our academies are places where knowledge is shared, interests are ignited, and successes celebrated. Every member of our community will recognise and embrace what they can achieve and realise that no door is closed for their future.

Inclusion

We ensure that everyone is valued for being who they are. Embracing different cultures, perspectives, ways of thinking and beliefs, has, after all, made our city stronger, and we will ensure that our academies build on this rich tradition.

Service

With a willing heart, we show God's love to support those around us – we act as one to put our communities first. Undoubtedly, we are better together.



Stronger together for the common good

Structure and growth

The staffing structure for both the executive and central teams is shown below:



Trust Executive Team



Growth

All Saints Multi Academy Trust is committed to providing a fully inclusive, high-quality education to children and young people of all ages, backgrounds and abilities so that 'no child is ever left behind' through a fully mixed MAT of primary and secondary mainstream schools who are either Catholic, Church of England, Joint or Community schools.

It is also our intention to develop an alternative education programme (AEP) and special school arm within our Trust. We intend to build on the expertise that we have for supporting young people with SEN within the Trust and will ensure that those young people who need support in a specialist setting are part of our wider 'All Saints' family.

All children and young people within the Trust will have access to opportunities that each other has, so that they are ready to be successful citizens of the future and lead independent lives.

The coming together of two faiths



All Saints Multi Academy Trust is a joint Church of England and Catholic trust. But how did the two faiths come together?

In Liverpool in the 1970s, David Sheppard, Anglican Bishop of Liverpool (Church of England) and Derek Worlock, Archbishop of Liverpool (Catholic), formed a very important partnership for benefit of the city. The relationship was based upon a genuine friendship and belief that society would be more effectively served by their full co-operation with one another.

The two bishops knew that communities can only flourish if everyone is valued. Their special gift was to combine the principles of Catholic social thought with the Anglican tradition of the outward-facing church. This was a ground-breaking, ecumenical partnership where the church fulfilled its civic vocation, in a way that earned public affection.

Together with other religious leaders, they were a uniting force. The two bishops wrote a book together called "Better Together", in which they describe their story as one of reconciliation in a city that had become bitterly divided and battered by industrial decline.

Instead of acting in their own churches' interests, they were known as "honest brokers", listening to all sides. When there was division, they built bridges and tried to repair trust.

On Hope Street in Liverpool city centre, you will find a Sheppard-Worlock statue. It is called 'Better Together' and depicts the two bishops' faithfulness to the city, their relationship with each other and with God.

Being located on Hope Street, the statue conveys that their faith inspired these two men with the courage to make a stand for hope in the face of adversity. They are positioned standing side by side in the same way they always did, acting not in their own individual self-interest but together, as an outward-facing witness to their love of the people of this city.

The Trust is sponsored by the Diocese and Archdiocese of Liverpool. We celebrate and promote the Christian distinctiveness of our schools.



Our Offer

At All Saints Multi Academy Trust, we understand that every school is different and that every school is at a different point in their journey to excellence. Our highly qualified and experienced operational and executive team will work with leaders, directors, and governors to assess every aspect of need and form a complete picture of how we can best support you.

If you share our vision to nurture today's young people to aspire them to reach new horizons – whether this is already ingrained in the ethos of your school or an aspiration you are striving to achieve – join our Trust to benefit from receiving first-class operational and strategic support on your journey to educational excellence, and become part of a thriving community that understands the power of partnership working and collaboration with the value of sharing expertise.

Our commitment to educational excellence, operational excellence and cultivating a strong All Saints family – stronger together contributes to a self-improving school system and, whether you are an outstanding school looking to lead by example and drive forward best practice, or a school that is searching for a reputable sponsor to help secure improvement, our goal is to work together for the common good ensuring no child is left behind.

The operational and executive team provide the background operations and ensure they benefit and meet the needs of all the schools. The team is dedicated to securing the long-term health of your school by providing direct access to insightful advice and informative guidance on all aspects of school development – including finance, HR, ICT, estates, MIS, governance and legal.

By centralising these key services, All Saints Multi Academy Trust can not only realise benefits in terms of economies of scale but also free up the headteachers' capacity to focus on school improvement. All Saints Trust aims to be a one-stop-shop for all your school needs.

Our core offer will be tailored to your school's needs, to create an individual package of support and improvement.

School Improvement

From the moment you join us, your school will benefit from access to outstanding leaders and practitioners. Our team of school improvement leads will work with you to build leadership and teaching capacity and co-develop the school curriculum to ensure all pupils thrive and fulfil their potential, achieving the best possible outcomes and ensuring no child is left behind.

Our schools benefit from a wide range of school improvement support, which is tailored to the needs of your school. Working together we will decide trust wide systems and corporate policies, alongside the alignment of standard operational procedures.





Human Resources

HR is an operational function across the trust managed by our in house, highly experienced HR team.

The HR team will work with you to help identify and plan what your strategic HR needs are for the coming year; linking them to your school improvement plan.

They will provide pragmatic solutions and options to swiftly bring to a successful conclusion performance and other HR issues. Integral to our service is to deal with your HR contractual administration requirements, ensuring all contractual matters are processed, handled, and maintained in a professional and secure manner.

Careers Education Information and Guidance (CEIAG)

The trust is fortunate to have its own CEIAG officer that supports schools and the senior leadership teams in the planning and delivery of CEIAG and employability, the formulation of school CEIAG planning and ongoing monitoring and review.

Acting as a point of expertise and adviser on Gatsby benchmarks, the officer supports leads in schools to evaluate their own careers provision and complete the CEC Compass tool.

The officer also organises and supports industry days, sources unique opportunities for students and assists them when they are applying to university/job applications.

Finance

The corporate finance team supports and assist our schools with purchasing of goods and services with effective budget management and monthly reporting to stakeholders and budget holders including local school governors, directors and members.

Our team offers support to the operational managers based in the schools to ensure that they are able to process invoices and purchase orders quickly and efficiently. This will involve training around financial processes and systems.

We will assist in the procurement for the schools to ensure that best value is sought as well as completing the month end closedown for each school which will include the monthly bank reconciliations, credit card reconciliations, balance sheet reconciliations.

In addition, we will also produce monthly budget reports and we will be the point of contact for auditors both internal and external to ensure we meet statutory requirements, and the production of the year end accounts and the teachers' pension audit.

Facilities management

Our dedicated facilities management team will manage a range of elements necessary to ensure the safety, maintenance and smooth running of our schools.

All school premises require regular maintenance and estate management if they are to be kept in good repair and operate well. Without maintenance, the quality of school buildings will rapidly decline and frequent sudden breakdowns will occur. We will understand the existing estate, identify options for its future, assess how well the estate is performing and how it meets the Trust's needs.

We will be responsible for site plans, building management files, SLA/contracts, condition surveys, health & safety audits, building compliance, catering and cleaning. This will include the maintenance of all plant and equipment and any associated statutory inspections, electrical testing of portable appliances, fixed installations and water hygiene.

ICT

The trust has a centralised ICT function which provides full technical support on workstations, servers, networks, and other matters which affect the operation of the computer systems of each school. Our team also ensures compliance with appropriate legislation and policies and can assist with General Data Protection Regulation 2018 (GDPR) compliance for digital data and storage.

Thanks to being highly qualified, motivated and well trained, the team is able to find and implement appropriate resolutions in response to technical issues whilst offering remote support, including management of all software deployments, updates, and server maintenance.

The team can also advise on matters regarding ICT planning, procurement, and implementation of systems.

Collaborations

The Trust works in partnership with other local secondary academies to deliver on a suite of National Professional Qualifications as regional delivery partners with the joint Catholic and Church of England Education Service foundation for Educational Leadership.

Expert leaders and teachers from across ASMAT also deliver on the revised NPQs as either facilitators or coaches.

As part of our offer, we also broker school-to-school improvement assignments to support locally in designing bespoke packages to support either at subject level or indeed with whole school developments.



FAQs



What does a Multi Academy Trust (MAT) mean?

A MAT is a limited company and charitable trust. It has members, directors/trustees (governors) who are responsible for the running of the MAT and the member academies within the MAT. They are also directly accountable to the secretary of state. A MAT is set up to support and build a collaborative family of academies in a particular area. The directors of the Trust appoint a local governing body (LGB) for each academy within the Trust based on the specific context of the individual academy. All decision-making powers lie with the MAT, although they will delegate some roles and responsibilities through a Scheme of Delegation to each headteacher and LGBs of member academies, based on their individual context.



Who can convert to academy status?

All schools may convert to academy status. Some will convert by choice 'converter academies', whilst vulnerable schools may be the subject of a Directive Academy Order (DAO) and may be 'required' to convert and be 'sponsored' by the MAT until they reach the required level of outcome.

Will the term dates stay the same?

Each MAT is able to set the term dates for the academies within the MAT.

Will the governors and headteacher still run the school?

The MAT is responsible for running the academies within the trust and is ultimately accountable to the Secretary of State. The MAT has a Scheme of Delegation for the individual academies within the Trust, based on the individual context of each academy, which devolves identified responsibilities to the headteacher / local governing body.

Will the MAT take a top slice?

Each MAT is entitled to set its own top slice to cover the running of the MAT and build resources for the benefit of all the academies within the MAT. Directors and LGB's have agreed to pool the general annual grant funding received from the Education and Skills Funding Agency (ESFA) for all academies in the Trust and then allocate the funding based on individual school development plan and need. All other student specific funding remains with each school. This ensures all students remain at the heart of Trust decisions and not just those students where an individual school's finance permits it.

What if the Diocese do not provide their consent?

The school cannot convert until formal written diocesan consent is given. The diocese will continue to work in partnership with the school to review their status.

Will it make a difference to our funding?

Academy funding is calculated on a like for like basis with local authority schools. However, academies have greater freedom to procure services from other providers and realise cost efficiencies across MATs e.g. backroom administration, HR, finance and estates.

Who gets the funding, the MAT or the Academy?

The MAT receives the funding for each of the academies within the trust directly from the ESFA. We also receive a note of the individual academies budget share for information purposes only.

Will we retain our autonomy?

The MAT is the trust board of directors who are ultimately accountable for each school's performance and financial viability to the Secretary of State. The CEO is responsible for oversight of all the schools within a MAT. The level of autonomy each school has is dependent on the local context and the approved school strategic plan. The MAT has a Scheme of Delegation which will give clarity on the delegated matters to the headteacher and the LGB.

Will the current Governing Body continue?

No. The MAT directors are the governors of the trust and therefore the academies within the trust. However, within our MAT we delegate certain responsibilities to the LGB, as set out in the scheme of delegation. LGBs have a smaller constitution than maintained school governing bodies, expertise and local knowledge being important factors when appointments are being considered by the trust.

Will we still have parent governors?

On conversion the governing body ceases to exist. The MAT will create a new LGB, in line with the scheme of delegation. LGB membership is based on skills, expertise and knowledge of the local community context. This will include parents.





(operating name for Liverpool Joint Catholic and Anglican Multi Academy Trust)

www.allsaintsmat.org