

# Epping Forest Schools Partnership Trust

*Unlocking the Potential of Collaboration*

## Spring Update for Parents 2019

The Epping Forest Schools Partnership Trust was formally established on April 1<sup>st</sup> 2018 when 14 local primary schools and 1 Special School came together to form a Multi Academy Trust. It was the single biggest-ever application to be received by the DfE. We are also now joined by 4 Associate Schools who, in time, may become full members. They are all listed below:

### **Full Members at April 2019**

1. Alderton Infant, Loughton
2. Alderton Junior, Loughton
3. Chigwell Row Infant, Chigwell
4. Epping Upland CE Primary, Epping Green
5. Hereward Primary, Loughton
6. High Beech CE Primary, High Beech
7. Hillhouse CE Primary, Waltham Abbey
8. Ivy Chimneys Primary, Epping
9. Lambourne Primary, Abridge
10. Limes Farm Infant, Chigwell
11. Oak View Special School, Loughton
12. St John's CE Primary, Buckhurst Hill
13. Staples Road Primary, Loughton
14. Theydon Bois Primary, Theydon Bois
15. White Bridge Primary, Loughton

### **Associate Members at April 2019**

16. Buckhurst Hill Primary  
(currently in consultation)
17. Coopersale and Theydon Garnon C of E P
18. Leverton Primary
19. Matching Green C of E Primary

### **What is a Multi Academy Trust (MAT)?**

A MAT is a single legal structure established to improve and maintain high educational standards across a number of academies under its umbrella. A Board of Trustees is appointed to govern the MAT, but there is also delegation to local committees at academy level; these are commonly known as Local Governing Bodies (LGBs).

**All the schools in our MAT chose to join our Trust.**

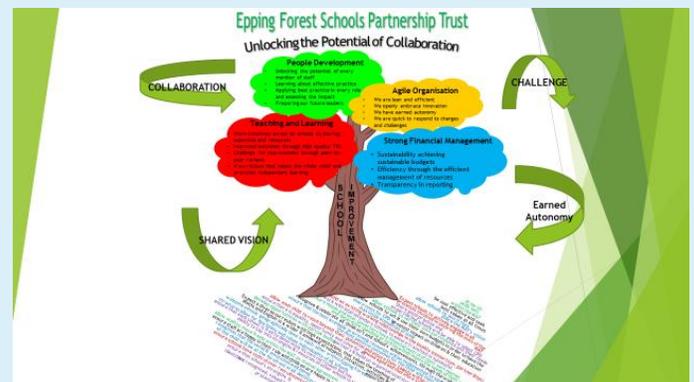
### **Key Facts**

- 4000 Pupils
- 900 Staff
- £18m Annual Turnover

### **Our Vision**

Our vision focuses on four main areas:

- Teaching and Learning
- Developing People
- Strong Financial Management
- Maintaining a Lean Organisation



There are distinct themes running through these four areas:

- Earned Autonomy
- Shared Vision
- Collaboration
- Challenge

### **Why the Trust was formed**

The Trust was formed from the Epping Forest Schools' Consortium, a soft federation of local schools working together for the benefit of our community.

The Consortium was a very successful organisation and ran for over 20 years; however, over recent years, the educational landscape has changed around us and, with the reduction of support from Essex County Council, we felt it was the right time to form a Multi Academy Trust.

We wanted to build upon the relationships and trust that had been established in the Consortium and

to ensure that the uniqueness of each school was maintained.

These are still early days in our development, but we have already begun to establish an ethos of:

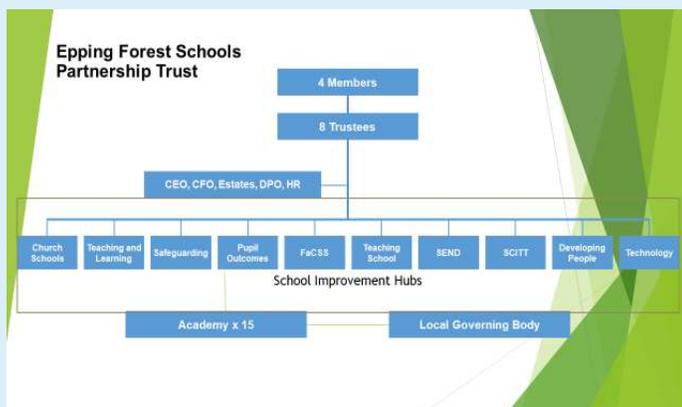
- Putting the child at the centre of what we do
- Providing support, not instructions, for our schools
- Recognising that our staff are our most important asset and establishing frameworks for career progression, whatever the role
- Establishing peer-to-peer support at each level in our organisation
- Recognising that we all have room for improvement, but also something to offer

### **Our Structure**

Many MATs have established a 'top/down' leadership model; whilst we recognise the merits of this structure, we have opted to utilise the talent and ability of the people within our schools.

We have therefore developed School Improvement Hubs which draw members from across our schools. Not only do we want to value talent, but also ensure school improvement is driven by the needs of our schools and its children.

In a bid to continue upholding our vision of an 'Agile Organisation', these hubs will evolve over time.



This chart also includes the three additional organisations that are also members of our Trust:

### **SCITT (School Centred Initial Teaching Training)**

The SCITT is central to our Recruitment and Retention Policy and this year has been training more than 40 graduates to become teachers. Many of these will begin their career in our Trust; in fact, SCITT trainees already represent over 10% of our teachers, a number that is only set to grow.

We were delighted that in December 2018, Ofsted graded our SCITT as 'Outstanding'.

### **Teaching School**

We were awarded Teaching School status in 2013. The Teaching School runs a large number of Continuing Professional Development opportunities for our staff which range from one-day to extended courses as well as a number of network meetings and conferences.

Furthermore, it organises support and guidance between schools in the Trust.

### **FaCSS (Family and Children Support Services)**

This organisation provides a range of services to our schools and pupils which include:

- Family Support, including a full-time Family Support Worker
- Children's Counselling Service
- Play Therapy
- Music Therapy

### **Communication**

This publication is the first of a regular Update which will be produced for parents. It follows the same format as a weekly update produced for staff.

Further information, including vacancies within the Trust, can be found at: [efspt.org.uk](http://efspt.org.uk)

By working together, we can unlock the potential of collaboration as well as continue to improve our schools and the wide range of opportunities we give to our children.

Peter Tidmarsh  
CEO  
Epping Forest Schools Partnership Trust

