



Secure Your Future



EMPOWER
LEARNING ACADEMY TRUST

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At Empower Learning Academy Trust, we have a clear sense of purpose: to inspire our family of schools to provide opportunities for our pupils, staff and leaders to be the best they can be; to create a passion for lifelong learning; to enable our pupils to become confident and impactful world citizens.

Simon London
Empower CEO

JOIN US

The Empower Advantage

To reduce uncertainty and secure a successful future for your school, we believe that the time is right for school leaders to choose an academy trust. Naturally, we believe that Empower Learning Academy Trust is the right choice for any school that wants to benefit from the strong support services and culture of continuous improvement that our trust has to offer.

Empower can help you capitalise on your school's successes while adding resources and expertise to areas that need improvement. We offer strong, centralised support of finance, HR, policies, IT services and much more. We can help you reduce the administrative burden so that you can concentrate on what you do best: motivating your teaching team and inspiring your learners.

The Time Is Right

Pressure to academise is mounting again. As we know, this is down to the unsustainable 'mixed economy' of academies and local authority schools, and the will of the government to move more schools into multi-academy trusts by 2025:

“We want every school in the country to be part of a family of schools in a strong multi academy trust.” (DfE, April 2021)

Nobody wants schools to be forced to join a micro-managing trust. Making a fully considered decision to join Empower now will put your school leaders in the driving seat and offer a stable future for your school. Read on to find out how our schools have been Empowered.



ABOUT US

Our Ambition

The Empower Learning Academy Trust is a small MAT comprising of 3 Secondary Schools and 3 schools at Primary level. We have been delighted to hear how academisation has been of benefit to our schools. Our school leaders have been full of praise for the support they have received and the freedom they have to make their own decisions.

We know we can have a greater impact on education in Havering if we grow. We would like more schools to gain from our infrastructure and ethos. As more schools bring their educational expertise to our trust, we will continue to grow in efficiency and quality.

Inspiring Learners, Changing Lives



HALL MEAD
SCHOOL

Outstanding Secondary
in Upminster



HACTON
PRIMARY SCHOOL

Outstanding Primary
in Hornchurch



THE
BRITTONS
ACADEMY

Good Secondary
in Rainham



ARDLEIGH GREEN
INFANT SCHOOL

Outstanding Infants
in Hornchurch



BOWER PARK
ACADEMY

Good Secondary
in Romford



ARDLEIGH GREEN
JUNIOR SCHOOL

Outstanding Juniors
in Hornchurch

Our Vision

To build a family of local schools with a shared ethos of continuous improvement, where powerful teaching, challenge, support and accountability lie at the heart of creating environments that focus relentlessly on the needs of the learning community and deliver outstanding outcomes for all pupils.

Our Values

Passion

A passionate belief in the power of education to improve life chances is an essential quality for all of our staff.

Respect

Through our respect for every voice in the trust, we build a more harmonious organisation that benefits our entire school community.

Inclusion

Our trust aims to reflect the diversity of the society in which we live. No matter where we come from or what we look like, we share the Empower vision.

Challenge

We challenge ourselves and others to do great work. When we challenge ourselves, we grow; when we respond to challenge from others, we grow.

Openness

If we are open about the work we do, we can ensure that we are understood and our integrity is clear for all to see.



EMPOWERED TO LEAD

When our headteacher went on maternity leave I knew I had to hit the ground running. Empower provided the leadership support and practical help that I needed to maintain standards during challenging times.

Vicky Hornsby, Deputy Headteacher

Expectations are high at Hacton Primary School. With its keen focus on engaging lessons and a culture of continuous improvement, it was graded Outstanding in all areas by Ofsted at the last inspection. Strong, experienced leadership has always been key to Hacton's success, so when headteacher Emily Leslie went on maternity leave at the height of the pandemic there were understandable concerns.

Deputy headteacher, Vicky Hornsby, was put in charge, but many of the responsibilities associated with the role were new to Vicky.

“Empower gave me so much support around finance, HR and critical decision making. In fact, finance was pretty much taken care of by Andrew (COO), while we still retained control of spending. This freed up time so I could work with staff and parents on front-facing issues. I would meet with Simon (CEO) every week or two to identify areas where I needed support and I could always ring him to get support for my decisions.

“Obviously, being an acting headteacher for 6 months during the pandemic was a challenge. However, with the support provided by the trust, I had the confidence to lead the team to deliver the learning and care that we are so proud of at Hacton.”



Empower has been incredibly supportive. Leadership capacity has been increased to help drive school improvement. The trust doesn't micro-manage: my budget is my own, staffing decisions are my own.

Will Thompson, Headteacher

Previously a successful headteacher in a very different MAT, Will Thompson decided to move to a trust where he had the freedom to bring about school improvement his way.

“At my interview for head of The Brittons Academy I explained that if the trust was going to micro-manage me, I wasn't their man. They reassured me that the Empower way is to hire the right leaders and to let them get on with the business of running their school. Empower always offers help and guidance when we need it and I know I can rely on the strong support on offer.

“Empower has been true to its word. I really feel as though I can concentrate on driving rapid improvement at The Brittons Academy: on leading *my* school to greater success.”



Working as a Headteacher with Empower has been a very positive experience. Most of the admin has been taken care of, so I have been able to focus on maintaining and developing our inspiring learning environment.

Emily Leslie, Headteacher

After playing a central role in Hacton Primary's journey to Outstanding, Emily Leslie became Headteacher. She had big shoes to fill, but with Empower she had the support that she needed.

"Getting an Outstanding judgement is one challenge, maintaining it is another! As a package, the central services and leadership support offered by the trust have been invaluable. During the pandemic, being part of a collective decision-making process and adopting centrally agreed risk assessments has really taken the pressure off. I feel part of a supportive community of school leaders in the trust with a shared mission: to do the best we can for our respective schools.

"Ultimately, I want to focus on our pupils, our staff and maintaining the sense of community in and around our school. To do that, we need time and the freedom to make decisions based on our unique needs. With Empower, I have been trusted to make the right decisions for my school."



Local Governance Committee

Provides challenge and support to each Academy's Leadership team.

Executive Team

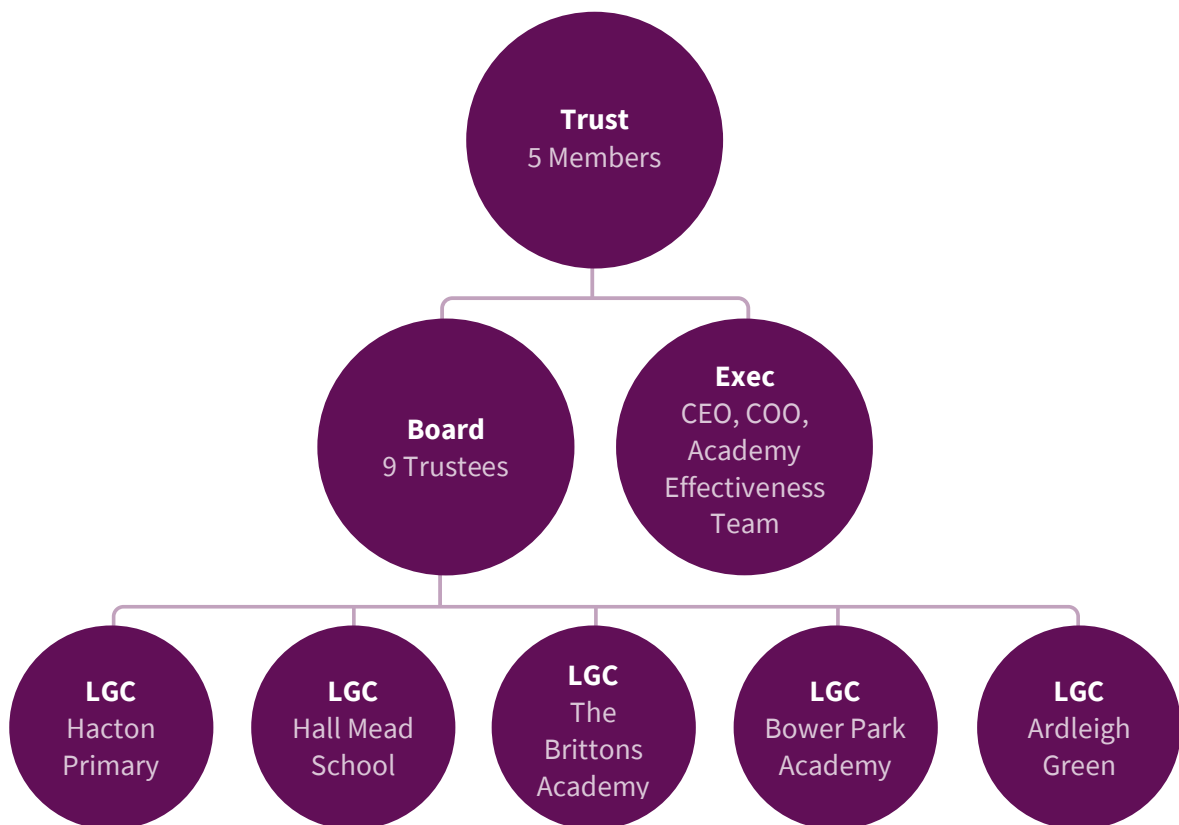
The CEO of Empower, Simon London, leads this team to ensure the smooth running of the trust and the schools that belong to it.

Trustees

Appointed by Members to oversee Empower, agreeing the overarching strategic direction and ensuring robust governance. Includes 2 Experienced Primary Governors, 1 Secondary Educationalist and 1 NGA Board Member.

Members

The role is similar to that of shareholders of a limited company.



CENTRAL SERVICES

The Empower central services team provides essential support to our schools, allowing headteachers and senior leaders to focus on providing the best all round education to their pupils. The strategic pillars that guide the work of central services are:



The central team have both strategic and operational responsibility in the following areas:

Finance

Our dedicated finance team provides comprehensive support to our schools in budgeting, purchasing, invoicing and bid writing. The finance team provides monthly financial reporting to individual schools, Local Governing Committees and the Trust Board, supports schools with capital investment spending and manages ESFA returns.

Estates

The central estates team are school based and ensure our buildings are compliant, safe, warm and dry. The cleaning services and caretaking staff are line managed by the Head of Estates who also has responsibility for Health and Safety compliance across the trust. The estates team arrange condition reports and help schools to implement planned preventative building maintenance schedules.

HR

Our HR team provides comprehensive support and advice to schools around recruitment, employment and attendance management. They advise on job descriptions and adverts, pay and grading of posts, staff development, welfare and assist with referrals to Occupational Health.

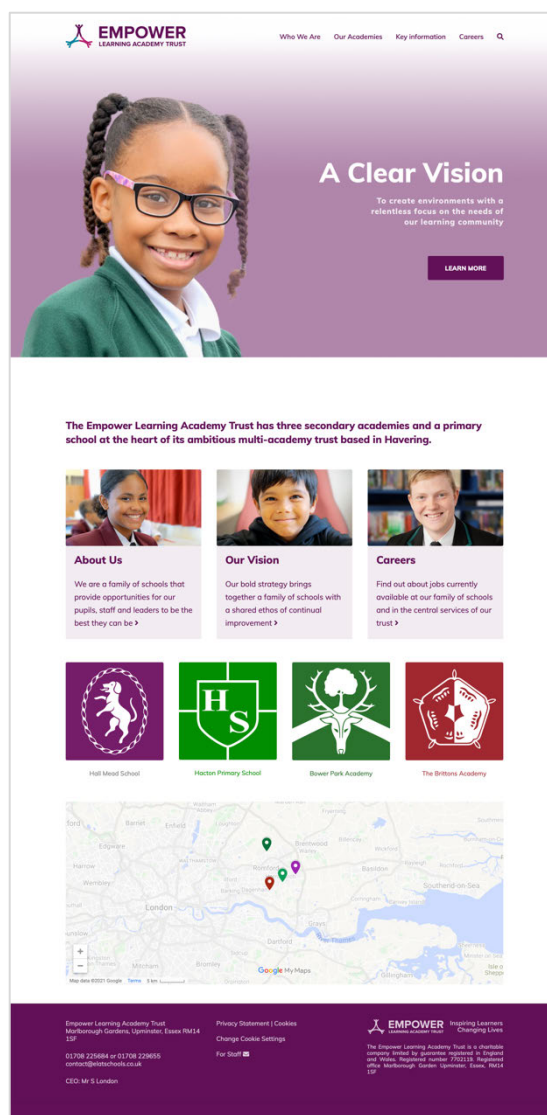
Communications

The Head of Digital Engagement oversees the Empower brand, trust websites and social media and supports individual schools with branded templates and communications assets. Responsible for recruitment advertising across the trust, the Head of Digital Engagement assists schools with the production of school marketing and media relations.

ICT

IT Services are provided over an integrated network infrastructure. The provision includes telephony, MIS, Office and other software. The IT Services team provide remote and in-school support to ensure that systems are fit for purpose for all staff and pupils.

The central services team operate a 'Think Global – Act Local' model, treating our schools in a bespoke way, while ensuring the trust services offer value for money and aid continuous improvement.



343 Teaching Staff **346 Support Staff** **24 Central Services Staff**



2650 Secondary Students **1310 Primary Pupils**

