



Good Shepherd Trust

Life in all its fullness

Benefits of Membership

Our Vision

The Good Shepherd Trust embraces life in all its fullness

- ♥ This means that every pupil is supported to reach their full potential: academically, physically and spiritually.
- ♥ Every colleague is given the tools they need to flourish in their role and develop professionally.
- ♥ Every community is well served by the thriving school at its heart.

- ♥ Our schools enjoy the best of both worlds. Each is valued as unique with its own context and individuality. Equally, every school enjoys all the benefits of belonging to a bigger family with the support and collaboration that brings.
- ♥ At the Good Shepherd Trust, we support one another during the difficult times and we delight in celebrating one another's successes.

We're proud to be the Diocese of Carlisle's Multi-Academy Trust.

What does that mean for your school?

At the Good Shepherd Trust, our dedicated central team serves as the backbone of support for our schools, allowing them to prioritise teaching and learning.

We are a service-led team and put our headteachers and schools first. We foster a culture where service leads, ensuring every decision supports our staff and enhances student learning.

Our team's proactive approach and supportive guidance empower our schools to thrive academically while operating efficiently and maintaining a safe and inclusive environment for all. With a strong set of expertise and an emphasis on collaboration, we strive to uplift and enhance the educational journey for every member of our community.

“One of the greatest benefits of being part of the trust is the strong sense of collaboration and community between our schools. You never feel alone.”

Rob Blake, Executive Headteacher



**As a member
of the Good
Shepherd
Trust, you will
benefit from a
comprehensive
programme
of support:**





People and Development

Our family of schools values expertise and innovation, and we are committed to creating a supportive environment where our staff can shine. We believe that by nurturing our people's talents, we can inspire the next generation of learners and create a brighter future for everyone.

Collaboration and knowledge sharing are key benefits of membership of the Good Shepherd Trust.

"I love my role in the trust. It gives me the freedom to innovate and fosters excellent communication with other leaders. I am constantly engaged and inspired"

Rob Blake, Executive Headteacher





How we help

“We’re proud to have been recognised as a fair and trusted employer under the Valued Worker Scheme.”

Policy

- Suite of HR policies that reflect the same standards as our geographical Local Authorities

Benefits and pay

- Continue to follow NJC pay scales and historically award pay increases before recommendation has been agreed
- Continue to follow National Teachers’ Pay and Conditions
- Access for staff to a range of benefits through Education Mutual. They provide a range of employee benefits with their absence protection services including access to GP appointments, etc

Union recognition

- Union recognition and excellent working relationships

Professional services provided by Strictly Education

- Easy to access professional advice
- Occupational Health advice and guidance
- Easy DBS applications

Central Team support with HR matters including:

- TUPE
- Consultation and restructure conversations

Bespoke induction & onboarding procedures for all levels of staff

- Volunteers, Support staff, Administrative staff, Teachers new to the Trust and senior leaders

Leadership Progression routes

- Head of School, Headteacher, Executive Head

Internal programme of CPD

- 6 sessions a year (half termly)
- Content decided in consultation with Trust school leaders

Induction scheme for new Headteachers

- Termly sessions focusing on areas of finance, HR and estate management
- Leadership mentor from an existing Trust leader

Wide ranging Trust conferences

- Wide ranging curriculum conferences
- Annual Administrators conference
- Annual Governance conference



Advice and Compliance

You don't need to be an expert on red tape and regulation. We offer guidelines for schools to follow and provide expert advice and guidance.

One of our key roles is crafting and updating policies to provide clear guidelines for our schools to follow. We also offer expert advice and guidance on implementing statutory duties such as Equality and Diversity and Data Protection, fostering inclusive environments where everyone feels welcome.

In addition to policy work, our central team is committed to ensuring financial transparency and compliance within the Trust. By monitoring financial reporting and compliance standards, we guarantee that our schools adhere to regulations and best practices.

Safeguarding is a top priority for us, and we continually assess and enhance safeguarding practices across the Trust, promoting a safe and secure learning environment for all.

We also protect against cyber threats by keeping up-to-date with cybersecurity developments and collaborating with partners to strengthen school defences and compliance.

“Safeguarding is a top priority for us, and we continually assess and enhance safeguarding practices”





How we help

Data Protection

- Data Protection and GDPR Compliance managed centrally
- Data Protection policy for the Trust
- Data Protection training, advice and guidance available from the central team

Data Protection Officer

- Support and management of data requests
- Such requests can be time consuming, with tight deadlines. Our central team assist schools to ensure requests are met and information is shared only as appropriate

Equality and Diversity

- In keeping with the Trust's values and as part of its statutory duties, the Trust Board of Directors set and monitor the delivery of equality objectives

Safeguarding

- Strategic Safeguarding Group
- All aspects of safeguarding and child protection are monitored and managed by the Strategic Safeguarding Group chaired by the CEO.
- The group manages the Trust's safeguarding action plan and ensures that safeguarding audits are completed annually at each school.

Cyber Security and Technology

- ICT support with hardware and software sourcing, installation, advice and servicing from a trusted firm
- Cyber security compliance monitored centrally with input from each school and the ICT provider
- Our central team achieved the Cyber Essentials standard of cyber security 2023-24
- Cyber security training delivered to all

Website management support and compliance

- School websites designed and managed by a responsive, trusted, local firm
- Website management and support available from the central team
- Website compliance monitored centrally, and updates supported
- Websites reflect each school with some standard features but no prescriptive format

Health and Safety

- Health and safety compliance and reporting managed centrally



Estate Management

The management of school buildings and environments plays a crucial role in the well-being, safety, and sustainability of our school communities.

Gathering quotes and the tendering process is time consuming, and working on a small scale can mean that schools don't get the best value for money.

By working alongside local and national experts, Trust schools receive comprehensive administrative, strategic, and practical assistance to meet their Good Estate Management requirements. Our central team is dedicated to helping schools to complete and

submit funding projects, ensuring that they remain in compliance with regulations and standards. With a focus on maintaining a safe and conducive environment for learning, our approach to estate management is strategic, proactive and forward-thinking.

"We empower schools to create sustainable and efficient facilities that meet changing needs of students and staff."

Partnerships

Partnership with DBE Services Total Property Management

- Provide practical, clear support for statutory duties including fire risk management, Legionella risk assessment and control etc.
- A database of local contractors to provide timely support when required

Partnership with two local building consultants

- Support with Condition Improvement Fund bids and DFC allocation
- Knowledge and support with building maintenance plans and priorities



School Improvement Strategy

Our School Improvement strategy is vital for fostering academic success and empowering students for the future. We prioritise high standards of achievement and provide unwavering support, challenges, and top-tier resources to all staff.

At the core are our experienced School Improvement Officers, collaborating closely with staff to share best practices and unlock their full potential.

We encourage our schools to maintain strong local and network ties, building a solid foundation for academic and holistic development.

We enrich our offerings through partnerships within and outside our organisation, leveraging Diocesan support, facilitating moderation, and fostering connections within our network.

“Schools within the trust respect each other, we’re working together towards a shared goal; benefitting children and helping them to flourish”

Andrew Davies, Headteacher





Our School Improvement Partnership with DBE Services

The essentials

- A named school adviser.
- Three adviser visits per year (1/2-day visits on-site).
- On-going telephone and e-mail support whenever required.
- Notes of visit that support school improvement – returned promptly by e-mail.
- A weekly update – with links to leadership information as well as some of the latest research and thinking on curriculum, teaching and learning.
- Two free places at termly 'senior leader briefings' which cover current issues, sharing best practice and leadership development topics.
- Support for the school's Ofsted Inspection (before, during & after the inspection).
- Support for the governing body in strategic leadership and school improvement.
- Free membership of DBE Networks.

Quality of Education.

An annual Quality of Education visit and report.

Visits

The **three adviser visits** are flexible and could include any of the following, chosen to meet the school's needs:

- Curriculum and subject knowledge support.
- Challenge and support for the headteacher and other senior leaders.
- Supporting school self-evaluation.
- Working alongside staff to model, challenge and support self-evaluation.
- Support in writing action plans and monitoring progress.
- Delivering CPD.



How we help

Clear Oversight and Accountability

- School Improvement Committee comprising of dedicated Board of Directors and experienced School Improvement Team members.
- Termly meetings to review progress and identify training or support priorities across the Trust.

Safeguarding Supervision Allowance

- Can be delivered individually or in group settings.
- Additional supervision available upon request.

Dedicated SEND Support Systems

- SEND Director serves as a point of accountability to the Trust Board of Directors.
- Aimed at continuously improving standards for high-quality provision.

Staff-Led Subject Development Groups

- Provide school improvement support and facilitate knowledge sharing.
- Enhance staff skills, knowledge, and confidence through collaboration.
- Flexible structure allows for shared leadership and cluster working.

Procurement Relationships

- We ensure the best value for top products by leveraging relationships with various partners, including Curriculum Unity Schools Partnership, Twinkl, CPOMS, Scholarpack, Headteacher Rep, National College, OUP resources, Renaissance Learn, and Jigsaw PSHE, among others.

Other Benefits

- Internal moderation to maintain high standards.
- Half-termly Senior Leaders meetings and support with recruitment.
- Strategic support before, during, and after Ofsted/SIAMS inspections.
- School Improvement Team visits and a tailored programme with your School Improvement Officer.



Governance

It can be difficult to recruit governors into this increasingly challenging voluntary role. Governors want to spend time on local issues at the heart of the school community.

The Good Shepherd Trust thrives due to the unwavering dedication of volunteers, from the Board of Directors to the Local Governing Bodies (LGB).

Directors and LGBs collaborate to focus on school priorities. LGB members, also volunteers, provide strategic leadership, dedicating time to meet community and Trust goals.

They work with the Board to align community expectations with the Trust's strategic vision, fostering a beneficial relationship for all stakeholders.

The Trust offers a comprehensive training program, blending in-person and online sessions to fit volunteers' schedules. This ensures that Local Governors are well-prepared to effectively contribute to our schools' growth and success.





How we help

Programme of LGB Training

- A 2-year rolling programme of face-to-face and online sessions.
- Access to the National College online learning platform.
- Training available to support our Church schools through the Carlisle Diocese partnership.

Clear and Comprehensive LGB Manual

- Includes standard templates.
- Regularly updated to reflect best practices and feedback from LGB members.

Named Link Director

- Provides clear strategic direction for the Board.
- Ensures understanding of each school's context and challenges.

Other Benefits

- Strong links with local Diocese for Foundation Local Governors' training.
- Central point of contact and support.
- Annual Heads and Chairs conference.
- Termly LGB Chair meetings with CEO and Board Chair.
- Three places for LGB Chairs on the Board of Directors.
- Training and one-to-one support for Governance Professionals at all experience levels, provided in groups or individually.





Finance

Our central team provides expert financial support and advice to keep your school's budget on track and ahead of challenges.

We offer guidance on budget planning and scenario building, helping each school establish a sustainable budget and build future reserves.

Our Finance team assist in accurately tracking expenditures, streamlining charges, and optimising payment processes, ensuring schools maximise the value of their subscriptions and service agreements.

Our user-friendly Payroll system allows employees easy access to pay information and timesheet submissions.

Our Finance team is always ready to help with any queries and ensure accurate, timely payments.

"You can confidently focus on delivering quality education, knowing your financial matters are well-handled."





How we help

Three Budget Reviews Per Year

- Planning spending within predicted budgets.
- Identifying areas for potential savings across your school and the wider Trust.
- Responding swiftly to changes.
- Proven track record of managing school budgets for maximum educational outcomes and building reserves.
- Access to on-demand advice and scenario building when less formal budget management is required.

Finance Support

- Professional and approachable central team members build excellent relationships with school administrators and leaders to ensure smooth finance systems.
- Full training provided on finance systems for administrators, senior leaders, and Local Governors as required.

Supplier Relationships and Buying Power

- Work with suppliers for best value.
- Ensure due diligence and review of services for suitability and best price.
- Collaborate with local businesses for responsive service tailored to school needs.
- Coordinate with national suppliers for educational provision support while remaining sustainable for budgets.

Oversight and Advice from Finance Committee

- Board of Directors offer advice, guidance, and oversight through the finance committee.
- Regular meetings to discuss challenges, find solutions, and empower schools for excellent education within sustainable models.

Annual External and Internal Audit Process

- Ensure financial probity and integrity with a friendly and transparent system.

Payroll Support

- Single point of contact for payroll and pension enquiries.
- Issues contracts and assists with people-related admin.
- Provides training on payroll systems to administrators and senior leaders as needed.

Meeting DfE Reporting Deadlines

- Produce all reports to comply with DfE requirements.
- Support schools to meet deadlines without added burden.



Easy-to-Use Payroll Software

- Online portal and app for convenient payroll management.
- Quick access to pay and pension documentation.
- Reporting functions for senior leaders.

Gift Aid Claims

- Submit Gift Aid claims annually to maximise fundraising efforts.

Comprehensive Finance Manual

- Provides context and guidance on financial matters.
- Includes templates and proformas to ease administrative burden.

Pupil Premium and Sport Premium Spend Advice

- Identify grant opportunities and assist with grant applications.

“Being part of the trust has enabled us to prioritise wellbeing significantly. It’s wonderful to be part of something larger and stronger, all for the benefit of our children.”

Rob Blake, Executive Headteacher





People & Development



Advice & Compliance



Estate Management

Notes



School Improvement



Governance



Finance

Notes



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Thank you

For more information contact:
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