

Introduction to The Prospect Trust

Andy Yarrow, CEO and Paul Edwards, COO

28 January 2025

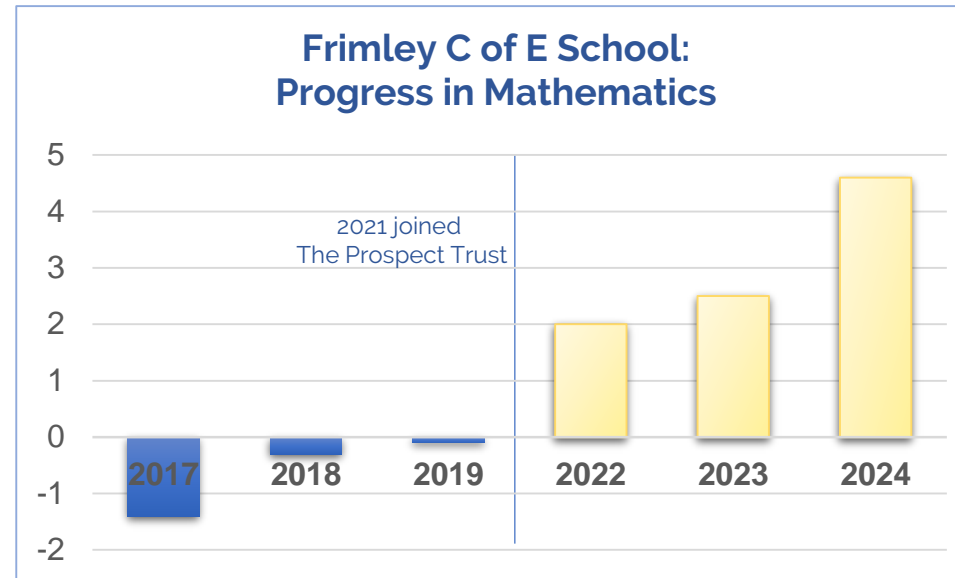
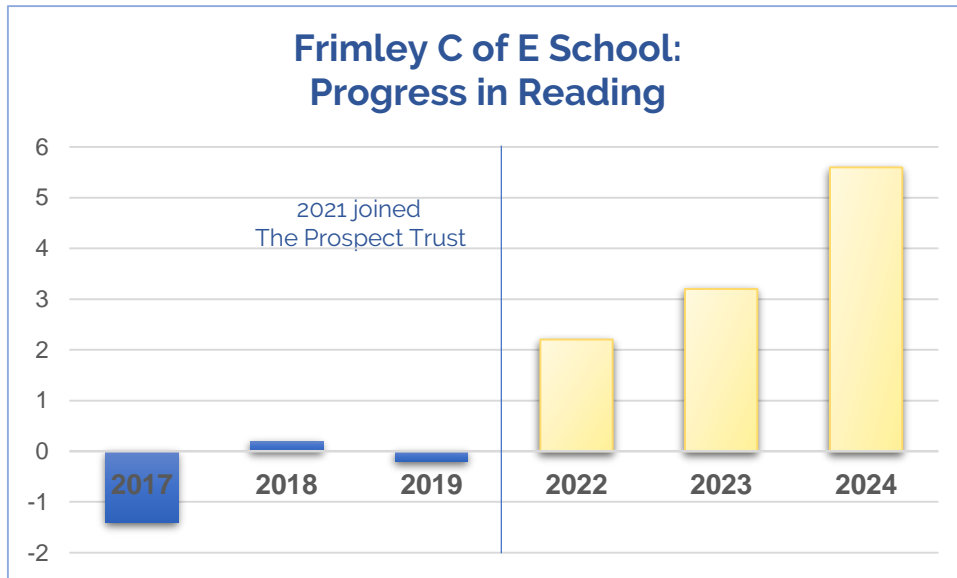
Our current academies



No. of students in age range	
7-11	360
11-16	1,500
16-18	4,100

Ofsted Inspections	
SFCF October 2021	Outstanding
Tomlinscote November 2023	Outstanding
Frimley March 2024	Remains good (ungraded)
SIAMS Inspection	
Frimley December 2023	Equivalent to excellent

Summer 2024 outcomes: evidence of impact



Recent Ofsted inspection report highlights

Pupils flourish at this exceptional school. They are highly ambitious for themselves and each other. The school provides support, care and guidance to ensure that success is possible for all pupils, including those with special educational needs and/or disabilities (SEND). All pupils are expected to achieve highly, and they do.

Tomlinscote School Ofsted Report,
November 2023

Pupils love to learn. They have extremely positive attitudes to learning. Adults strive for pupils to achieve highly. Pupils respond well to adults' high aspirations. In lessons pupils' engagement in learning is impressive. They have a strong work ethic, maintain a clear focus and work hard.

Frimley C of E School Ofsted Report,
March 2024

Why The Prospect Trust exists – our mission and vision

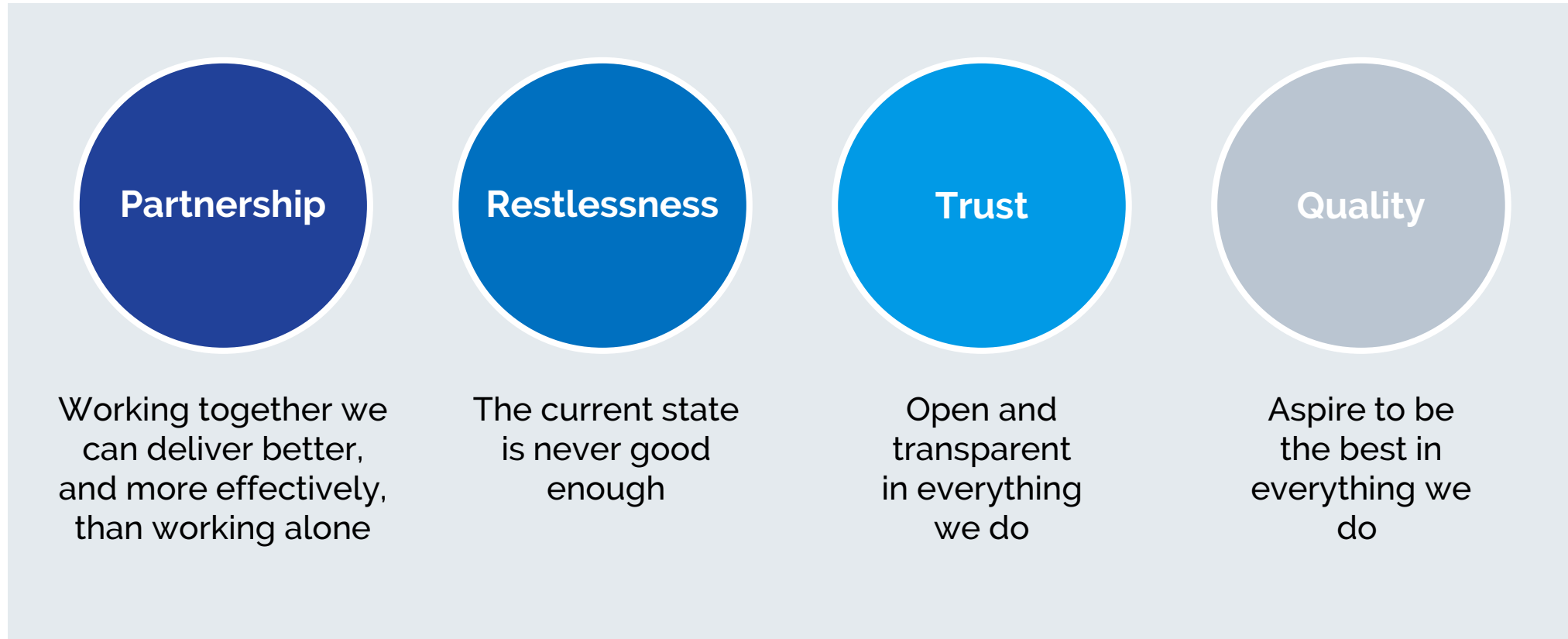
Our mission

To enable all our learners to realise their full potential and make a positive contribution to their communities.

Our vision

To provide outstanding education within a collaborative family of academies, driving academic excellence, inclusion and opportunity for all.

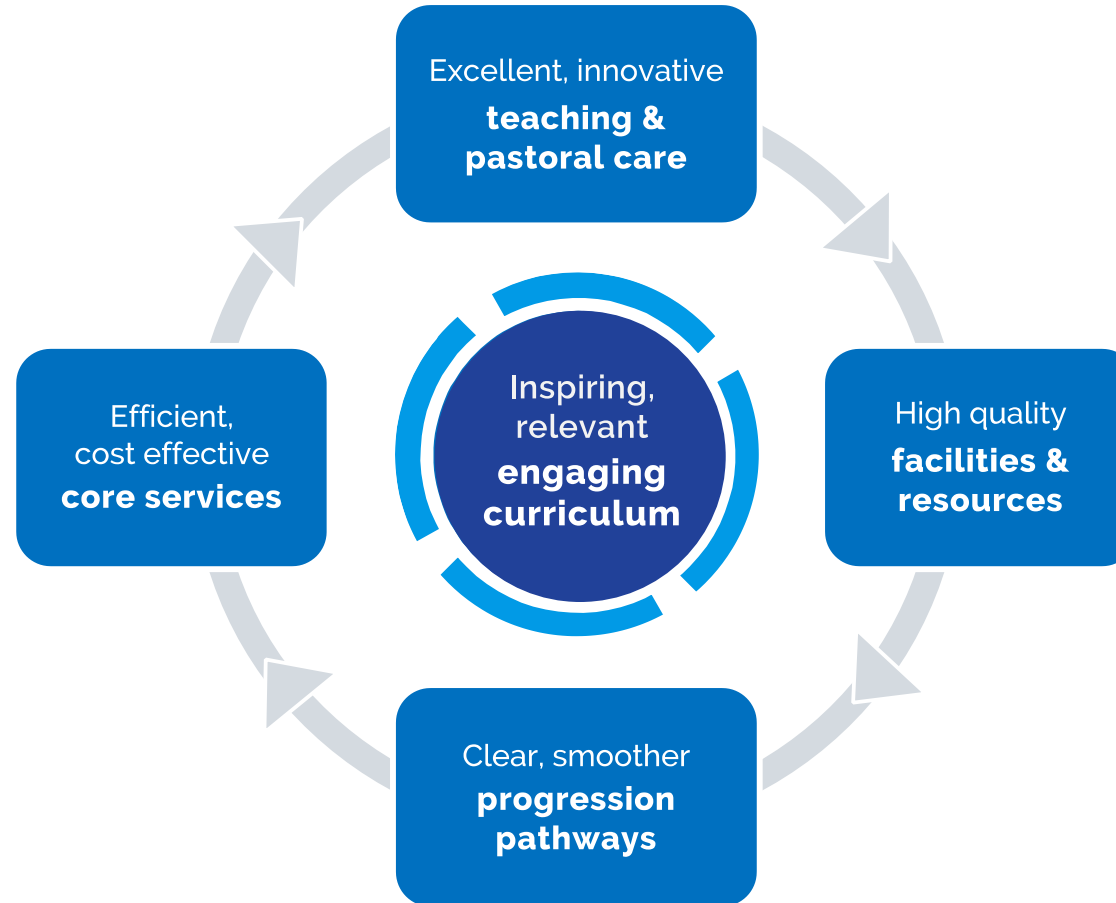
Our core values – underpinning how we work



These **values** underpin how we expect and encourage everyone in The Prospect Trust, including all of our academies, to collaborate and support each other in striving to deliver **our vision**

Delivering our vision

The curriculum drives Trust development

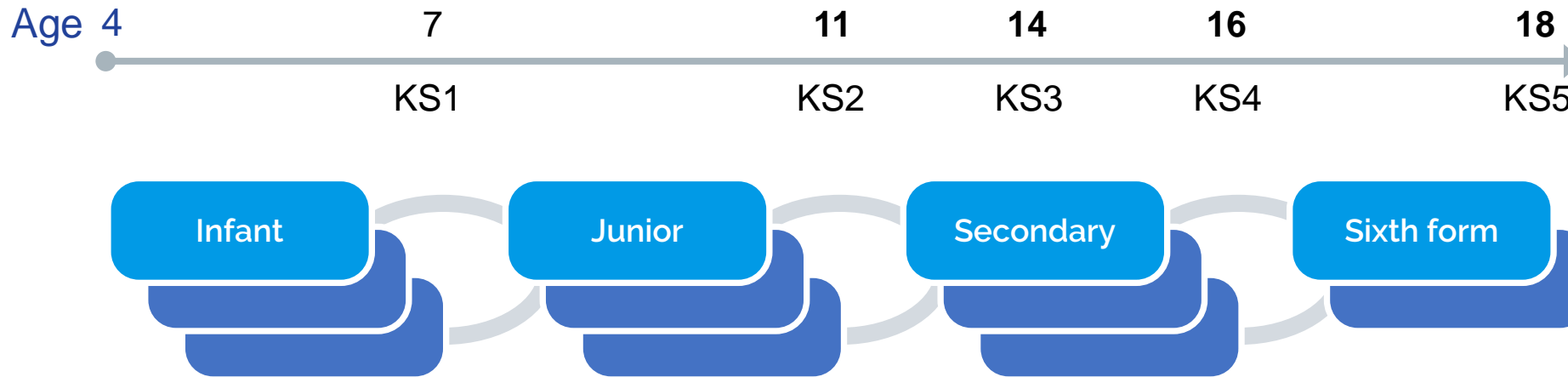


What we teach and **how we teach** it is central to all academies in The Prospect Trust. To deliver this across all of our academies, we focus on ensuring these four enablers are in place.

Our vision for our young people

1. **Be moral and good citizens** – treat others as they would wish to be treated
2. **Respect themselves** – be happy in themselves (physically and mentally)
3. **Practise virtues that build character** – intellect, morality, civic purpose and performance
4. **Formulate a vision for their life** – personal aspiration framed around demanding goals
5. **Experience success** - to ensure they stay motivated
6. **Learn what drives success** – careful preparation, effort, flexibility and persistence
7. **Believe in themselves** – take control of their studies and believe they can succeed
8. **Value knowledge** - (gathering and practising) as pivotal to increasing their 'ability'
9. **Focus on maximising their own performance** – rather than just competing against others
10. **Gain the self-assurance** - to achieve their life goals

Our vision – smoothing the transitions

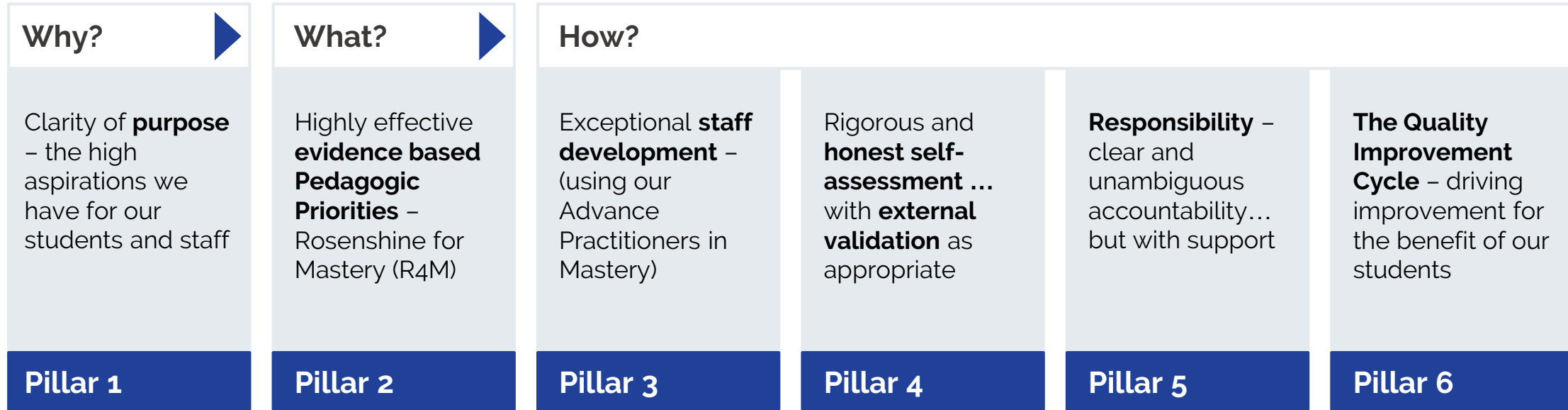


We firmly believe that **close collaboration between staff working across all stages of education** can deliver real benefits to our learners.

While The Prospect Trust currently comprises three academies, we are in active discussion with several other local schools.

Our approach to quality improvement

The Six Pillars of The Prospect Trust's Quality Improvement Strategy



The learner at the centre of The Prospect Trust

"...when a Trust understands the power of the curriculum and evidence-based teacher development to transform teaching quality, and owns the task of doing so, real system improvement becomes possible."

Knowledge-building – school improvement at scale
Confederation of School Trusts (2021)



Our quality improvement cycle and key performance metrics



Our strategic priorities

Quality of Education

- Embed a culture of high aspirations and expectations for all across TPT's academies that enables all learners to fully realise their academic and personal potential, regardless of starting points and backgrounds
- Ensure that every TPT learner engages with a high-quality, inclusive curriculum and effective, evidence-based pedagogical practice for all groups of learners, with additional support provided where required so that no learner is left behind

Workforce Development

- Develop an effective Trust-wide people strategy, including a high-quality professional development programme for all staff at all stages of their careers and the development of a coaching culture at all levels
- Create further opportunities for impactful Trust-wide professional and learner collaboration

Strategic Growth

- Raise the profile of the Trust and increase the number and diversity of member and partner academies
- Create a cost-effective, sustainable operating model that enables all member academies to thrive

Some of our key people



Andy Yarrow
Chief Executive Officer

- Appointed CEO of TPT in September 2022, having previously led a MAT of 16 schools
- Successful career in secondary school teaching and headship before moving into MAT leadership
- Strong track record of delivering school improvement at both secondary and primary schools in two other successful MATs

Important areas of focus

- Delivering the Trust's mission and vision
- Supporting and coaching our academy leaders to ensure they collaborate as a team and are well equipped and confident to deliver success for learners and staff in their academies



Vince Scannella
Director of Education

- Over 30 years experience as a highly successful teacher and Sixth Form College senior leader
- Nationally recognised expert in research-based teaching and assessment methodologies

Important areas of focus

- Ensuring the Trust Academies deliver an outstanding quality of education
- Implementing the Trust's Rosenshine for Mastery pedagogical approach



Paul Edwards
Chief Operating Officer

- A qualified chartered public finance accountant and our Trust COO
- Also responsible for the effective delivery of key central support services including finance, payroll, ICT, facilities and estates.
- Has worked in the education sector for 12+ years in vice / deputy principal roles

Important areas of focus

- Ensuring our central teams are best able to provide the support needed by our academies

Some of our key people



Andrew Needham
Chair of Board
of Trustees

- Management consultant and chartered accountant
- Career with big corporates and business schools building capability in their managers and leaders
- Formerly Chair of Board at Sixth Form College Farnborough

Important areas of focus

- Holding our CEO and Trust board accountable to achieve the Trust's visions
- Ensuring the effectiveness of the Trust's governance processes



Alex Tear
Foundation Trustee

- DCM appointed Trustee
- Guildford Diocesan Director of Education and member of the Bishop's Leadership Team
- Member of the Education & Safeguarding Committee

Important areas of focus

- Supporting growth for the Trust
- Curriculum

What changes for an academy when it joins our Trust?

What doesn't change

To the outside world and for students, parents and staff, day-to-day the impact of joining TPT is largely invisible.

- The brand identity, values and ethos is important to the local community and will be preserved.
- School leaders will continue to be responsible for agreed staffing, pastoral care, safeguarding, curriculum development and the progress of students plus the performance management of staff
- The academy will still be responsible for admissions each year, securing student numbers in line with agreed targets
- Staff terms and conditions of service will stay the same (although their employer will transfer from Hampshire County Council to The Prospect Trust)

What does change

Our aim is to build on each academy's existing strengths to enable it to:

- ✓ **Deliver great learning and improved outcomes for its students**
- ✓ **Provide a great environment to learn and work for all of its students and staff; and thus**
- ✓ **Become the school of choice for learners in its local area**

To achieve this, there do need to be changes to how each academy operates. These are summarised on the next page.

Key changes for an academy joining The Prospect Trust

Aspect	Important points
Governance	<ul style="list-style-type: none"> Members of the existing Governing Body will form the School's initial Academy Quality Council (AQC) The AQC is responsible for the oversight of the quality of education provided by the academy and for developing community partnerships. It works closely with the academy Principal and reports to the Trust Board The Trust Board is ultimately accountable for the strategic direction and performance of each academy within the Trust
Leadership	<ul style="list-style-type: none"> The Academy Principal reports directly to the CEO of the Trust. The Principal is also accountable to the AQC on matters relating to the quality of education provided by the academy Future appointments to the Senior Leadership Team of each academy are made by the Trust Executive, with Trust Board approval and input from the AQC, as appropriate
Support services	<ul style="list-style-type: none"> Support services that include HR, Payroll, Finance, Estates, H&S, IT and Careers Information Advice & Guidance will be accessed from and managed by central Trust teams rather than the local authority Certain central teams including HR and Finance will often have a local presence at each academy, depending on the size of each academy
Financial management	<ul style="list-style-type: none"> The Trust's central finance team will, with significant involvement from the academy's Principal, establish the academy's annual budget and manage its financial performance Significant investment decisions will be the responsibility of the Trust Board, in consultation with the Trust Executive Team and academy Principals