

CREATED WITH IMPACT. @malesomeimpact



HUMILITY | EXCELLENCE | INTEGRITY | REFLECTIVENESS | LEADERSHIP | INCLUSIVITY | TOGETHER | KINDNESS



Northern Leaders Trust,
Kenton School, Drayton Road,
Newcastle upon Tyne, NE3 3RU

Tel: 0191 214 2201
joinus@northernleaderstrust.org
www.northernleaderstrust.org

Welcome

WWW.NORTHERNLEADERSTRUST.ORG

LEADERSHIP | EXCELLENCE | INTEGRITY | KINDNESS | INCLUSIVITY | HUMILITY | TOGETHER | REFLECTIVENESS



Thank you for your interest in Northern Leaders Trust where achievement, students and leaders matter.

A warm welcome



At Northern Leaders Trust, we are dedicated to our vision of putting students at the centre of everything we do. We are committed to all students achieving their potential. We are inclusive and embrace collaboration over competition to help remove barriers to learning. We believe that everyone can be a leader and our academies offer a diverse range of opportunities for

students to develop their leadership skills within and beyond the classroom. We are a values-driven employer that supports our staff with high quality professional development and opportunities to become a leader in their chosen field. If you would like to know more about Northern Leaders Trust, where achievement, students and leaders matter, we'd love to hear from you.


Lee Kirtley
Chief Executive Officer



WELCOME FROM THE CHAIR OF TRUSTEES

It is a privilege to be Chair of Trustees in a Trust which strives to ensure its students have the opportunity to achieve excellence in academic, sporting and artistic pursuits and challenges its students to adapt, problem-solve and sustain resilience in a fast-changing world.

As a Trust, we believe that we are stronger together and that collaboration is always more effective than competition. I am proud to be part of Northern Leaders Trust.

Therese Quincey
Chair of Trustees



Ambitious for the future

We want every student to achieve their academic potential and grow in confidence as future leaders.

A GROWING, INCLUSIVE TRUST

Based in Newcastle upon Tyne, Northern Leaders Trust was established as a multi-academy trust (MAT) in 2014. Originally known as the Kenton Schools Academy Trust, the Trust has recently rebranded to focus attention on its primary purpose of raising achievement and developing its young people as leaders through inspirational leadership. The Trust currently comprises two academies:

Kenton School, our 11-19 community academy, one of the largest schools in the North of England, and Studio West, the first 11-19 studio school in the UK. Demand for a place in our academies is high, with both schools being oversubscribed in recent years.

OUR MISSION, VISION AND VALUES

Our mission, quite simply, is to put students at the centre of everything we do. Our academies deliver an ambitious

and inclusive curriculum and through collaboration, every aspect of our work is of high quality. This enables all students to have high aspirations and to excel academically and socially.

OUR SHARED VALUES

Across the Trust we have a shared expectation, our **One Trust Rule**, which states: Every student and adult is expected to behave in a responsible manner both to themselves and others, showing consideration, courtesy and respect for other people and their wellbeing at all times.

Whilst our academies are unique and retain their own identities, we expect members of our community to align with our Trust vision and values:

LEADERSHIP Leaders help themselves and others to do the right thing. We firmly believe that all students and staff within our Trust are leaders.
EXCELLENCE We are a Trust that strives to achieve excellence in academic, sporting and artistic pursuits.
INTEGRITY We are honest and driven by a clear moral purpose. Acting with integrity means we strive to do the right thing at all times.
KINDNESS We value being kind to one another, using our manners and being considerate of each other's feelings.
INCLUSIVITY All students are welcomed into our classrooms and their

uniqueness is celebrated. We have high aspirations for all students: no groups or individuals will be left behind.
HUMILITY We are humble in both success and failure. We acknowledge that our successes are achieved through the hard work of our students, parents, teachers and community.
TOGETHER We believe that the Trust is stronger together and that collaboration is always more effective than competition.
REFLECTIVENESS We value reflection as a way to achieve improvement. We believe in inspiring all our learners to question, research, engage and therefore thrive.

NORTHERN LEADERS TRUST: OUR VISION AND VALUES



Curriculum commitment

We promise to ensure that all students have high aspirations and excel socially and academically.

Each school will work with the Trust Directors of Subject and Director of Curriculum to provide an ambitious and inclusive curriculum in the context of their school. Our curriculum is broad, balanced and built around students' individual needs and abilities to

allow all students, regardless of background, the opportunity to reach their potential and compete with others nationally.

AMBITIOUS FOR ALL STUDENTS

Our inclusive curriculum is ambitious for all students, regardless of starting point or need. Students are taught the most important knowledge to enable them to succeed in life. The curriculum in all areas is at least as ambitious at the National Curriculum enabling all students to progress well to their next phase of employment, education or training.

WELL SEQUENCED AND WELL PLANNED

Each subject has a well-planned scheme of learning which builds on the previous key stage and considers each schools.

LOCAL CONTEXT.

Shared planning across the Trust enables teachers to build their lessons from a high quality starting point.

EXPERTLY DELIVERED

Teaching is informed by the most up to date research. Our **GREAT** teaching model supports staff to deliver lessons to the highest quality. Staff have freedom within the four part lesson structure to deliver lessons that are expertly tailored to meet the needs of the students in front of them.

INTRINSIC CURRICULUM

Our holistic approach to curriculum is underpinned by our values of inclusivity, togetherness, excellence and kindness. We promote:

- ★ Positive attitudes to learning

- ★ Effective learning routines
- ★ High expectations
- ★ Behaviours for learning
- ★ Strong praise culture

ACADEMIC CURRICULUM

We believe in a rich, broad and balanced curriculum:

- ★ Strong focus on reading
- ★ Precise targeted support for weaker readers
- ★ Targeted support for individuals using our CARE cycle
- ★ Extended learning
- ★ Online learning resources
- ★ Financial investment in resources and facilities
- ★ Catch-up interventions

ENRICHMENT CURRICULUM

We believe students' learning is enhanced by their experiences outside of the classroom. This includes:

- ★ Curriculum experience days (10 during Year 7 – Year 11)
- ★ A wide ranging after-school enrichment programme
- ★ Educational visits to enhance learning
- ★ Representing the school
- ★ Participating in the Student Council
- ★ Residentials
- ★ Performances
- ★ Supporting events e.g. Community Champions event

OUR CAREING APPROACH

Student learning is further supported by our Trust CARE cycle, ensuring no student is left behind and no stone left unturned.

- C** Collect Information
- A** Analyse Information
- R** Resolve Issues
- E** Evaluate Impact

Invaluable CPD opportunities for all Trust staff

Northern Leaders Trust is committed to ensuring all staff have access to regular, high quality professional development. In addition to the core offer entitlement, all staff have the option to attend a range of training organised by the Trust.

The annual program covers carefully selected *principles* where appropriate, some principles have two elements: **How to Lead** and **How to Deliver**.

Although some sessions are tailored towards staff in particular roles or career stage, all sessions are open to all staff. This provides further opportunities for members of staff to develop or diversify their career. The principles cover:

- | | |
|------------------------------------|--------------------------------|
| ★ Teaching and Learning | ★ Personal Development |
| ★ Safeguarding Xtra | ★ Professional Development |
| ★ Reading and Literacy | ★ Supporting students with EAL |
| ★ Role of a Form Tutor | ★ Estates and Site Management |
| ★ Inclusion and SEND | ★ HR |
| ★ Attendance | ★ Finance |
| ★ Behaviour Management | ★ Health and Safety |
| ★ Curriculum Design and Assessment | ★ Risk |
| ★ Leadership | ★ Operations Management |
| | ★ First Aid |

Our plan for improvement

With big ambitions for the future, we are focused on every student achieving their full potential.

The Trust has a strong school improvement offer supported by high calibre Trust Leads and Trust Directors of Subjects.

Our Education Development Strategy centres around our School Improvement Impact model which receives continual review through our **CARE** cycle. This approach results in a programme of improvement for our staff,

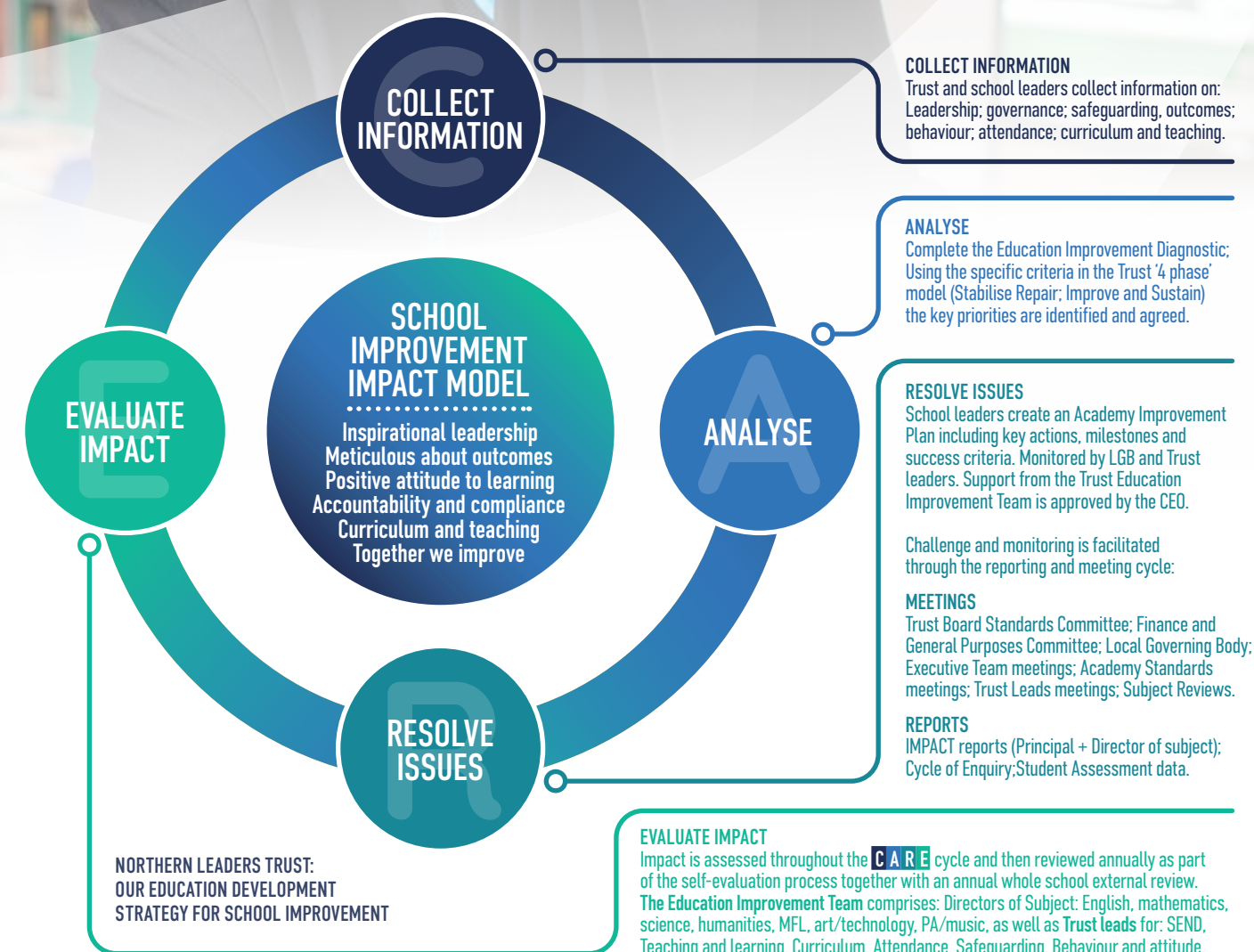
learning environments, services and resources – ultimately impacting positively on student outcomes.

We are well practiced in directing resources and funding towards students who need it most and our safeguarding approach is well embedded. We continue to focus resources on students who need it most to ensure

they are not disadvantaged by time lost in the classroom due to COVID and are supported to achieve their potential.

As well as our key focus on student outcomes, we are also developing a people and wellbeing strategy, with a view to creating a unique people offer to attract, develop, retain and inspire staff members to make their career with the Trust.

We are supported by a strong and ambitious Board of Trustees and Local Governing Bodies (LGB) with a clear vision for the future of NLT. Regular reviews of governance and its effectiveness are planned to underpin our growth plans.





Kenton School

‘All Different, All Equal’

At Kenton School we prioritise great teaching for all students, so that knowledge is embedded, and disadvantage is not a barrier to learning. All students are supported to reach their true potential, so that they are well-placed for life beyond school.

Kenton is large secondary school with a thriving sixth form. The school has been on a journey of rapid improvement which was recognised by Ofsted in 2022 where leadership was graded good for the first time since its conversation in 2012.

Ofsted noted, “much has improved in Kenton School.”

Inspectors reported that “Shrewd investment by the Trust has increased leadership capacity. Leaders are ambitious for pupils. They want pupils to be aspirational and achieve well. The vision is beginning to be realised.”

Ofsted also noted that “Despite its large size, the school has a community feel. Staff are adept at meeting the needs of pupils with special educational needs and/or disabilities (SEND).”

An Ofsted monitoring visit in November 2023 confirmed once more that “Leaders are taking effective action.”



At Kenton School we prioritise great teaching for all students so that knowledge is embedded and disadvantage is not a barrier to learning. All students are supported to reach their true potential.

Sinead Green,
Principal, Kenton School



Studio West

‘Learning that connects’

At Studio West we put students at the centre of everything we do. We strive each day to provide a wealth of academic and extra-curricular opportunities, so our young people grow into successful students who achieve well and socially responsible and caring citizens, who make a difference to this wonderful community.

As a studio school, our holistic curriculum, which includes links with local business partners, provides opportunities for students to develop and apply a range of skills, including teamwork, critical thinking and broader life skills.

Studio West is a high performing studio school

with a curriculum intent that ensures students have the knowledge and skills to succeed in life.

In 2019 Ofsted judged Studio West to be good and under Northern Leaders Trust, the school has continued to improve even further. Students of all abilities can thrive in this exciting learning environment, which nurtures their aspiration and improves their life chances, with high expectations and a good quality of education.

Students move on from Studio West with an ability to help shape and contribute to their modern era as confident, able and well-rounded individuals.



At Studio West we put students at the centre of everything we do, our holistic curriculum allows our learners to develop academically and socially as well-rounded individuals.

Craig Knowles,
Principal, Studio West

Positive impacts

Our vision and values are delivered through our IMPACT school improvement model.

I INSPIRATIONAL LEADERSHIP

We are relentless in our quest to remove all barriers to students' learning. We ensure that the vision and values of our Trust are 'lived' by the school community.

M METICULOUS ABOUT OUTCOMES

We focus on improving a wide range of academic and social outcomes. We ensure no stone is left unturned in our quest for all students to progress from our Trust with the appropriate qualifications and interpersonal skills they need to have a successful future.

P POSITIVE ATTITUDES TO LEARNING

Our academies create a culture where success is celebrated, and students want to attend and give their best in every lesson. We also celebrate achievements outside of the core school day.

A ACCOUNTABILITY AND COMPLIANCE

We embrace our accountability. We acknowledge responsibility for the decisions we make and the actions we take.

C CURRICULUM AND TEACHING

All students, regardless of ability, have equal access

to a broad and balanced curriculum. Through the Trust model for GREAT teaching, all teachers work collaboratively to ensure every minute of every lesson is focused on students making exceptional progress.

T TOGETHER, WE'RE BETTER

All members of the Trust community understand that working together makes us stronger. Meaningful collaboration improves all aspects of our work and ultimately leads to a better quality of education for all students. All staff members freely share their time and knowledge to help one another.

OUR PRIORITIES

Northern Leaders Trust is a multi-academy trust with big ambitions, focused on every student achieving their academic potential in addition to shaping their confidence as future leaders.

To do this we need a strong network of teachers and support staff, who are leaders in their own right, with the support behind them to shape students' lives and help them overcome barriers, tackle challenges and compete on a world-class stage.

We are committed to enabling colleagues to undertake continuous

Our academies lead the way in national and local education for students from all backgrounds.

professional development whilst also supporting those who wish to go into leadership. Our team's health and wellbeing is also paramount, and our promise is detailed in our Wellbeing Charter.

We are here to support our academies to succeed not only in their student outcomes but also in future inspections.



Northern Leaders Trust Community Champion Awards

The Northern Leaders Trust Community Champion Awards showcase excellent examples of community achievements by students across Newcastle upon Tyne.

As well as becoming a highlight of the school year in the North East, the awards also provide students with an opportunity to stand out and shine for their contribution to the community.

Nominees, parents, carers, and friends joined Lee Kirtley, CEO of Northern Leaders Trust at Kenton School for the glittering awards ceremony which saw seven outstanding young people, all from Newcastle schools, picking up an award.

EXTRAORDINARY CONTRIBUTIONS

Thanking all the nominees and attendees at the event, Mr Kirtley said: "I wanted to launch these awards because young people make extraordinary contributions to their communities every day and they so often go unnoticed. I wanted to create the opportunity to acknowledge the kindness, care and support that they give to others.

"It is heartening to see so many young people who have shown exceptional dedication, compassion and resilience in making a positive difference in their communities."



Next steps

We are excited about the future for Northern Leaders Trust and the potential for growth. We have a strong leadership and central services team, and are indebted to our Trust Board which provides strategic direction and holds us to account. We are proud of our schools and are committed to providing an excellent education for the children in our communities.

JOIN US

By joining Northern Leaders Trust, we can work together to shape a brighter future for your school and the young people and their families in your local community. If your vision and values are in line with ours and you would like to find out more, we'd love to hear from you.

CONTACT

Lee Kirtley, Chief Executive Officer
E: joinus@northernleadertrust.org
T: 0191 214 2201

You can also find out more by exploring our website at: northernleadertrust.org

