



King's Group
Academies

Why King's?

Opportunity and Success on a Global Stage.

Working in partnership with our academies we do whatever it takes to support them on their journey to good and outstanding.

King's Group Academies (KGA) values each of its academies as individual organisations which reflect the needs of their students and the communities they serve.

Our core offer is not a 'one size fits all'. Rather it is bespoke to meet the individual needs of each academy and maximise its overall effectiveness including financial stability and sound governance. Working in tandem with our academies we develop a unique support package for each academy that will ensure their success in becoming or maintaining their status as outstanding.

Our support package gives access to outstanding school leaders with impressive school improvement track records in both Primary and Secondary schools as part of the core team together with harnessing the considerable expertise from school leaders within our academies to support each other. The latter include Subject Leaders in Education (SLE's) in core subjects together with National Leaders in Education (NLE'S) including serving practitioner who also works as an Ofsted inspector.

Through our ethos, our extended curriculum, our entrepreneurial approach and international dimension, which is the golden thread running through all our academies, we will ensure our students develop into global citizens confident and equipped for a life in an ever changing world.

We are driven by the core belief that all our students deserve the very best education that will provide them with the academic qualifications, skills, experience, opportunities and networks essential for long term success. That all of our students will succeed irrespective of their starting point or background is non negotiable and in working with our academies we are relentless in the pursuit of this goal.

School Improvement

Leadership & Management Core Offer for all academies

Annual analysis of school effectiveness with Senior Leadership Team including standards Bespoke Annual Academy support and monitoring plan

Three days minimum School Improvement support including Annual Quality assurance review to meet agreed outcomes of plan above plus 1 day HT Performance Management support Ofsted Inspection Support Principal/HT Board bi monthly meetings to share best Leadership and Management practice across the MAT, information exchange and contribute to MAT wide policy and practice development Provision of suite of curriculum support and student behaviour KGA policies and ongoing updates in line with statutory requirements Support for Principal/HT's and senior Leaders Support for Chair of Governors Support for LGB includes officer and trustee attendance at LGB meetings Middle Leader support programme

Student Progress and performance core offer for all academies

Termly scrutiny of student data progress with phase Director together with Trustee termly review of KGA scorecards 'My Concern' package to ensure best practice in safeguarding Curriculum and assessment design and development Y1 King's ICT Strategy to ensure core provision for all students Year 1 ICT review of student provision and action plan if required to meet King's core provision

Enhanced Student Progress and performance offer if needed or commissioned by academy

Core subject training and support
Wider curriculum support
SEN review
Pupil premium review
High ability review
Gender specific reviews
Identified cohort specific reviews
Departmental /subject audits

International Dimension

Promoting each and every student to be an active partner in the KGA global learning community through a varied range of school to school activities between KGA and King's Group schools

Languages as part of the core curriculum for all students in all phases

King's Group Sixth Form Scholarship in Soto Madrid . This is an open competition for KGA Year 11 students and the scholarship funds the tuition and Boarding school fees for the successful student.

Student Leadership Opportunities.
Each year the Head Boy and Head Girl of our secondary schools attend the weekend school leadership conference in Madrid.

Colleagues from King's Group annual day Student Leadership for secondary schools for all newly appointed student leaders

Professional Services

Offer Finance Core Offer

Setting up new finance and budget Software
Curriculum led financial planning
Setting up insurance, payroll provider and bank account
Advice on setting up systems and procedures
Help with budget submissions and procedures
Mutual help with short -term cash flow or staffing problems
Networking for Business Mangers
Finance/Resources committee training
Obtaining fixed valuation assets and pensions evaluations Y1
Training and support
Annual accounts preparation and ESFA submissions
VAT returns
Audit (external and internal (support)
Financial policies
Financial helpdesk
Three year Financial plan
Bimonthly School visits by FD to review financial systems and budget monitoring

Finance Enhanced Offer if needed Enhanced visits

Human Resources Core Offer

HR suite of employee policies procedures and practices
HR help desk from third party providers (Portsmouth HR)
Annual curriculum led staffing
Budget review meeting
Scorecard review termly by KGA core team and Trustees includes staffing budget review (target 79%)
Contracts of employment
Organisational Change : full support for staff reorganisation including union consultation and financial support for redundancy arrangements
Centralised payroll system

Enhanced Leadership and Management offer if needed or commissioned by the academy

Additional School Improvement reviews and Quality Assurance visits
Middle Leader support programme

Professional Development Core Offer

Coaching and Mentoring programme for HT's and Senior Leaders
BlueSky Performance Management on line system used MAT wide
Annual MAT INSET day
Trust well being strategy including annual survey to monitor wellbeing including workload and CPD

Enhanced Professional Development Offer if needed or commissioned by academy

Coaching to improve Performance programme
Middle Leadership training
Aspiring Leaders mentoring and training

Governance Core Offer

Induction for new academies Y1
Full governance review for new academies Y1
Induction for new Governors
Cross MAT termly training workshop for COG's and 2/3LGB colleagues
LGB OFSTED preparation and training

Enhanced Governance Offer if needed or commissioned by academy

LGB KGA Training programme. Sessions include:

Why be a Governor? Understanding and using academy data. Roles and responsibilities of Chairs, Vice Chairs and Chairs of Committees. The role of the link Governor- visits to academies/classes. Role of the safeguarding Governor. Role of the SEND Governor. Role of parent Governors. Preparing for being a Governor through an Ofsted Inspection

Y1 = First year only

Opportunities for teachers to engage in secondment arrangements with our King's Group Partner schools

Senior Leaders in our KGA academies are annually invited to join/present at the King's Group annual Professional Development Conference. The aim being to share the very best practice between the King's Group and King's Group Academies

Human Resources Core Offer continued

GDPR Annual audit
GDPR online training for all staff
Pension returns and audit
Governor HR information and advice
Recruitment support for senior leadership posts including design of candidate application packs, interview process and attendance at interviews

Estates

Annual review of estate issues
Buildings condition survey in Year 1 if no recent survey available
Support for completion of bids for resources to improve estates
Support for maximising use of academy assets to generate income
Health and safety oversight

Marketing and Communication

Brand Guidance from Madrid Group
Web site design. Annual hosting and maintenance costs.
Web site compliance package audit
KGA uniform guidance for academies fully adopting KGA brand
KGA termly newsletter
KGA mini prospectus
Crisis management advice and support
Preparation of key press release statements
MAT wide Public Relations programme



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