



IMPACT REPORT

2022- 2023

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01 Introduction

TTLT timeline

The Talentum Learning Trust was formed in April 2016 upon the conversion to academy status of three schools: Churnet View Middle School, Leek High School and Westwood College. The Trust has continued to grow and the following schools in Leek converted to academies, joining the Trust in 2019: All Saints' CE First School, Beresford Memorial CE First School, Blackshaw Moor CE First School, Leek First School, Rushton CE First School and Westwood First School.

Throughout its growth, the Trust has continued to focus on its main objective to provide the best education and opportunities for children and an aspiration to improve the quality of teaching and learning in all TTLT academies.

We have created a Trust in which schools support each other to enable their children and staff to thrive through a creative approach to collaboration. There is a strong sense ownership and belonging in TTLT; this ensures schools benefit from opportunities to collaborate and work together.

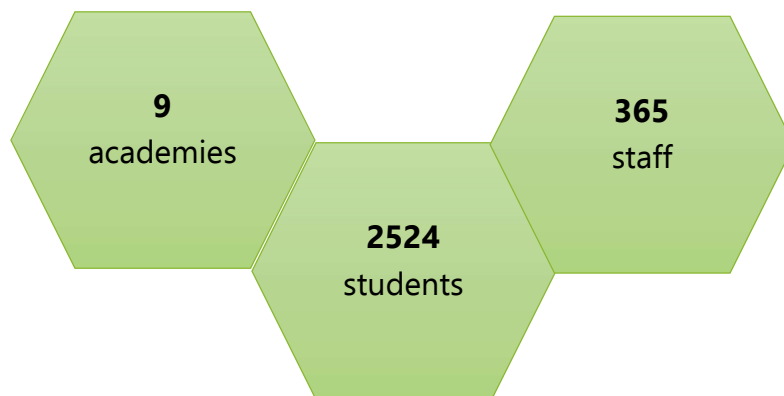
Our mission, vision and values

The Talentum Learning Trust's mission is 'To support and enable all our learners to believe in themselves, to succeed in life and to aspire to be all that they can be.'

But what does that mean?



TTLT in numbers



2022-2023 Consolidation

In a climate where the importance of strong academy trusts is only growing, we have invested in consolidating and strengthening Talentum during this academic year. We have expanded our central executive team to ensure support and challenge for our schools is robust.

This report looks at what we have done to invest in our commitment to delivering our mission, and highlights the commitment of everyone within the Talentum family to **excellence, collaboration** and **flourishing**.



02 Excellence

Governance

TTLT underwent an external review of governance this year. This review confirmed what we are doing well and anything which could be improved.

There is a strong, common ethos and moral purpose in the trust. The local community and the children the trust serve are at the heart of all the trust do.

The board has the commitment and capability to govern the trust effectively.

National Leader of Governance (NLG), January 2023



Successful Ofsted Inspections

2023 has so far seen two of our schools being inspected by OFSTED: Leek First and All Saints' CE First School. Both schools remain good schools.

Leek First School is a friendly school with a family feel and a strong sense of community.

Leaders and staff have a clear vision for the school. They have high expectations, and pupils meet these expectations to work hard and achieve their best.

The staff feel that they are well supported.

The school and governors value the opportunities to share expertise across the multi-academy trust.

Leek First School, inspection report, March 2023

At All Saints, leaders have high aspirations for all pupils.

Pupils achieve well.

Staff know their pupils and families well.

There is a strong culture of safeguarding in the school.

Governors know the school well.

The school receives good support from Talentum Learning Trust.

All Saint's CE First School, inspection report, June 2023

SIAMS

During a SIAMS inspection in June, everyone at Beresford Memorial CE First School celebrated their hard work and commitment; being judged as 'excellent' in all areas. The report highlights how staff and governors ensure that they offer the best provision possible.

The school's ability to shape lives is exceptional and extraordinary. Consequently, all adults and pupils, including those considered vulnerable, feel valued and flourish.

Pastoral support by leadership is exceptional and transformative.

A dynamic and inspiring curriculum, inspired by the vision, provides rich opportunities for pupils to grow. As a result, pupils develop significantly in a nurturing environment which supports their academic, personal and spiritual development.

Being part of Beresford Memorial school changes lives.

Parents speak very highly of the support offered by all adults in school, often going 'above and beyond' what was hoped for.

Regular visits and involvement by the governors ensure the vision is frequently monitored. Additional guidance is given by the Talentum Trust, enabling leaders to appropriately implement the vision.

SIAMS report, Beresford Memorial CE First School, July 2023

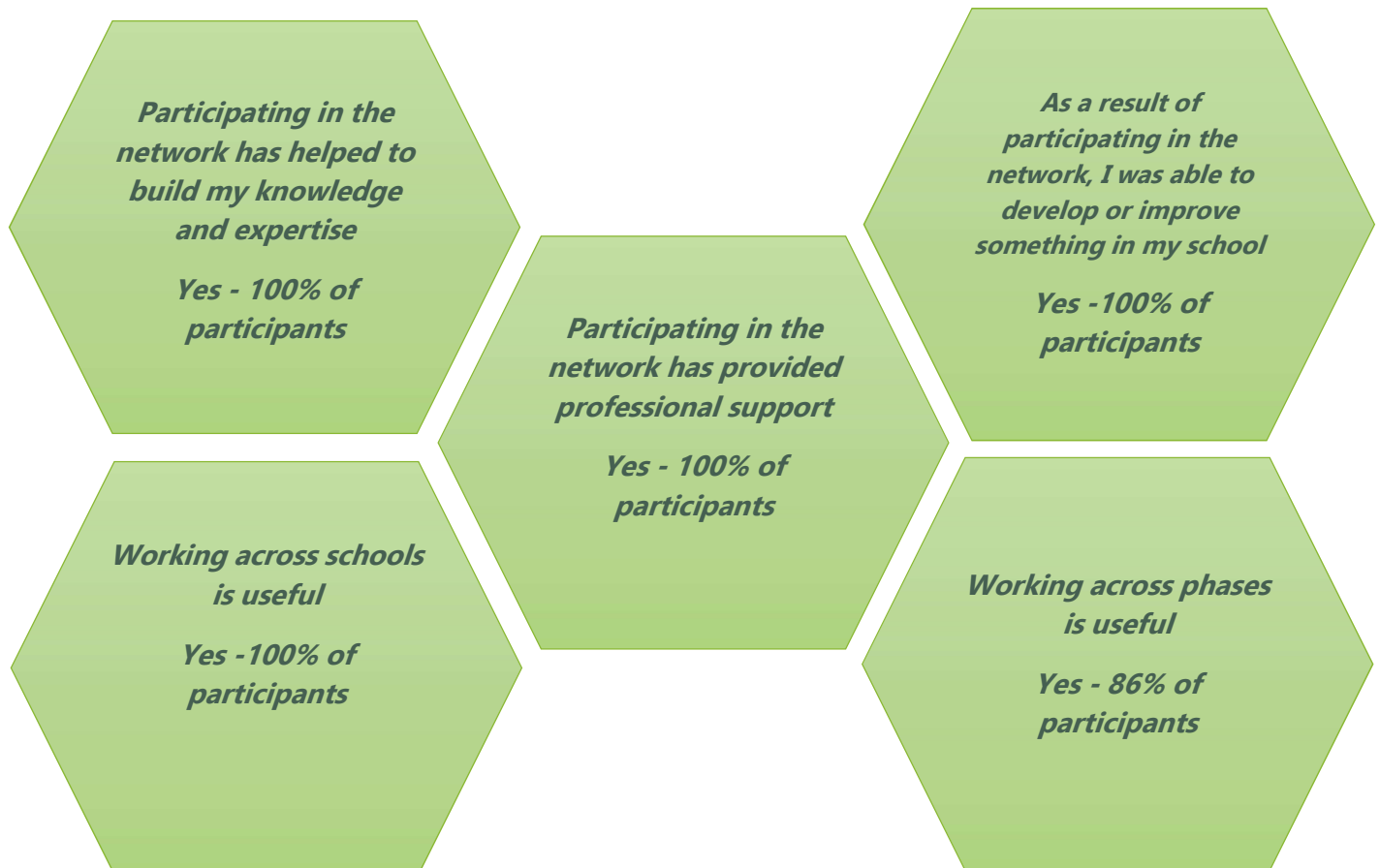
afPE accreditation

Churnet View Middle School have been awarded the prestigious afPE Quality Mark which evidences the school's strong quality of Physical Education, School Sport and Physical Activity. Churnet View was awarded the afPE Quality Mark **with Distinction** in June 2023.

03 Collaboration

Learning Networks

In 2022, we established **8** learning networks – termly meetings for TTLT colleagues to build knowledge and expertise together through curriculum development, to overcome challenges together through sharing evidence, resources and strategies, and to develop resilience together through professional support and learning.



Learning Network participants referenced the following beneficial aspects:



Further benefits...

Our learning networks allow us to be stronger together. Several networks have been able to secure visits and meetings with key colleagues in the wider school system due to their collective voice.

Furthermore, schools external to the Talentum family have approached the Trust to join the groups, for the benefit of all.

And of course, this all supports not only the curriculum provision for our young people, but also wider opportunities - whether that be a chance to play in a musical ensemble or celebrating World Book Day.



Display in Leek library by TTLT students

Beyond Talentum

Talentum is an outward facing trust and we encourage and support our staff to engage in developments and opportunities beyond the trust. We currently have 15 staff participating in National Professional Qualifications ranging from senior leadership, SEND, headship and executive leadership qualifications. We have moderators and specialist assessors, Local Leaders of Education and chartered teachers within our teams. We are committed to growing the number of colleagues engaging in external development.

Governance collaboration

Our termly 'School Reps' meetings are one way in which we ensure effective communication and sharing of good practice at governor level. Connections between the layers of governance in a trust structure is vital. The introduction of 'Governor hub' and a clerking

network and the work of our dedicated Governance Professional ensures that governance remains strong and robust.

Governance training is supported by the trust via 'Modern Governor' and additionally through a bespoke Talentum training offer. This year, we have delivered safer recruitment, SIAMS, new governor induction, OFSTED and finance training.

It must be recognised that all governors and trustees give their time and expertise freely. Thank you to them all for their continual support and assistance.

Finance and Operations

Our annual financial audit was very positive. We would like to acknowledge and congratulate our central finance team and all operations teams in our schools who work tirelessly to ensure that we have effective financial leadership and management.

The finance team continue to work to secure best value by aligning trust wide contracts over time.

The central finance and schools' operations teams, led by the CFOO, meet regularly. This effective collaboration ensures that trust schools meet financial and regularity compliance requirements for academy status. Well done and thank you everyone.

Bespoke Support

Delivered through our School Improvement Framework, Talentum schools also benefit from visits bespoke to them from our CEO and DCEO – a rolling programme of focused activities, support and challenge, which secure school improvement and provide the 'glue' in identifying and sharing of best practice.



04 Flourishing

We seek to be a place where everyone flourishes. Career support and staff empowerment is part of that vision.

Rhiannon Terry has quickly and skilfully progressed from her role as office manager and finance assistant to Governance and Compliance Manager for the Trust thanks to her hard work and the commitment and focus on her continuing professional development. Rhiannon has completed her level 4 in School Business Management, DPO certification, Governance Professional certification and also mental health training.

During my time working for the Trust, I have relished the opportunities to grow my skills and knowledge, and benefitted from a collegiate working environment, where colleagues are supportive and all working towards the same goals of improvement and success for the community we serve.

Rhiannon Terry, Governance and Compliance Manager

Adele Johnson has recently been appointed as headteacher, following several successful years as deputy head.

Having worked for the Trust for a number of years as the Deputy at Westwood First School, I was extremely grateful and excited to be given the opportunity to take the strategic lead for our school. The support I have received from the Trust has been invaluable in preparing me with the necessary skills to help our children to thrive and become confident members of society. I look forward to working collaboratively to continue to provide opportunities for our children to make the best possible outcomes through their educational journey.

Adele Johnson, Headteacher

Louise Fernyhough, assistant headteacher and DSL at Churnet View, has supported Talentum schools by providing governor training and leading the TTLT DSL learning network. Through her diligent and rigorous approach, a recent external safeguarding audit at Churnet View has identified strong practice, with Louise being asked to present and share with other Staffordshire schools.

Safeguarding is my absolute passion and, despite it having many challenges, it ensures that no two days are ever the same. I have felt privileged this year to be able to lead on the DSL network meetings, where colleagues from our Trust and non-Trust schools have joined together to discuss pertinent issues and offer support, guidance and advice to each other. I am already looking forward to leading the meetings next year and further promoting effective safeguarding across our local area.

Louise Fernyhough, Assistant Headteacher

Growing Great Teaching

Our annual CPD offer aims to add value to staff development and enhance learning and teaching. Training is delivered by Talentum colleagues and external partners. This year has seen courses ranging from pupil premium leadership, coaching, Rosenshine's principles, capital approach to science teaching, Ogden Trust science training and SIAMS.



In addition, this year, Talentum have partnered with 'Literacy First' to provide a comprehensive programme of training and in school support for teachers and Literacy leads.

It was certainly refreshing to have some new ideas to inspire a fresh approach to texts and writing.

As a KS3 English teacher, with a secondary background it was a great opportunity to hear how the KS2 curriculum works, even if it was only dipping a toe in.

Just wanted to say thank you for a very helpful and enjoyable day. You've given us lots to think about and I'm sure we have a very exciting time ahead. We're very much looking forward to continuing working with you.

Feedback from Literacy First training attendees

Personal Development for staff

Talentum Headteachers meet regularly to support, share and drive the vision of the Trust. Recently, working with an EMCC High-Performance Coach, Talentum headteachers came together to review our core values and team awareness. The session provided support for keeping health and well-being at the top of our priorities and for how time and resources can be best managed in our teams and across the Trust. Some colleagues have gone on to undertake Certified High-Performance Coaching.

TTLT promotes a well-being policy. In addition, all staff have the option to benefit from the Wellme offer.



05 What's ahead?

There have been and continue to be structural challenges within the education landscape, particularly in some parts of the locality we serve. We are determined to continue to develop, embed and strengthen our offer. There is no complacency in our schools or within Talentum. We will deliver further support and challenge for our current schools. This year, we continue to build effective partnerships with other organisations alongside our increasing capacity and strength.

2024

Our immediate strategic planning focuses on raising student attainment, driving an effective curriculum, continuously improving teaching and learning and establishing a strong culture of coaching and talent. We look to develop a robust estates management policy and programme, and digital infrastructure strategy. We will be working with a new organisation to try and secure further funding to invest in site improvements. We seek to increase the profile of Talentum locally and regionally, and continue to ensure strong governance at all levels.

A key area for our secondary provision is the exciting development of the post 16 offer for the whole Leek community. We believe bold, progressive actions will lead to sustainable improvement for the communities we serve, and for our young people.