



Candidate Information



Candidates interested in an informal discussion are invited to contact Anne Davey, Chief Executive, on anne.davey@oxford.anglican.org or 01865 208734. You are also warmly encouraged to seek further information from the ODST website <http://www.odst.org.uk>

Background

The Oxford Diocesan Schools Trust is a not for profit multi-academy trust set up in July 2012 by the Oxford Diocese to provide a suitable vehicle for schools to come together as academies. Open to both convertor academies and those requiring sponsorship, and to primary and secondary phase academies, the Trust's objects enable community schools to join with designated Church of England schools.

Our current 22 schools (23 from 1st April 2017) will be joined by four more between July and October, and we await academy orders for a further four expected to join the Trust before the end of the calendar year. Currently almost all our schools are primary phase, and we are committed to ensuring that primary and infants schools and their particular needs and challenges remain at the heart of our strategy and our school improvement support offer. Our family of schools comprises a mix of former VA and VC church schools and some community schools and we aim to offer a meaningful partnership built on the Christian principles of fellowship, where schools can share best practice, and work in support of one another, with the added benefit of the central resource which the Diocese itself can provide.

Central support services include school effectiveness support, adviser time to enhance collective worship, RE and aspects of church school leadership, including preparation for SIAMS. We also provide finance systems through PFS Financials, a leading provider to multi-academy trusts, premises and resources support, admissions advice and training for local governing body members.

Our board of trustees comprises leading educational experts, as well as those with business, legal and other relevant experience.

Mission

At the heart of our vision for the schools in the Oxford Diocesan Schools Trust is our belief in educational excellence. We are called to serve our pupils, staff, parents and their local community by providing academies with the highest levels of academic rigour and pastoral care, with opportunities provided for spiritual growth and intellectual enquiry.

We seek to embody the Christian experience of community by being and growing communities where we share our gifts, where the emphasis is on what we can contribute, rather than what we can receive, and where each is given according to need. All our schools are places where children and young people can learn the value of service and of human endeavour, where they can be sure they are valued for who they are and where they can be supported to be the best they can be.

Working together we are:

- *Dedicated to achieving excellence in education*
- *Inclusive and diverse, open and welcoming*
- *Promoting a rich and creative curriculum*
- *Creating rewarding places to work*
- *Supporting communities*

We are committed to the family of church schools, and especially keen to ensure that small schools flourish. We are also committed to retaining the individual ethos and character of each school in ODST. Unless there are compelling reasons for an alternative arrangement, our academies have their own headteacher and local governing body.

ODST believes in the power of human relationships to support excellent educational outcomes for every child so that they can grow and develop, realise their full potential and become valued members of society and their local communities. We are committed to educating “the whole child” so that we work with parents and carers to develop well rounded, confident individuals who are empowered to make informed choices in their lives, as well as being well qualified and economically independent citizens. Our commitment to modelling the importance of faith in the lives of believers strengthens relationships and therefore improves attainment.

We want to develop great teachers who will become the school leaders of tomorrow. The Trust operates shared CPD opportunities at all levels and we operate joint INSET for schools in geographically close locations, as well as school-to-school support in the form of monitoring and evaluation through learning walks and moderation and teacher release to work across more than one school in the Trust. We regularly work with non- Trust schools.

Completely inclusive, our schools promote service to the local community; we encourage each school to have an individual identity that faces towards and is fully integrated with its local community. Our local governing bodies (LGBs) have significant autonomy as seen in their schemes of delegation. This is integral to our approach and we believe this makes for stronger schools, a stronger trust and stronger local communities. We are a “high autonomy, high accountability” culture, which promotes localism, but is clear about the non-negotiables and we have internal Trust mechanisms to support and challenge, including the ability to take robust and rapid action should local autonomy ever fail to deliver to our high expectations.

Vision for Future Growth

We currently organise our schools into three established hubs: Central Oxford (5 schools,) West Oxfordshire (10 schools,) Windsor and Maidenhead (5 schools) and have recently formed a North Oxfordshire hub (growing to 6 schools).

Other development plans include a free school bid for a number of two-form entry primary schools, exploration of inclusion of two secondary schools in to the Trust during 2017 and the establishment of a new hub in West Berkshire, for which the Trust has received Regional Academy Growth Funding from the DFE.

As the demand from schools for academisation within ODST continues to grow, the Trust regularly considers and updates its own growth strategy. We do not have plans to expand outside the geographical area of the Oxford Diocese and will concentrate on Oxfordshire and Berkshire. The Diocese is setting up a complementary Diocesan MAT in Buckinghamshire, ODST(B), see below. Free Schools also form a major strand of our growth strategy as we seek to serve new communities, see below.

The Diocese of Oxford

The Diocese of Oxford has an estimated population of 2,123,000. It is the fourth most populous diocese in the Church of England. More or less covering the counties of Oxfordshire, Berkshire, Buckinghamshire and Milton Keynes, it is the fifth largest in land area (covering 2,221 square miles) and it has by far the largest number of parishes and churches – 300 benefices, 623 parishes, and 815 churches served by almost 900 licensed ministers. Recent figures show that there are approximately 49,000 people on the electoral rolls of the Diocese.

Although the Diocese covers a mainly rural area it also has large urban conurbations which can contain high level of deprivation. The Diocese's unique combination of buildings, volunteers, voluntary giving and involvement in the lives of the community make it the largest self-funded voluntary organisation in the Thames Valley. The Diocese has 284 church schools which is the largest number of any Church of England diocese in the country and it liaises with the 9 local authorities which cover the area.

ODST Central Services

Central services are funded through a 5% top slice from the academies income to provide the ongoing support for ODST academies to run effectively. ODST academies will automatically be provided with a Service Level Agreement that gives the following:

Curriculum:

- Unlimited telephone and email access to advice from experienced ODBE advisers.
- Termly visits from the School Improvement Officer to monitor and advice on progress.
- Support for OFSTED and SIAMS inspections (three visits in year one)
- Specialist RE support and advice (three visits in one year)
- Support for collective worship (three visits in one year)

School Improvement:

- A bespoke package of school improvement support visits provided by ODST officers and advisers.
- The opportunity to buy in service from Oxford Brookes University.
- CPD improvement training.

Human Resources:

- Assistance with the TUPE process for existing staff
- Advice and process for the appointment of new Headteachers
- Recruitment advice and sample contracts
- Disciplinary advice
- Appraisal training and advice
- Leadership and organisation training
- Induction training
- Headteacher performance management
- Provision of policies which use OCC policies as a benchmark

Finance:

- Accounting software
- Training and support for PS Financials
- Monthly management accounts
- Salary and payroll administration
- Help with procurement of services

Governor Support:

- Telephone and email advice
- Administration of Governor appointment process
- Local Governing body induction and training
- Clerking advice and support

Buildings:

- Help with preparation for funding bids
- Access to consultant advice
- Existing property development advice
- Maintenance advice
- Visits by a premises officer

Appeals:

- Advice on admissions policies
- Unlimited telephone and email advice from the ODBE Appeals Officer
- Provision of templates and guidance through the appeals process
- Access to appeals related training courses

ODST Staff

Anne Davey: CEO

Anne is also the Diocesan Director of Education for the Diocese of Oxford and was head of a secondary school in Bristol and then Deputy Director for Salisbury Diocese before moving to her current role in 2011. She has been the CEO since ODST was formed.

David Cousins: Director of Schools

David was the headteacher of a primary school in Marlow, a School Improvement Adviser for Buckinghamshire County Council and is a lead OFSTED inspector.

Suzanne Lane: Schools Adviser

Suzanne is our Primary School Link Adviser for the ODST having previously been headteacher of a Church of England primary school in Wiltshire.

David Locke: Chief Operating Officer and Finance Director

David is a Chartered Accountant and was previously Finance Director at BMS World Mission and the Director for Finance and Support Services at the Baptist Union of Great Britain

Mark Jones: HR Manager

Mark is a Member of the Chartered Institute of Personnel and Development and joined ODST in 2014.

Additional day to day support to ODST Schools is provided centrally through:

- Martin Bayliss – School Finance Support Officer
- Diane Ewart – Finance Officer
- Chloe Habgood – Finance Assistant
- Julian Hehir- Governor Support Officer
- Abbe Irving – Finance Assistant
- Rebecca Jones – Team Administrator