



## Trust Information Pack



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# WELCOME FROM THE CHIEF EXECUTIVE OFFICER



A very warm welcome to Inspire Learning Partnership.

Our mission is to Transform Lives and Build Futures with a shared aim of raising the educational outcomes of all children within the Trust. Never forgetting that children only get one chance at education we are driven by the commitment to improve children's life chances, having people at the heart of our strategy and always working in partnership with key organisations that are committed to supporting all to thrive.

Our Trust is led and managed by education specialists with a wide range of school experience, at all levels working in contextually different schools. It was founded because of our strong moral purpose to support schools to reach the outstanding level of education provided to some children but not all. It has at its core an understanding of the pressures of school leadership and how schools without effective leadership can become vulnerable to having little say in their strategic future.

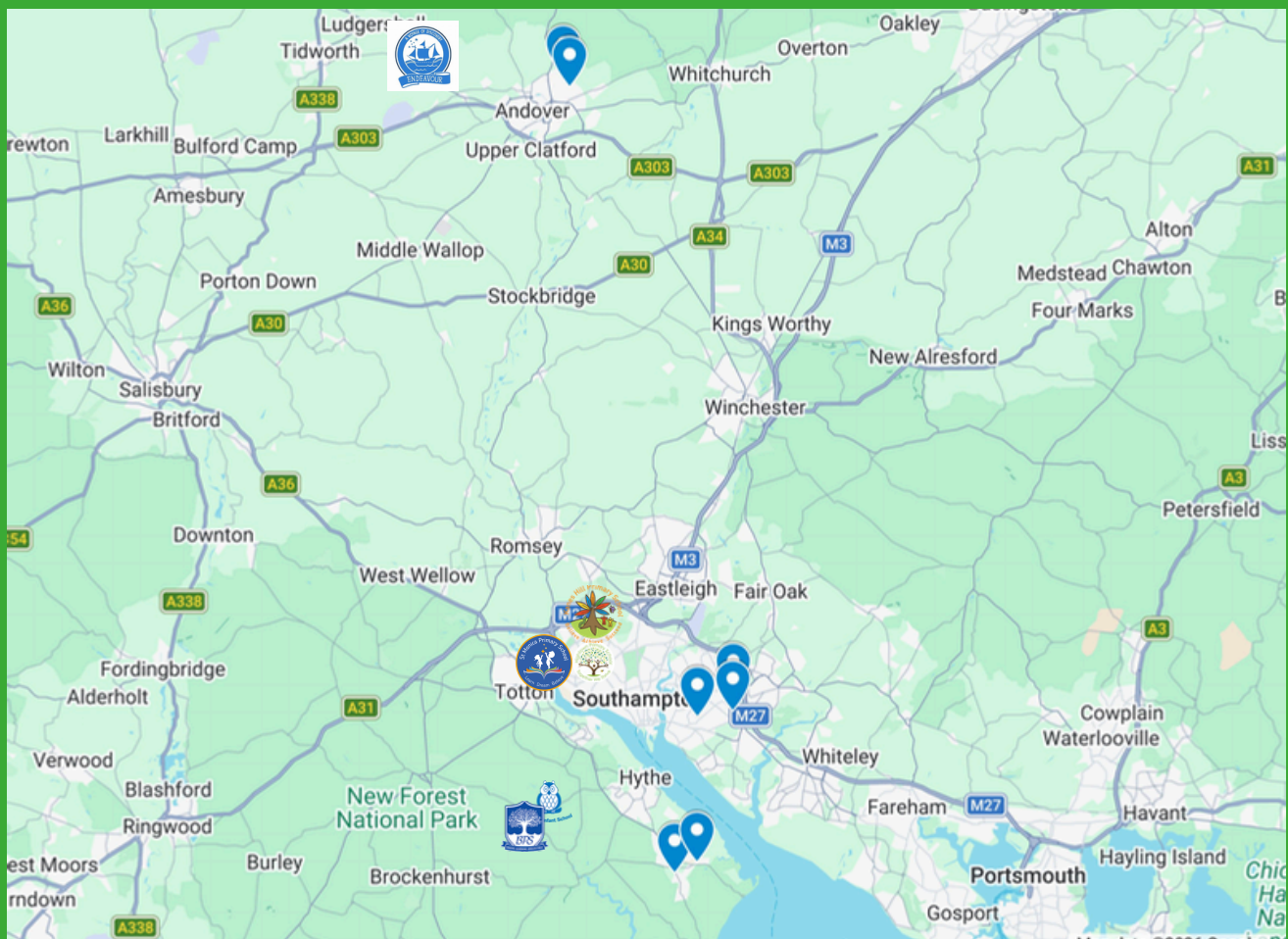
The Inspire Learning Partnership provides a model in which schools cannot merely survive but thrive in the ever-changing landscape of strategic school leadership. It does so in a way that enables schools joining the Trust to share their expertise, their vision and directly influence the future direction of the Trust.

By 2030, 90% of pupils across ILP will leave Key Stage 2 having met or exceeded age-related expectations in reading, writing, and mathematics—no matter their starting point.

We look forward to you helping us achieve this vision.

Claire Lowe  
Chief Executive Officer





# WHO WE ARE



## THE INSPIRE LEARNING PARTNERSHIP

Established in 2014, the Inspire Learning Partnership is a Multi Academy Trust, initially formed from two small Trusts. We are based in three hubs: New Forest, Southampton and Northern Hampshire and currently comprise of six member academies, two of which also include a nursery: Blackfield Primary School and Nursery, Fawley Infant School, Hightown Primary School and Nursery, Kanes Hill Primary School, St Monica Primary School and Endeavour Primary School.

We have a shared aim of raising the educational outcomes of all children within the Trust. Never forgetting that children only get one chance at education, we are driven by the commitment to improve children's life chances. All organisations within the Inspire Learning Partnership work together to provide high quality learning experiences for all their pupils in order that we transform lives and build futures.

# OUR VISION AND MISSION



To relentlessly pursue excellence across our family of schools, where ethical, inspired and empowered leaders place children at the heart of everything; using their expertise and innovation to enable all to succeed.



Inspire Learning Partnership is committed to Transforming Lives and Building Futures of all.

- We are compelled by a strong moral purpose to support and develop all children and staff within a family of schools to ensure that children make rapid progress and achieve success.
- We strive to offer environments of the highest quality to empower learners and create endless possibilities in ways which meet the needs of all.
- We provide an innovative and secure infrastructure to free staff to focus on teaching and learning and to give the flexibility to ensure rapid response to addressing needs.
- Staff take responsibility for their own learning and engage in professional development and evidence-informed practice to improve the educational experience for all children.

Educating more than

**2,100**

Pupils

Employing over

**360**

Members of staff

**6**

Academies

# OUR VALUES

**At Inspire Learning  
Partnership our values are  
central to  
all our actions and decision  
making**



## **Trust Safeguarding Statement**

*Inspire Learning Partnership is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.*

*We ensure that all our employment practices reflect this commitment.*

*For more information click [here](#)*

## **Our Diversity, Equity, Inclusion and Belonging Commitment**

*Our Trust's DEIB initiatives are a multifaceted approach to fostering an inclusive environment that values diversity, equity, inclusion, and belonging. We strive to eradicate inequity to promote inclusivity and a sense of belonging in our Trust for all staff, children and the diverse communities which we serve; this includes the integration of DEIB principles into our curriculum. By promoting a culture of empathy, responsibility and understanding, we aim to ensure that every member of our Trust community feels valued, nurtured and supported, enabling them to contribute fully to our collective success.*

## **Our DEIB Champions**

Our Champions are individuals from across the Trust who have volunteered to help advocate for and promote DEIB initiatives. They are helping the Trust to create a welcoming and inclusive environment, addressing disparities, and ensuring all voices are heard. During your induction, your setting will inform you of your DEIB Champions.



# OUR ACADEMIES

## NEW FOREST HUB



**Blackfield Primary School and Nursery**  
**Hampton Lane Blackfield, Southampton, SO45 1XA**  
**Tariq Sasso - Executive Principal**

Educating  
**434**  
Pupils

Employing  
**77**  
Members of staff



Welcome to Blackfield Primary School, where we **'Make learning irresistible'**.

Blackfield Primary School is an academy that is proud to be part of The Inspire Learning Partnership. Primary education only takes 7 years, but it lasts a lifetime.

Learning is at the heart of all that we do and through our values-led curriculum, we ensure that our children develop into happy, healthy, well-rounded learners, who have the confidence, skills and knowledge to prepare them for the future. Most importantly, we strive to ensure that during their time at Blackfield Primary School, our children gain a wealth of experience and build the happiest of memories.

In September 2023, Blackfield Nursery became incorporated into Blackfield Primary School.

Blackfield Nursery is a fantastic place for young children to grow and learn and for those who join at the age of two, they can have their entire schooling mapped out for them for nine years, through to Year 6.

**Fawley Infant School**  
**School Road, Fawley, Southampton, SO45 1EA**  
**Tariq Sasso - Executive Principal**

Educating  
**24**  
Pupils

Employing  
**6**  
Members of staff



Welcome to Fawley Infant School, where we are all **'Learning to fly high'**.

We expand our wings and offer you the warmest welcome to Fawley Infants, a wonderful small, and forward-thinking, school with a big heart.

Our school is an enviable position on the edge of the New Forest and we bring the best out of our children by offering an innovative and personalised approach to learning. Our integrated and creative curriculum ignites our children's curiosity to learn and is based on our Inspire values: Innovation, Nurture, Success, Passion, Integrity, Responsibility, Excellence.

We strongly believe that our pupils' social and emotional development is central to becoming successful and confident learners where they can soar to success. Our school has exceptionally well resourced classrooms, and offers outstanding outdoor learning spaces, along with our Forest School.

# OUR ACADEMIES

## SOUTHAMPTON HUB



### Hightown Primary School and Nursery

**Tunstell Road, Southampton, SO19 6AA**

**James Williamson - Interim Principal**

Welcome to Hightown Primary School, where **'Together we thrive'**.

At Hightown, we have high aspirations for our children and have a belief that education can open doorways to the future. Our school empowers children to be passionate about learning through engaging and memorable learning experiences. Our curriculum is designed to equip children with the knowledge and skills they need for academic excellence.

We have a belief that children's social and emotional development is key to their success and place great importance on this in our curriculum. We offer a wide range of enrichment opportunities from clubs and trips to visits in the community and much more! We believe that children learn so much from these experiences.

Educating

**223**

Pupils

Employing

**39**

Members of staff



### Kanes Hill Primary School

**Fairfax Court, Hinkler Road Southampton, SO19 6FW**

**Katie Smith- Acting Principal**

Welcome to Kanes Hill Primary School, where we encourage our children to **'Believe, achieve and succeed'**.

At Kanes Hill Primary School, it is our belief that every child has limitless potential, and we are passionate about unlocking this to develop their confidence, uncover their talents and nurture their aspirations, empowering them to build strong foundations for lifelong learning.

Our curriculum is diverse, innovative and steeped in memorable moments. It is designed to develop curiosity in the world around us and to equip our pupils for the next stage of their education. Beyond the curriculum, we offer the widest range of enrichment opportunities, including a variety of clubs and activities, school trips and visits, leadership roles and responsibilities, workshops and events. These aim to extend pupils' learning, ignite their passions and interests and acquire key skills for the future.

Educating

**359**

Pupils

Employing

**79**

Members of staff



### St Monica Primary School

**St Monica Road, Sholing, Southampton, SO19 8ES**

**Hayley Clark - Principal**

Welcome to St Monica Primary School, where we encourage our children to **'Learn, dream, believe'**.

At St Monica Primary School, we are a family working hard to achieve the very best for all our children in a warm and nurturing environment.

As well as ensuring that our curriculum enables children to broaden their knowledge and understanding, we also seek to develop their skills as a learner so that they are fully equipped to succeed in any of the learning challenges that lie ahead of them. We also focus on their personal development, providing opportunities for them to mature and grow so that they will become confident citizens who can make a positive contribution to the communities that they are part of. We teach the children to take care of themselves, be safe and to be proud of who they are.

Educating

Pupils

Employing

**49**

Members of staff





# OUR ACADEMIES

## NORTHERN HUB



### Endeavour Primary School

**King Campus: East Anton Farm Road, Augusta Park, Andover  
SP11 6RD and Kirk Campus: Dairy Road, Augusta Park,  
Andover, SP11 6YG**

**Helen Palmer - Headteacher**

Educating

**703**

Pupils

Employing

**122**

Members of staff



Welcome to Endeavour Primary School, where ***'Together, we give children the skills, knowledge and self-belief to change their world'.***

Endeavour is a split- site school serving the Augusta Park and Saxon Heights areas of Northern Andover. The King and Kirk Campuses are 1km apart, and both have 2 classes in each year group.

Our curriculum is a 'window' through which our children experience a wonderful variety of opportunities; reflecting their own lives and to develop an understanding of the wider world.

We care deeply about our children's wellbeing and are committed to supporting the development of emotional resilience and a sense of safety. Our experienced support staff and extensive range of resources in school aid our Pastoral Support.



# CAREERS AT ILP



## **Embark on a rewarding career journey with us in the dynamic realm of education!**

At Inspire Learning Partnership, we believe that people are the key enablers in delivering exceptional education for every child. Certainly, there are certain advantages to being part of our Trust. However, we believe the most notable one is that we offer an environment where you can excel in your work, experience professional development, and feel heard, engaged, and appreciated. Our people strategy is a key part of the Trust Big Moves.

**In an era where retaining exceptional teaching and support staff is a formidable challenge, we've set our sights on more than just being an organisation – we aim to be the "employer of choice."** This isn't merely a strategic goal but a resolute commitment to fostering a culture of excellence, inclusivity, and growth. Here's why making this significant move is crucial:

### **1. Attracting Top Talent**

We position ourselves as the preferred employer, attracting the finest minds in the education sector. This influx of top-tier talent injects fresh perspectives, innovation, and expertise, elevating our MAT's overall effectiveness and impact.

### **2. Nurturing a Sense of Belonging**

Our emphasis on creating a culture that nurtures a sense of belonging ensures that every team member feels valued, respected, and included. This not only boosts morale but also enhances collaboration and productivity.

### **3. Embracing Diversity and Inclusion**

We don't just talk about valuing diversity; we live it. Our commitment to embracing differences leads to more creative solutions, better decision-making, and a richer Trust culture that directly benefits our learners.

### **4. Knowledge and Skills Development**

Empowering our employees with opportunities for knowledge and skills development not only benefits them individually but also strengthens our MAT's capacity to deliver high-quality education. A well-trained and knowledgeable team is better equipped to face challenges and seize opportunities.

### **5. Fulfilling Career Paths**

We recognise that our employees have aspirations, not just job roles. By offering growth opportunities, clear career progression, and professional development, we create an environment where employees can envision long and fulfilling careers within our MAT.

### **6. Ethical Practices**

Upholding ethical standards is a moral imperative and a reflection of our commitment to transparency and integrity. Being an ethical employer enhances our reputation, building trust with employees, partners, and the wider community.

# CAREERS AT ILP



## 7. Motivated Teams

Motivated teams are more productive, innovative, and adaptable. By empowering our teams, we foster a motivated workforce dedicated to our mission and values, translating into improved outcomes for our children and schools.

## 8. Retention and Institutional Memory

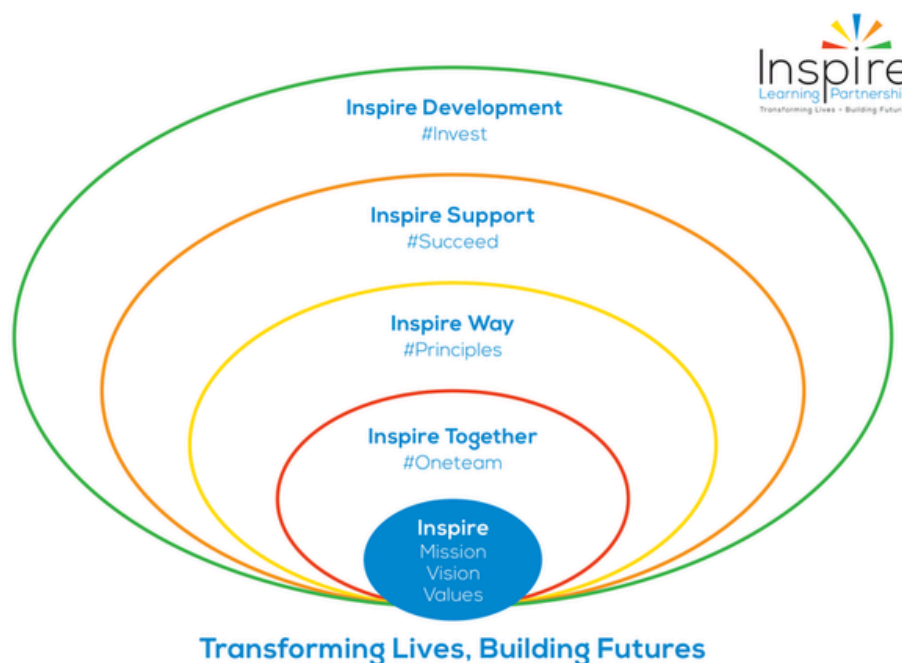
Becoming the employer of choice helps us retain valuable talent, preserving institutional knowledge and experience for greater stability and continuity in our operations.

## 9. Community Engagement and Reputation

As the employer of choice, we stand as an exemplar in the MAT sector, attracting positive attention and recognition. This positive reputation benefits recruitment efforts and enhances our standing within the wider community.

## 10. Long-Term Success

In a sector marked by change and complexity, the ability to attract, retain, and develop top talent is fundamental to our long-term success. By investing in our employees and cultivating a positive workplace culture, we secure our MAT's position as a leader in the sector. Join us on this journey, where your career growth aligns with our commitment to excellence!



## Our Strategic Pathway

Our Strategic Pathway supports the realisation of the mission, vision and ethos values for Inspire Learning Partnership; it provides the strategic direction, clarity of purpose and enables informed decision making across all of the academies and Trust: To serve our children in order that we Transform Lives and Build Futures. Each strategic priority will encompass all steps of the strategic pathway.



# OUR PEOPLE STRATEGY

## A key strategic theme to support achievement of our mission to Transform Lives and Build Futures



### Inspire Together

Children's educational experience is precious and schools within the family are driven by the same moral purpose of serving, supporting, and developing all children to make rapid progress and achieve success. We celebrate the individuality of our schools and at the same time we use our combined strengths to build futures together and transform lives. We know our effectiveness increases when we use the positive influence of the Trust family to improve children's life chances. Our Trust family and partnerships enables transformation beyond that of an individual school.

### Inspire Way

The Trust schools share the aim of raising the educational outcomes of all children in the Partnership. We have a clear, coherent purpose with children at the heart of all we do. Strong relationships within and across schools are important to success, together with everyone understanding and modelling the Trust's guiding principles. All systems, structures and frameworks are underpinned by ethical practice. The individuality of each school is recognised and creativity, skills and expertise are drawn together for all learners to benefit and to relentlessly pursue excellence. The Inspire Way is all about children achieving success and being excited, inspired and prepared for their future learning.

### Inspire Support

The Trust knows its schools well and deploys staff and resources efficiently and effectively to address needs. Developing people and playing to strengths means that learning is characterised by endless possibilities, giving children a growing sense of awe and wonder about their world. The power of the Trust is that staff prioritise standards, safeguarding and stakeholders and they work within a secure central infrastructure which sustains the focus on the core business of teaching and learning. The Trust is outward-looking and builds partnerships and joins networks that add value to the Trust's core vision and mission.

### Inspire Development

The Trust's culture is one of irresistible learning with an expectation that all staff are evidence-informed and curious about what works and what does not. One size does not fit all and that is why we shape development around individual needs. Being part of the Trust and a larger learning community increases the opportunities and resources for individual growth and development as well as the realisation of career aspirations. We want staff to positively influence the future of the Trust. We are proactive about finding the resources and techniques to improve learning, including the use of technology which is used to both evaluate what works and to deliver training and development.



# OUR PEOPLE STRATEGY AND WHAT WE OFFER

## National Professional Qualifications

CPD is key in raising standards by improving the teaching and learning that takes place in our schools; it supports the development of the curriculum and provides for appropriate personal development and career progression for all our staff. The Trust encourages staff to participate in the NPQ programmes, alongside a variety of other ongoing professional development, including participation in peer reviews.

## Career Pathways

Whatever your stage of career - whether you are a new teacher on the Early Career Framework, a member of support staff or a senior leader, there are a variety of professional development opportunities within the Trust. We encourage secondments to other Trust schools, evidence informed practice, network groups and obtaining more formal qualifications. We have created a programme of exceptional continuous professional development that encompasses a blended learning approach. We actively listen to our staff and senior leaders and create training designed to meet their needs.

## Continuous Professional Learning

All Trust employees are supported with professional learning. The Trust provides a range of online learning tools, as well as high quality face to face opportunities for networking, coached visits to other Trust settings and training and development. Career development within the Trust is a high priority.

We offer initial teacher training through a range of partners and support early career teachers through their first two years of teaching with a strong programme that is enhanced by a bespoke Trust offer. We hold an annual Trust conference which involves all staff and is tailored to both Trust-wide strategic and school level developmental needs.

All Trust staff have received training in coaching (December 2023) and this is encouraged as a development tool at all levels of the organisation, in addition to the use of Iris to reflect on strengths and areas for development at classroom level.

## Access to qualifications and Apprenticeships

In the previous year, ILP spent £18,500 of apprenticeship funding to enable staff to gain a variety of education and business professional qualifications.



# OUR PEOPLE STRATEGY AND WHAT WE OFFER

**We offer a variety of career pathways and bespoke professional development, including a thorough and tailored induction, performance development with a linked Line Manager, network groups, face to face and e-learning. We invest in people**

## National College

All staff have access to almost 3,000 courses, webinars and resources which develop their knowledge and skills in areas of school improvement, including teaching, learning, inclusion and the curriculum. We have developed a bespoke Trust pathway for supporting different groups of staff and schools at their various stages of improvement. Staff also have the facility to upload internal and external CPD, so that their professional development journey is stored in a single location. More information can be found by logging in to National College. Parents at Trust schools also have access to the online safety elements of the platform through a specialist login. This is a software tool where school and Trust leaders can reflect the progress being made and capture the future focus of improvement for individual staff members. All staff are empowered to align their own professional objectives and learning goals to school and trust priorities, encouraging an open and continuous dialogue with their coach or manager. Staff also have access to 'Blue Sky' as part of the integrated appraisal and professional development offer.

## Our Benefits



Cycle to work  
Salary Sacrifice  
Scheme



Help towards  
payment for eye  
tests and glasses



LGPS and Teachers  
Pensions



Supportive Trust  
#oneteam ethos



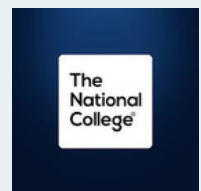
Recognition of  
continuous service



CEO Awards



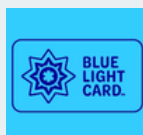
Two Week Autumn Half  
Term



National College



Discounts offers at  
Halfords and Tredz



Blue Light Scheme



Electric Car Charging  
Facility at all schools



# WORKING FOR INSPIRE LEARNING PARTNERSHIP

## *The Employer of Choice*

In the ever-evolving landscape of the education sector within a period when retention of high quality teaching and support staff is challenging; being the employer of choice represents not just a strategic goal, but a commitment to nurturing a culture of excellence, inclusivity, and growth.

### Staff Survey

Our most recent staff survey indicated that a high proportion of staff:

- Felt that within the last year they had had opportunities at work to learn and grow.
- Felt that there is someone to encourage their development within ILP.
- Felt that they worked well as a team within their schools.
- Felt valued and appreciated

***As staff are 'safe to innovate, be creative and try different ideas for the benefit of staff and the children.'***

### Edurio Staff Equality, Diversity and Inclusion Survey

Our most recent staff survey indicated that a high proportion of staff:

- Felt comfortable about their background or identity during the recruitment process.
- Felt at ease to ask for additional support from the Trust and their academy.
- Felt that they can be their true self in the work place.

**Over 92% of staff feel valued within the workplace**

Edurio Staff Equality, Diversity and Inclusion Survey  
September

***It is rewarding to be supported to continue learning and I am always looking for something that will benefit the children and staff.***

LSA

***It is rewarding to be able to talk to colleagues in different schools, to have a healthy dialogue about subject knowledge and pedagogy and be given opportunities to innovate.***

Class Teacher

***I know I am valued and supported***  
Senior Admin Officer



# OUR EDUCATION STRATEGY

## Our Improvement Philosophy

Our approach to school improvement is underpinned by Nancy Kline's Thinking Environment: Enquiry – Appreciation – Support – Empowerment (EASE). To create the conditions for 'best thinking', we need to create psychological safety and offer freedom from internal rush or competition. We all believe that we are stronger together. We bring that best thinking together to build capacity and create the best possible futures for our children. A link to our Education Strategy can be found by clicking on the image of it below.



***There are lots of people with whom you can have professional conversations and who share a curiosity about possibilities for engaging and enthusing children in learning.***

*Vice Principal*



## Our Offer Directory

Our goal is for every teacher in every classroom to be as good as they can be in what they teach (the curriculum) and how they teach (pedagogy). For this to happen, we need to ensure that every teacher can use the best evidence from research. There is no improvement for pupils without improvement in teaching, and no improvement in teaching without the best professional development for teachers. Our schools are supported by a dedicated Director of Education, who knows them well and works with them in partnership, to secure continuing improvement.





