



ADVANTAGE  
SCHOOLS



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**Stuart Lock**  
**Chief Executive**  
Advantage Schools

# WELCOME TO **ADVANTAGE SCHOOLS**

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ADVANTAGE  
SCHOOLS

***Educating children,  
serving the community,  
achieving exceptional outcomes.***

## **Our Vision**

Every pupil enters adulthood with the knowledge that well-educated people take for granted when they communicate, equipping them with the character, and confidence to lead, create, and contribute meaningfully to society.

## **Our Mission**

We educate all children, serve our communities, and aim for exceptional outcomes.

Our pupils receive a demanding academic education that enables them to take their place in the community of educated citizens. All pupils develop the knowledge, understanding, confidence, and character to thrive and to contribute meaningfully to society.

**At Advantage Schools, we are proud to be unapologetically ambitious.**

We believe that all children, regardless of background, are capable of extraordinary things.

We do this by fostering a culture where very high academic expectations meet a deep commitment to personal growth, professional integrity, and service to our communities.

Our family of schools shares our values ensuring that we hence have a relentless focus on what works.

We are unafraid to be different in the service of children and their families: an Advantage Schools education is rooted in scholarship, delivered effectively, and driven by a belief that our pupils can and should be entitled to the very best schooling that is possible. Our pupils leave us having acquired knowledge taken for granted by educated people.



# OUR CORE VALUES

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We aim to be the best school trust in the country. Our vision is anchored in our belief that education is a moral and civic endeavour, and that schools should develop thoughtful, knowledgeable, and grounded young people prepared to contribute meaningfully to society.

Our core values are:

**Integrity** – We are uncompromising in our commitment to our mission; we are open and honest in our reflections and subsequent actions. We demonstrate our values in our words and behaviours.

**Ambition** – We aim high for all of our pupils, staff, and schools, and are unyielding in our determination, despite difficulties that might occur.

**Excellence** – We deliver top-quality education and personal development to all pupils; we establish a culture of clarity, discipline, and care enabling every pupil to achieve the best that they are able to.

## Why This Matters

Many of our pupils face challenges beyond school. Our duty is to ensure that they are not limited by them. That means delivering a consistent, excellent education and making decisions that are guided by what we know works.





# ADVANTAGE 2030

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From an excellent base, we will develop further. Hence we have an ambitious vision to ensure that we do not make exceptions in our high aspirations. We capture this in *Advantage 2030*.

## OUR STRATEGIC GOALS

By 2030, we expect every pupil and colleague at Advantage Schools to be:

**Capable** - able to achieve strong outcomes and succeed through our demanding curriculum.

**Competent** - able to apply knowledge reliably, make good decisions and behave with purpose.

**Confident** - known, respected, and ready to lead purposeful lives.





## STRATEGIC AIMS

### CAPABLE

#### **Expert teaching every day**

Pupils are taught by subject experts who know their craft and strive continuously to improve their teaching over time.

#### **Fluent in language and thought**

Pupils are taught to read widely, write precisely, and think clearly.

#### **Strong foundations and real opportunities**

Our curriculum and wider offer prepare all pupils for academic success and for life beyond school.

### COMPETENT

#### **Knowledge that lasts**

Pupils learn, secure, and remember powerful knowledge across the curriculum.

#### **Discipline and focus**

Time is used well. Classrooms are calm, routines are clear, and attention is given to the things that make the most difference, serving our objectives.

#### **Growth through challenge**

Pupils are expected to work hard, respond to feedback, and persist when things are difficult.

### CONFIDENT

#### **Known and valued**

Pupils want to attend school every day, and they are known. They feel safe, supported, valued and cared for. Staff refer to them by name; they are part of a purposeful community.

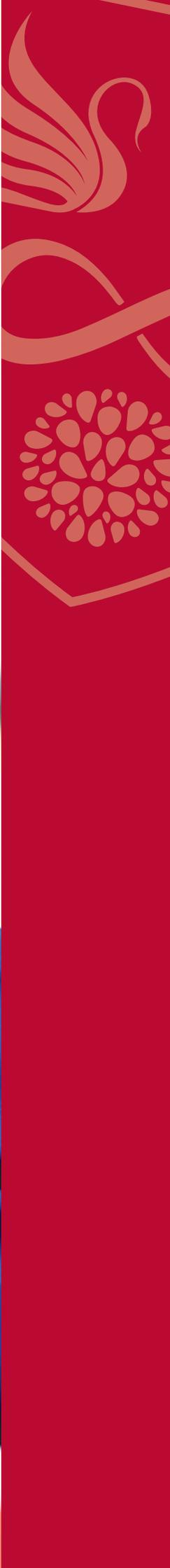
#### **Leadership that acts with integrity**

Our leaders are clear, consistent, focused, and trusted. They make decisions that are in the best interests of pupils and align with our mission and values. Accountability is welcomed and is at a high level throughout our Trust. Leaders believe that they can improve, and are open and honest with themselves and one another.

#### **Formative experiences**

All pupils take part in residentials, performances, sports, and leadership opportunities. These moments help shape character and confidence.





# WHY JOIN ADVANTAGE SCHOOLS



We are a trust of purpose, ambition, and professional excellence. We support, challenge, and invest in each school so that the school can deliver the best possible education for their pupils and communities.

We are about doing the right thing for children. Our approach is rooted in professional trust and in clarity of purpose. We talk about professional judgement, and making the best decisions in context, guided by shared values and high expectations. We avoid being led by egos, by excessive branding or by central control, but we make decisions in the best interests of pupils and then we support each other to implement really, really well.

We believe in strong professional discussion. We value challenge. We listen to experience. We seek the perspectives that will help us take the best approaches for pupils. And once we decide on something, we commit to doing it well together.

Schools in Advantage Schools benefit from deep collaboration and meaningful support. School leaders are part of a network of principled, values-driven professionals. Teachers and support staff are connected across schools. Everyone is given the tools and the space to do what matters most: help pupils thrive.

We don't believe we've cracked it. We're always learning - from each other, from the wider system, and from the communities we serve. We are proud to lead, and humble enough to be led when others do things better.

If you share our values, if you believe in high standards, and if you want to be part of something that puts children first - we'd be delighted to talk.

“ *Every day is exciting! My job allows me to dive into a wide range of areas and continuously learn from the incredible insights and expertise of others within our trust.*

**Secondary School Principal** ”



# COLLABORATION

Being part of Advantage Schools means being part of something bigger. Our trust is not separate from our schools. Our trust is our schools and that shapes the way we work together. Leaders, teachers, and support staff regularly visit each other's schools. It's normal. We learn from each other, support each other, and improve together.

We've built strong networks: a Principals' network, subject and phase networks, a SEND network for our SENCOs, and support staff networks too. Our Belonging Forum brings colleagues together from across our schools to ensure everyone in our community feels seen, heard, and part of something that matters. We run collaborative training and shared development days. Everyone has the chance to contribute.

We have led the Early Career Framework across the region, having been centrally involved in its creation and implementation. This means our early career teachers benefit from high-quality support and development and our trust plays its part in raising standards beyond our schools.

We're proud of our Attendance and Behaviour Hub designation, and of our work supporting other schools through the RISE programme. We give to the wider system because it's the right thing to do and we maintain humility to ensure that we learn from others too. That includes working with local authorities, other school trusts, and individuals who share our values.

We believe great schools get even better when they collaborate. And we've built a trust where collaboration is standard practice.



“ I love working somewhere that is always looking for ways to make changes that will improve our pupils' experiences. It means there are always opportunities to learn and grow professionally, and to share ideas about what could be done better.

**Senior Trust Leader**

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# TEACHING AS A PROFESSION



Teaching is a profession and we treat it as such. It involves prolonged training to achieve a formal qualification. It is intellectually and physically challenging, requiring engagement with cognitive science and psychology to think carefully about how pupils learn, deep knowledge of subject content in order to design effective sequences of teaching, and the ability to bring plans to life through effective performance in the classroom.

At Advantage Schools we create a culture where staff and pupils regard one another with mutual respect, where calm classrooms enable teachers to teach and pupils to learn, and where warm relationships flourish. This means our schools provide the environment for teachers to develop their craft at all stages of their careers.

We know that high-quality teaching is the biggest driver of success for children, so we invest heavily in staff development. We provide structured support at every stage - from early career induction to leadership development. Our teachers are highly valued for their expertise and professionalism, and are trusted to teach with depth, clarity, and purpose.

Through internal development programmes, national qualifications, coaching, and shared best practice, we develop teachers who transform lives.

Our professional learning is intellectually serious, practically useful, and sharply focused. It is also extensive!

**“** *I have thoroughly enjoyed training... My mentors and the staff in general, have been incredibly supportive and made me feel a part of the team from the outset. The curriculum that I am fortunate enough to teach is exciting, fresh and extremely relevant in today's world. The teaching methods, standards and strategies are to the highest standard, ensuring the students in front of us gain the best education possible. It's been an incredible journey and I am so excited as I progress in my career.*

**”**  
Trainee Teacher



# CURRICULUM AT THE CENTRE

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We offer an excellent academic curriculum designed to empower our pupils. We teach powerful knowledge that takes them beyond their otherwise lived experiences and enables them to take their place in the community of educated citizens.

Our approach to curriculum planning is knowledge-rich, with content thoughtfully selected, intelligently sequenced and carefully secured. We induct pupils into traditional disciplines - science, literature, mathematics, humanities, and the arts - so that they can benefit from the shared knowledge that educated people take for granted.

Beyond offering academic reward, our curriculum is curated to build cultural capital and prepare our pupils for a successful future. We enable our pupils to access the widest possible choice of future pathways, including the chance to study at the best universities and pursue whatever career they choose, at the highest level they choose.

This is not about outcomes alone, though they are vital. An Advantage Schools education is about building character, curiosity, and cultural fluency.



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*My school training has been incredibly supportive and well-structured. Teach Like a Champion strategies helped me feel confident with my classroom management, which allowed me to focus on developing my pedagogical knowledge. Regular check-ins with my mentor, targeted weekly goals, and deliberate practice all gave me clear direction and helped me make tangible progress. Working alongside a staff community rich in expertise and encouragement has made me feel supported and motivated throughout my training!*

”

**Current Primary School Teacher**





# OUR PUPILS' ENTITLEMENT



We believe in the power of schooling as a means of shaping young people into educated citizens. Every child who passes through our schools should be equipped to take their place in the community of educated citizens: thoughtful, knowledgeable, and grounded in our shared intellectual and cultural inheritance. On leaving, our pupils share the knowledge that educated people take for granted.

To achieve this, our pupils are entitled to:

- understand the origins and development of human knowledge and intellectual traditions
- engage with the best that has been thought, said, and created across disciplines
- learn to participate in what Michael Oakeshott called the *conversation of mankind*, a continuous dialogue across generations, rooted in the pursuit of understanding.

Every child in an Advantage Schools Trust school has access to:

- A focused learning environment free from distraction
- An academic curriculum with very high expectations
- Well-qualified, well-trained teachers who are subject experts
- A rich set of experiences that broaden horizons
- Opportunities to contribute to and thrive in their communities.

We commit to ensuring that pupils can learn and teachers are able to teach in an environment free from distraction and disruption. We take this really seriously.

We believe that schools must be places of intellectual transformation. Our curriculum and systems are designed so that each pupil can access and succeed in the traditions that shape society.



# OPERATIONAL EXCELLENCE AND SUPPORT

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Our job is to make it easier for school leaders to focus on what matters most. This includes delivering a brilliant curriculum and making sure it is learnt.

The central operations team exists to take care of the things that can get in the way. Whether that's finance, estates, HR, IT, admissions, compliance or GDPR, we simplify processes, solve problems quickly, and bring in specialist expertise where it's needed.

We know how busy school life is. Our operations team is experienced, dependable, and responsive. They understand schools; whether it's a complex budget issue, a last-minute staffing challenge, or a big capital project, the team works alongside school leaders to bring clarity and pace and to take the pressure off.

We centralise where it makes sense, resulting in us saving money, improving quality, and freeing up school time. Our procurement frameworks mean best value. Our payroll and HR systems are well-run. Our IT is reliable and secure. Our estates are maintained to a high standard. Statutory compliance is strong; for example, our staff have access to mandatory training, there are Single Central Register checks and regular reviews of risk.

We work in partnership across our schools. School leaders are trusted professionals, and our support exists to help them lead well. That means adapting to each school's context and being quick to respond when support is needed.

Operational support at Advantage Schools is about removing distractions, giving confidence, and making sure things work, so that energy can go where it matters: into teaching, learning, and improving the lives of the pupils we serve.



*It has been an enjoyable and insightful experience completing my ECT years through Advantage Schools... The regular check ins and support from my mentor have enabled me to practice teaching elements before implementing them with my own class. My confidence has grown through this programme and I now feel ready and able to continue developing my teaching practice*

**Early Career Teacher**



# GOVERNANCE & LEADERSHIP



**At Advantage Schools, governance is clear, focused, and mission-driven.**

Our Board of Trustees are stewards of our mission. They bring expertise, integrity, and a relentless focus on standards. Their role is to ensure the trust as a whole is delivering what it has set out to do. They challenge, support, and hold the executive to account. Every decision is made with the aim of advancing our mission and improving outcomes for pupils.

We believe in simple, effective structures that resist duplication. Each of our schools is a member of a local governance committee, bringing a valuable community voice and offering school leaders both support and scrutiny. Our local governance isn't there to repeat what others do but to ensure that every school reflects our shared values while serving its local context.

Our executive team is united by purpose. We know what we're trying to achieve, and we're clear about how we go about it. Leadership at Advantage Schools is about responsibility. We make sure every layer of leadership, from trustees to principals, is aligned and pulling in the same direction.

We avoid unnecessary bureaucracy. Communication is open, relationships are strong, and decisions are taken with pace and precision. The trust is the schools and governance reflects that. It is built on trust, clarity, and a shared belief in doing the right thing.

We take pride in getting governance right because strong governance gives our schools the freedom to focus on what matters most: teaching, learning, and the success of every pupil.



# EXPECTATIONS AND PROFESSIONALISM

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We expect much of our staff, but we give much in return.

Leaders in our schools are highly visible, take direct responsibility, and create environments where teaching and learning are the focus. We recruit and retain colleagues who are effective, resilient, and intellectually curious. We do not tolerate underperformance, and we create systems where every colleague can succeed.

We set clear expectations and provide significant support. Our leaders do not pass the buck.

We hence create a culture of professional candour, continuous improvement, and mutual respect.

We believe that trusts should lead improvement beyond their own schools. We host visits, contribute to policy, present at conferences, and collaborate with other trusts and educational institutions. We play an active role in national discourse and set high standards in transparency, ethics, and impact.

Our work has, over the years, contributed to the establishment of the Early Career Framework, the delivery of the National Professional Qualifications, and the intervention and improvement in attendance and behaviour in dozens of partner schools across our region.

If a peer or the DFE want to pick up the phone for support, challenge, a visit or help, we are eager to do so. We believe all young people deserve a truly excellent education.



# FINANCE AND RESOURCES



The finance function is directed to the Advantage Schools mission.

We ensure transparency and value for money while planning for long-term sustainability. Advantage Schools operate a centralised financial model that enables efficient allocation of resources, economies of scale, and expert financial oversight.

Each school is provided with a clear understanding of its budget and is provided with support to ensure clarity. The dedicated expert central finance team provide this guidance, and ensure probity in financial reporting, and compliance.

This allows school leaders to focus on delivering high-quality education while the schools benefit from excellent shared services and planned strategic investment. We prioritise expenditure that directly enhances our provision to our pupils – curriculum, leadership, pupils’ entitlement, excellent teaching and learning, and ensuring that all pupils can learn and teachers can teach.

We ensure that every financial decision is taken with a view to how it contributes to maximising pupil outcomes and the pupils’ experiences in our schools.

By joining Advantage Schools, you will benefit from robust financial planning via our tools and support, expert risk management support, and a collaborative environment where resources are maximised to drive improvement.

Our commitment to financial excellence ensures every school is empowered to thrive and invest confidently in its future.

“ *The knowledge-rich curriculum approach has really deepened and challenged my subject knowledge, and this has been well complemented by an amazing mentor and regular check-ins and CPD* ”

**Trainee Teacher** ”

# CONTACT US



ADVANTAGE  
SCHOOLS

At Advantage Schools, we are building something exceptional: schools where integrity guides every decision, ambition fuels progress, and excellence is the standard for all.

If you believe in the power of education to transform lives, if you are driven to make a difference, and if you're ready to be part of a values-led community committed to doing what's right for children, then join us.

***Together, we can shape the future.  
Let's get to work.***

Chief Executive Officer: Stuart Lock  
Email: [ceo@advantageschools.co.uk](mailto:ceo@advantageschools.co.uk)  
Website: [www.advantageschools.co.uk](http://www.advantageschools.co.uk)