



RAINBOW EDUCATION MULTI-ACADEMY TRUST
CEO ↔ HEADTEACHER: SUPPORT OVERVIEW 2024/2025

STATEMENT OF INTENT

KEY AREAS SUPPORTED

TARGETED STRATEGIC PRIORITIES

<p>Multi-Academy Trusts are recognised as a cornerstone of a robust school system, operating under a unified governance and accountability structure. To understand what constitutes a strong trust, the Confederation of School Trusts emphasises the importance of shared accountability and collaboration. With strong relationships and effective school-to-school support, we are confident in our approach to improving schools.</p> <p>We are dedicated to providing the best education and school experience for each and every child. This document clarifies how the CEO and headteachers will collaborate to build shared accountability. Central to this is the importance of honest and transparent relationships, enabling the joint evaluation of schools' strengths and areas for development. Together, we work to ensure a supportive response to risks, access to best practices, and the deployment of expertise where and when it is needed.</p>	<p>HIGH STANDARDS AND EXPECTATIONS</p> 	<p>Place each and every learner and their families at the heart of all we do in our schools.</p>	<p>Support our schools in delivering an ambitious curriculum that promotes inclusion, diversity and aspiration.</p>	<p>Ensure the Trust and all of its schools know their strengths and areas for development, placing continuous improvement at the heart of what we do.</p>
	<p>LEARNING AND DEVELOPMENT</p> 	<p>Embed robust data management systems that empower leaders to promote strong school culture and performance. i</p>	<p>Develop and encourage school to school support and collaboration across and beyond the Trust.</p>	<p>Deliver CPD programmes that promote improvement and professional practice.</p>
	<p>PEOPLE</p> 	<p>Protectively develop future leaders through distributed leadership, coaching and mentoring.</p>	<p>Work closely with the Rainbow Central Team to ensure that schools run as effectively as they possibly can.</p>	<p>Proactively identify new and emerging opportunities for workforce development, to ensure staff are equipped to embrace future challenges.</p>



RAINBOW EDUCATION MULTI-ACADEMY TRUST
CEO ↔ HEADTEACHER: SUPPORT OVERVIEW 2024/2025

SUPPORT OFFER 1	SUPPORT OFFER 2	SUPPORT OFFER 3
<p>Collaborative Review Meetings/Supervision Purpose: This is a safeguarded opportunity to engage in dialogue about the school and areas of risk. These meetings will help create a more supportive, caring and positive working environment and provide a space for regular communication, problem solving, and increased team working. A key feature of these meetings will be ‘stepping into’ the routines of the school to experience the strengths and understand the risks; all with a view to establishing an agreed way forward. It is a supportive, solution focused forum where we explore strategies for the sharing of best practice, as well as planning actions required to mitigate risk to enhance practice that is already a strength. In addition, they aim to support headteachers in reflecting on their work, relationships, the emotional demands of their work, and the impact these and the wider education system have on their psychological well-being. The agenda is agreed collaboratively. Standing agenda items:</p> <ul style="list-style-type: none"> • Wellbeing and Safeguarding • Attendance and Behaviour • School Improvement Plan • Agree focus for Facilitated Self-Evaluation • Review Scorecard (once per term) <p>Frequency:</p> <ul style="list-style-type: none"> • Once per term <p>Who will be involved?</p> <ul style="list-style-type: none"> • Headteacher/Head of School and CEO and/or Director of School Improvement 	<p>Central Management Team Purpose: This key strategic committee will support, drive and/or coordinate key strategic activity to support the objectives of the Rainbow Education MAT and its constituent schools. The committee is responsible for:</p> <ul style="list-style-type: none"> • Driving common aspects of strategic improvement across all schools and phases • Providing a forum for the sharing of best practice • Horizon-scanning; identifying industry-leading practice (locally, nationally and internationally) to consider and agree trust-wide research projects and oversee pilot/action research activity • Sharing National/Regional/Local/Trust updates • Developing and approving trust wide policies <p>Frequency of activity:</p> <ul style="list-style-type: none"> • Once per half term] <p>Who will be involved?</p> <ul style="list-style-type: none"> • Headteachers/Heads of School • CEO • Director of School Improvement • Members of the Central Management Team 	<p>Performance Development Purpose: An effective appraisal process is a framework to allow a clear and consistent assessment of performance of headteachers to support their development and professional needs within the context of the School's Development/Improvement Plan. It is key in securing progress and improvement in the school. Headteachers need to be actively engaged in the process so that they have ownership of the outcomes. The process should be supportive yet rigorous and designed to promote an open, challenging and professional dialogue that encourages the headteacher to:</p> <ul style="list-style-type: none"> • reflect on their performance and achievements over the past year; • assess their needs for personal development; • suggest key priorities for moving forward that are clearly linked to the school improvement plan <p>Frequency of activity:</p> <ul style="list-style-type: none"> • An initial meeting and a mid year review meeting <p>Who will be involved?</p> <ul style="list-style-type: none"> • Headteacher • CEO



RAINBOW EDUCATION MULTI-ACADEMY TRUST
CEO ↔ HEADTEACHER: SUPPORT OVERVIEW 2024/2025

SUPPORT OFFER 4	SUPPORT OFFER 5	SUPPORT OFFER 6 (*as required)
<p>External Coaching Purpose: to provide a regular opportunity to explore the issues of importance to headteachers and their school. It aims to create a safe, confidential space where you can:</p> <ul style="list-style-type: none"> • Reflect upon and develop your leadership practice, behaviours and beliefs • Share thoughts, worries and concerns • Explore what headteachers want out of life as a school leaders <p>Frequency of activity:</p> <ul style="list-style-type: none"> • Once per term <p>Who will be involved?</p> <ul style="list-style-type: none"> • Headteacher • External, qualified coach 	<p>Continuous Professional Development Purpose: To deliver high-quality leadership training for all headteachers, allowing time for reflection and strategic thinking. Frequency of activity:</p> <ul style="list-style-type: none"> • Three full day CPD sessions per year focused on self-leadership skills/expertise led by an external facilitator • Three conferences per year led by external trainers based on school improvement priorities. <p>Who will be involved?</p> <ul style="list-style-type: none"> • Headteachers/Heads of School • CEO • Director of School Improvement • External trainers 	<p>Facilitated Self-Evaluation Purpose: Following on from the Collaborative Review Meetings, headteacher and the CEO will agree on focus areas which may need to be reviewed. These areas may be different from school to school and will reflect each school's improvement plan. Facilitated Self-Evaluation will be undertaken alongside the Headteacher and relevant members of their Senior Leadership Team, with support from members of the Central Management Team. The Education Inspection Framework will be used as a basis of feedback to support discussion and identify risk. A simple SWOT summary report will be produced following the visit which will include an agreed set of actions to maximise benefit to the school and/or trust. Frequency of activity:</p> <ul style="list-style-type: none"> • One half/full day as and when required <p>Who will be involved?</p> <ul style="list-style-type: none"> • Headteacher and/or SLT as identified by the Headteacher • CEO • Members of the Central Management Team

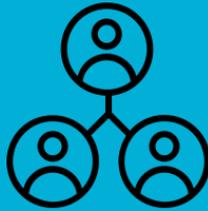


RAINBOW EDUCATION MULTI-ACADEMY TRUST
CEO ↔ HEADTEACHER: SUPPORT OVERVIEW 2024/2025

OUR STRATEGIC GOALS



**DELIVER EXCELLENT
EDUCATION**



**ENSURE STRONG AND
EFFECTIVE GOVERNANCE
AT ALL LEVELS**



**BUILD A STRONG AND
SUSTAINABLE
INFRASTRUCTURE**



**BECOME AN EMPLOYER
OF CHOICE**



**DRIVE SUSTAINABLE
GROWTH**