



# ***RAINBOW EDUCATION MULTI- ACADEMY TRUST***





# **WELCOME FROM OUR CEO**

The Rainbow Education MAT was established in 2014 to sponsor both Church of England and community schools. Schools joining the trust retain their unique identity: community schools do not convert to become Church of England primary schools. Within the trust, we have a mixed blend of community and faith-based schools working in harmony together.

We are an innovative group of schools, aiming to provide an excellent education to children across the Merseyside Region. Children only get one chance to receive a good education, and we firmly believe that each and every child deserves the best possible education there is!

Each of our schools has its own identity and culture, but shares the overall vision of encouraging our children and young people to reach their full potential. We seek to improve the life chances of all children that we serve by ensuring that each and every child achieves their maximum potential and is fully prepared to access the next stage of their education.





# WELCOME FROM OUR CEO

The vision of the trust is to ensure that each and every child, no matter what their background or their circumstance, reaches their potential and leaves us ready for the next stage of their life.

Our mission is to provide a high quality, ambitious curriculum, which ensures that children are well equipped for the world beyond our schools. Alongside this, we ensure that each and every child's needs are met through a range of support and intervention, so that they succeed and grow up to have a positive impact on their world.

One of our aims is that past pupils, families and stakeholders will look back, reflect and recognise the vital role that the Rainbow played in achieving great successes in their lives.







# WELCOME FROM OUR CEO

We pride ourselves as a 'values-driven' trust, living our daily lives through our core values of excellence, endurance, wisdom, trust and friendship. These five values epitomise the principles and practices of how the trust operates and also influence our behaviours and decision-making on a day-to-day basis.

The Rainbow Education Multi-Academy Trust provides a broad and balanced learning experience, which enables children to develop their knowledge and skills sequentially, in order to be successful in the next stage of their education.

Our teaching practice is firmly focused on evidence-based research to improve children's outcomes, ensuring children and adults continue to learn throughout their lives. As a result, our schools do not stand still. We make it a priority to provide teachers with excellent professional support and development, so that each and every child benefits from an excellent experience when attending a Rainbow school.





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# WELCOME FROM OUR CEO

Through being an ambitious and supportive group of schools, we are able to offer more to both staff and young people than any single school could offer alone. The growing range of outstanding school-wide activities that we provide will mean that more children will have truly exceptional and inspiring experiences when attending a Rainbow school.

As a mature MAT, with a large geographical footprint across the Merseyside Region, we participate in a range of local, regional and national networks that are designed to support the broader development of the educational sector for the benefit of all children. The successes we have had so far are down to the talented and highly dedicated team of support staff, teachers, leaders and local academy councillors within our schools.

We are equally grateful to our students and families for their extensive support and commitment to us, ensuring our schools are a centre for learning and personal development.



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# WELCOME FROM OUR CEO

As a trust, we believe that every leader, every teacher and every member of school staff, whether teaching or non-teaching, whether they are from outstanding schools or those schools in need of support, have strengths and skills that are vital to supporting the successful development of our multi-academy trust. We are passionate about developing the skills and strengths of our workforce and we have a proven track record of growing leaders.

We are inclusive and welcoming schools, embracing children from all backgrounds, all faiths and none, and all abilities. We offer all children an inspiring education. Whether you are a parent looking for an outstanding school for your child, a teacher looking to progress in your career, or governors of a school looking to work closely with others, I sincerely hope that your reading about the Rainbow Education Multi-Academy Trust encourages you to find out more.

Jonathan Nichols, CEO and National Leader of Education



# OUR SCHOOLS



**St Silas CE Primary  
School**  
Toxteth, Liverpool

[www.stsilasblogs.net](http://www.stsilasblogs.net)



**Heygreen Community  
Primary School**  
Wavertree, Liverpool

[www.heygreenblogs.net](http://www.heygreenblogs.net)



**Garston CE Primary  
School**  
Garston, Liverpool

[www.garstonprimary.co.uk](http://www.garstonprimary.co.uk)



**St Gabriels CE Primary  
School**  
Huyton, Liverpool

[www.stgabrielshuyton.net/](http://www.stgabrielshuyton.net/)



**Shoreside Primary  
School**  
Ainsdale, Southport

[www.shoresideprimary.co.uk](http://www.shoresideprimary.co.uk)



**Croxteth Community  
Primary School**  
Croxteth, Liverpool

[www.croxtethprimary.co.uk](http://www.croxtethprimary.co.uk)



**Townfield Primary  
School**  
Prenton, Wirral

[www.townfieldprimary.co.uk](http://www.townfieldprimary.co.uk)





# ***OUR VISION***

To ensure that each and every  
child, no matter what their  
background or their  
circumstance, reaches their  
potential and leaves us ready for  
the next stage of their life.



## Excellence

To ensure that our academies are centres of excellence, which focus on the nurturing and achievement of all their members.

## Friendship

All are invited to the Rainbow. The true meaning of friendship means as friends, we are there to support and celebrate with each other. We are not afraid to tell each other the truth and we use our genuine friendship to enable others.

## Endurance

To ensure our children and staff have high levels of endurance, so that they never give up, and live life in all its fullness. Developing the endurance of each other develops character, self-control and steadfastness.

# RAINBOW VALUES

## Trust

To trust in each other is essential to human life and lies at the heart of all relationships. Our schools, staff, children and families have trust in each other, allowing us to live and work together in harmony.

## Wisdom

To use the life experiences and knowledge from each other and distill this into our guiding principles.



## ***A RECORD OF STRONG PERFORMANCE***

Our performance is underpinned by a set of beliefs which are rooted in our outstanding classroom practice. The progress of each and every child is of utmost importance to us. We believe that:

- every lesson is a language lesson - we take every opportunity to develop the vocabulary of all of our children regardless of their age and stage; only with practice will our students achieve high levels in writing and wherever possible, we write meaningfully across the curriculum
- all children have the right to be fluent mathematicians with no child left behind - we follow a mastery approach to teaching mathematics in all of our schools
- in order for children to be truly creative, they must first follow a structure and be taught how to accomplish something; all children can achieve if limits aren't placed on them; first-hand experience is essential - we seize every opportunity to provide our children with a wide range of experiences to enrich their lives
- we are a learning community that values action research - we look at what is best for our children in our environment, while also basing our methods on the most cutting-edge international pedagogical research
- all schools have strengths and are very eager to learn from good and outstanding schools to expand the MAT offer - we pay close attention to feedback in order to change our methods as needed to fit the context of the school
- all staff should be valued - we 'grow our own' where possible and prioritise a healthy work life balance; marking and planning should be meaningful and take place only if they enhance the child's learning.



# CHURCH OF ENGLAND SCHOOLS

The Rainbow Education Multi-Academy Trust is a Church of England Foundation Multi Academy Trust. What makes us special is that we welcome both faith and community schools into our family.

What makes us distinctive is that, whilst we are driven by the same values and aims – excellence, endurance, friendship, wisdom and trust – each of our schools is able to maintain its own character. Church of England primary and secondary schools considering joining our academy are fully supported in maintaining their distinctive Christian ethos and community schools are able to keep their identity as non-faith schools.

Just like the cord that Solomon refers to in Ecclesiastes 4: 12, our trust is made of different individual strands. Each has its own distinctive identity, but we support each other and are made stronger together.

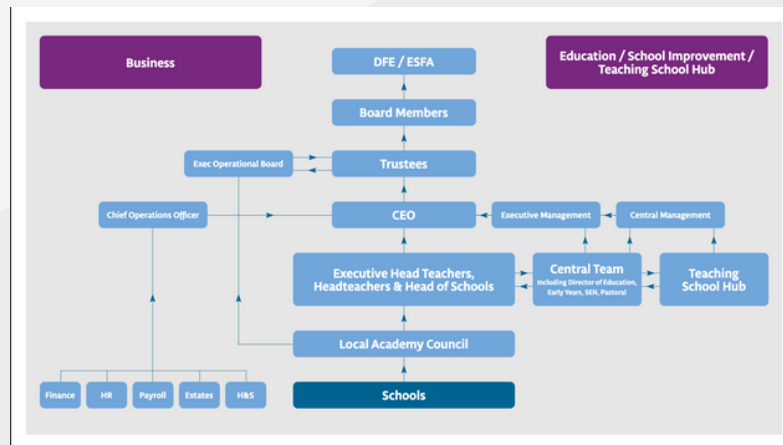




# ***MEMBERS AND DIRECTORS***

All schools within Rainbow Education MAT are accountable to their Local Academy Council, which in turn, is accountable to the Board of Trustees.

The Local Academy Council has delegated powers in order to oversee the running of the school; they may choose to delegate some of these powers to the headteacher.





## **LOCAL GOVERNANCE**

The Rainbow Education MAT schools each have a Local Academy Council (Governing Body). This group of people act as support and challenge for the schools, ensuring accountability of leaders. They work carefully alongside the headteachers, and each Local Academy Council's chairperson sits on the Executive Operational Board, where they work with the chair of Trustees.

The trust has a clear scheme of delegation which sets out the roles and responsibilities of the Local Academy Council.







## **CURRICULUM AND PEDAGOGY** ○ ○ ○ ○

At the Rainbow Education Multi-Academy Trust, we have developed a knowledge-rich curriculum which is ambitious for all.

It has been designed to give all learners the knowledge and cultural capital required to succeed in life. Following the breadth of the National Curriculum (and Development Matters in EYFS), our curriculum is coherently sequenced so that new knowledge and skills build on what has been taught before and guide children towards our clearly defined end points. Our end points are the pieces of knowledge that we have determined as the most important knowledge that children need to know.



## **CURRICULUM AND PEDAGOGY** ○ ○ ○ ○

Over the past few years, professional development has focused on teachers' understanding of a cognitive model that is based on the science of learning. From this, we have adopted general pedagogical practices that we believe will aid quality first teaching and support pupils' retention of knowledge.

In addition, we have chosen subject-specific approaches and resources that operate within this model so that classroom practice is built on the same principles. This has helped us to develop consistency within and across our schools, and support teachers in terms of development through professional dialogue.

# EARLY YEARS

At the Rainbow Education Multi-Academy Trust, we are passionate about delivering high-quality education within our early years settings. We believe that the early years lay the foundations for future learning. Therefore, we place a strong emphasis on developing children who are happy, curious learners with a thirst for knowledge and a positive attitude to school. We know that parental relationships are key to the best early years education and we work in partnership with our parents and carers to support them with early home learning as well as supporting the well-being of all our families.

We are experienced in ensuring that all children, from as young as two years old, make outstanding progress in their learning and development, and we achieve this through an ambitious, balanced curriculum with the right mix of adult-directed learning, uninterrupted play and exploration.

We invest in our early years teachers and support staff to develop highly-skilled practitioners and offer a breadth of internal and external

CPD.





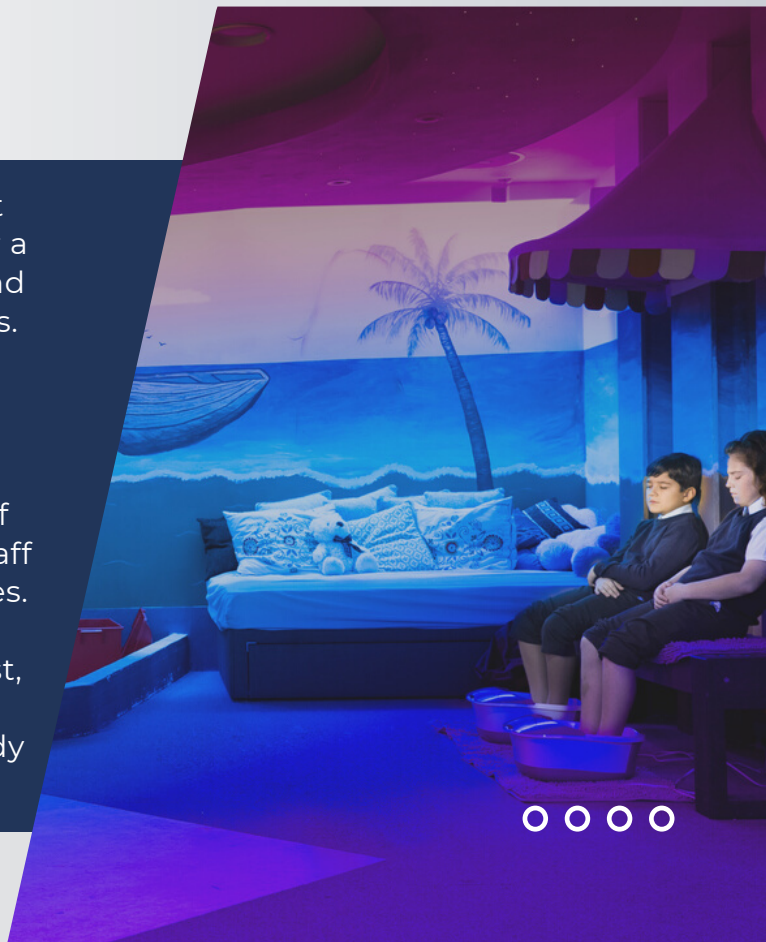
# SEND

The Rainbow Education Multi-Academy Trust believes that every child can succeed. We offer a wide range of pastoral, academic and social and emotional support to our children and families.

This is delivered through high-quality interventions, 1:1 support and high-quality teaching.

We are committed to offering a wide range of continuous professional development for all staff and we work very closely with external agencies.

We are a trauma and attachment-friendly trust, that nurtures all children, to ensure each and every child develops independence and is ready for the next stage in their lives.

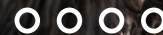




# CHILD WELLBEING

Everything we do at the Rainbow Education Multi-Academy Trust is centred around the needs of each and every child, and we are proud of our approach to ensuring that every child within the trust is safe and happy. We are committed to making our children and their families' lives better. We believe that early intervention can break intergenerational cycles of deprivation and disadvantage, and every adult working in our academies adopts the same approach to safeguarding children: we act now not later.

We are proud of the excellent relationships that we have established within our schools to ensure that families get tailored, wrap-around packages of support to enable each and every child to thrive. Our children are at the heart of everything we do at the Rainbow Education Multi-Academy Trust and we go over and above, every day, to ensure that they are protected, supported and listened to. This is a non-negotiable for any school joining our trust.



# ***CENTRAL SUPPORT TEAM***

Our aim at the Rainbow Education Multi-Academy Trust is to allow schools to concentrate on teaching and learning. Our central support function takes the pressure off the schools, by dealing with all financial, HR, payroll, estates and procurement matters. The central team will work closely with the schools, but look to relieve as much of the administrative burden as possible.

School offices are left to concentrate on the functioning of the school, but they do have the autonomy to do their own purchase ordering within the confines of the agreed budget and procurement policy.

All accounting is provided by the central team, with the offices banking any cash revenues received. These cash deposits are now minimal, with our schools being close to cashless. HR, payroll, estates and high-level procurement is handled centrally, with regular discussions with individual schools around budgetary control, health and safety and good estates management plus full HR support and an internal payroll function.



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# **WORKFORCE DEVELOPMENT**

We believe that learning is a continuous journey, and we pride ourselves in our proven track record of developing staff members. Our workforce makes all the difference. We invest heavily in continuing professional development, talent management and retention of our excellent staff. We have numerous examples of where staff have progressed in their careers during their time at the Rainbow Education Multi-Academy Trust.



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## **OUR OFFER**

The Rainbow Education Multi-Academy Trust is committed to working collaboratively to provide the very best educational standards for children within the Merseyside region and beyond. School improvement is a key driver for the trust and we are committed to working with schools to bring about rapid transformation and positive change for each and every child. We are determined to secure good and outstanding schools within the Rainbow family from which we can enjoy shared learning and success.

# ***WHAT MAKES THE RAINBOW EDUCATION MULTI-ACADEMY DIFFERENT?***

Being part of The Rainbow Education Multi-Academy Trust will give your school access to high quality support that builds on your strengths. We will celebrate what you do well, identify the next steps in your journey and empower you to achieve the best outcomes. We believe that strong relationships between all stakeholders is crucial to achieving the best possible outcomes for children. We provide autonomy that is based on core values and behaviours.





# ***WE OFFER...***

- Headteacher support; individual and as part of a small group of like-minded professionals
- Guidance in all areas of the curriculum and assessment; including materials and training on their use
- Support and challenge through regular support from experienced, highly-skilled staff
- Quality teaching and learning CPD
- Proven methods for effective behaviour management
- Effective staff development through staff meetings and INSET
- Collaborative learning between schools
- Support for administration structures and systems
- Supervision, advice and support
- Computing support and development
- Headteacher appraisals
- Governance (Local Academy Council) support
- Support through inspections Ofsted/SIAMS





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# ***OUTCOMES***

- A passionate vision that all stakeholders will want to sign up to
- Rapid improvements in teaching and learning
- An inspiring curriculum and effective assessment procedures
- Improved and embedded leadership capacity
- Meaningful headteacher appraisal systems
- Strong effective governance
- Improved/strengthened Ofsted and SIAMs outcomes







## ***THE RAINBOW TEACHING SCHOOL HUB***

The Rainbow Teaching School Hub provides support to schools and trusts predominantly across the Sefton, St Helens and Knowsley region. Our main aim is to promote the recruitment and retention of great teachers into the profession through delivering high quality teacher development programmes to teachers, leaders and support staff.

We have developed strong partnerships with Best Practice Network and The Ambition Institute to ensure all our participants can access the highest quality content and resources to support their learning. We work closely with some of the best research schools, curriculum hubs and CPD providers in the North West to ensure our schools can access the learning and development, expertise and experience to enable our teachers and school leaders to successfully deliver the best possible outcomes for every pupil.

Our priority, as a Teaching School Hub, is to support the delivery of the Department for Education's 'Golden Thread' for professional development. This starts with close relationships with those local universities and other partners who offer Initial Teacher Training to support them in delivering high-quality training and ensuring that newly qualified teachers know how to access support from their local Teaching School Hub.



## ***THE RAINBOW TEACHING SCHOOL HUB***

We support schools with early career teachers as they navigate the new induction process by following the Early Career Framework. The Early Career Framework underpins a career-long development journey with the opportunity to study a variety of qualifications from a suite of National Professional Qualifications (NPQs) to enhance leadership skills or develop skills in a specialist area such as behaviour or literacy.

It is also part of the remit of the Teaching School Hub to create opportunities for, or signpost teachers to, high-quality Continuing Professional Development (CPD). We do this by building relationships with local curriculum hubs and other providers of outstanding training and by making our hub area schools aware of their offering.

In 2022, we launched our Appropriate Body Services pilot working with a small number of schools in and around our Hub area. This has gone well, and we are excited to accept ECTs from across our region from September 2023.

We will continue to carry out regular analysis of the needs of the teachers and schools in our hub area, and evaluation of programmes delivered, to ensure that our provision remains relevant and effective.

For further information or to contact the hub, please see our website:  
[www.rainbowtsh.org.uk](http://www.rainbowtsh.org.uk)



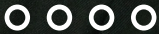
# ***JOIN OUR RAINBOW FAMILY...***

Since our first school opened in 2015, the Rainbow Education Multi-Academy Trust has grown in a considered and gradual way. Now, we are a family of seven schools across the North-West, serving over 2,000 children and young people and 250 staff. We are always interested to talk to schools and MATs that share our vision and values about joining the Rainbow family.

The Rainbow Education Multi-Academy Trust aims to help each and every child, no matter what their background or their circumstance, reach their potential and leave our schools ready for the next stage of their lives. Whether you are part of an outstanding school striving to serve your community better, or a school searching for a sponsor to secure school improvement, our goal is to work with you to transform the lives of young people.

The performance data of all of our schools shows that our learners achieve high standards, and the majority make good and better progress from their starting points. Overall standards in our schools continue to remain high.

**FOR AN INITIAL CONVERSATION, PLEASE  
CONTACT [ENQUIRIES@REMAT.ORG.UK](mailto:ENQUIRIES@REMAT.ORG.UK)**







**@RAINBOWEDUMAT**



**ENQUIRIES@REMAT.ORG.UK**

