



NEW BRIDGE

MULTI ACADEMY TRUST

About Our Trust

ABOUT OUR TRUST

I am pleased, on behalf of the staff, governors, pupils and students at our schools, to welcome you all and to introduce our Trust. The New Bridge Multi Academy Trust caters for young people with an EHCP from the age of 4 to 19.

It is our firm belief that all our young people deserve the very best provision.

New Bridge School converted to a MAT in 2014 to enable the sponsorship of a new build school for children on the autistic continuum, Hollinwood Academy. Spring Brook School successfully applied to join our Trust and in 2019 we set up The Springboard Project to deliver a more appropriate vocational offer for young people with SEND. We then welcomed Hawthorns School and everyonelearning to our Trust, before Samuel Laycock joined in April 2022.

We will be opening a new ASD all age school in Rochdale, as well as a new school site for Hawthorns.

We are committed to providing the very best opportunities for our children and young people and our destination focused provision enables them to play a meaningful and fulfilling role within their local and wider community. We have established some of the best employability pathways in the world, with over 12 years of experience in supporting our students into the world of work.

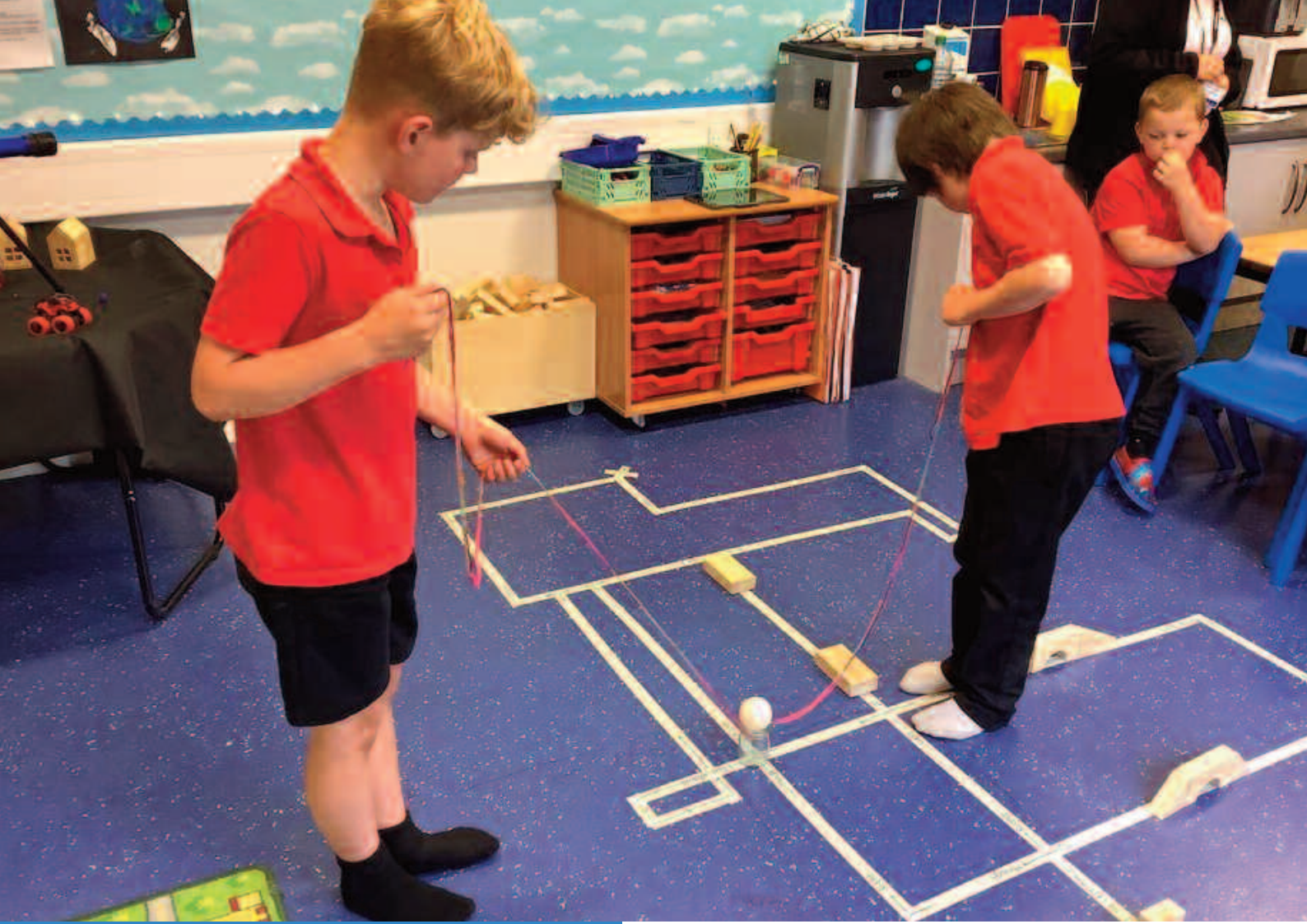
We are an Apple 1:1 Trust, the first in the UK, which means that every single one of our children and staff have their own iPad to enhance engagement, achievement and innovation.



Clare John, CEO

Our curriculum and philosophies provide the opportunities for academic and social development that will enhance the life opportunities for our young people as they move into the adult world.





As part of the wider New Bridge Group, we also have two Post-19 organisations, New Bridge Horizons, a social care provision for adults aged 19+ and Future Finders Employability College, that offers a 1-year supported internship course for those students looking to move into paid employment and independent volunteering opportunities. We hope this brochure provides an overview of our work and gives you all the information you need.

Clare John

CEO

New Bridge Group & MAT



INTRODUCING STEVE WILLIAMS, CHAIR OF TRUSTEES

Steve is Chairperson of our Trustee Board and was previously Chair of Governors at Marland Fold School before it amalgamated with Park Dean and Hilltop School to form New Bridge School.

Steve has a wealth of experience with the Fire Service and is the spokesperson for Oldham on the Greater Manchester Fire and Rescue Board. Steve is in full time employment, working the early shift at YODEL in Shaw, part of the Littlewoods Shop Direct Group in Oldham.

Steve Williams

“Being chair of trustees for the New Bridge Multi Academy Trust is by far the greatest and most fulfilling part of my professional life. At New Bridge, we have a ‘can do’ attitude to everything that we do and work at a fast and exciting pace to ensure that our children and young people have the very best opportunities. None of what we do is about egos or a need for recognition. Our passion drives our ambition. Our driving principle of ensuring the very, very best educational offer for every one of our children and young people remains at the heart of what we do.”



ABOUT OUR SCHOOLS



NEW BRIDGE SCHOOL is a generic special needs school for pupils and students between the ages of 11 and 19 across three sites, our main body Roman Road campus, our Key Stage 4 town centre campus at Medtia Square, and our 16-19 provision at our St. Martin's Road site. New Bridge School delivers a personalised curriculum that ranges from pre key stage to GCSE and vocational equivalents. The school houses a swimming pool and specialist theatre, both of which are used daily by the local community.

HOLLINWOOD ACADEMY is a discrete ASC and SLCN environment catering for those on the autistic spectrum between the ages of 4 and 19. The school is based on our Hollinwood campus and offers qualifications that include GCSE and equivalents. A second site in Rochdale is currently under development.



SPRING BROOK ACADEMY is an all-age school that caters for pupils with a range of Social, Emotional and Mental Health (SEMH) difficulties split across two sites. Spring Brook Lower School, the primary department, is co-located with Lyndhurst Primary School in Hollins. Spring Brook Upper School, the secondary department, is based at our Dean Street site in Failsworth. The school delivers a personalised curriculum and offers vocational qualifications up to GCSE level.

THE SPRINGBOARD PROJECT is a free school opened in September 2019 on our campus in the centre of Oldham to provide high quality innovative alternative educational experiences for pupils and students with SEMH needs across the 14-19 age range.

HAWTHORNS SCHOOL Hawthorns is located in Audenshaw and supports primary aged children from across Tameside who have an Education, Health and Care plan (EHCP) and complex learning needs. It also includes 3 satellite provisions at Discovery Academy in Hattersley, Wildbank Primary School in Stalybridge and a provision at another of our schools, Samuel Laycock. Hawthorns will be relocating to a brand new, purpose built site in Hattersley, Tameside in 2024.



SAMUEL LAYCOCK SCHOOL is located in Ashton Under Lyne and supports secondary age pupils, 11-16 from across Tameside who have an Education, Health and Care plan (EHCP). The children and young people have a diverse range of special needs from moderate learning difficulties to autistic spectrum disorder to severe learning difficulties and complex learning needs. The school offers a broad and personalised curriculum and offers a variety of accredited courses to meet the skills and interests of the learners.

everyonelearning shares recognised areas of expertise that reflect school improvement needs. The key areas of work include Initial Teacher Training (ITT), Continuing Professional Leadership Development (CPLD), School to School Support (STSS) and Research and Development.

Successful partnerships involving good schools working together ensure that they become even better. All our schools bring something to our Trust. We are all equals working together. We know that strong collaboration with shared accountability leads to better progress and future success.

- ✓ School leaders and teachers can share thinking and planning to spread expertise and tackle challenges together
- ✓ Trustees and Governors work together to share strategic thinking, combine skills and support each other
- ✓ Leaders, teachers and other staff are shared across more than one school, enabling schools to find different solutions to recruitment challenges
- ✓ We retain the best staff by providing new opportunities within our Trust, allowing us to plan succession more effectively
- ✓ Groups of schools find it easier to source and fund specialist expertise such as specialist teachers, health and safety, HR and finance
- ✓ We share professional development and research more effectively across our Trust
- ✓ Economies of scale and collective purchasing ensure that best value procurement methods are achieved





We are proud to be able to offer all our young people:

- A fully personalised curriculum offer relevant to each individual
- Bespoke groups to meet the needs of individuals
- Staff who are specially trained to meet the needs of our learners
- Academic and holistic assessment processes that allow the young person to be involved
- A 48 week offer (we run holiday clubs for 9 weeks of the year)
- Access to before school clubs and after school clubs
- A broad and enjoyable extra-curricular provision that includes residential visits, theatre trips, sports and team events (both at national and local level) and educational visits
- Specialised therapeutic approaches if required
- School uniform with a shared identity
- iPads - we are an Apple 1:1 Trust, the first trust of special schools in the UK to roll out iPads to every single child and staff member to further enhance learning and engagement. We also celebrate Apple Distinguished Status at Hollinwood Academy.

We provide our families with:

- An annual review with person centred values at the heart of the meeting
- Assigned and named pastoral teams
- Electronic communications and regular school updates
- Affordable child care in the holidays
- Support groups as required
- Family learning
- Access to celebrations and events
- Subsidised residential visits
- Family friendly policies

Our schools and wider group remain at the heart of their communities, and we offer:

- Access to all our buildings
- Access to events
- Training and Development
- Opportunities for the community to support our learners into employment
- Volunteering and work experience opportunities
- Apprenticeships across different areas of employment



ABOUT THE NEW BRIDGE GROUP

THE NEW BRIDGE MULTI ACADEMY TRUST, our growing family of schools, is just one part of the New Bridge Group. We are passionate about improving the life opportunities available to our young people once they leave school and we are continually looking for innovative ways to enable our young people to achieve their aspirations and play a meaningful part in their local communities.

NEW BRIDGE HORIZONS is our flexible day provision for young adults aged 19 and over at Turf Lane in Oldham. We also use another site at The Link Centre. Some of our young people attend full time, some for a combination of hours that suit their family circumstances, some for 2 days a week alongside studying part-time at local colleges and there are others who attend specialist colleges full-time during term time and access our centre during their holidays. We provide a stimulating, inspirational environment for everyone, whether they require specialised support for complex health needs or are looking to improve their employability skills. Our provision and philosophies create opportunities for social development to enhance life opportunities. We pride ourselves on a busy, vibrant and varied environment where choice, independence and high standards are central to the opportunities available. By providing activities that suit young people's aspirations, needs and preferences we can offer a very individual programme with support from a well-trained, experienced and dedicated staff team. We provide ongoing support to develop life skills, independence and employability skills to young people from across Oldham and its surrounding boroughs.





In 2015 we set up **FUTURE FINDERS**, our innovative one year supported internship programme originally run in partnership with the Manchester College for young adults aged up to 25 who are interested in accessing supported employment, paid employment or volunteering opportunities. In September 2018 we then opened Future Finders Employability College as an independent college, also known as a Specialist Post-16 Provider. We had found significant limitations in possible employment opportunities for young people with a learning disability on transition into adulthood – previous work experience placements had proved to be time limited, at times tokenistic and generally ineffective in securing pathways into employment. Future Finders is a unique experience for our young people, giving them the chance to develop valuable employability skills in full-time work placements with local employers, with exceptional and sustained support from our specialist job coaches. In addition to experiencing real working life, our young people are also supported to develop their independent travel skills and gain a nationally recognised employability qualification at the end of the course. Many of our Future Finders students leave us to move into paid employment or independent volunteering.



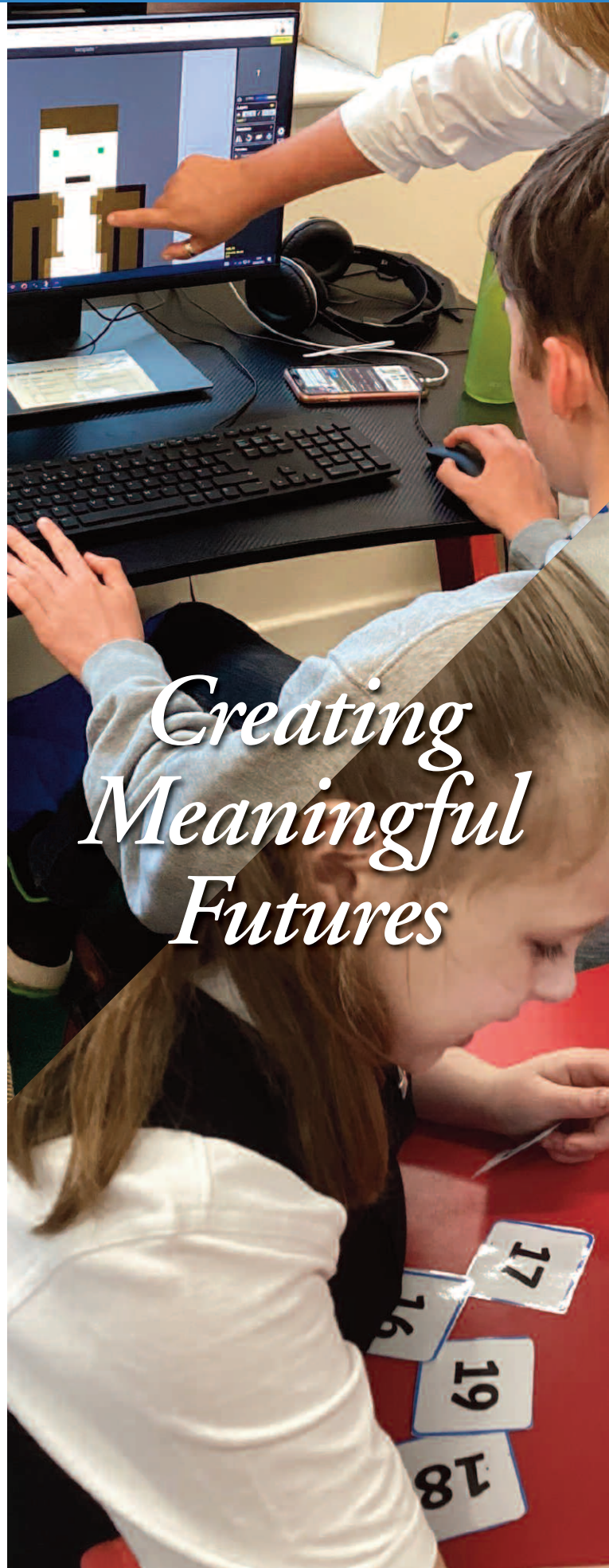
OUR MISSION STATEMENT

Our vision is to remain faithful to the original key strategic intents set out by our Trustees:

- to develop schools at the heart of communities and ensure that the contribution of every individual is valued
- to offer all our children and young people access to the highest quality and trained staff and to ensure our facilities and resources are entirely fit for purpose
- to offer all the young people access to an extended year through holiday clubs and before and after school activities
- to ensure all children and young people have access to an appropriate, challenging curriculum pathway with a clear aspirational destination.

OUR MEMBERS

New Bridge Multi Academy Trust was established in 2014 when the Members set out the Trust's constitution and signed its Memorandum and Articles of Association. Members of the Trust have an overview of the governance arrangements and the power to appoint and remove Trustees and Governors.



*Creating
Meaningful
Futures*

OUR TRUSTEES

Our Trustees play a vital role in holding all our schools to account and are responsible for:

- establishing and steering the Trust's clarity of purpose
- overseeing effective governance and decision-making
- scrutinising plans for growth or consolidation
- ensuring the Trust is financially competent and has a sustainable budget
- ensuring young people are making progress and gaining the best educational experience possible
- putting effective leadership in place and holding the executive leadership to account
- managing risk and ensuring the Trust is meeting all its statutory and legal responsibilities

The Trustees have a number of committees that are empowered to make decisions:

- Pay Committee
- Performance Committee
- Finance and Audit Committee
- Complaints Committee
- Appeals Committee

The Trustees meet each term, and all committees and local governing bodies are required to report to them.

OUR TRUST PORTFOLIO BOARDS

Our trust has a number of portfolio boards that meet each term. These boards include a linked governor from each school, a linked trustee and a linked executive team member. The Portfolio Boards are: Vision & Sustainability, Leadership & Management, Compliance, Finance, Cultural Capital, Communities & Commissioning Supporting Agencies, People, Safeguarding, Learning & Impact.

OUR GOVERNORS

Each school within the Trust has its own local governing body which is made up of:

- One staff governor
- One Head of Site / Headteacher
- Two parent governors
- Five co-opted governors

The local governing bodies meet at least three times a year with meetings being held every term. The Trust has a formal risk management policy to assess business, strategic and educational risks and to implement risk management strategies. The process involves identifying the types of risk the Trust faces, scoring and prioritising each risk in terms of its potential impact, assessing the likelihood of occurrence and identifying means of mitigating the risk. A risk register is maintained and reviewed by the Audit Committee on a regular basis.

EXECUTIVE TEAM SUPPORT



Clare John

CEO

Clare joined the Trust as CEO in September 2023. She has over 30 years of experience with children and young people with additional needs.

Clare has previously worked as a Headteacher of two schools in Rochdale, and has significant leadership experience in Oldham.

Executive Directors

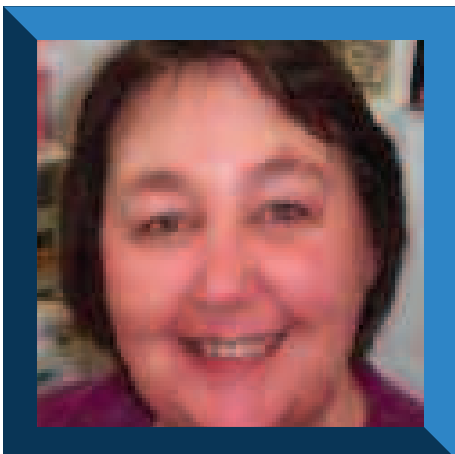


Nigel Woodworth

Executive Director – Finance

Nigel is a qualified accountant (ACCA) with over 30 years' experience delivering finance and corporate services in both the public and private education sector.

Nigel plays a lead role in all major Trust finance activities, including the integration of new schools into the MAT.



Rita Righini

Executive Director – Operations

Rita has significant experience in project management and planning. She has led on the building, academisation and creation of several schools.

Rita leads the Trust in various areas, such as compliance and sustainability, whilst supporting Business Managers in these areas.



Simon Smith

Executive Director – HR

Simon has over 20 years of significant HR experience within both the public and private sectors.

Simon is instrumental in all aspects of recruitment and takes the lead role in a range of legal obligations for the MAT.



Michelle Rathor

Executive Director – Learning and Impact

Michelle has almost 20 years' experience as a teacher, with most of that time as a Senior Leader, working across schools, LAs and a Trust.

Michelle has a wide range of skills and experience to bring to her role, including two notable recognitions from TES.



Dr Shirley Woods-Gallagher

Executive Director – Health, Care and Transitions

Shirley is responsible for increasing the quality, efficiency and health compliance on our MAT offers. She is closely involved with several local and national incentives for positive change and inclusivity.

Shirley is a recipient of a UNESCO and IFIP Global Inclusion Award 2024.



Rebeckah Hollingsworth

Executive Director – Safeguarding

Rebeckah is an experienced and well qualified teacher and leader, who has worked in education for over 30 years.

Rebeckah works closely with our Headteachers and DSLs to safeguard and promote the welfare of the children, young people and adults in our settings.



Elizabeth O'Shaughnessy

Executive Director – Training and Development

Elizabeth has wide ranging experience in teaching and leading across both mainstream and special education sectors.

She leads on training and development within and beyond the Trust, supporting and developing staff with mandatory and personalised professional development.

Executive Advisors



Moira Thompson

Executive Advisor – Accountability

Moira is an experienced SEND leader, who works with all leadership, governance and training teams across the MAT, in a coaching and mentoring role.

Moira is a National Leader of Education, contributing and participating in a wide range of SEND networks.



Richard Bright

Executive Advisor

Richard has over 20 years' experience of working with both children and young people in both mainstream secondary schools and Special Educational Needs schools.

Richard's role has a specific focus on the development of technology across the whole MAT. He is passionate about the power of technology to provide opportunities.



Pierre Coiffait

Executive Advisor

Pierre has 30 years' experience in education, with 20 years as a school leader. He has worked across primary and secondary mainstream and specialist sectors, and as a Local Leader of Education (LLE).

Pierre has a proven pedigree in securing values based school improvement, and in developing and coaching leadership and management skills in all staff.

Executive Administrator



Laura Poole

Executive Administrator

Laura has been providing high quality administrative support to the CEO, Trustees and Executive Directors of the Trust for 2 years.

She is responsible for organising all Trust activity within the accountability framework and is always on hand to support admin teams across the MAT.

CENTRAL TRUST SUPPORT



ESTATES TEAM

– Led by Dan Morton

Our Trust has a central estates department whose responsibilities are to ensure we have buildings and spaces that provide compliant, safe and fit-for-purpose accommodation. The team support schools by supporting in the creation of specialist high quality facilities that are engaging, exciting and provide innovative learning opportunities that meet 21st century teaching and learning requirements.

They continually review opportunities to provide additional spaces that meet the rising demand of places across our Trust, also considering and adapting to climate change responsibilities and achieving carbon reduction by consideration and analysis of the environmental impact of our activities.

ICT TEAM

– Led by Craig Windle

All organisations across the Trust share a consistent and reliable ICT platform. This improves collaboration, sharing information and allows accessing resources from anywhere whilst delivering a leading digital curriculum.

Our IT technical department are enablers of innovation across both windows and Apple platforms ensuring staff have access to resources from any location and that our young people have every opportunity to fully utilise IT within their learning.

The department is led by senior technicians who provide central support and services through to onsite IT technicians who make themselves fully available to staff and students and provide hands-on help and support.





MEDICAL SUPPORT

The medical needs of all children and young people across the Trust, as identified within their Education and Health Care Plan, are met through established partnerships between the Trust schools and many stakeholders. Individual leads liaise with Nursing and Therapy Teams, and the everyonelearning Training Team and families to ensure every child and young person's needs are met. This is regularly reviewed, and all parties work together to ensure that any required medical intervention training is underpinned by key knowledge and an assessment of competency. School based staff are further supported by a range of specialist professionals across the organisation.

FINANCE TEAM

The central finance team is responsible for:

- developing a financial strategy that supports our MAT action plan and the school development plans.
- to develop and monitor financial controls that safeguards the trust's assets.
- production of statutory accounts and returns.
- making payments to our suppliers and tracking money that comes from our customer.
- setting medium term financial budgets.
- monitoring financial performance against the budget plan.
- payroll ensuring all employees are paid accurately and making sure taxes, pension contributions and other benefits are accurately calculated.
- risk management; identify, evaluate, prioritise and mitigate risks that affect the trust.
- to provide advice, guidance and support to all our stakeholders.





HR TEAM

Human Resources

There is a central HR service providing HR advice and undertaking a full recruitment and transactional role.

Those duties include:

- Recruitment advice around filling vacant posts including review of job specifications and pay grades.
- Formulating job advertisements and placing them with the most appropriate media.
- Requesting job references and making formal job offers.
- Processing safeguarding checks and new contracts of employment.
- Processing variation to contracts.
- Management of sickness absence policy and procedure, advising managers about the progression of individual sickness cases.
- Full management and support with of formal cases involving disciplinary, grievance, performance management etc.
- Taking cases to Trustees and supporting hearings.
- Drafting and implementing HR policies.
- Liaison with payroll 10. Developing HR strategy.

Within schools there is either a team member or a wider distributed model of senior staff with responsibility for other HR related duties.

Those duties include:

- Managing contact with recruitment agencies.
- Collating returned application forms, arranging shortlisting and arranging interviews.
- Attendance at interviews.
- Meeting new colleagues for formal induction.
- Supporting the probation process for new colleagues.
- Updating the Management Information System (FileMaker / Every) on an ongoing basis.
- Supporting Heads of Site as required with requests for authorised absence / annual leave via the e-form process.
- Advice around pay and conditions of employment.
- Advice and support to managers and colleagues with issues that occur on day to day basis including wellbeing.
- Management and support of the apprentice programme, meeting with the training providers, dealing with issues that occur with individual apprentices.

TRAINING AND DEVELOPMENT TEAM

- everyonelearning

The everyonelearning (Training and Development) Team support the delivery of statutory, mandatory and individualised training that is vital to meeting future goals and ambitions of every individual as well as making an essential contribution to the development of a responsive and highly skilled workforce that places, best outcomes for children and young people at its heart. The everyonelearning Team work closely with all Sites/Central functions to align training with school/Trust wide development priorities. Specific platforms are used to enhance this offer and local, regional and national solutions are regularly sourced. Opportunities for professional development at all levels are encouraged and the everyonelearning team work with staff to support their professional development journey. everyonelearning continue to work with several external partners to enhance the offer of professional development for everyone.





After reading this pack, if you are interested in having
a further discussion with us about joining the trust,
please contact:

Clare John, CEO

Email: clare.john@newbridgegroup.org

Telephone: 0161 883 2401