



Infinity Academies Trust

Annual Report 2021/22  
*Ready to learn; Prepared to flourish*

## Welcome to the Trust

As another academic year has drawn to a close, we are incredibly proud of all that was achieved across Infinity Academies Trust during 2021-2022.

Not only have we welcomed another wonderful school to our family, but we have been able to realise our ambitions of further developing our relationships and our systems across the Trust, in order to support our children, our colleagues and our communities to flourish.

We never fail to be amazed by the talent, dedication and commitment of our colleagues to do all that they can to enhance the learning experiences and the outcomes for our children. So, it has been brilliant to see the seeds of collaboration growing across our academies as teams have shared practice, generated ideas and fully embraced the new systems that we have put in place to make the day-to-day running of a school easier.

There have also been some incredible highlights. The improvement in progress made by our pupils has been impressive, our approaches to school improvement and professional development have been praised by our partners and our colleagues have been recognised as 'experts' in their fields, becoming Ofsted and SIAMS inspectors and representing our Trust at regional and national conferences and events.

Thank you for taking the time to read our Annual Report. If you would like to find out more about what joining our Trust would mean for your school please do not hesitate to get in touch.

**Mr Gavin Booth**  
CEO

**Mr Sean Westaway**  
Trust Chair

*“He makes the whole body fit together perfectly. As each part does its own special work, it helps the other parts grow, so the whole body is healthy and growing and full of love.”*

**Ephesians 4:16**



# Vision, Mission and Values

## Our Vision

*To create a community where everyone is ready to learn and prepared to flourish.*

## Our Mission

*Infinity Academies Trust exists to improve the outcomes and opportunities of every pupil and every colleague working in our academies.*

As a deeply Christian Church Trust aiming to serve the common good, we enable both Church and Community schools to flourish. All our children need and deserve schools with loving cultures, aspirational curriculums and inspiring provision. We provide children with the skills, knowledge and experiences to thrive academically, socially and spiritually so that they are prepared for a future full of opportunity.

With Jesus' promise of life in all its fullness we strive every day to ensure our children know they are valued, understood, supported and loved. We share their hopes and aspirations and provide a well-rounded education that celebrates success.

The future our children are going into is increasingly uncertain, and we need to enable them to become adaptable, resilient, confident, tolerant and highly literate individuals both for their lives today and tomorrow.

We won't do this in isolation. We know that, "We are strongest working together in Unity" (1 Corinthians 12:12) therefore we will work beyond our Trust with local schools, the community and the Church. In addition, we will work more broadly across the region and system, so that we can learn from each other, harness best practice, access the latest research, and secure the expertise of those beyond the school system who share our moral purpose for children.

*We want our children to flourish across their lives.*

## Our Values



"Dear children, let us not love with words or speech but with actions and in truth."

*1 John 3:18*



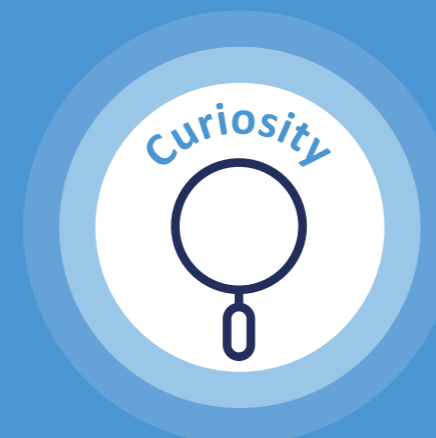
"Let all that you do be done with love."

*Corinthians 16:14*



"The light shines in the darkness, and the darkness has not overcome it."

*John 1:5*



"Call to me and I will answer you and will tell you great and hidden things that you have not known."

*Jeremiah 33:3*



"There is neither Jew nor Greek, slave nor free, male nor female for you are all one in Christ Jesus."

*Galatians 3:28*

## Our Context

Number of Pupils:

over

**2,100**

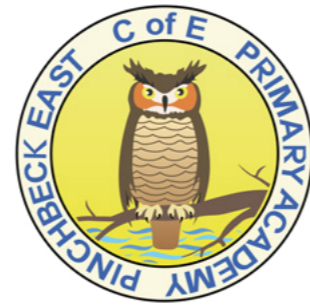
Number of Staff:

**300**

Number of Academies:

**8**

### Our Academies



# Working with Church Schools

## Infinity Academies Trust is very proud to work in partnership with the Diocese of Lincoln.

Our articles of association are based on the Church of England model articles which means that the majority of our members are approved by the Diocese. We also ensure that the Church is represented at local level through our Academy Monitoring Committees.

We believe whole-heartedly that working with both Church of England and Community schools enhances our Trust and its ability to meet the needs of all its communities.

In order to provide life in abundance for all who attend, it is with humility, grace, compassion and expertise that Church schools are led within Infinity Academies Trust. Asking, "What is the work of God in this place?" (John Wesley) allows each school to flourish in its own richly unique context, thus ensuring that each community is well served.

In an educational world of many competing voices it can be difficult to be courageous; with relationships at their core, Infinity Academies Trust church schools are supported to elevate the importance of the school's vision and focus on what it truly means to be an effective Christian learning community.

### Infinity Academies Trust develop/support church schools by:

- Developing the Christian vision, values into practice, Church School action group
- SIAMS SEF writing workshops as part of the School Improvement cycle "If you don't measure what you value, you end up valuing what other people measure"
- Lesson study/Peer Review opportunities focussing on the impact of the school's Christian vision
- Networking opportunities to share good practice
- Work symbiotically with the Lincoln DBE, via the SLA, to ensure that through our distinctive Christian vision and values we are fulfilling our commitment to their vision of "Excellence. Exploration. Encouragement"
- Working with leaders at all levels to ensure exciting, engaging curriculums meet the needs of learners within their specific context
- Securing expert financial management to ensure that children are able to access opportunities which enable flourishing (residentials, curriculum experiences, extra-curricular opportunities, staffing etc)



## Our strategic priorities for 2021-22:



Outcomes and Opportunities:  
For our Pupils



Outcomes and Opportunities:  
For our People



Outcomes and Opportunities:  
For our Academies

*“The value of relationships runs deep  
at all levels, in all interactions and  
underpins all school improvement.”*

Andrew Raistrick,  
Headteacher, Pinchbeck East CE Primary Academy and Spalding Primary Academy

## Our strategic focus for 2021-2022:

### Systems and Relationships

At Infinity Academies Trust we live and breath our mission and our values every single day, in order to make sure that our children and our colleagues have the tools and the support they need to flourish.

We firmly believe that the relationships we have, with one another, with the communities we serve, the children that we care for and their families – underpin everything that we do.

So, as our Trust began to grow, we knew that nurturing strong relationships and building robust systems and structures would be absolutely vital for our future success.





# Outcomes and Opportunities: For our Pupils

Children are at the heart of everything we do, so we ensure that at the centre of our Trust’s school improvement approach is the pupils’ learning.

All the school improvement actions that we take aim to improve the provision, outcomes and opportunities for pupils across the Trust.

## School Improvement

During the 2021-22 academic year, our School Improvement support offer has grown further.

Alongside the CEO, the Trust’s Education Director, School Improvement Lead and Teaching and Learning Lead have worked closely with school leaders to put Infinity’s School Improvement Model into action.

At the heart of this has been the establishment of shared Teaching & Learning, Curriculum, Leadership and Safeguarding Principles, our ‘Infinity Principles’. These principles recognise and celebrate the fact that our academies have very different contexts and curriculum requirements, but provide a shared expectation that all staff will know, recognise and use them in their interactions with children every single day.

Throughout the year, each academy also benefited from regular visits from the Education Director or School Improvement Lead (at a minimum of three times per data cycle,) providing support and challenge for school leaders. This has included providing support with School Development Planning and School Self-Evaluation, with the implementation of Trust-wide templates that have also enabled leaders to share planning, speeding up the process and building coherence across the Trust.



## Proud of Pupil Progress



In KS2 SATs in 2022, our Trust average has improved in every area in Reading, Writing and Maths



For schools that have been in the Trust for more than 3 years, Reading has increased from below average to average



For schools that have been in the Trust for more than 3 years, Maths has increased from below average to average

## Enhancing curriculum

In addition to carrying out curriculum audits, which have enhanced practice and shared ideas across our academies, the Trust was pleased to be able to provide over £50,000 of funding to support the provision of additional curriculum resources.

Three of our academies also took the opportunity to work in partnership to embed the Cornerstones Curriculum model, sharing practice and resources in order to achieve the best possible outcomes for the children.



## Outcomes and Opportunities: For our Pupils

### Introducing a shared data strategy

Other highlights have included the introduction of a shared data strategy, providing access to the Insight Tracking data package to enable all stakeholders to quickly and easily input and analyse data at a pupil, class, cohort and whole school level. In addition, all trust schools now use the same standardised tests and assessment points, providing support for benchmarking and analysis.

With additional capacity in place, including the expertise of both a SIAMS and Ofsted trained inspector, the Trust has also been able to provide additional support with preparations for forthcoming inspections.

### Providing safeguarding support

Under the direction of the Trust's newly appointed School Improvement Lead, a Trust-wide Safeguarding Strategic Plan – Moving from Compliance to Excellence was developed during the 2021-22 academic year.

This included the provision of additional support for safeguarding leads across the Trust, accurate cross-Trust benchmarking and oversight of the use of the CPOMs safeguarding software.

A review of the culture of safeguarding across the Trust was undertaken, with quality assurance to ensure academies have effective arrangements in place and to share best practice.

A three-year safeguarding training pathway was also launched, so all staff have access to certified professional development through the National College and Lincolnshire Safeguarding Children Partnership.

*“We are incredibly proud of our curriculum and the authentic outcomes that it leads to, enriching the experiences for the children.”*

**Joe Hawkins,**  
Assistant Headteacher,  
Wyberton Primary Academy

### Inspiring opportunities

We believe it is incredibly important to provide inspiring opportunities and experiences for our pupils throughout their time with us.

During the last academic year our children have benefited from whole-school trips, theatre productions, author visits, debating workshops, young enterprise initiatives, eco clubs, and community events that have enriched learning and encouraged our pupils to shine.





## Outcomes and Opportunities: For our People

### Investing in our colleagues

Following on from the introduction of the Trust's first all-staff conference in September 2021, the Trust has continued to build a calendar of Trust-wide professional development opportunities, supporting colleagues in every role, at every level to fulfil their potential.

This included the Trust's second annual InfiniTED event, providing the opportunity for specialists across our academies to share their knowledge and expertise with colleagues at this popular virtual CPD session.

Termly writing moderation events, annual development sessions for year group teachers and all subject leads, also became staples of the Trust's professional development approach. While the Trust was also delighted to publish its Great Ideas for Maths booklet, a wealth of hints, tips and ideas shared by colleagues across the Trust.

Across the Trust, further opportunities for staff to access support with external CPD has also been developing. Including NPQ, ECF and ECT programmes as well as Kyra CPD events.

### Building relationships across the Trust

Our professional networks have flourished during the 2021-22 academic year.

Alongside regular Headteacher and 'Deputies' meetings, we saw the introduction of working groups for Designated Safeguarding Leads, Curriculum Leads and Learning Mentors.

The core services team have also established a network of School Business Managers/ Bursars, Administrators and Site Staff across the Trust, recognising the fundamental role that these dedicated colleagues have to play in the functioning of each of our academies.

### How staff feel about working for the Trust.

In a recent staff survey:



The number of respondents who said they felt like part of a Trust community was **11% higher across Infinity Academies Trust** compared to other trusts.



81% of respondents were clear or **very clear on the Trust's vision & values** (compared to a national average of 72%).



83% of respondents said that they felt that **being part of the Trust was beneficial**. The number of positive responses is over a third higher than national average

*“This is what quality cross-school collaboration is all about. I’m so grateful for the time, support and guidance from colleagues across the Trust.”*

**Andrew Clarke,**  
Headteacher,  
Gipsey Bridge Academy and  
Spilsby Primary Academy





## Outcomes and Opportunities: For our People

### Working with external partners

The Trust is proud of its relationships with external partners, over the past year colleagues benefited from our partnerships with the Diocese of Lincoln, Kyra Alliance, LEAD Teaching School Hub, the National College and National Online Safety.

### Making employee wellbeing a priority

Each year Infinity Academies Trust actively looks for ways in which it can support colleagues with managing their workload through the streamlining of systems and processes, the removal of unnecessary bureaucracy and avoiding replication. Some of the recent strategies that have been implemented have been a reduction in the number of pupil data collection points, a review of our marking and feedback policies, as well the introduction of a host of centrally managed services designed to unburden academy leaders and managers.

The Trust has also introduced a dedicated Employee Assistance Programme delivered by Education Support, a resource that can help manage and navigate personal and professional pressures, helping to achieve a successful work-life balance and providing 24/7 counselling, financial guidance, money management and support for managers.

*“I knew I always wanted to begin my career in a school that values children and puts them at the centre of everything we believe...I knew this was the Trust for me to train in.”*

**Abbie Smith,**  
Early Career Teacher  
at St Nicholas CE Primary Academy





## Outcomes and Opportunities: For our Academies

Amongst the many areas of development during the 2021-22 academic year, perhaps the most fundamental changes have taken place in the provision of core services for our academies.

After increasing the core services team capacity, the Trust set out to establish a series of systems, processes and support to unburden academy leaders.

### Compliance and policy management

A significant area of focus has been the introduction of Trust-wide compliance and policy management. This included the implementation of Every, a compliance and document management system for each academy to use.

A Trust-wide policy portfolio was established, with the management of complaints, grievances and exclusions also being overseen by the core services team.

Extensive work has also been carried out to create standard operating procedures and to centrally collate a bank of risk assessments.

### Finance

The Trust has continued to enhance its offer to academies across every element of financial management. From financial benchmarking to providing guidance and support for school budget setting and year end. The Trust's Finance Director has also held responsibility for internal and external audits as well as maintaining financial policies and procedures, providing payroll support, finance training and monitoring pupil admissions.

### HR

As a result of the systems and processes that were put in place during the last academic year, additional HR support is now in place. Every academy now has access to the Trust's designated external HR Partner, while Trust-wide new starter processes and contract and personnel file templates have also been established.

Additional support is also on hand for apprenticeship recruitment, sickness absence management and auditing of the Single Central Record.

### Improving IT and connectivity

At the start of 2021-2022, the Trust embarked on a huge programme of work to improve the connectivity of academies across the Trust. This included providing upgraded wifi and fibre broadband to every site (which is no mean feat in rural Lincolnshire!)

In addition, a Trust-wide Management Information System, Scholarpack, was introduced, linking together with the Trust's data tracking and safeguarding software and providing a platform for parental communication.

### Managing our estates

Over the course of the past year, the Trust's Operations Director has worked closely with School Business Managers and site staff to undertake a review of the Trust's estates.

Utilising the Trust's new compliance software this has allowed the team to develop a consistent framework and approach to health and safety, risk assessment and premises management that can be regularly reviewed for compliance and acted upon with the support of the Trust.

Through this collaboration, the Trust has been able to support colleagues across each academy to manage the requirements and demands of their individual sites and bid for additional grant funding where applicable.

### Capital investments in 2021/22:

## £270k contribution

towards £1.7 million of successful  
CIF bids across all academies

## £50K

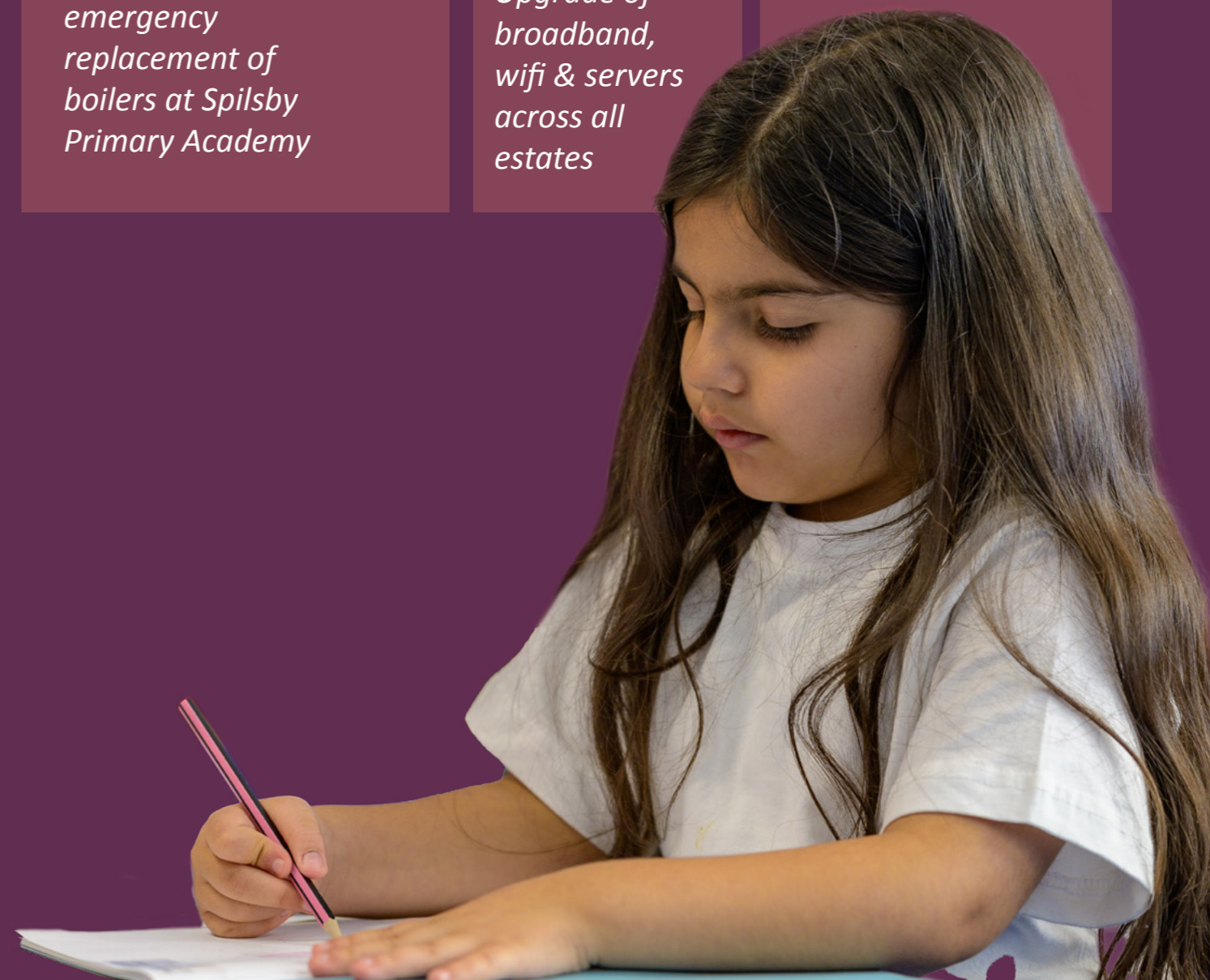
investment  
in the  
remodelling  
of the Infinity  
Training  
facilities

## £30K

emergency  
replacement of  
boilers at Spilsby  
Primary Academy



Upgrade of  
broadband,  
wifi & servers  
across all  
estates



## Looking to the year ahead

The 2022-23 academic year is set to be an exciting one as we focus on our theme of “Culture and Communication”, as we continue on our ambition to live out our Trust’s values each and every day.

In September 2022 we formally welcomed Leadenham CE Primary Academy to the Infinity family and look forward to working more closely with this wonderful school over the coming months.





## Infinity Academies Trust

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