



Infinity Academies Trust

*Ready to learn; Prepared to flourish.*

**Annual Report 2019/20**

*Ready to learn; Prepared to flourish*

# Welcome to the Trust

At Infinity Academies Trust, children are at the heart of everything we do and we strive every day to add value to our schools to enable them to be even better places for our children and young people to learn and grow. Our Trust serves a wide range of different communities and is made up of different kinds of schools. It's this diversity and difference that gives us our strength and broadens our knowledge base of what works best for children.

As a Trust we promote the individuality of our schools and provide them with the freedom to develop their own strengths, distinct character and to meet the needs of their communities whilst at the same time seeking to maximise the benefits of being part of a larger network and organisation.

Being part of a Trust gives our staff access to exciting professional development opportunities, gives children the chance to interact with others from different schools and provides challenge and support to school leaders through effective governance.

We are driven by a passion to do our very best for the children in our schools and we know that by working together we can achieve things that we could not do alone.

**Mr Gavin Booth**

**CEO**

**Mr Sean Westaway**

**Trust Chair**



# What we believe



## **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.*

## **Our Values**

*Integrity, Curiosity, Unity, Hope, Love.*



# Trust Development 2019-2020

The Trust has continued to grow and develop during the 2019-20 academic year despite the COVID-19 pandemic.

We were delighted to formally welcome St Nicholas CE Primary Academy to the Trust in September 2019 and begin our work with them. The school team is now well-established as part of the Trust and all of the Trust-wide systems and processes are embedded and having a positive impact. Take some time to read “What’s new in our schools” section to hear about the other great improvements taking place at St Nicholas.

The Trust School Improvement Strategy was formally completed and adopted by Trustees during the national lockdown enabling some focussed time

to work with School Leaders on its effective implementation from September 2020. The strategy clearly lays out how the School Improvement Director and CEO will work with schools through routine visits to provide support and challenge. The document also provides School Leaders with helpful templates, the overview of our Data Strategy, the Professional Development on offer and key milestones in the annual calendar of the Trust.

During the 2019-20 academic year we were able to formally create a Trust Head Office based at St Nicholas CE Primary Academy. The Trust created a training suite for up to 30 people, an Executive Team office and a Reception space through repurposing some unused rooms in the school. The Trust is now able to host training events and welcome visitors without taking up space needed by pupils within our schools.



# Response to the Covid-19 pandemic

The events of 2020 have brought the Trust, its schools, its staff and the wider communities closer together as we have all sought to find our way through this challenging year. The collaborative response to the pandemic and in ensuring our children are well cared for has been truly remarkable.

Our schools have provided a safe haven for our children and enabled their education to continue, be that in school or at home. Our schools successfully supported key workers and vulnerable families throughout the first lockdown and our thorough risk assessments safeguarded our children, families and colleagues. We worked effectively with our school meal providers to guarantee the availability of meal hampers for our vulnerable families all the way through the school holidays and provided meal vouchers throughout the summer.

Our team has pulled together through this crisis and we are proud that Infinity Academies Trust continued to meet the needs of our children and families when it mattered most.



# How the Trust Supports its schools

Infinity Academies Trust exists to add value to its schools. Our whole purpose is to help improve the outcomes and opportunities of all the children and colleagues learning and working in our schools. In order to achieve this the Trust offers a wide range of support. As the Trust continues to develop, it is our ambition that this support is felt at every level of our schools- from pupils to parents, Teaching Assistants to School Business Managers and Teachers to Head Teachers. We want all of our Infinity family to feel the benefits of belonging to our organisation.

Over the last year the Trust has created opportunities for pupils to meet and interact through school council and sporting events. Children have enjoyed exchanging letters and videos with friends from across our schools. Staff members began the year with a whole Trust conference attended by the vast majority of the Infinity Team-all aimed at growing the sense that now, no school needs to do it alone.

Our School Leaders have met frequently both in person and virtually to support each other in developing their provision for children, to share ideas for leading during the pandemic and to challenge themselves to continue to improve.

The School Improvement Director, Trust Finance Officer and CEO have regularly visited and supported schools and have designed an ambitious programme of professional development for staff for the 2020-21 academic year.



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# What's new in our schools 2019-20



# Gipsey Bridge Academy

At Gipsey Bridge Academy, we moved to a new curriculum model called Cornerstones- an immersive, project based, broad and balanced curriculum. At the centre of this new approach, is ensuring effective links are made across different subject areas. We have also been working towards providing more enrichment and engagement opportunities for the children to really show off their knowledge and skills. Towards the end of the academic year, to really start 20/21 with a bang, we had a re-focus on reading. To do this, we developed our library area to ensure the children had access to a range of quality texts both in and out of the classroom and provided our youngest children with a brand-new reading scheme. This has ensured that their books are matched to the phonics they are being taught in lessons. As a result, the children now take two books home with them- a phonically decodable one and one for them to enjoy with an adult. We also launched a new set of values which underpin the interactions and relationships that we build throughout our school and lives, creating well-rounded and thoughtful adults. Our new values of respect, honesty, integrity, compassion and individuality are the attributes we expect our children to show and develop during their time at Gipsey Bridge Academy.

**Mr A Clarke**

**Executive Headteacher**



# Spilsby Primary Academy

At Spilsby Primary Academy, we have continued to develop our curriculum offer to ensure all our children can reach their full potential. Our enrichment opportunities have seen the children visit Tattershall castle, the aviation heritage centre, The Collection museum, local supermarket and receive in-school visits from West End in Schools, Barmpt Theatre and a mobile planetarium. We have also seen many parents and carers join us in school for castle building, a rainbow party, smoothie tasting enterprise, National Storytelling Week as well as taking part in the inaugural Spilsby Light Night. Continuing as a well-being school, our workshops focused on how to handle different emotions through a range of strategies as well as how we can use our senses to be more mindful. Within our projects, each class now has a 'BIG' question to answer at the end of their learning to help get them thinking more deeply about the knowledge they have learnt. 'Are carnivals always colourful?' was one of the questions, Year 1 and 2 children had to investigate for their Rio de Visa project.

**Mr A Clarke**

**Executive Headteacher**



# St Nicholas CE Primary Academy

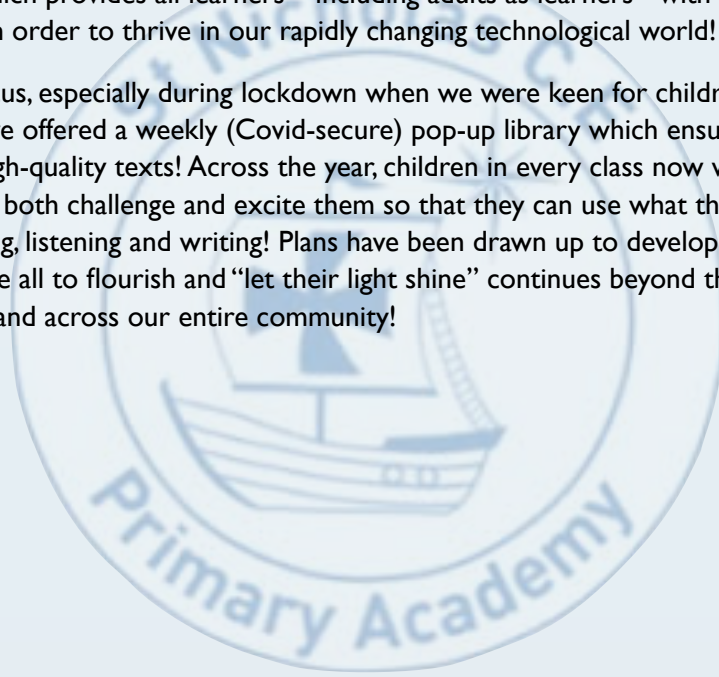
It's difficult to know where to start when it comes to summarising the awesome work that has taken place across St Nicholas CE Primary Academy over the past year!

Perhaps the most major developments have been the introduction of the Cornerstones Curriculum and the evolution of our school website which has grown to become a beacon of information for the world to enjoy and a central place to showcase just how brightly our lights are shining! There has been an extensive programme of development for staff in how to use technology (specifically Microsoft 365 apps) so that we can offer an engaging Computing Curriculum which provides all learners – including adults as learners - with the knowledge, skills and understanding they need in order to thrive in our rapidly changing technological world!

Reading has been a key focus, especially during lockdown when we were keen for children to continue to develop their 'love' of reading, so we offered a weekly (Covid-secure) pop-up library which ensured that every family had a continuous provision of high-quality texts! Across the year, children in every class now work their way through a 'spine' of books which will both challenge and excite them so that they can use what they have read across the curriculum in their speaking, listening and writing! Plans have been drawn up to develop the outdoor learning spaces so that our vision to enable all to flourish and "let their light shine" continues beyond the classroom walls, out into the external environment and across our entire community!

**Mrs F Booth**

**Headteacher**



# St Thomas' CE Primary Academy

Over the past year we have taken the opportunity to revisit and reframe our vision to reflect our core purpose which is to create 'a blanket of family' with high expectations and aspirations for all. This is clearly articulated in our vision statement and Biblical verse, 'I am a voice, calling in the wilderness', which beautifully highlights the importance of 'having a voice' and encouraging curiosity, just like St Thomas. The year offered many challenges, yet the deeply embedded Christian ethos of compassion and resilience has seen our school community continue to put our families at the centre of all we do, with our whole team skilfully adapting to a 'new way' of working. This has seen the introduction of virtually led Collective Worships, parent meetings and staff meetings.

Further work was done to develop our knowledge engaged curriculum, where we place high importance on teaching subjects as separate disciplines, with a sharp focus on building vocabulary through subject knowledge. The exciting introduction of overarching questions each term allows our children to put this knowledge into the context of our wider world, with a focus on 'making a difference'. The 'Mastery of Writing' strategy was implemented earlier in the year, providing the opportunity for wide and varied texts and authors to be used to help widen children's understanding and language. At St Thomas', we strive to prepare our children to be Leaders of the future, Leaders of kindness and Leaders of learning; through the many roles that pupils' take on both in and out of the classroom. This continues to be a key strength of our school with our Church School Councillors, Language Ambassadors, Mini-Police, Club Leaders, Sports Captains and Blog squad all flourishing in their roles.

**Miss J Sharples**

**Headteacher**



# Wyberton Primary Academy

In 2019-2020, Wyberton Primary Academy continued to provide a breadth of experiences and opportunities for children in our care, with the child at the centre of our holistic philosophy. Our curriculum journey continued with the introduction of Enquiry- based concepts and Big Questions – this has provided children with opportunities for developing their language and oracy skills through collaborative discussion and debate around key concepts. Higher order thinking (Blooms) is at the heart of our curriculum statements; teachers include these skills in lessons which empower our children to analyse, evaluate, problem solve and become deep critical thinkers. Children in Year 5 have taken ownership of our honey bees providing authentic experiences working with the community by selling our honey in the local Co-op.

Our links with our community continued to grow but we are especially proud of the connection we have with our local church, which has provided our children with a wealth of experience days developing their awe, wonder and spirituality. Due to unprecedented times, new opportunities arose for the school and we found alternative ways of teaching our children. Teachers developed creative ways to interact with their children via the website, creating videos and preparing resources that could be accessed at home. In addition to this, the use of online Webinars for staff has established a new culture and way of delivering CPD, providing us with opportunities to address work-life balance and wellbeing.

**Ms S Paul**

**Headteacher**



# What's next for our Trust in 2020-21

We are delighted that two new schools have been granted permission by the Department for Education and Diocese of Lincoln to join our Trust. We hope to welcome Pinchbeck East CE Primary and Spalding Primary to the Infinity family in early 2021 and really look forward to working with them. This will mean our Trust will consist of over 2000 pupils and more than 250 colleagues, all with the shared aim of improving the outcomes and opportunities of all of our children.

We are very much looking forward to implementing our School Improvement Strategy and Professional Development offer over the 2020-21 academic year. We feel this will provide a huge amount of support and confidence to our schools as well as offering colleagues the chance to develop their skills and expertise. We are eager that our schools continue to share their strengths so we are excited to begin our spotlight visits and shine a light on the excellent practice happening across our Trust.

The Trust is reviewing many of its services to ensure we continue to offer fantastic support and achieve best value through our centralised contracts specifically around our IT, Finance and Compliance solutions. To best meet the needs of our schools, the Executive Team has enhanced our School Improvement capacity and is embedding the role of Operations Manager so that we can increase our support to schools even further.





# Key People

## Gavin Booth- Chief Executive Officer



Gavin is the CEO and Accounting Officer for Infinity Academies Trust and leads the Executive Team. His role is to work with the Chair of the Trust and Board of Trustees to deliver on the vision and strategic ambitions for our schools and the Trust. He is responsible for building and developing the relationships between our schools, our staff and our pupils to maximise the opportunities and outcomes for everyone. He also works with a wide range of external agencies to ensure our Trust remains up to date and able to offer our pupils the very best provision. As an employer of over 150 staff and working with nearly 1200 pupils Gavin ensures the Trust meets all of its legal responsibilities, is financially sustainable and is fostering and developing the talents of its team for the benefits of our pupils.

## Sean Westaway- Chair of Trustees



Sean is the Chair of Trustees for Infinity and leads the Board of Trustees. He ensures the Trust Board works effectively to support and challenge the Executive Team in delivering on the ambition set out for the Trust and ensures that Governance at all levels is professional, well-trained and setting high expectations for our schools. He receives and reviews regular reports from the Trust on all aspects of its work including the performance of our schools and the financial position. He leads the regular Trust board meetings where the Executive Team presents updates on all aspects of the Trust's work.

## Paul K Ainsworth – School Improvement Director



Paul is a member of the Executive Team and oversees School Improvement across the Trust and works very closely with School Leaders to monitor the performance of each of our schools. He visits the schools regularly and provides support to enable them to continue to develop and improve what they do. He is also responsible for coordinating the Trust's professional development offer, providing coaching/mentoring to senior leaders and for sharing good practice across our schools. Paul provides detailed analysis to the CEO and Trust board on the performance of our schools, their strengths and areas for development and on succession planning.



## Jackie Hawkesworth – Trust Finance Officer



Jackie is responsible for the Trust's finances working alongside School Business Managers in each of our schools. She is a member of the Executive Team and provides advice to the CEO and the Trust on all financial matters. Her role is to review and monitor the Trust's spending plans, ensure that the Trust receives best value through its contracts and that it continues to be financially sustainable. Jackie works with the Executive Team and individual schools to enable them to meet their strategic aims by using the funding they have in the most effective way.

## Michelle Dales – Operations Manager



Michelle has recently joined the Executive Team as the Trust's Operations Manager. Her role is to support our schools with Health & Safety, Premises and Governance. She provides guidance to School Leaders, Governors and School Business Managers as well as reporting on these key areas to the Executive Team and Trust Board. She is responsible for the Trust's compliance in these crucial areas and manages the relationship with some of our key external partners including our IT and Health & Safety providers. She oversees the Due Diligence and onboarding process of new schools joining the Trust.

## School Leaders:

Mr Andrew Clarke:	Gipsey Bridge Academy
Mr Andrew Clarke:	Spilsby Primary Academy
Mrs Fiona Booth:	St Nicholas CE Primary Academy
Miss Jo Sharples:	St Thomas' CE Primary Academy
Ms Sarah Paul:	Wyberton Primary Academy

## Designated Staff:

The Trust has a growing number of designated staff with a wide range of subject expertise who support across our academies.

This includes:

- 5 - Local Leaders of Education
- 6 - Specialist Leaders of Education
- 1 - National Leader of Governance
- 1 - Local Leader of Governance



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