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Welcome to

# Northumberland Church of England Academy Trust

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Enabling everyone in our communities to let their light shine.



**Alan Hardie**  
CEO

## CEO's Welcome

Northumberland Church of England Academy Trust is a mixed multi-academy with the needs and aspirations of our pupils firmly at the centre of everything we do.

From humble beginnings, our Trust has grown steadily year-on-year and now supports the education of over 2,000 children and young people aged 2-19 across South East Northumberland.

As our name suggests, our Trust has its roots in the Anglican Church, however, as a 'mixed MAT', we welcome schools who share our high aspirations for pupils and our Trust vision of enabling everyone in our communities to 'let their light shine' and this includes both Church of England and non-denominational schools.

We understand that choosing to join an Academy Trust can be a huge decision for a Headteacher and Governing Body to make. Every school is unique, which is why it is so important to choose a Trust which matches your own vision and values and can facilitate your ambitions for the future.

At NCEAT, we pride ourselves on our approach to welcoming new academies into the Trust – one size definitely does not fit all, which is why we like to take time to meet with school leaders and staff to gain a better understanding of what makes your school and local community 'tick' so we can celebrate and elevate your individuality.

Our LIGHT values (Love, Inclusivity, Goodness, Hope and Truth) underpin all aspects of our work and we aim to be a great employer, allowing our staff to thrive and enjoy their roles with a strong focus on CPD, health and wellbeing.

As a Trust we're not focused on being the biggest, just the best we can be. Earned autonomy is our model for leadership and we strive to have great, cost-effective support services to allow our school leaders to focus on what really matters: teaching and learning.

If this is what you are seeking in a Trust, then we would love to speak to you. There will be no hard sell and a key part of all initial conversations will be around what your school will bring to the Trust as much as what we may be able to give you. I look forward to hearing from you.



## Who we are

The Northumberland Church of England Academy Trust (NCEAT) is a multi-Academy Trust based in South East Northumberland.

Comprising four schools spanning primary, secondary, further education and special educational needs, the Trust aims to provide an inclusive and diverse learning environment, underpinned by Christian values, where students are enabled and encouraged to...

*'Let their light shine'* (Matthew 5:16).



### Love

We care for each other and we help others do well. We have a concern for justice and for the vulnerable.



### Inclusivity

We are an open, welcoming and inclusive community that celebrates the worth of each person, and when necessary offers forgiveness and reconciliation too.



### Goodness

We work hard and always seek to do what is right. We encourage one another to treat others as we would like to be treated, to do good and to serve others.

## Our vision and values

At the NCEA Trust, we believe in an education system that prepares students for success.

Our ultimate goal is to develop well-rounded, highly capable individuals who, with the support of our talented teaching and support staff, can complete their learning journey with the skills and confidence that they need to take their next steps into higher education or employment.

To us, school is about more than what you learn in a classroom, it's about developing skills for life in a forward-thinking environment which promotes a culture of aspiration and success, alongside inclusion and a sense of social responsibility.

The Trust's Christian ethos, captured through our 'LIGHT' values, is fundamental to all aspects of school life. Across the Trust, our staff and pupils are valued equally and included; all respected, nurtured, encouraged and enabled to achieve fullness of life.



### Hope

We aspire to be the best we can be. We learn from our mistakes and try again with determination.



### Truth

We tell the truth and take responsibility for what we think, say and do. We encourage integrity and respect for authority.



# Joining the Trust

Becoming a part of the NCEA Trust family of schools couldn't be easier!



## Step 1

If your school's Headteacher and Governing Body have decided to investigate converting to an academy and becoming part of NCEAT, please contact our CEO for an informal discussion. Should you then wish to proceed more formally, you can register your school's interest by using the DfE's online form.



## Step 2

Your school starts its consultation with key stakeholders to join NCEAT. We will support the school through this process.



## Step 3

The Governing Body of your school meet to consider the outcome of the stakeholder consultation and resolve to convert to an academy with NCEAT. For VA schools, conditional consent from the Diocese will be required at this stage to permit the application to convert.



## Step 4

The Regional Schools Commissioner Headteacher Board reviews the application and if successful, makes the recommendation to the Secretary of State, who then approves your school's proposal to convert to an academy within NCEAT and grants an Academy Order.



## Step 5

The TUPE consultation process commences. Depending whether your school is currently maintained by your local council or voluntarily aided by a foundation or Trust will determine who will lead on this process. NCEAT will be happy to support your school through this process.



## Step 6

Your school would work closely with NCEAT to prepare the legal documentation to convert your school to an academy. This would involve both your school and NCEAT carrying out a property, staffing and commercial due diligence.



## Step 7

NCEAT, the Local Authority and the Governing Body of your school enter into the Commercial Transfer Agreement and land documentation.



## Step 8

NCEAT and the Secretary of State sign the Supplemental Funding Agreement for your school.



## Step 9

Pre-opening actions:

We work with your school to ensure that enhanced CRB checks are up-to-date.

We work with your school to ensure that financial systems and insurance are in place.



## Step 10

Your school opens as an academy within NCEAT.

# Centralised support for MAT schools

In becoming a part of Northumberland Church of England Academy Trust, your school would receive access to a number of support functions via our Central Services team.

A critical source of expertise, information and advice, the services we offer include but are not limited to...

## HR

The central HR team is dedicated to providing high-quality information and advice. While schools retain responsibility for some elements, such as staff inductions and managing staff absence, the central HR function oversees recruitment, staff training, policy creation and performance management and much more.

## Finance

Committed to providing high-quality financial management, advice and information, the central finance team ensures that all of the accounting records are kept accurate and up to date, financial transactions are processed correctly and that our schools comply with the Financial Regulations of the MAT, as well as the Academies Financial Handbook and Company and Charity Law.

## Payroll and Pensions

At NCEAT we understand the difference that having an effective payroll system in place can make to your staff and your organisation, which is why we have an in-house Payroll and Pensions specialist nested between our Finance and HR provision, to provide our schools with the care and attention employees pay deserves.

## Marketing and Communications

Responsible for publicising the positive work undertaken by the Trust and ensuring consistency of messaging to parents, staff and the wider community, the central Marketing and Communications team supports our schools with all aspects of internal and external communications; including web design, content creation, media relations, social media management and much more.

## Compliance and Safeguarding

Our central safeguarding team, supported by the Designated Safeguarding Leads (DSLs) and deputies at each campus, ensures that our schools are happy, inclusive and safe places for children to achieve the best possible outcomes and that staff feel supported in their roles. The team offers consulting, supervision and audit services regarding Safeguarding and Compliance and is an active member of the Northumberland Safeguarding Partnership.

## School Improvement Support

While our Christian ethos and LIGHT values remain at the core of our work, we understand that each school has its own unique culture and place within its local community. By enabling Principals and Headteachers to suggest and lead on improvement projects for their own schools with support from the Trust, we hope to create a self-driven culture of excellence which allows schools to maintain their sense of individuality while reaping the rewards of being a part of 'something bigger'.

## Estates Management

Our in-house Facilities and Estates teams work tirelessly to ensure that our schools are well-maintained and fit for purpose as educational institutions, but also as places of work and spaces for local community groups to use for sporting and other out-of-hours activities.

## IT Support

Our IT team is responsible for the implementation and maintenance of a vast array of software and hardware throughout the Trust. Providing day-to-day support for both staff and students, the team looks after the entire network from its central location at our head office in Ashington and is instrumental in initiating new schools into the NCEAT family.

## Data Management

Our in-house data team is responsible for the management of the Student Records Database across the Trust and oversees the assessment and collection of all data in regard to free school meals, timetables, exam results and school reports.



# NCEA Warkworth C of E Primary School

Nestled in the beautiful Northumbrian village of Warkworth, Warkworth C of E Primary School is the most recent addition to Northumberland Church of England Academy Trust (NCEAT).

A small school with big ambitions, Warkworth C of E Primary transitioned into the county's two-tier school system in 2017 to extend its offer to pupils up to age 11.

Passionate about its role in the community and with its Christian vision and values firmly at the heart of its curriculum, the school sought to join an Academy Trust to support its ambition to expand.

"We welcome all families in our community who wish for their child to go to a school with Christian values at its core, however, NCEA Warkworth Primary is the only Church of England primary school in the local area, so demand often outstrips supply," explained Laura Ritson, Headteacher at NCEA Warkworth C of E Primary School.

"Joining an Academy Trust is something that we had considered to enable us to meet growing demand,

however we wanted to make sure that the Trust we chose was going to be the right fit for our community-driven school.

"We consulted with the Joint Education Team at The Dioceses of Durham and Newcastle, who put us in touch with a number of Multi-Academy Trusts operating locally who shared our vision and values.

"After meeting with Alan and other members of the team from NCEAT, we knew that the Trust was going to be the best fit for Warkworth Primary. The Trust's Church values matched our own and we loved how these were embedded into school life.

"We also liked the idea that we could join the Trust while maintaining our sense of independence - we didn't have to change our school logo or any of our fundamental values, instead, we were encouraged to retain our individuality and to keep doing what we were already doing, just with the added knowledge that we were being supported by an Academy Trust."

Alan Hardie | Chief Executive at NCEAT, commented:



***"We were delighted to welcome Warkworth C of E Primary School into the NCEA Trust last September.***

***"The school shares many of our ideals about the importance of providing an all-round educational experience for children which captures not only academic learning, but also the teaching of softer skills, such as how to communicate effectively - which in turn supports their personal development and overall mental health and wellbeing.***

***"Already, Warkworth Primary is seeing its ambitions to grow come to fruition as we have supported them to fund a new modular building on the school premises which will create additional space for its early years and reception classes."***

To find out more about NCEA Warkworth C of E Primary School, visit [www.warkworth.ncea.org.uk](http://www.warkworth.ncea.org.uk).





## Northumberland Church of England Academy Trust

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If you are looking for more information or become part  
of the trust, **please don't hesitate to get in touch.**

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