2023/24

Regional MAT Partnership

High quality professional learning and leadership development for MAT Leaders in the region.

Zinspiring leaders



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"These forums have started so well and have huge potential for collaboration, development and sharing of best practice moving forward. Thank you!" MAT Leader

Welcome



Dear CEOs and Trust Leaders,

At Inspiring Leaders we are moving into our second year of partnership helping MATs in the region to become 'Strong and Sustainable'. In 2022/23 we launched our regional partnership offering MAT Leaders a unique opportunity to form professional communities of like-minded colleagues with a shared passion for collaborating for the benefit of all.

In 2022/23 we launched a range of professional leadership and learning communities (PLLC) and networks for MAT executive leaders, providing an opportunity for professional dialogue, inputs from external experts, peer challenge discussions and much more. We have received very positive feedback from our participants and MAT leaders, and delivered on our promise to create a 'high-quality regional partnership for MAT Leaders'.

The success and engagement from our 15 MAT partners has given us the impetus to expand our partnership and our programme further in 2023/24, and this brochure provides further information about what existing and new partner MATs can expect from Inspiring Leaders in the new academic year.

I would like to thank our early adopter MATs for joining our partnership and supporting our developments so far, and thank prospective partner MATs for your interest in joining us in 23/24. All our programmes are open to colleagues from MATs from the East Midlands and surrounding regions, and there is no stipulation on the size of your MAT. We will manage our communities to ensure there is meaningful learning for all colleagues regardless of scale.

If you are yet to meet with us to discuss how Inspiring Leaders can support your MAT in the coming year then we encourage you to get in touch. We would like to come and meet with every new partner joining us to ensure you understand what we offer and how best you can make the most of this partnership.

We look forward to working with you all in the 23/24 and hope you find the enclosed information valuable.

Kind regards,

James Brown

Managing Director at Inspiring Leaders





Our Programmes



What programmes our members access

Networks:

MAT CEO

Professional Leadership and Learning Communities (PLLC), four sessions per year

- Directors of Education
- Directors of Finance / CFO
- Directors of HR / People Directors
- MAT Leaders for Safeguarding*
- MAT Leaders for Governance*
- Lead Practitioners for Maths (Cross Phase)
- Lead Practitioners for English (Cross Phase)
- Lead Practitioners for EYFS (Cross Phase)
- Lead Practitioners for SEND (Cross Phase)

Networks, three sessions per year

- MAT ICT Directors
- MAT Estates Directors
- MAT Health, Safety and Compliance Leaders
- MAT Marketing and Communications Leads*
- MAT School Improvement Colleagues network*



High quality professional learning and leadership development delivered by experienced MAT Leaders

What our programmes offer attendees and their MATs:

We know that being in a leadership role in a MAT is rewarding, dynamic and challenging and we believe that colleagues in these roles benefit from the challenge and support of those who are in comparable roles in other MATs. Our experience tells us that colleagues can sometimes feel isolated in their roles and that peer networking and learning together can help improve motivation and sense of professional belonging.

We know there are some networks available to colleagues in Executive leadership roles already, but Inspiring Leaders believes our professional communities offer a more personalised leadership development opportunity and deeper scope for collaborative learning due to the regional location of our programme and the emphasis on face-to-face learning.

"We have the most fantastic Chief Finance Officer in our MAT, but I worry that we are not investing in their development as much as we do for the teachers in our MAT. This could lead to us losing them, which would be a huge risk for our MAT."

MAT, CEO



^{*}New for 23/24

Our Programmes



Our Professional Learning and Leadership Communities (PLLC) and network sessions detailed below are designed to support Trust Executive Leaders to:

- Develop their role-specific knowledge by learning from colleagues in other MATs and from external sector experts.
- Engage in meaningful peer support and challenge partnerships in order to be reflective about their practice and that of others.
- Create strategy to empower and enable others, create alignment, personal leadership behaviours and vision, leading with courage and empathy, and wider leadership development.
- Work with colleagues in other MATs to develop practice and policy together, learning and benefitting from those around them.
- Help colleagues to understand how to be more impactful in their roles.

Our carefully planned programmes take place over three (network) or four (PLLC) half day sessions per year and will be facilitated by colleagues at Inspiring Leaders. Learners will be required to engage in some light touch pre and post session activities to fully engage in the learning experience. Where possible all sessions will take place face-to-face in order to maximise the opportunity for learners to work closely with other colleagues.

In all our programmes there will be an opportunity for learners to influence the content so that we are tailoring our approach to their needs. This will be balanced with some fixed features of the programme to ensure a consistency in experiences for colleagues in your MAT. Inspiring Leaders is passionate about the power of research and how this should inform practice, and will underpin all our learning with relevant academia.

At all of our PLLC and network sessions colleagues will have the opportunity to:

- Hear from expert speakers in similar roles.
- Gain a deeper understanding of wider examples of MAT School Improvement Strategy.
- Develop close working partnerships with MATs in the region.
- Engage in peer challenge activities.
- Work with others to develop policy and practice
- Visit other MATs to explore practice in more detail.
- Develop their leadership capabilities.

"I feel the sessions have been valuable for my own development as a leader."

Current participant



Our Partners

We work alongside colleagues from MATs and wider partners to support the delivery of our programmes.

Our Strategic Partners are:









Chris Wheatley OBE

Current MAT Partners are:

- Bradgate Education Partnership
- Diverse Academies Trust
- Duston Education Trust
- Embark Federation
- Equals Trust
- Nexus Academy Trust
- OWLS Multi Academy Trust
- Priory Federation
- Societas Trust
- Symphony Learning Trust
- The Two Counties Trust























Beyond the partnership

We have a wide range of expert contributors from within and beyond the education sector who will share their experiences with learners to help enhance your experience. Our contributors include:

"Expert speaker inputs have really helped shape my thinking."

Current participant

brownejacobson...























CEO Network & Leaders Forums

Our CEO network sessions are designed to help CEOs stay abreast of the regional and national policy landscape and find opportunities to collaborate on MAT-MAT projects where priorities align between like-minded colleagues.

CEO Network & Regional Leaders Forum

Our CEOs have three network sessions to attend during the year.

We have an input at each of our sessions from **Sam Freedman**, senior fellow at the Institute for Government who writes regularly on politics and policy for Prospect, New Statesman, TES, FT, Guardian and Sunday Times. Sam provides us with the latest national policy picture and trends facing schools and MAT CEOs enabling you to remain aware the national landscape.

CEO MAT Network

Session 1: 4/10/23 Session 2: 13/3/24 Session 3: 13/6/24

All sessions to take place between 10:00am and 12:00pm.



Sam Freedman

At each session there will be a range of facilitated and focused discussions for CEOs to engage in, as well as updates on wider partnership developments.

All CEOs are invited to attend these sessions as part of their partnership with Inspiring Leaders.

Regional Leaders Forum - a voice for CEOs at a regional level

Inspiring Leaders works closely with the Local Enterprise Partnership (LEP) and Chamber of Commerce (CoC), as well as Nottingham Business School and Browne Jacobson, to create regular opportunities for MAT CEOs to network with leaders from business, charities and government departments in our region.

At regional Leader Forums you will be invited to join regional business and organisation CEOs to engage in:

- themed discussions linked to regional priorities.
- CEO to CEO discussions about leadership challenges.
- opportunities and policy updates from key partners listed above.
- partnership discussions about potential joint working.

Other partners included in this development include: Business in the Community, The Institute of Directors, Confederation of British Industry and Federation of Small Businesses to form a regional 'Leaders Forum'.













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Currently in development

Dates to be confirmed





Professional Leadership and Learning Communities

Regional networks for colleagues to learn from and with each other, with a focus on developing individuals leadership skills and thinking.

Directors of Education PLLC



This PLLC is designed for the person who has the most senior education role in their MAT except for the CEO. Most likely this will be for an Education Director, School Improvement Lead or similar. If a MAT has a lead for Primary, Secondary and Special, they are permitted to send more than one delegate to this programme, but you must inform us in advance.

The foci for the group in 2023/24 has been informed by it's members and will include some of the following:

- School improvement strategy.
- Growth and models for scaling your MAT SI Team.
- Visiting other MATs outside of the region.
- Well-being of staff and pupils.
- School improvement policy development.
- Building capacity and talent.

Directors of Education

Session 1: 27/9/23 Session 2: 12/12/23 Session 3: 12/3/24 Session 4: 20/6/24

All sessions to take place at 9:00am - 12:00pm.



New for 2023/24

School Improvement Leaders network sessions.

Following feedback from our Education Directors in 2022/23 we have established a new set of network sessions for those employed in school improvement roles, who report to the Director of Education. This could include: School Improvement Leaders, Executive Headteachers or Quality Assurance Leaders.

Our sessions will be planned around themes and will provide a forum for leaders to meet with colleagues from other MATs, to compare roles, structures, challenges and opportunities. We will invite guest speakers to present at these sessions, and will also hear from our MAT partners during the year about their practice. MATs can send up to four colleagues to each of these sessions.

Session 1: 12/10/23 9:00am - 11:30am Session 2: 29/2/24 9:00am - 11:30am Session 3: 21/6/24 9:00am - 11:30am



Trust Subject Leads

We provide PLLCs for the following leaders:

- Lead Practitioners for Maths (Cross Phase)
- Lead Practitioners for English (Cross Phase)
- Lead Practitioners for EYFS (Cross Phase)
- Lead Practitioners for SEND (Cross Phase)

These PLLCs are for the person responsible for leading the named subjects across the MAT. This could be a lead practitioner, subject director or similar. If a MAT has a lead for Primary and Secondary, they are permitted to send more than one delegate to this programme, but you must inform us in advance.

These PLLCs will enable learners to consider how to operate best in their roles and hear from others about their experiences of leading in their MATs. We will create opportunities for cross-MAT learning where colleagues can:

- Share examples of practice from their MAT and hear from others.
- Compare operational and leadership models between MATS.
- Engage in peer coaching around a current challenge in your MAT, relating to your role.
- Work on joint practice together.
- Visits other MAT and school settings to learn from new approaches.
- Hear from subject/phase experts, as well as professional bodies.
- Focus on improving outcomes for children.

Each PLLC will take place over three subject group sessions with a final whole group session taking place at the end of the year, where Trust Subject Leads will come together for a larger conference event to look at common learning goals.

	Session 1	Session 2	Session 3	Conference
Maths	21/9/23 (AM)	4/12/23 (AM)	19/3/24 (PM)	19/6/24
English	21/9/23 (PM)	4/12/23 (PM)	19/3/24 (AM)	19/6/24
Early Years	11/10/23 (PM)	1/12/23 (PM)	1/3/24 (AM)	19/6/24
SENCo	11/10/23 (AM)	1/12/23 (AM)	1/3/24 (PM)	19/6/24

Morning session (AM) 9:00am - 12:00pm / Afternoon Session (PM) 1:00pm - 4:00pm. The conference for all leaders will take place between 9:00am - 1:00pm.

"The sessions have been a really valuable opportunity to network, share common challenges and solutions, and draw on other professional experiences. The guest speaker was brilliant and timely, and provided a good opportunity to consolidate thoughts and priorities. I feel the PLLC fills the gap between local authority provision for training/networking and internal trust discussions. A brilliant opportunity to meet others in similar roles and I felt very secure to be part of it. Very reassuring to know you're on the same wavelength as others." MAT Leader



Finance Directors

This PLLC is for Finance Directors, CFOs or COOs with financial leadership responsibility.

The PLLC is designed to support learners to understand examples of effective financial leadership in both MATs and from wider sectors.

The foci for the group in 2023/24 has been informed by it's members and will include some of the following:

- Developing national materials such as curriculum-led financial planning to work effectively for our MATs.
- Creating stretch opportunities for upcoming Finance Leaders.
- Opportunity for critique, policy sharing and development.
- Developing collective projects including GAG pooling, growth planning and procurement strategy.
- Ongoing search for technological solutions.
- Developing more detailed models of centralised services sharing and scrutiny.
- Financial benchmarking for MATs.



Session 1: 12/9/23 **Session 2:** 30/11/23 **Session 3:** 28/2/24 **Session 4:** 22/5/24 *All sessions to take place at 9:00am - 12:00pm.*

HR Directors

This PLLC is for HR Directors, People Directors, COOs or similar, with HR leadership responsibility.

The PLLC to designed to support learners to understand examples of effective HR leadership in both MATs and from wider sectors.

The foci for the group in 2023/24 has been informed by it's members and will include some of the following:

- Developing HR benchmarking metrics.
- Recruitment and retention strategies.
- Flexible working strategy.
- · People development.
- Staff appraisal and performance management approaches.
- · Apprenticeship Levy use.
- · Centralising School/MAT HR functions.
- HR Policy development and implementation.
- · Building capacity of you and your team.

Session 1: 19/9/23 **Session 2:** 27/11/23 **Session 3:** 18/3/24 **Session 4:** 26/6/24 All sessions to take place at 9:00am - 12:00pm.



MAT Governance Leaders

This PLLC is for the person in your MAT who is responsible for MAT and school governance.

To Road Re This PLLC is designed to support those involved in leading governance, to work in close community, to explore models of governance and what effective practice exists in the sector. In its first year we will focus on some of the key issues facing governance professionals which include:

- Ensuring consistency of governance approaches between MAT boards and local boards.
- Supporting governors to be strategic.
- MAT-wide communications.
- Recruitment, retention and succession planning of governors at all levels.
- Governance design and review process.
- Schemes of delegation design and review.
- Evaluation of the performance of governance.
- Governor induction and ongoing training.
- Policy and application including complaints.

Session 1: 19/9/23 Session 2: 27/11/23 Session 3: 18/3/24 Session 4: 26/6/24 All sessions to take place at 1:00pm - 4:00pm.

MAT Safeguarding Leaders

This PLLC is for the person in your MAT who is responsible for leading safeguarding across the MAT.

This PLLC is designed to support those involved in leading safeguarding, to work in close community, to explore what effective practice exists in the sector. In its first year we will focus on some of the key issues facing safeguarding professionals which include:

The foci for the group in 2023/24 has been informed by it's members and will include some of the following:

- Consistency of safeguarding approaches between schools.
- Safeguarding systems development and application.
- Data collation and analysis to inform strategy.
- Audits, quality assurance and benchmarking.
- Developing staff knowledge.
- MAT Safeguarding strategy development, including review.
- Emerging safeguarding trends.
- External scrutiny.



Session 1: 12/9/23 Session 2: 30/11/23 Session 3: 28/2/24 Session 4: 22/5/24 All sessions to take place at 1:00pm - 4:00pm.





MAT Leaders Network sessions

Structured networking sessions which create a balance between expert inputs and collaboration.

Leaders Networks

Inspiring Leaders also offers three network sessions per year for wider MAT Leaders for colleagues to connect. At our Leaders network sessions we will invite specialist colleagues to come and engage in structured networking sessions, creating a balance between expert inputs and facilitated discussions.

We are offering the following networks in 2023/24:



MAT ICT Leaders

This is for Trust ICT Leaders, not ICT technicians or curriculum leaders.

Session 1: 21/11/23 9:00am - 11:00am Session 2: 8/2/24 9:00am - 11:00am Session 3: 3/5/24 9:00am - 11:00am



Professional Development Leaders

Those who lead the Trusts CPDL strategy and planning

Session 1: 21/11/23 1:00pm - 3:00pm Session 2: 8/2/24 1:00pm - 3:00pm Session 3: 3/5/24 1:00pm - 3:00pm



MAT Estates & Compliance Leaders

This network is for those who lead on estates strategy and management across your Trust.

Session 1: 20/11/23 9:00am - 12:00pm Session 2: 14/3/24 1:00pm - 4:00pm Session 3: 25/6/24 9:00am - 12:00pm



Marketing and Communications Leaders

Those employed to lead on marketing and communications activity across the MAT.

Session 1: 12/10/23 1:00pm - 3:00pm Session 2: 29/2/24 1:00pm - 3:00pm Session 3: 21/6/24 1:00pm - 3:00pm



School Improvement Leaders

This new network is for those employed in school improvement roles, who report to the Director of Education. This could include: School Improvement Leaders, Executive Headteachers or Quality Assurance Leaders.

Session 1: 12/10/23 9:00am - 11:30am Session 2: 29/2/24 9:00am - 11:30am Session 3: 21/6/24 9:00am - 11:30am





Joining Inspiring Leaders Becoming a Partner

How to join the Inspiring Leaders partnership.

Becoming a Partner



Inspiring Leaders invite MATs to become partners by subscribing to the whole programme of support detailed for a fee of £5,500+VAT per year. This membership includes:

- Three CEO Network sessions.
- Access to regional Leaders Forum.
- 36 Professional Leadership and Learning Community Sessions
- 15 Network sessions for wider MAT Leaders.
- Access to the Inspiring Leaders Residential Leadership Conference only open to subscribing MATs.*
- Access to all Inspiring Leaders wider CPDL opportunities with 10% discount,
- Listing on our website.
- The use of our logo on your MAT website/stationery.
- The opportunity to take part in the governance of the partnership.

*At an additional charge per delegate – see the back of the brochure for details.

All MAT partners will receive an MOU at the point of subscription. Invoices for MAT partners will be raised for payment in September each year.

New partner induction

To best support MATs joining the partnership, Inspiring Leaders will come and meet each new MAT to provide information about how we work and to consult with leaders on their current challenges. We want to make sure we get to know you and your leaders as much as possible.

During this induction session we will provide new partners and their executive teams with a walk through of what each of our groups has been working on and how the ground rules for the partnership have been established.

We will collect some important information from your MAT so that we can ensure all of your leaders are able to access the right sessions and resources during the year.

If requested, we will happily meet with MAT Trustees too, so they can understand the nature of our partnership.

Arranging a meeting with us

We are passionate about the benefits that can be achieved through MATs working and learning together. We would be happy to talk to you and your senior leadership teams about our programme in more detail if this would be helpful.

If you would like to ask questions about any part of the subscription please get in touch with:

James Brown – Managing Director on **07766332167** or by emailing **jbrown@inspiringleaderstoday.com**



Becoming a Partner

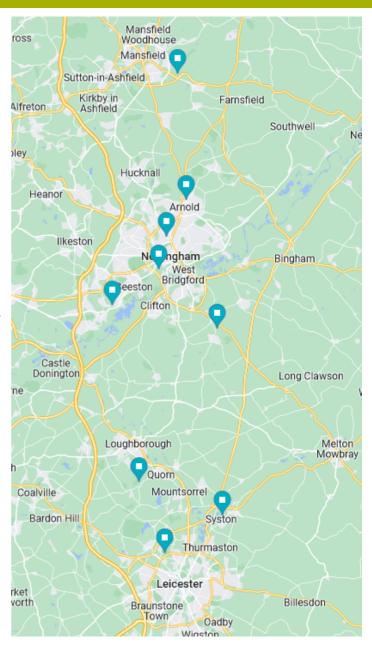


Our Venues

All our PLLC sessions will take place in the venues across the region to provide equity for all partners accessing sessions. Sessions will be face-to-face, unless there is an agreed reason to meet online.

We have selected high quality learning environments that are accessible to colleagues in the region. Here is some more information about our selected venues:

- Flying High Trust HQ Vickery Way, Chilwell, NG9
 6RY
- Redhill Trust Training Centre Redhill Road, Arnold, Nottingham NG5 8GX.
- NSPCC Leicester 3 Gilmour Close, Leicester LE4 1EZ.
- Djanogly Learning Trust Sherwood Rise, New Basford, Nottingham NG7 7AR.
- Bradgate Education Partnership, Wreake Valley Academy, Parkstone Road, Syston, Leicester LE7 1LY.
- Forever Green Ransom Wood Business Park,
 Southwell Road West, Rainworth, Mansfield NG21
 OHJ.
- Trent Vineyard Unit 1 Easter Park, Lenton Lane, Lenton, Nottingham NG7 2PX.
- Carriage Hall Station Road, Plumtree, Nottingham NG12 5NA.
- Beaumanor Hall Beaumanor Drive, Woodhouse, Loughborough LE12 8TX.
- Plus more





Click here for our venues map





Emerging Developments for MATs

A range of current and developing opportunities that partner MAT might be interested in knowing more about.

Wider services for MATs



Coaching Training and Support

We offer a range of coaching programmes for partner schools and MATs to access. This support ranges from personal coaching for school and MAT Leaders, through to a MAT-wide coaching approach support, and everything in between.

If you would like to find out more about how we can support your MAT to develop an effective approach to coaching then please visit: http://inspiringleaderstoday.com/coaching-support/



Initial Teacher Training - Inspiring Leaders SCITT

As an Ofsted Outstanding provider of Primary and Secondary Initial Teacher training, we are committed to the training and development of new teachers. We offer Primary and Secondary routes into teaching and have developed a model to enable MAT partners to become a part of our SCITT.

If your MAT is interested in discussing how you might engage in ITT with us, please get in touch.



Home - Inspiring Leaders - Teacher Training

School-centred teacher training you'll...

inspiringleadersscitt.com



Teaching School and Curriculum Hubs

Within the Inspiring Leaders partnership we have two national Teaching School Hubs based with Redhill Academy Trust and Flying High Trust respectively. We also have partners with a range of designations including National Behaviour Hub status. If you are not working with a Hub and want to know more, please click on the links below to find out more.







Flying High Futures
Discovery Trust
The Duston School







Summary of Dates

Summary of Dates



	Session 1	Session 2	Session 3	Final Session
CEO Network	4/10/2023 am	13/3/2024 am	13/6/2024 am	
Director of Education	27/9/2023 am	12/12/2023 am	12/3/2024 am	20/6/2024 am
Maths (Cross Phase)	21/9/2023 am	4/12/2023 am	19/3/2024 pm	19/6/2024 am Conference
English (Cross Phase)	21/9/23 pm	4/12/2023 pm	19/3/2024 am	19/6/2024 am Conference
Early Years	11/10/2023 pm	1/12/2023 pm	1/3/2024 am	19/6/2024 am Conference
SENDCo	11/10/2023 am	1/12/2023 am	1/3/2024 pm	19/6/2024 am Conference
Lead Finance Officer	12/9/2023 am	30/11/2023 am	28/2/2024 am	22/5/2024 am
Lead HR Officer	19/9/2023 am	27/11/2023 am	18/3/2024 am	26/6/2024 am
Governance Leaders	19/9/2023 pm	27/11/2023 pm	18/3/2024 pm	26/6/2024 pm
Safeguarding Leaders	12/9/2023 pm	30/11/2023 pm	28/2/2024 pm	22/5/2024 pm
ICT Directors	21/11/2023 am	8/2/2024 am	3/5/2024 am	
Health, Safety and Compliance Leaders	21/11/2023 pm	8/2/2024 pm	3/5/2024 pm	
Estates Directors	20/11/2023 am	14/3/2024 pm	25/6/2024 am	
Marketing and Communications Leaders	12/10/2023 pm	29/2/2024 pm	21/6/2024 pm	
School Improvement Leaders	12/10/2023 am	29/2/2024 am	21/6/2024 am	

Wider services for MATs



Inspiring Leaders also offers a range of other support functions for MATs which are detailed below. We invite discussions with MAT Leaders about how best we can support you, so please get in touch with us if you wish to discuss any of these opportunities in more detail.

MAT Growth and Peer Reviews

Inspiring Leaders has now developed two MAT Review models which can support MAT Leaders to assess either their effectiveness or their readiness for growth. Our models are described briefly below.

MAT effectiveness review - A process to help MAT Leaders to accurately assess their effectiveness which can either be facilitated as a peer review exercise or take the form of an external review. MATs can choose to receive support and challenge in the following areas of their work: Your Culture, Your People, Your Curriculum Offer, Your Teaching, Your Improvement Capacity.

MAT Leaders will choose to focus on a maximum of two areas of challenge during the review.

MAT Growth Review - A process designed to help MAT Leaders understand how best to prepare for growth and to support the process of creating a growth plan.

We will be providing more detailed information about our MAT Review processes in the Summer/Autumn term, but if you are interested in knowing more please get in touch with us to discuss how this might benefit your MAT.



MAT Improvement capacity

Within the Inspiring Leaders Partnership there is significant experience of building and improving MATs.

Inspiring Leaders, along with partners are able to broker support for your MAT in a range of areas which include, but are not limited to:

- MAT Improvement Planning.
- CEO recruitment, support, and development.
- School improvement strategy development.
- Teacher Development and Training.
- Lead Practitioner training.
- Central services development including finance, HR, risk management, estates and safeguarding.
- MAT and School Governance.
- Quality assurance systems.
- Leadership coaching/mentoring.

If your MAT is seeking support to improve then please get in touch to discuss this with us and we can work with you to develop a solution.







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