



inspiring|leaders

**MAT Partnership**

***2024/25***

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



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# Welcome



Dear CEOs and Trust Leaders,

Welcome to Inspiring Leaders, a not-for-profit regional partnership of Multi Academy Trusts (MATs) rooted in the heart of the East Midlands. We are led by a group of experienced leaders from the Education sector and beyond, who share a commitment to improving the life chances of young people in the region.

Formed in 2012, Inspiring Leaders has made a significant **collective impact** on the lives of thousands of students. A partnership built on **trust and commitment** has provided training for over 4000 School Leaders and trained over 500 new Teachers for the system driven by a shared vision of excellence. As leaders within the school-led system, we recognise the transformative power of deep partnership working. Together, we're more than the sum of our parts.

We lead an **inclusive regional MAT partnership**, focused on helping MATs become 'Strong and Sustainable'. Since 2022 we have developed a partnership for MATs at any starting point. Our work includes fostering professional communities of practice, where all MAT Leaders can collaborate and enable young people to thrive.

This brochure provides further information about what partner MATs can expect from Inspiring Leaders and how this might benefit both your MAT and the people who lead it.

If you are yet to engage with us and would like to know more about how this partnership can support you 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 and hope you find the enclosed information valuable.

Kind regards,  
**James Brown**

**Managing Director at Inspiring Leaders, on behalf of our team and trustees.**



# About Inspiring Leaders

## Our origin

Improving the lives of students beyond our own schools was a shared vision for the founders of Inspiring Leaders. As pioneers of the Self-improving School-Led system, our founder Trustees faced new challenges and opportunities as cohort one Teaching Schools and early Academy Trusts. They found strength and support in each other, forming a network founded on trust and collaboration across the region. Together, our founders applied to become a license holder for NPQs and a SCITT, offering high-quality training and development for leaders and teachers in the system. This commitment to partnership has made a positive impact on thousands of students and educators, both locally and globally, and continues to learn and grow as a partnership.

## Our vision for the Education System

### *'Helping MATs become strong and sustainable'*

We know that the MAT sector is competitive but Inspiring Leaders believe that MAT Leaders have a moral duty to collaborate with their regional peers for the benefit of the whole education community, as the school-led self-improving system matures. As civic leaders, they should take initiative and join effective regional peer networks which share a commitment to improving school practice and advancing student achievement in their region. ***We are committed to creating a more integrated community of MATs by transforming culture to become more collaborative and strategically aligned.***

### **Our vision**

At Inspiring Leaders our vision is for every child to be taught by a well-trained teacher who works within a strong, sustainable, and ambitious academy trust.

### **Our Mission**

Our mission is to become the partnership of choice for aspirant teachers and MAT Leaders in the region. Providing teachers and leaders with a high-quality, collaborative, professional development offer.

### **Our Values**

- Integrity
- Bravery
- Credibility
- Synergy
- Excellence

### **Our promise to our partners**

We are passionate about helping teachers and leaders reach their full potential, raising standards in education. Through innovative collaboration, supportive networks and continual professional development, Inspiring Leaders helps partners to achieve their strategic goals and create strong, sustainable trusts.

***This partnership has helped me form partnerships with local MATs that I never imagined we would work with. The neutral leadership of the partnership has helped to create a safe space for us to form partnerships without the tensions that have historically existed.***

**MAT CEO**

# What do we do?

## *Impactful professional Communities for your MAT Leaders*

Nationally, MATs are invited to join a plethora of CPD sessions to hear the latest insights and thinking, but, in most cases, these are occasional and not centered around creating long-lasting partnerships within a region. We believe that to help MATs be strong and sustainable, every leader within your MAT benefits from joining a professional learning community that is attended by colleagues from other MATs working in similar roles. In truth, most MATs have similar strategic priorities, and, through our partnership, we provide a regional community for this load to be shared and enhanced by working with other expert leaders.

To achieve this we provide a wider range of professional leadership and learning communities that MAT leaders can attend for the following:

- MAT CEO
- 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)
- MAT ICT Directors
- MAT Estates Directors
- MAT Marketing and Communications Leads
- MAT Professional Development Leaders
- MAT Data Leaders
- MAT School Improvement Colleagues
- MAT Chairs and Vice Chairs
- Mental Health First Aiders

*All of our groups meet three or four times a year, face to face. This helps develop Trust and builds stronger relationships between partners.*

The regional nature of the partnership creates opportunities for effective peer sharing which can be built on over time to create a more cohesive education system and deeper partnership working.

*The most valuable aspect of the sessions I've attended has been the opportunity to establish new connections with professionals who share similar roles and responsibilities. Engaging with individuals facing similar challenges and opportunities allows for meaningful discussions and the exchange of insights, strategies, and best practices. Overall, the combination of networking opportunities and discussions on relevant topics makes the sessions highly valuable, enabling me to enhance my professional knowledge, expand my network, and strengthen my effectiveness in my role. - MAT Leader*

# What do we do?

## What to expect from sessions

At all of our sessions, colleagues will have the opportunity to:

- Determine the focus of their sessions based on their strategic needs.
- Hear from expert external speakers and those working 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 schools and MATs to explore practice in more detail.
- Develop their leadership capabilities.

All our partnership activity is built around David Hargreaves' 2012 model of deep partnership from his paper, ***A self-improving school system: towards maturity***. This encourages long-lasting partnerships to invest time in developing and enabling:

### Collective Morale Purpose

An educational partnership with a collective moral purpose transcends individual interests, emphasizing collaboration, shared values, and positive outcomes for students and their MATs.

### High Social Capital

An educational partnership with high social capital fosters a sense of belonging, shared purpose, and collective well-being, benefiting individuals, MATs and society as a whole.

### Joint Practice Development

An educational partnership which enables joint practice development between individuals and MATs helps build trust and maximises the benefits of the expertise within a community. Working closely together on focused projects promotes continuous growth through reflective practice.

### Evaluation & Challenge

An educational partnership which creates conditions and structures for evaluation and challenge to take place between individuals and MATs is mature and is enabling growth and change in a safe and supporting style.

Our facilitators design sessions to enable all of the above partnership dimensions to be developed. Each of our communities is informed by the participants who attend, so the style and design of sessions will vary to meet these needs. We ask that leaders attend with a collaborative mindset ready to engage with colleagues in a meaningful way.



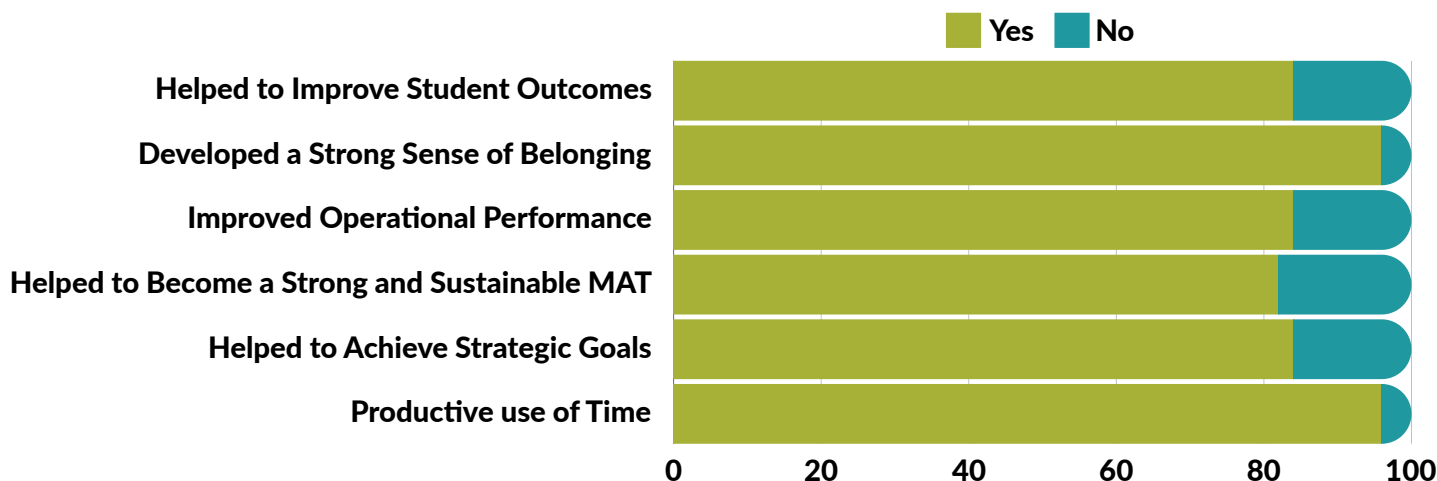
Maturity

# The impact of our partnership

We are a listening organisation committed to ensuring we provide value for our partners and react to their changing needs. Each year we conduct an evaluation with our partners and this is what they tell us:

## The Impact on MATs and Leaders:

Our partnership has made a significant impact on MATs and Leaders, with a majority of attendees reporting improvements in student outcomes, strategic objectives, operational performance, and a heightened sense of professional belonging.



## Feedback about our delivery:

Our partners have expressed overwhelming satisfaction across multiple aspects of our collaboration, including the quality and frequency of communications, training venues, guest speakers, and session facilitators.



- Said the quality and frequency of communications met or exceed their expectations.
- Said the quality of training venues met or exceed their expectations.
- Said the quality of guest speakers met or exceed their expectations.
- Said the quality of session facilitators met or exceed their expectations.

## What Our Partners Are Saying

“This has been one of the best training / support experiences I have had in 31 years in education”

“These interactions offer a supportive environment for sharing experiences, learning from others, and building relationships that can lead to ongoing collaboration and support. Overall, the sessions contribute significantly to my professional development and enhance my effectiveness in my role.”

“A professional space to connect with fellow leads in across different locations to learn, share and develop thinking and practice together. There is no other space like this. The sessions are led by both IL with content driven from current needs of the group and great external facilitators, with brilliant case study visits to settings in a range of locations.”

“It feels like it's building into something exciting! A local solution that supports effective MAT to MAT collaboration and challenge.”

# Our Partners

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

## Founding Partners



## Strategic Partners



## MAT Partners





## Beyond the partnership

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



*“The speakers that have attended and shared their knowledge have been brilliant and have really stimulated my thinking.”*



# Our Learning Communities

**Regional networks for colleagues to collaborate,  
learn and develop their practice.**

*Meeting four times per year*

# CEO Network

Our CEOs have three network sessions to attend during the year in addition to monthly online calls to help them stay connected and drive the partnership activity.

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 and MATs are welcome to send Deputy CEOs in their places where required.

It is important for MATs to attend where possible as we often consult on developments within the partnership at our meetings. In addition our CEO sessions are a great opportunity for leaders to:

- Sharpen your leadership abilities, stay abreast of emerging trends, and exchange insights with peers.
- Join a community of MAT CEOs for valuable discussions, sharing your insights and learning from the collective experience.
- Gain exposure to new strategies and operational excellence through best practices shared by regional counterparts.
- Remain informed about sector advancements and network with key figures, fostering significant professional connections within your region.

## Face to Face Sessions

Date	Start	Finish
25/09/2024	10:00	12:00
15/01/2025	10:00	12:00
18/06/2025	10:00	12:00

## Online briefing meetings

27/9/2024	31/1/2024	27/06/2024
18/10/2024	14/02/2024	
29/11/2024	28/03/2024	
20/12/2024	23/05/2024	

**All sessions 8:00am - 8:30am online.**

# Professional Leadership and Learning Communities

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.

We offer PLLCs for the following Leadership groups:

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

***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

## Our PLLC Facilitators



**Carl Pattison**

English Hub Leader,  
Flying High Trust



**Chris Bruce**

Deputy CEO  
Discovery Trust



**Michelle Walshe**

Chief Corporate  
Services Officer  
Archway Learning Trust



**Juliet Clark**

EYFS Lead  
Redhill Academy Trust



**Steve Orton**

CFOO  
Discovery Trust



**Dirk Smith**

SCITT Director  
Inspiring Leaders

# 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.

In 2024/25, the key areas of attention for our group will be shaped by the input of our partners and participants. We will tailor our sessions to address the collective needs of our members. It is anticipated that next year's focus areas may encompass:

- School improvement strategy development.
- Building leadership capacity and culture.
- Growth models for MATs and SI Teams.
- Visiting high performing schools.
- Performance of key student groups.

Date	Start	Finish
26/09/2024	9:30	12:30
12/12/2024	9:30	12:30
13/03/2025	9:30	12:30
05/06/2025	9:30	12:30

# 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 2024/25, the key areas of attention for our group will be shaped by the input of our partners and participants. We will tailor our sessions to address the collective needs of our members. It is anticipated that next year's focus areas may encompass:

- External challenge for MAT Safeguarding leaders including addressing gaps by delivering training.
- Consistency of safeguarding approaches between schools, including communications and system development.
- Emerging safeguarding trends, including technologies impact on.
- Audits, quality assurance and benchmarking.
- Developing staff knowledge.
- MAT Safeguarding strategy development, including review.

Date	Start	Finish
18/09/2024	9:30	12:30
05/11/2024	9:30	12:30
29/01/2025	13:30	16:30
03/06/2025	9:30	12:30

# 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.

In 2024/25, the key areas of attention for our group will be shaped by the input of our partners and participants. We will tailor our sessions to address the collective needs of our members. It is anticipated that next year's focus areas may encompass:

- Risk Management strategies.
- Financial benchmarking for MATs.
- Finding efficiencies individually and collectively.
- Opportunity for critique, policy sharing and development.
- Rationalizing MAT services/commissions.
- How technology can support our future developments.
- Developing collective projects to enhance each others practice.
- Developing more detailed models of centralised services - sharing and scrutiny.

Date	Start	Finish
17/09/2024	9:30	12:30
28/11/2024	9:30	12:30
20/03/2025	9:30	12:30
04/06/2025	9:30	12:30

# HR Directors

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

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

In 2024/25, the key areas of attention for our group will be shaped by the input of our partners and participants. We will tailor our sessions to address the collective needs of our members. It is anticipated that next year's focus areas may encompass:

- Developing HR benchmarking metrics.
- Recruitment and retention strategies.
- Flexible working strategy.
- People strategy.
- Inclusive environments and practice.
- Staff appraisal and performance management approaches
- Centralising School/MAT HR functions.
- Working with Neurodiverse staff.

Date	Start	Finish
17/09/2024	13:30	16:30
28/11/2024	13:30	16:30
20/03/2025	13:30	16:30
04/06/2025	13:30	16:30

# MAT Governance Leaders

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

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. As we move into our second year this community will now be led by Michelle Walshe who is a governance expert.

In 2024/25, the key areas of attention for our group will be shaped by the input of our partners and participants. We will tailor our sessions to address the collective needs of our members. It is anticipated that next year's focus areas may encompass:

- Approaches to handling complaints.
- Risk Management.
- Ensuring consistency of governance approaches between MAT boards and local boards.
- Recruitment, retention and succession planning of governors at all levels.
- Governance design and review process.
- Evaluation of the performance of governance.
- Governor induction and ongoing training.
- Policy and application - including complaints.

Date	Start	Finish
18/09/2024	13:30	16:30
05/11/2024	13:30	16:30
19/03/2025	13:30	16:30
17/06/2025	13:30	16:30

## Online sharing space and resources

Each of our communities has its own assigned Microsoft Teams space for colleagues to continue to connect between sessions. This space contains areas for:

- News and updates - from Inspiring Leaders and other partners.
- A support centre for colleagues to request help from others.
- A useful resources space for listings of CPD opportunities, links to important reading and wider information.



Microsoft Teams

Additionally we use Youtube to store and share session content when we have heard from an external guest speaker. All of these recordings are stored with Inspiring Leaders and can be accessed by attendees by request following sessions.



# Trust Subject Leads

*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. MATs are able to send a delegate from the Primary and Secondary phase.*

We provide PLLCs for the following leaders:

- Lead Practitioners for Maths
- Lead Practitioners for English
- Lead Practitioners for EYFS
- Lead Practitioners for SEND

Each group is designed to meet the strategic needs of the attendees. Inspiring Leaders will consult in the summer term to determine the focus for the year ahead and will communicate directly with attendees ahead of sessions about the content.

***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.***

Date	Start	Finish	PLLC	Date	Start	Finish	PLLC
19/09/2024	13:30	16:30	English	19/09/2024	9:30	12:30	Maths
05/12/2024	13:30	16:30	English	05/12/2024	9:30	12:30	Maths
26/02/2025	9:30	12:30	English	26/02/2025	13:30	16:30	Maths
10/10/2024	9:00	14:30	EYFS	10/10/2024	9:30	12:30	SEND
04/12/2024	9:00	14:30	EYFS	04/12/2024	9:30	12:30	SEND
27/02/2024	9:00	14:30	EYFS	27/02/2025	13:30	16:30	SEND

## Subject Conference

25/06/2025	09:00	13:00	All Subjects
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# **MAT Leader Networks**

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

***Meeting three times per year***

# Our 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 2024/25:

- School Improvement Leaders
- MAT Professional Development Leaders
- MAT Estates Directors
- MAT Marketing and Communications Leads
- MAT ICT Directors
- MAT Data Leaders
- Mental Health First Aid Leads
- MAT Chairs and Vice Chairs Community (Online)

In 2024/25, the key areas of attention for our groups will be shaped by the input of our partners and participants. We will tailor our sessions to address the collective needs of our members. We will communicate directly with attendees ahead of sessions about the content.

## Our Network Facilitators



**Liz Anderson**

Retired CEO and Freelance  
Leadership Consultant



**Richard Pierpoint**

Regional Director at The  
Redhill Academy Trust



**Paul Goodman**

Deputy CEO, Flying High  
Trust



**James Brown**

Managing Director  
Inspiring Leaders



**Ben Jordan**

Operations Manager  
Inspiring Leaders

## School Improvement Leaders



This 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.

Date	Start	Finish
08/10/2024	9:30	12:30
29/01/2025	9:30	12:30
26/06/2025	13:30	16:30

## Professional Development Leaders



For those who lead the MATs CPDL strategy and planning.

Date	Start	Finish
13/11/2024	9:30	12:30
04/02/2025	13:30	16:30
03/06/2025	13:30	16:30

## Estates & Compliance Leaders



For Estate Directors or those in roles who oversee estates strategy and management across your MAT.

Date	Start	Finish
06/11/2024	9:30	12:30
19/03/2025	9:30	12:30
17/06/2025	9:30	12:30

## Marketing and Communications Leaders



Those who lead on marketing and communications strategy and activity across the MAT.

Date	Start	Finish
09/10/2024	13:30	16:30
15/01/2025	13:30	16:30
26/06/2025	9:30	12:30

## MAT ICT Directors



For MAT ICT Professionals & Leaders, not ICT technicians or curriculum leaders.

Date	Start	Finish
09/10/2024	09:30	12:30
06/11/2024	13:30	16:30
28/01/2025	09:30	12:30
18/06/2025	13:30	16:30

## MAT Data Leaders



For MAT Data professionals who lead on data systems and development across the MAT.

Date	Start	Finish
24/09/2024	9:30	12:30
12/11/2024	13:30	16:30
01/04/2025	9:30	12:30
01/07/2025	13:30	16:30

## Mental Health First Aid Leaders



For those who coordinate/lead Mental Health First Aid across their MATs.

Date	Start	Finish
02/10/2024	12:30	16:30
05/02/2025	12:30	16:30
07/05/2025	12:30	16:30

## MAT Chairs and Vice Chairs Community (Online)



An online forum for Chairs and Vice Chairs of Trustees to attend. This community will be a useful connection point for those governing MATs to develop a peer support network in the region.

Date	Start	Finish
24/09/2024	18:00	20:00
21/01/2025	18:00	20:00
20/05/2025	18:00	20:00



# Our Venues

**Training Locations.**

# Our Venues

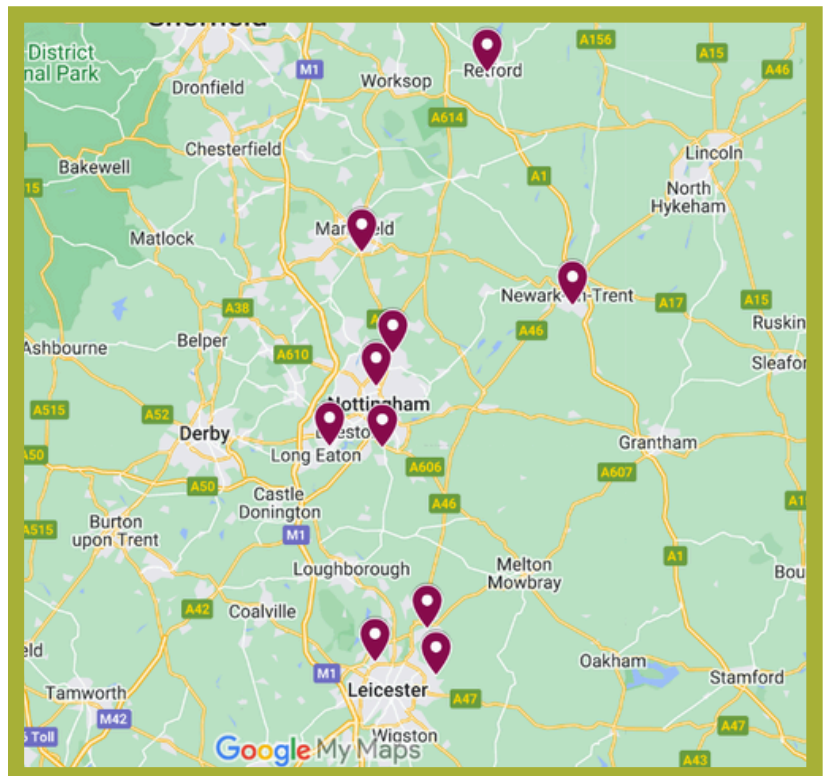
All our PLLC sessions will take place in venues across the region to provide equity for all partners accessing sessions. Sessions will be face-to-face, unless there is an agreed reason to meet online.

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.
- Diverse Academies Offices, Head Office, Diverse Education Centre, Old Hall Drive, East Retford DN22 7EA.
- The Mead Education Trust, Keyham Lane West, Leicester, LE5 1RT.
- Nottingham Trent University, Mansfield Hub, University Centre, Nottingham Road, Mansfield, NG18 5BH.
- Ruddington Grange Golf Club, Wilford Road Ruddington, Nottingham NG11 6NB.
- YMCA Newark and Sherwood, Village, Lord Hawke Way, Newark, NG24 4FH.



Click here for our venues map





# 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 per year plus 10 monthly online update meetings.
- 36 Professional Leadership and Learning Community Sessions.
- 24 Network sessions for wider MAT Leaders.
- Access to the Inspiring Leaders Residential Leadership Conference – only open to subscribing MATs.\*
- Access to our half termly newsletter.
- 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.
- **A chance to change the culture of MAT partnership working in the region.**



*\*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.

## 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@iltoday.co.uk](mailto:jbrown@iltoday.co.uk)**



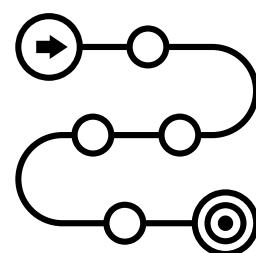
## New partner induction

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.







## Contact information



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[www.inspiringleaderstoday.com](http://www.inspiringleaderstoday.com)