#Courage #Determination #Teamwork







Liberty Academy Trust

Impact Report 2023-24

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About Liberty Academy Trust

Formed in December 2022, Liberty Academy Trust is a multi-academy trust of three special schools, for autistic children and young people, based in Cheshire, Reading and London.

The core purpose of the Trust, as defined by the trustees, is to deliver an exceptional education for our children that meets their needs, aspirations, and interests, and which prepares them well for adulthood. In achieving our core purpose, we have developed three strategic foundations which underpin all that we do and these are:

- Leading through accountability and moral responsibility.
- Driving excellence in education for autistic children and young people.
- Supporting resilience and wellbeing.

The vision for the Trust is exemplified in the infographic below and makes clear the interconnected strategies that will support the development of Liberty as a highly effective Trust.

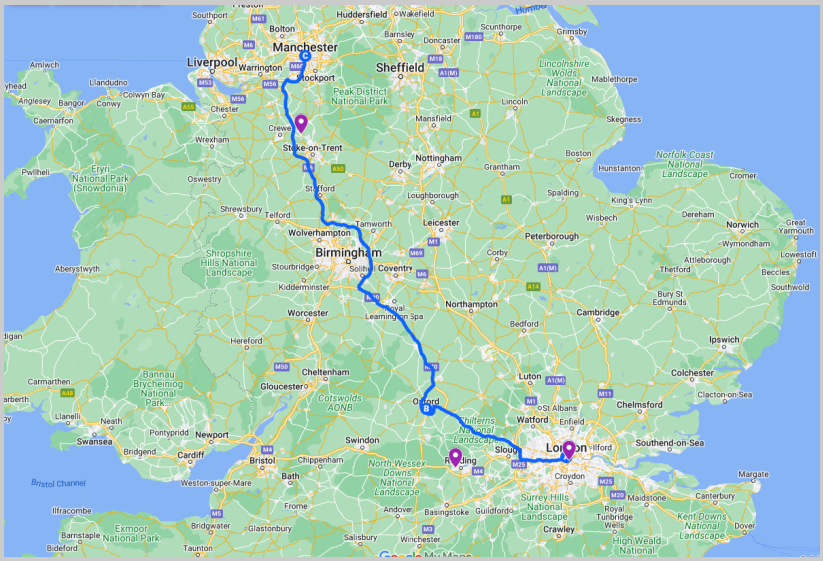


We are Liberty

3 schools

189 pupils

200 staff









Strategic Priorities 2023-24

Leading through accountability and moral responsibility	Driving excellence in education for autistic children and young people	Supporting resilience and wellbeing
Reserves position maintained at less than 20% of income	All schools are 'Good' or better by Ofsted	Trust achieves *National Living Wage* status
Achieve agreed revenue budget of -£980k for 2023/24 *(-£421k for 24/25; -£69k for 25/26)*	All schools continue to be 'effective' for safeguarding by Ofsted	Staff absence rates reduce from 3.3% to better than national average (2.6%, ONS)
No 'Red' actions on Health and Safety audits by the end of the academic year	Attendance in all schools meets or exceeds 2020-21 National ASD (90.3%)	Staff turnover reduces to better than national average ALL (16.1%)
Reduction in 'Red' actions identified through internal audit, based on 2022-23 (Finance 0, H&S 14, Cyber Security 15)	Persistent Absence in all schools meets or is lower than 2020-21 National ASD (30.1%)	25% of staff engage and complete CPD, which is separate to mandated training, as recorded on Blue Sky
100% of Internal Audit 'Red' actions addressed within 4 weeks	**Pupil Attainment in Primary:** • Y1 Phonics 25% • KS1 Rdg 50%; Wtg 50%; Maths 50% • KS2 ExS RWM 30% • KS2 Rdg 60%; Wtg 30%; Maths 40%	Staff surveys show an improvement in 'feeling overworked' from baseline of 2.6 (Summer 23)
100% of Internal Audit 'Amber' addressed within 3 months		Staff surveys show an improvement in 'appropriateness of employee benefits' from baseline of 2.7
The Trust reports on Gender and Ethnicity Pay Gaps and these are published on the website	**Pupil Attainment at KS4:** • A8 22.0 • P8 -1.9 • 9-5 E/M 20% • 9-4 E/M 30%	Staff surveys show an improvement in 'feeling part of the Trust community' from baseline of 2.6
All conditions of the NTI are met, by December 2023	**Pupil Attainment at KS5:** • Positive progress based on prior attainment	Parent surveys show an improvement in 'how well you know what your child and their therapist are working on' from baseline of 2.6
Baseline data for Energy and Water usage, and baseline data for Carbon Emissions is confirmed, and an action plan to address reductions developed		Parent surveys show an improvement in 'how well informed you are about your child's progress' from baseline of 3.1
		Pupil surveys show an improvement in 'how well problems which make you feel unsafe are sorted' from baseline of 3.0
		Pupil surveys show an improvement in 'how much you enjoy your learning' from baseline of 3.4





CEO Reflections on the Year



As I reflect on the last academic year, I am proud at what we have achieved across our family of schools.

Starting chronologically, we had an incredibly positive Ofsted inspection at **Thames valley School** in April, achieving Good in all categories, except for Behaviour and Attitudes which secured an Outstanding judgement. A truly phenomenal result for the team.

And then in June we were delighted to hear that **Church Lawton School** had achieved the Leading Parent Partnership Award, with the assessor particularly impressed with the video version of the SEND Information Report.

Exam results at all Key Stages have been incredibly positive and illustrate our commitment to delivering an exceptional education for autistic children and young people.

In **Primary**, our Year 6 pupils took their SATs exams, just like their mainstream peers. They approached these with courage and determination and their results on the next page show just how well they did. I am incredibly proud of them all.

But, as I reflected in my video message to them - it's not all about reaching a particular standard; every single child wanted to take those external exams and in doing so they proved their maturity and readiness for Secondary and they should be as proud as I am.

In **Secondary**, our Year 11 and Year 13 students took a range of GCSEs, BTECs, and Functional Skills examinations.

We must not forget that these students have endured significant disruption to their education as a result of Covid-19 and yet, they approached these exams with absolute determination to do well - and the results illustrate how well they achieved.

Each student had their own plans for the next stage in their careers - and their results have enabmed that vision to become a reality - for those who remain with us into sixth form, I know they will approach these stage in their academic career with the same courage and determination we have seen this year - and for those who have left us I wish them a lifetime of success.

From a **Trust perspective** we were delighted that the Notice to Improve issued to the previous sponsors was lifted in April; a fitting end to an incredible amount of work over the last 16 months, and which was endorsed in the External Review of Governance which stated in February that governance is effective and the Trust is ripe for growth.

We have been successful in meeting the majority of our performance targets which were set by the Trustees. However, where we need to improve is with family, staff, and pupil surveys, which we have prioritised for this year, as well as a continued focus on attendance in schools; our attendance is bucking the national trend but we will continue to aim high.

We have been working hard in bringing our family of schools closer together. Obviously geography separates us, but through the power of networks and peer support, we are building a culture of teamwork, where distance is no barrier.

And that is so important as we move into the next stage as Liberty Academy Trust. We have high aspirations and a desire to grow, so that we can support and develop more autistic children and young people.

We are a truly collaborative organisation and our aim is to support the SEND system. With that in mind, we are delighted to be supporting Brighter Futures for Schools in Reading in extending Thames Valley School, through the opening of a Satellite provision.

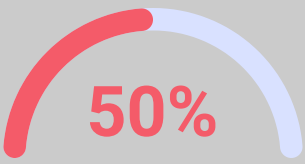
This significant change approved by the Department for Education in the Summer term, means that we can support more complex needs in a bespoke provision, with highly specialist staff appointed and excited to have joined the family.

The report that follows illustrates some of the great things we have achieved this year; I am pleased with our progress as it gives us the springboard for future success.

Nic

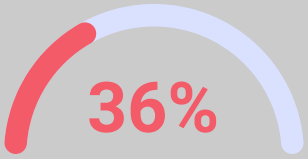
Dr Nic Crossley

Trust Outcomes - KS2



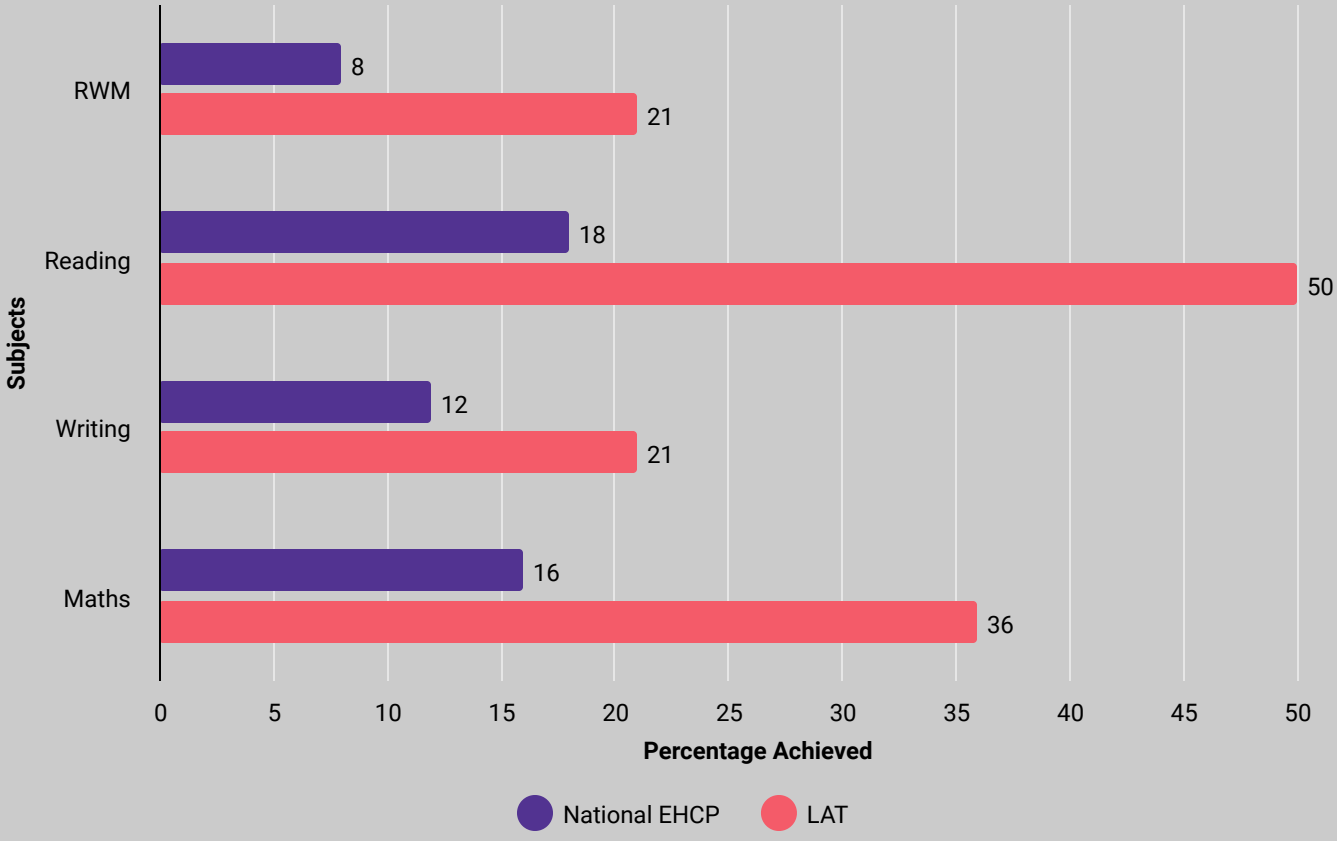
50% of our pupils achieved the Expected Standard in reading

36% of our pupils achieved the Expected Standard in maths



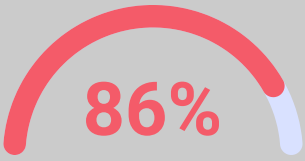


29% of our pupils achieved the Higher Standard in reading



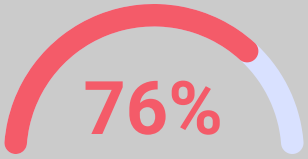
In all measures, children at Liberty perform better than the national average for children with EHCPs.

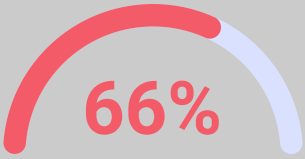
Trust Outcomes - KS4



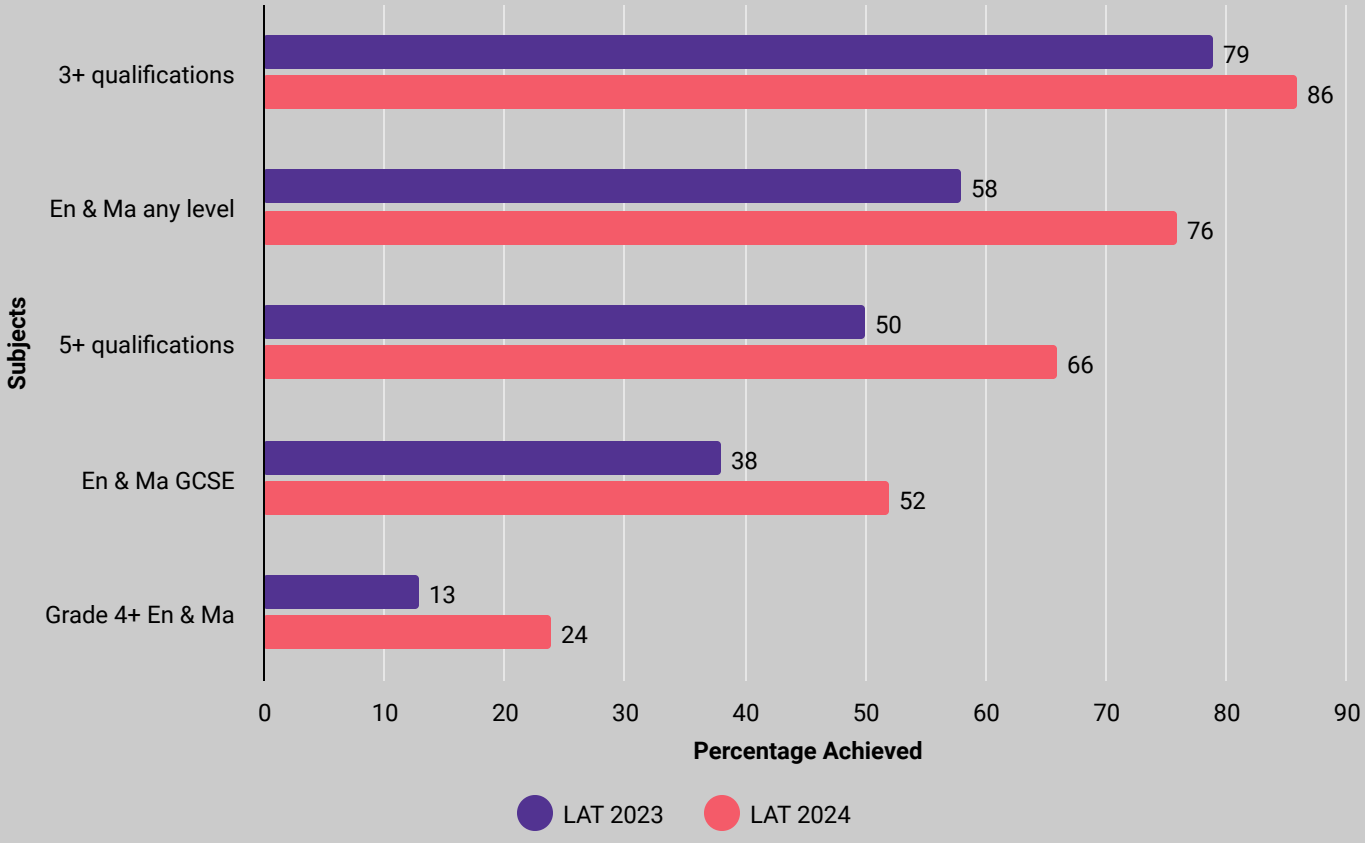
86% of our students achieved 3 or more quaifications

76% of our students achieved qualifications in English and Maths





66% of our students achieved 5 or more qualifications



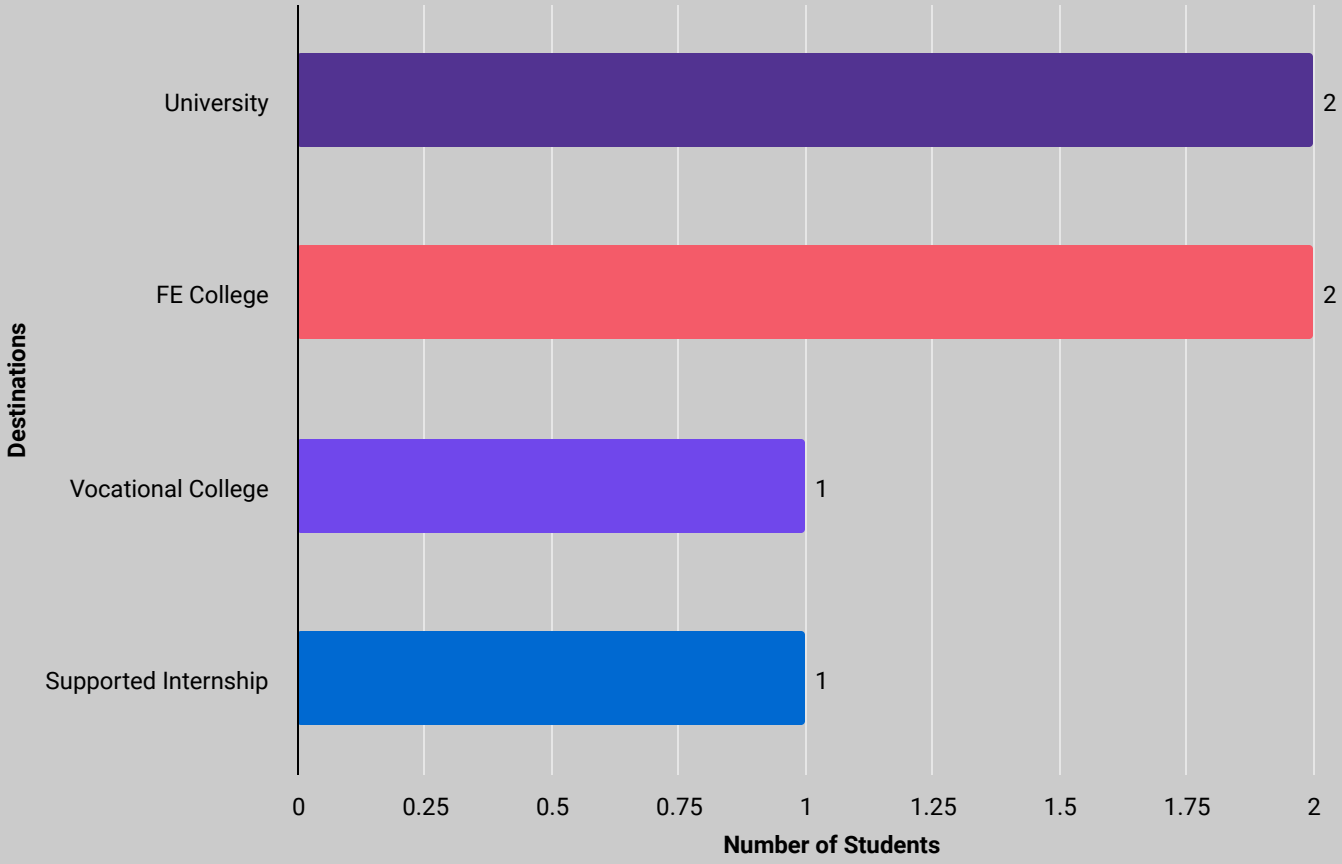
In all measures, students at Liberty perform better than the national average for those with EHCPs.

Trust Outcomes - KS5



100% of our students have successfully progressed to FE, HE or Employment

Destinations:



Investment in our Schools - Thames Valley

7 days

External Curriculum Consultant support



9 days

Safeguarding Support

35 days

School Improvement Support





14 days

Access to Fully-Funded Training



110 hours

Access to Network Groups

£50,000

Capital Investment to enhance the School Environment

Investment in our Schools - Church Lawton

5 days

External Curriculum Consultant support



5 days

Safeguarding Support



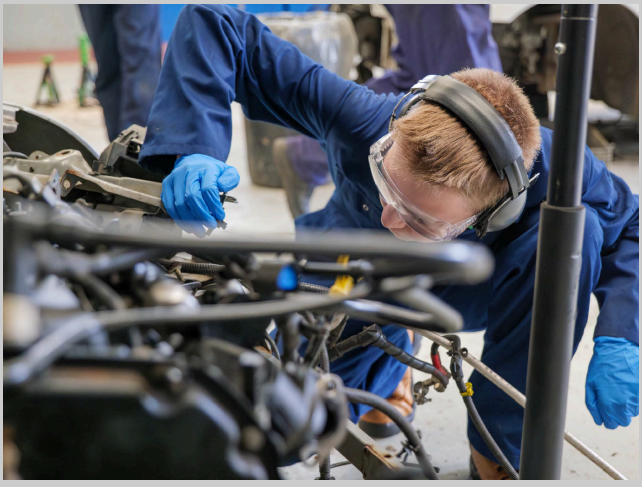
15 days

School Improvement Support



14 days

Access to Fully-Funded Training



110 hours

Access to Network Groups

£50,000

Capital Investment to enhance the School Environment

Investment in our Schools - Vanguard

8 days

External Curriculum Consultant support



9 days

Safeguarding Support

74 days

School Improvement Support





14 days

Access to Fully-Funded Training



110 hours

Access to Network Groups

£50,000

Capital Investment to enhance the School Environment

Liberty as an Employer of Choice



We are proud to be recognised as a *Real living Wage Employer* - this means that no member of staff will ever be paid lower than this. For April 2024 this was £12.00 p/hr and £13.15 p/hr in London.

(For comparision, the National Minimum Wage is £8.50 p/hr and the National Living Wage is £11.44 p/hr.)

As a specialist Trust, we are committed to recognising and celebrating diversity. We are therefore a *Disability Confident Employer* - this means we actively encourage job applications from individuals who identify as or have a diagnosed disability.

disability confident EMPLOYER

MENTAL HEALTH AT WORK

We want all employees to thrive at work; this is why we have signed the *Mental Health at Work Commitment*. Signing the commitment includes adoption of the Mental Health at Work Standards, so that we follow the best guidance available to ensure we prioritise mental health in the workplace.

No individual - adult or child - should ever be discriminated against for their natural hair or hairstyle associated with their racial, ethnic or cultural identity. This is why we have adopted the *Halo Code* as a proactive stance against hair discrimination.

HALO HAIR CODE For Schools

MENOPAUSE WORKPLACE PLEDGE WELLBEING OF WOMEN HELLO!

The majority of our workforce are women. It is therefore absolutely essential we recognise the significant impact perimenopause and menopause can have on the workforce. In signing the *Menopause Workplace Pledge*, we are committed to raising awareness and providing appropriate support so that we do not lose our fantastic employees to a health condition that affects individuals worldwide.

We are acutely aware of the inequities that exist within society - and of our responsibility to address these, both in the way we educate our children and in the workplace conditions for colleagues. We are therefore proud to be a signatory on the *Race at Work Charter* as an acknowledgement of our commitment to improving equality of opportunity in the workplace.

BUSINESS IN THE COMMUNITY

The Prince's Responsible Business Network

Race at Work Charter signatory

Meet the Team

Our Members


Margaret Mulholland


Professor Des Hewitt


Simon Tanner


Charlotte Jordan

Our Trustees


Chair
David Tucker
Line Manager of the CEO


Vice Chair
Libby Nicholas


Chair of Finance, Audit and Risk
Stuart McDougall


Safeguarding Link Trustee
Jason Howard


Attendance Link Trustee
Sarah Milne


Anita Etheridge


Philip Harrison


Sharan Matharu

The Executive Team


CEO
Dr Nic Crossley


Head of Executive Services and EA to the CEO
Harriet Mughal


Director of Finance & Operations
Lynn Hadfield


Director of Governance and Compliance
Chris Rossiter


Director of Education
Jo Galloway


Director of Safeguarding
Nic Law

Extended Executive Team


Head of Digital, Data, and Technology
Lisa Thompson


EA to the Directors
Sara Newman


Principal, CLS
Paul Scales


Principal, TVS
Gemma Buley


Principal, VGS
Stuart Parker-Tyreman


Liberty
Academy Trust