



Rationale for joining together within Kingston Educational Trust

What is the value in formalising the relationship between Fern Hill and The Kingston Academy?

Our core purpose as educators in serving our community, is to maximise potential, enhancing and advancing the life chances of all of our young people through an inspiring educational experience.

Fern Hill and TKA are two very successful schools in their own right. It raises the question as to why we should come together in a multi-academy trust. What are the benefits and what difference will this make to our community of staff, parents and young people?

Being co-located as we are will bring a wealth of opportunities and benefits that will enable us to learn against one another, share strengths and seek improvements where, and if, necessary. In formalising the relationship, the benefits will be hardwired and built into the structures, leadership and planning of the schools, such as sharing information about our community, accessing resources that we both have and working through shared experiences that challenge us, such as running a school in COVID times.

There are clear and exciting opportunities that we firmly believe will result from both schools being within the Kingston Educational Trust. As the Head Teachers of our respective schools, we have set out below what we both see as the key advantages to this proposed partnership. At the heart of our desire to work together within one Trust, is a shared imperative to continually strive for improvement, whilst retaining each of our school's unique identities. We firmly believe in the opportunities a formalised partnership will bring, promoting a culture of autonomy, shared accountability, challenge and support.

What are the key drivers for this development?

Our Children and Young People

Forging tighter bonds will help both schools to continue to provide and enhance the high quality educational experience every child and young person deserves. We each want our children and young people to be safe, happy and healthy; we want them to enjoy, be challenged and be inspired by their learning; and we share the imperative for children and young people to play an active part in their local community.

The opportunity of leaders sharing curriculum aspirations, subject expertise, resources, facilities, pedagogy and planning will bring a richer experience for both our children and our staff. The prospect of staff, parents and pupils from both schools working alongside one another, developing professional practice and pooling our parent community feels like a next step in each school's evolution.

Supporting our Families

Co-located as our schools are, we inevitably share many families and take an active interest in our local community. The ability to work more closely, and sooner, with one another, developing a richer understanding of individual pupil and family contexts and our community's needs, will ensure families are provided with the very best access to resources, experiences and support.

Investing in and developing our staff

Sharing our wealth of knowledge, expertise and resources across and between both schools and associated Trust partners including specialist teaching facilities, enrichment experiences, peer-mentoring as well as teacher training and development opportunities is an attractive proposition. Pooling our expertise on, for example, safeguarding, inclusion, curriculum, the use of pupil premium and the leadership of teaching and learning, will only serve to strengthen our work with all pupils.

Supporting our wider community

Community cohesion is at the heart of our work as school leaders and embedded within each of our schools' values. Empathy, collaboration, generosity and fulfilment represent some of the values our schools champion. Promoting a culture of inclusion, embracing diversity and encouraging our children and young people to show empathy and generosity is our civic responsibility.

One efficient and effective organisation yet still two schools

Economies of scale are a welcome by-product but are not the driver for each of our two schools aligning under the umbrella of KET. However, we recognise that joining together within KET will enable both schools to review their infra-structure and ensure that we are operating as efficiently and effectively as we can. An advantage of centralising services and possibly aligning contracts for IT or cleaning for example, has proven to free up leaders to focus more on day-to-day leadership of the school and each of our school improvement priorities.



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