

Educate
Empower
Inspire





WELCOME TO HCAT

HCAT is a progressive multi-academy Trust. The schools within our Trust are thriving and moving forwards. Our Trust also includes Tykes Teaching School Alliance, a high quality Training provider who help support and lead a sector led system of school improvement with a view to ensuring that the children of Barnsley and beyond receive a world class education.

HCAT are committed to excellent standards of teaching and learning and helping raise the attainment of all learners. We work in partnership with a variety of local and national organisations, contributing towards the self-improving system.

The move to Single Academy status in 2013 sealed the then Governors commitment to build on the outstanding status at Hoyland Common Primary School and to protect the individuality and ethos that is unique to the community. This move enabled Hoyland Common to keep its autonomy and individual nature, maintain their own admissions policy and curriculum, and work in partnership with a range of local schools and organisations of their own choosing.

In 2016, Ward Green joined with Hoyland Common Primary School to form the Multi-Academy Trust HCAT. 2019 then saw Horizon Community College, a 2000 place Secondary School also joining HCAT, allowing the establishment of a high quality, cross phase Trust. We will endeavour to ensure all pupils are educated, empowered and inspired to achieve their potential through a network of support, collaboration and inclusion which can only be a positive.

Our schools retain their individual identity and history, but the desire for excellence and high standards for all our pupils is the common underpinning feature of all our schools. Our schools benefit from exceptional facilities, a broad and balanced curriculum and high quality school leadership.

The practicalities of the Trust arrangement enable us to retain a strong central team of specialists with expertise in quality assurance and data, finance, marketing, facilities management, staff training and development, technology for learning and human resources. These high quality professionals help ensure that any Academy within the Trust or any school wishing to join us, can focus on delivering high quality learning and outstanding pupil outcomes. We also ensure that day to day operations are at a consistently outstanding level.

HCAT is committed to being a Multi-Academy Trust that will invest in its staff so that the outcomes for our children are exceptional. The schools and the Trust are in healthy financial positions and we look to the future with excitement and anticipation. We believe our Trust accelerates and supports schools to be even better and truly outstanding.

Tom Banham - Chief Executive Officer – HCAT





Our Mission, Vision and Values.

Our Mission

Educate, Empower, Inspire

Our Vision

Our vision is to create a family of schools that will educate, empower and inspire generations of children through a network of support and collaboration. HCAT aims to develop schools that are recognised at a local, regional and national level as being at the *cutting-edge* of teaching and learning.

Our schools will be the most forward thinking and innovative organisations within the communities that they serve, and all children will leave our care as well rounded individuals who have achieved high levels of academic success and are well prepared for life.

Our Values

We will build a thriving community where challenge and accountability enable us to succeed on behalf of the children and families the Trust serve. Enjoyment of learning is fundamental; we will harness enthusiastically the power of a creative and diverse curriculum to raise attainment across the Trust schools. We will put the needs of our children at the heart of all our decision making.



From small beginnings...

The Trust was formed in 2016, when Hoyland Common Primary School, a Single Converter Academy joined forces with Ward Green Primary School to become HCAT. The Trust now currently encompasses more than 3,000 students, between the ages of 2 and 16, in two primaries and one secondary.

The latest addition to the Trust is Horizon Community College, being the first secondary school to join the Trust in 2019 and two further Primary Schools are scheduled to also convert this year. The Trust has chosen to remain local and to grow in a measured way across neighbouring boroughs and county boundaries. We believe that managerial freedom for effective leaders produces innovation and creativity. We offer our best leaders the chance to improve the lives of even more children, or what we call 'earned opportunity'.

All of our current academies can be accessed within a one-hour drive of one another.



Why join HCAT?

Schools are inherently unique organisations. At the heart of our Trust there is a firm belief that schools should maintain autonomy and are able to retain and develop their own personal identity. We believe in 'local solutions for local schools' and that, school improvement can only be effective if it is focused in this way - with a true understanding of the school's context within the community it serves. Our members will have common values and core operational systems which are applied locally and adapted to individual contexts and needs. Within the framework of the Trust each academy will retain its own local governing body, identity and individuality.

HCAT provides opportunities for teachers and support staff to share good practice and to benefit from a common professional development programme that adds real value to the education and outcomes of all the students across the Trust. Your school will also benefit from outstanding leadership from the Chief Executive, a National Leader of Education, who can draw on the capacity of outstanding schools with a reputation for quality and school improvement through the Tykes Teaching School Alliance.

Our first class, value for money central support service including HR, finance, marketing, IT and property, will leave you free to concentrate on developing the capacity of your leadership and school teams and to focus on teaching and learning that delivers outstanding outcomes and a first class education for all of your students. Collaboration, shared staffing and recruitment opportunities are a major bonus.

Efficiencies in administrative functions and joint procurement will help us in these more austere times to the advantage of the students in our care.

High quality governance with a clear focus on strategic development, teaching and learning and accountability.



Governance and Accountability.

HCAT has deep rooted systems and cultures to support effective governance through its top-down and bottom-up accountability model. Each Academy within the Multi Academy Trust has a Local Governing Body which is accountable to the central Board of Trustees.

The Trust has a clear and robust scheme of delegation setting out well defined parameters for all decision making and clear channels of communication to ensure transparency and strategic oversight.

Our members (akin to shareholders) have ultimate control over the Trust and are active in their responsibilities to ensure the Trust achieves its charitable objectives.

Our Local Governing Bodies, through earned autonomy, are influential and support the strategic direction of the Trust. This is further supported and facilitated by the Executive Leadership Team who work closely with governing bodies and senior leaders to maximise success.

Alan Richards – Chair of HCAT



MEMBERS

Alan Richards
Gerry Foster Wilson
Sharon Ramskill

BOARD OF TRUSTEES

Alan Richards (Chair)
Stephen Gallagher (Vice Chair)
Andrew Kent
Dee Marsh
Chris Webb
Margaret Gostelow
Melanie Priestley
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Jack Huckstepp (Director of T&L)
Natalie Whitehouse (Director of T&L)
Nick Bowen – (Executive Principal)
Wayne Greenhoff – (Director of Finance)
Ash Clark (Director of Facilities and Infrastructure)
Sally Goodall – (Director of Human Resources)
Anna Lee – (Human Resources Business Partner)

LOCAL
GOVERNING
BODY

Tykes Teaching School Alliance



Tykes Teaching School will endeavour to continue to help support and lead a sector led system of school improvement with a view to ensuring that the children of Barnsley and beyond receive a world class education. We will achieve this by:

A collaborative approach to a self-sustaining school system based on honesty and trust.

The creation of a development pathway for teachers from pre-qualification to system leadership which will provide personalised CPD and learning opportunities to ensure a truly outstanding profession.

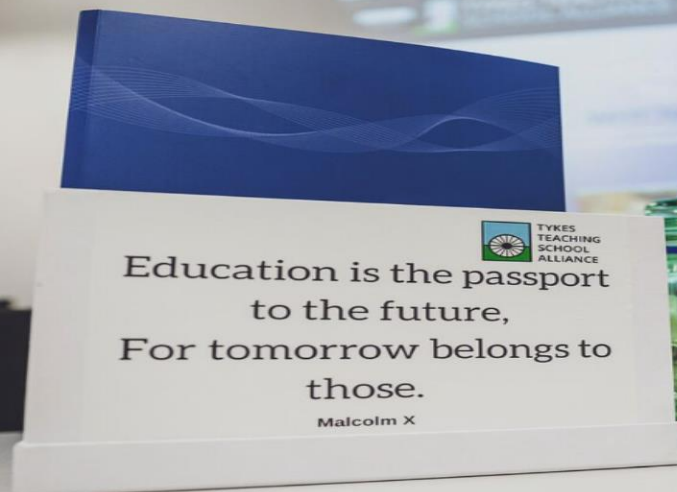
To ensure that all young people we work with are afforded the best possible opportunities and supported to achieve their full potential.

A CPD offer for all school-based professionals based on collaborative learning and joint practice development.

To provide specific opportunities, both individually and collectively, for leadership development within the alliance in order to create a sustainable approach to succession planning.

To enable all staff to enjoy their chosen careers.

By working together and for each other, the future of education across the region is a bright one.





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