

Introduction to IFtL

SCAN ME



October 2023



**Inspiring Futures
through Learning**

...A great place to be

Welcome from the CEO

Working in education is such a privilege – every one of us in IFtL has an influence and we are all educators and role models to our children and young people. Educators are the most admirable and important people in the world. We sometimes forget this in our daily work – when books need to be marked, spreadsheets need to be completed, dinners are to be served or in all of those times when something changes and needs to be sorted! The family of people, colleagues, friends who work tirelessly at IFtL all play their part in changing a young person's life. Young people with their own ambitions, their own degrees of luck, the underserved of society, those that live in the world with a disability, those that have faced trauma or harm. **WE ALL MAKE A DIFFERENCE** to them all - not just for the short time they are with us, but the legacy we create within them – to dream big, work with pride, make others happy (which will affect you too), to respect those with less power than yourselves, to keep mentally and physically strong, stay in the moment – don't rush, enjoy the here and now and be mindful of what you see in front of you.

I say all this as it applies to you too. We must, of course, see the bigger picture and recognise the huge influence we make to others. However, we must apply some of those rules to ourselves, take a dose of our own medicine so to speak. Working at IFtL will give you the freedoms to enjoy and have fun. We want you to be confident, resilient, unafraid to make a mistake, be energetic. However, above all we want you to feel safe. Safe in the normal sense of the word but also safe in the knowledge that you will have all the necessary tools to do your job well, to make mistakes and move forward as a greater professional as a result, to be ambitious for yourself and to enjoy the whole of you to the full. Work is one part of you – there are many more parts that make you you. Only by fulfilling all parts will you be able to inspire others, our core purpose.

So welcome to this handbook. An overview of your work family; how we started, what we're about and who is there when you need them. Yes, we are absolutely about inspiring the futures of us all; what sets us apart is that we will do this together. One formidable team serving a community of young people where our legacy will go on forever.

Enjoy the journey!

Sarah Bennett
CEO of IFtL





**Inspiring Futures
through Learning**

Our vision

To inspire the futures **of us all**
through learning **together**

Our values

F

Fun

We enjoy what we do. We make positive contributions. We take pleasure from success.

U

Unique

We celebrate difference. We champion diversity. We are divergent in our thinking.

T

Together

We share the same promise. We support and encourage. We cooperate, collaborate and care for each other.

U

Unafraid

We are confident to challenge. We are courageous in our thinking. We are robust in our decisions.

R

Responsible

We act in the best interests of our communities and each other. We are accountable for our actions. We stand up to scrutiny.

E

Energetic

We are positive and dynamic. We explore new worlds. We innovate to achieve.

S

Safe

We are secure in our beliefs. We are protective and firm. We make decisions together.

Our IFtL family

As an IFtL family we understand, and are committed to, our responsibility in shaping and influencing the lives of future generations. We do this in partnership with our families, our communities, fellow educators, and other local and regional partners. We also do this with national policy makers and global leaders. We are committed to the levels of collaboration required to shape and protect the future. We start with our schools, our people, our family, and from there we grow. At IFtL we are never alone – one united family striving for excellence in all that we do.

Our drivers



Creating ambitious, lifelong learners in strong schools

Imaginative schools that provide accessible, equitable, aspirational opportunities for all children to flourish



Delivering high standards of curriculum for all within a positive learning culture

Engaging, adaptive, evidence based and rewarding lessons that build rich knowledge for life



Investing in staff development to create innovative, research led, career pathways

Nurture, train, recruit, develop, deploy and retain great professionals throughout their careers and the wider system we serve



Ensuring expert governance with a strong local identity

Robust and ethical accountability measures, engaging effectively with parents and the wider community



Strong financial management with efficient and effective operational structures

Delivering value for money and prioritising the use of resource to reinvest in educational quality



Being leaders in our community recognising our wider civic responsibility

Work with other civic structures to advance education for the public good in the communities we serve and beyond








Nurturing a safe, secure and engaging environment in which we all thrive

Keeping everyone safe and well within an IFtL culture of collaboration and care

Our outcomes

Ambitious Learners Rewarding Experiences Skilled Professionals Expert Governance Firm Foundations Community Champions A safe place to be!

Our Equality Objectives

-  For our staff, and those in governance, across the IFtL trust to value and reflect the diverse society of the whole IFtL community, inclusive of our local communities.
-  To raise the attainment and quality of provision for all vulnerable pupils including those who are disadvantaged, SEND and those who are lower attaining, to enhance their life and educational opportunities.
-  To ensure quality and equitable provision and bespoke support for all vulnerable children including those who are potentially at the risk of internal inclusions, fixed term suspensions or permanent exclusion.
-  To safeguard and protect all children, swiftly identifying and effectively supporting them and their families, improving their life chances to be successful and achieve highly.
-  To ensure Human Resources procedures including recruitment, development and employee relations matters reflect the Trust's vision, promoting equal opportunities and non-discriminatory practices.

Our Ambitions for 2022 – 2025

IFtL is an ambitious, dynamic and multi-faceted MAT with a strong vision that demands excellence, innovation and focus. We are realistic about ourselves and the environment in which we operate – we are clear that solid foundations and addressing challenges with a timely, solution focused approach allows us the flexibility to relentlessly continue in our vision to inspire futures for us all.

Our Strategic Plan outlines our approach for the next three years of development and growth of IFtL. Through awareness, analysis and recognition of our current position and environmental factors, we have identified specific areas of focus for the next period that enhance, strengthen and complement our overall vision and Strategic Priorities.

Our Strategic Plan Strands are:

 **Future Focused**

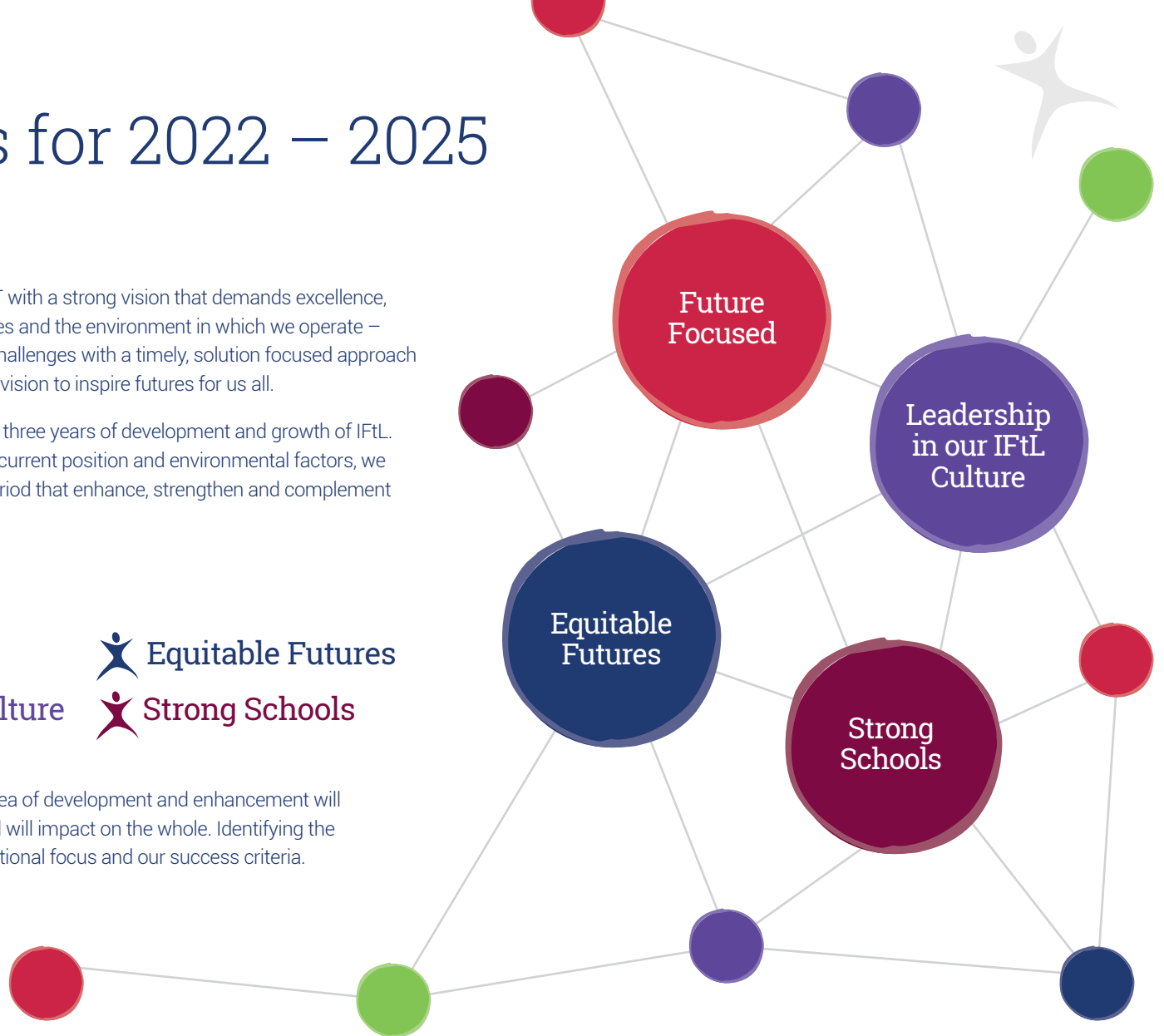
 **Equitable Futures**

 **Leadership in our IFtL Culture**

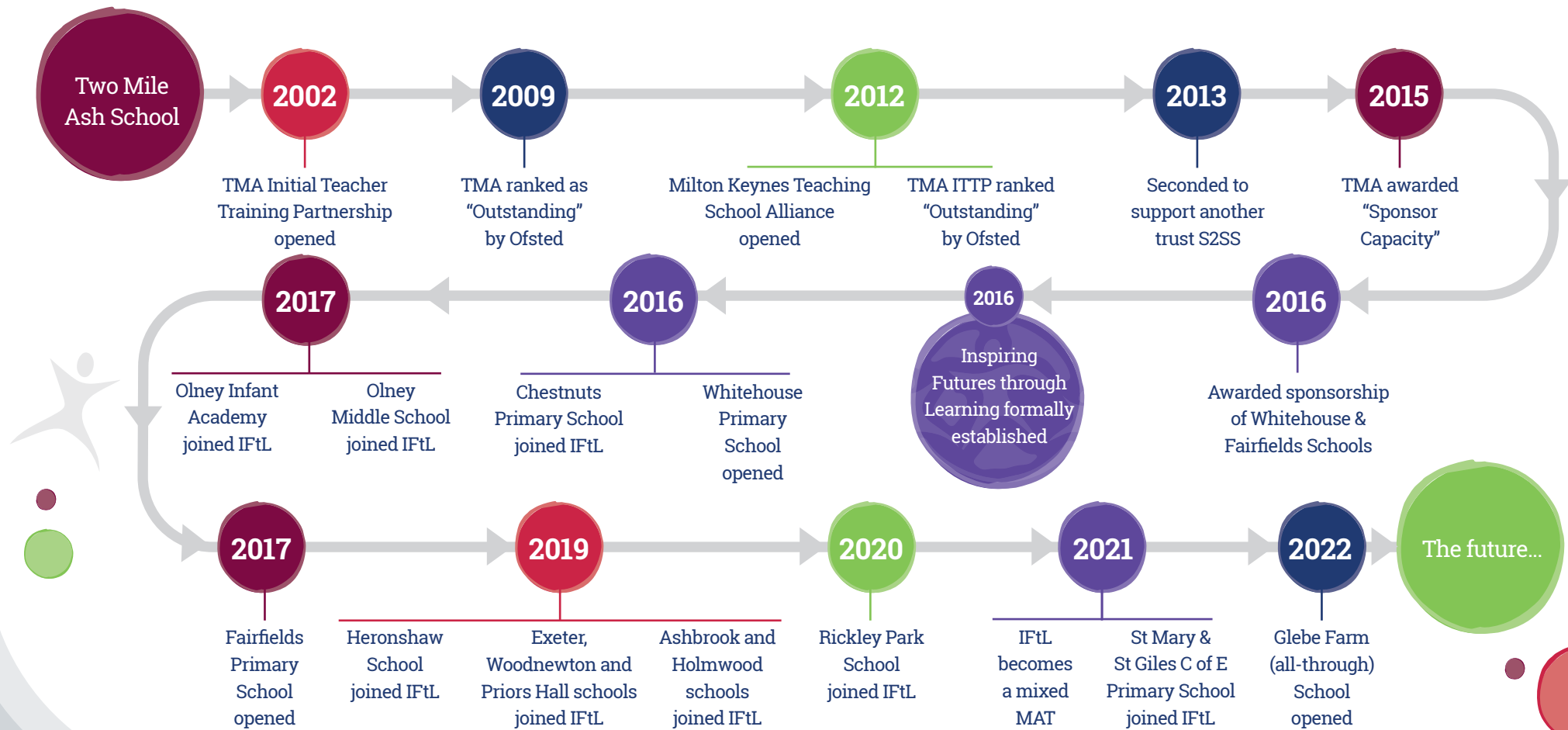
 **Strong Schools**

These Strategic Plan Strands interconnect – each area of development and enhancement will purposely affect the direction of the organisation and will impact on the whole. Identifying the Strands themselves allows us to be clear in our directional focus and our success criteria.

See our full Strategic Plan at www.iftl.co.uk



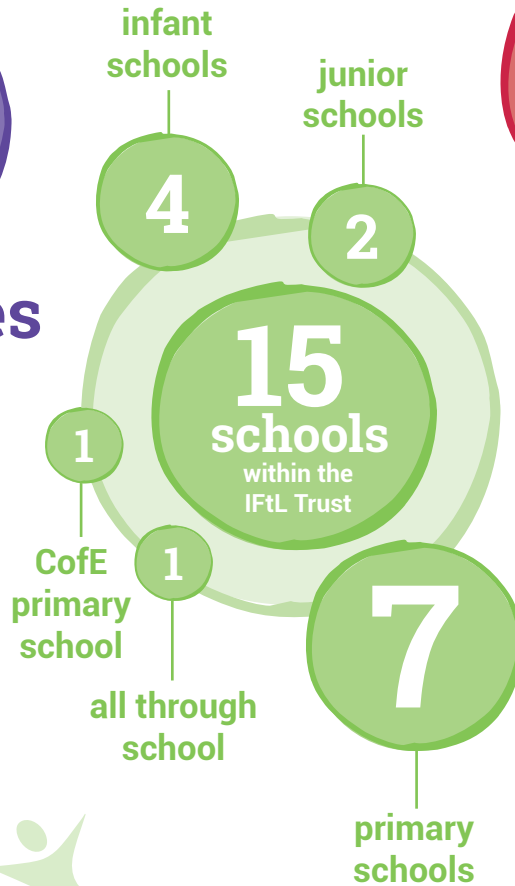
IFtL – Who we are



IFtL in Numbers

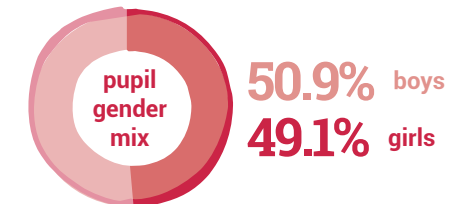
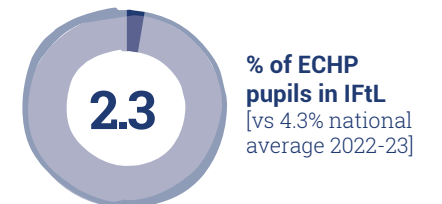
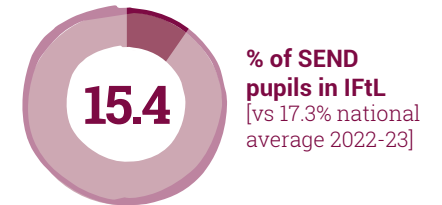
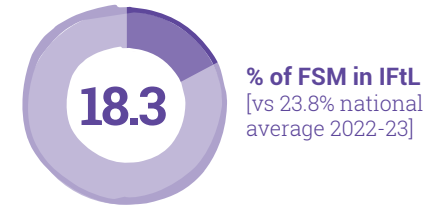
over 900
colleagues
across the IFtL Trust

over 600
Initial Teacher
Training
graduates

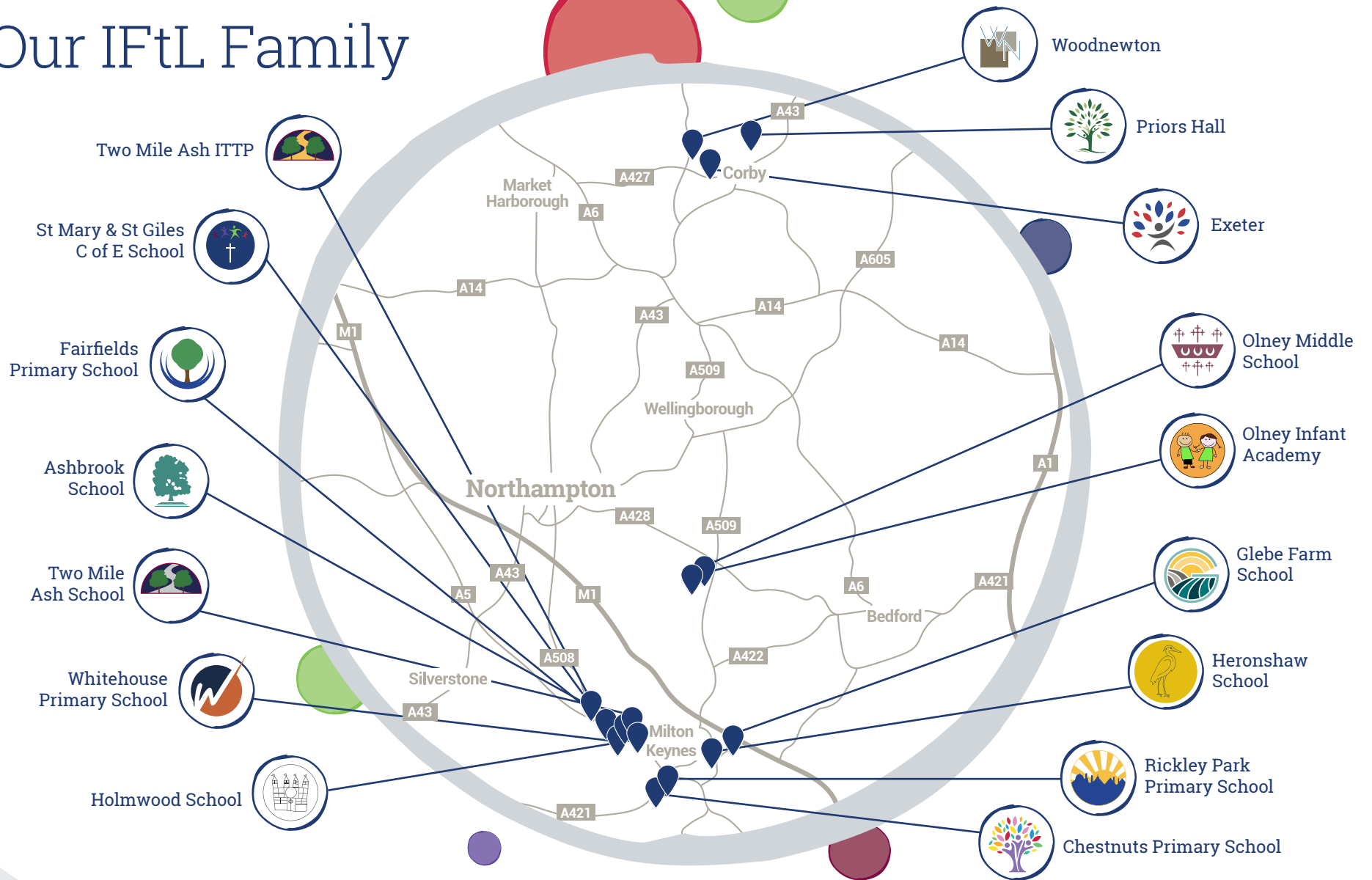


over 6,300 pupils including nursery
over 5,800 reception upwards
pupils across all schools in the Trust

over 100 serving Governors and Trustees across the Trust



Our IFtL Family



Our IFtL Family

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Ashbrook School*

01908 561366
office@ashbrookschoo.net
www.ashbrookschoo.co.uk

School Leader:

Roxanne Jackson

Infant School (Ages 4-7)
180 pupils in Sept 2022



Chestnuts Primary School

01908 373748
office@chestnuts.milton-keynes.sch.uk
www.chestnutsprimaryschool.co.uk

School Leader:

Becky Skillings

Primary School (Ages 4-11)
410 pupils in Sept 2022



Exeter (A Learning Community)

01536 204765
info@exeteralc.com
www.exeterschool.co.uk

School Leader:

Hannah Crawford / Jen Doherty

Primary School (Ages 4-11)
490 pupils in Sept 2022



Fairfields Primary School

01908 410330
enquiries@fairfieldsprimary.co.uk
www.fairfieldsprimary.co.uk

School Leader:

Kelly Cursley

Primary School (Ages 4-11)
480 pupils in Sept 2022



Glebe Farm School

01908 794400
enquiries@glebefarmschool.co.uk
www.glebefarmschool.co.uk

School Leader:

Matthew Shotton

All-through school (Ages 4-16)
Opened in Sept 2022



Heronshaw School

01908 608380
office@heronshawschool.co.uk
www.heronshawschool.co.uk

School Leader:

Jamie Ainscow

Infant School (Ages 4-7)
220 pupils in Sept 2022



Holmwood School*

01908 260596
office@holmwoodschoo.co.uk
www.holmwoodschoo.com

School Leader:

Jess Elford

Infant School (Ages 4-7)
180 pupils in Sept 2022



Olney Infant Academy

01234 711388
admin@olneyinfant.org
www.olneyinfantacademy.co.uk

School Leader:

Sarah Armitage

Infant School (Ages 4-7)
180 pupils in Sept 2022

* These schools serve the same community and are working together closely as The Partnership of Ashbrook, Two Mile Ash and Holmwood Schools (PATH)
Data correct October 2023

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Olney Middle School

01234 711323
office@olneymiddle.milton-keynes.sch.uk
www.olneymiddle.milton-keynes.sch.uk

School Leader:
Glenn Young

Junior School (Ages 7-11)
360 pupils in Sept 2022



Priors Hall (A Learning Community)

01536 216090
info@priorshallalc.com
www.priorshallschool.co.uk

School Leader:
Tess McQuade

Primary School (Ages 4-11)
440 pupils in Sept 2022



Rickley Park Primary School

01908 372979
office@rickleypark.co.uk
www.rickleypark.co.uk

School Leader:
Nicole Bramwell

Primary School (Ages 4-11)
430 pupils in Sept 2022



St Mary & St Giles C of E School

01908 562186
office@smsg.uk.com
www.smsg.uk.com

School Leader:
Adam Palmer

Primary School (Ages 4-11)
355 pupils in Sept 2022



Two Mile Ash School *

01908 562262
reception@tma.bucks.sch.uk
www.tmaschool.com

School Leader:
Lucy Eldridge

Junior School (Ages 7-11)
680 pupils in Sept 2022



Whitehouse Primary School

01908 533288
enquiries@whitehouseprimary.co.uk
www.whitehouseprimary.co.uk

School Leader:
Linda Kelly

Primary School (Ages 4-11)
560 pupils in Sept 2022



Woodnewton (A Learning Community)

01536 265173
info@woodnewtonalc.com
www.woodnewtonalc.com

School Leader:

Kate West / Kim Kemp
Primary School (Ages 4-11)
940 pupils in Sept 2022



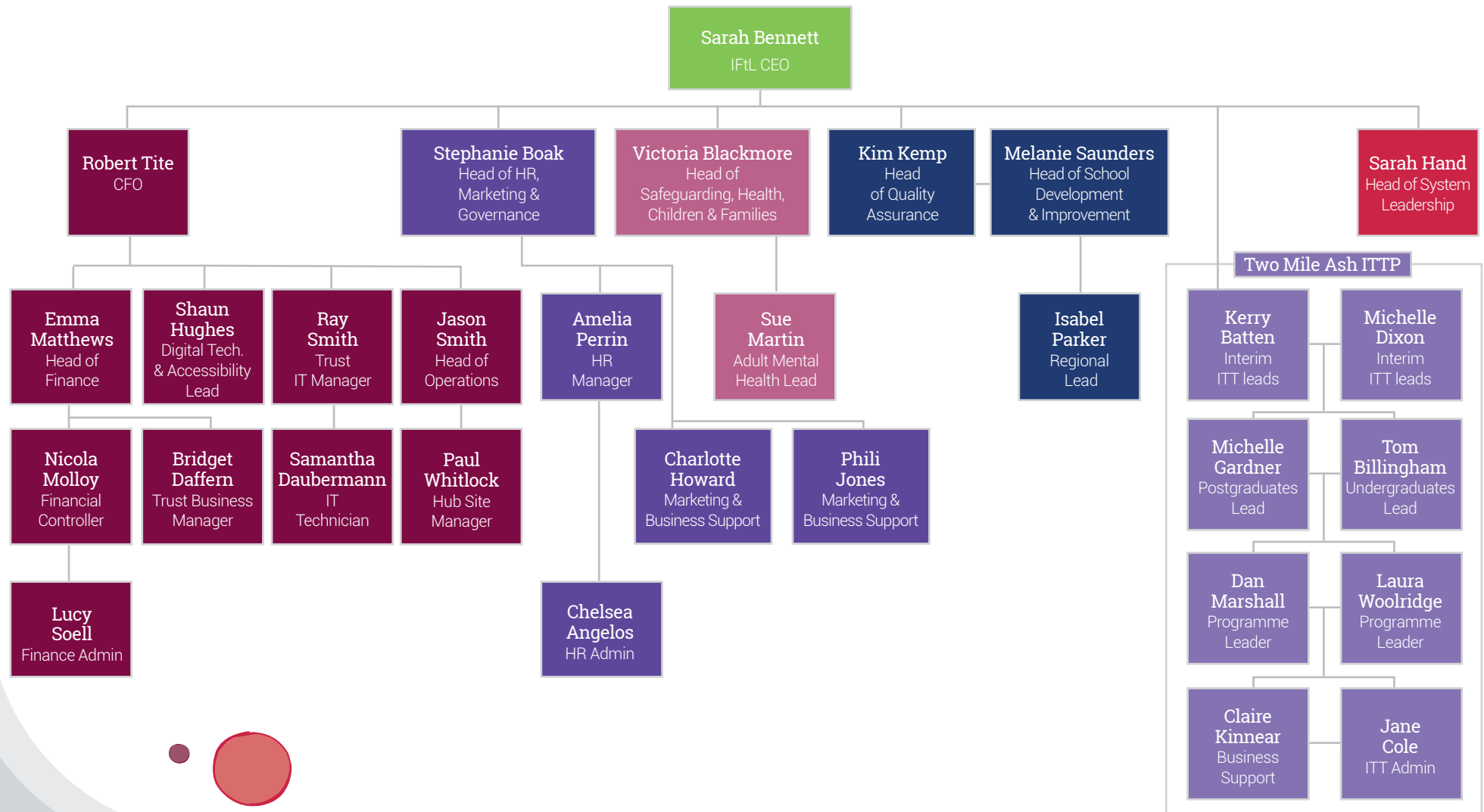
Two Mile Ash Initial Teacher Training Provider (TMA ITTP)

01908 533284
www.mkitt.co.uk

ITT Leader

Sarah Hand
Teacher training - undergraduate, postgraduate and apprenticeship opportunities

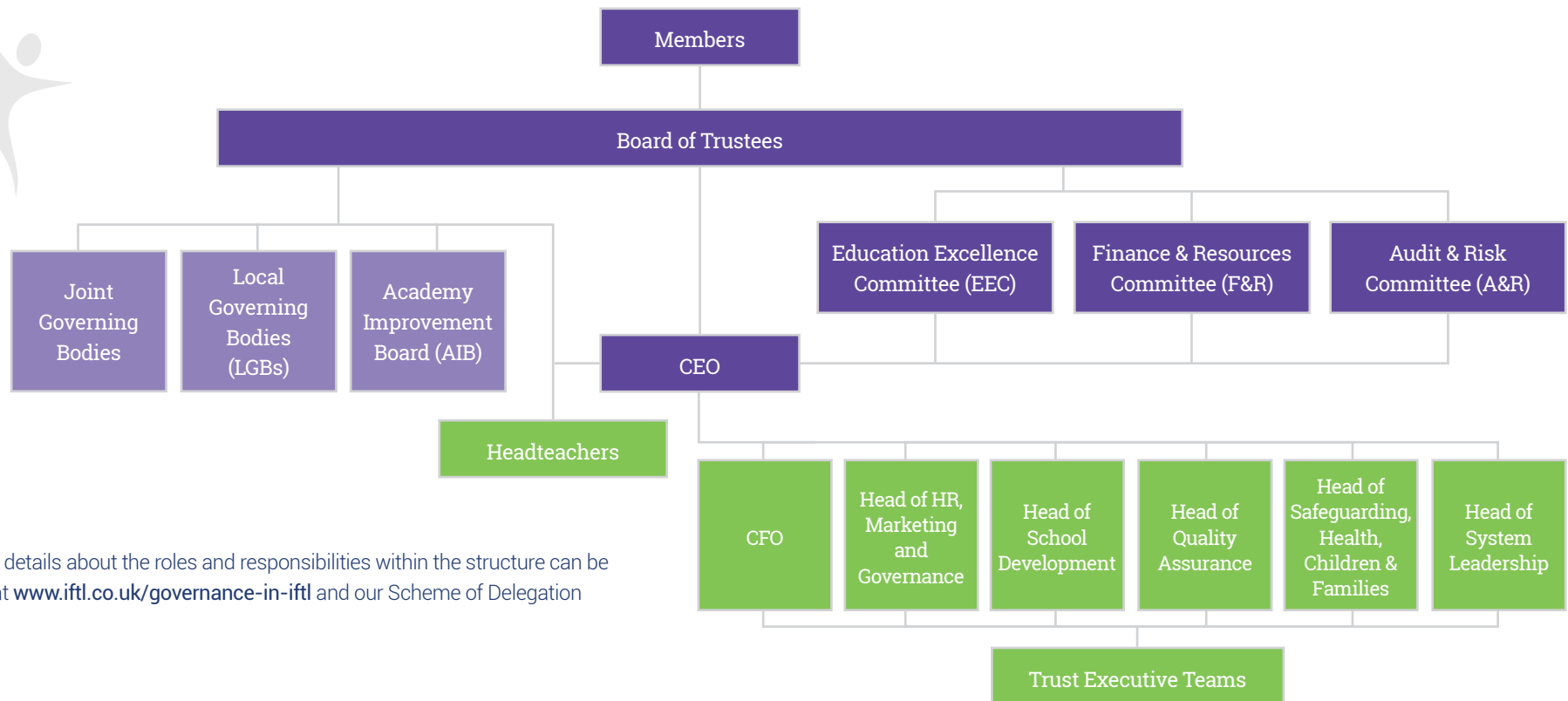
IFtL Core Team Structure



Our Governance Structure



IFtL Multi Academy Trust is a Limited Company by Guarantee and as such, must comply with Company Law. As an exempt Charity, IFtL is also required to fulfil Charity Law requirements, these are extended by rules and musts that are determined by the Department for Education (DfE) and the Education and Skills Funding Agency (ESFA). These requirements and rules, along with guidance on best practice in education guide us to create the structure of the organisation and the roles and responsibilities of committees and individuals within. As such, our Multi Academy Trust is led through our governance structure:









Further details about the roles and responsibilities within the structure can be found at www.iftl.co.uk/governance-in-iftl and our Scheme of Delegation



What we do...



Employee Assistance Programme

The Health Assured programme offers:

-  **Confidential and compassionate guidance** on any issues, professional and personal
-  **Life support:** Unlimited access to counselling for emotional problems and a pathway to structured telephone counselling or face-to-face counselling sessions (employees only) at your convenience.
-  **Legal information:** For any issues that cause anxiety or distress including debt management, accountancy, lawsuits, consumer disputes, property or neighbour legalities (employees only).
-  **Bereavement support:** Health Assured offers qualified and experienced counsellors who can help with grief and related stress plus a team of legal advisors to help with legal issues.
-  **Medical information:** Qualified nurses are on hand to offer advice on a range of medical or health-related issues. They can't diagnose but can offer a sympathetic ear and practical information and advice.
-  **CBT online:** We recognise the value of self-help tools in dealing with a range of issues, which is why we have a range of CBT self-help modules, informative factsheets and invaluable advice videos from leading qualified counsellors.

Available 24/7
and free to access
by all IFtL
colleagues and their
immediate family
members

Employees have access to My Healthy Advantage smartphone app:

-  **Weekly mood tracker:** Keep track of your financial, physical and general wellbeing via our weekly mood tracker. My Health Advantage uses push notifications to remind you to complete your weekly mood tracker, via a set of simple questions.
-  **Mini health checks:** My Healthy Advantage offers a collection of mini health checks within the app for the following: height & weight (BMI), waist, sleep, alcohol, mental health and fatigue.
-  **Four-week plans:** Through My Healthy Advantage, you can access a selection of four week plans all aimed at improving your health, such as quitting smoking, losing weight and coping with pressure. You can reflect on your progress and input diary entries at the end of each week.
-  **Wellbeing articles:** Covering a wide variety of topics, including; emotional, physical and financial wellbeing, legal, housing and consumer issues, retirement, childcare and much more.
-  **Personalisation:** Personalise your newsfeed by selecting specific topics that interest you. My Healthy Advantage will generate learning materials tailored to your choices, such as equality & diversity, exercise and childcare & parenting.

What we do...

Employee 'Salary Extras' benefits

As an IFtL colleague, you receive free access to additional benefits for your every day lifestyle. The Salary Extras app gives instant discounts (up to 40%) from big name retailers, supermarkets, restaurants, holiday companies, cinema tickets, gym memberships and more...

Cheaper gym membership – save up to 15% a month at over 2,750 health clubs



Cycle to work

Save up to 42% on the cost of a cycle / cycling safety equipment for cycling to work. The scheme runs in conjunction with Halfords. Pay nothing upfront – pay for the bike through deductions from your gross pay using salary sacrifice.

Save up to 40% on cinema tickets, huge discounts from popular restaurant chains and fantastic savings from top flight and hotel operators, family holidays and more!



**Inspiring Futures
through Learning**



Registered at Fairfields Primary School
Apollo Avenue
Fairfields
Milton Keynes
MK11 4BA



01908 533283



enquiries@iftl.co.uk



www.iftl.co.uk



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