

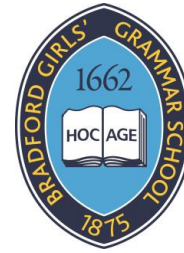
# Bradford Girls Grammar School Transfer

Parent and Families  
briefing

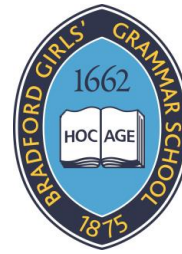
October 2022



# Welcome and introductions



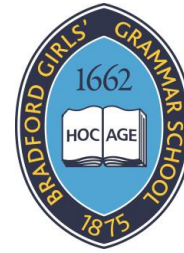
- ❖ **Alison Cooper** Chair of Bradford Girls' Grammar School
- ❖ **Clare Martin**, Principal of Bradford Girls' Grammar School
- ❖ **Carol Dewhurst OBE**, Chief Executive, Bradford Diocesan Academies Trust
- ❖ **Claire Berry**, Director of Corporate Affairs, Bradford Diocesan Academies Trust
- ❖ **Gail Khan**, Project Manager, Gail Khan Associates
- ❖ **Councillor Fozia Shaheen**, Ward Officer, Toller
- ❖ **Nurjahan Ali Arobi**, Trustee, BDAT, Vice Chair of Governors, Belle Vue Academy
- ❖ **Trade Union colleagues**



# Why we made our decision as a governing body?

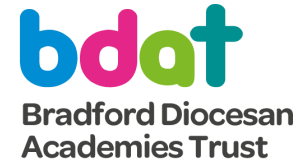
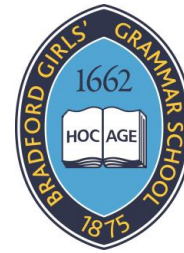
**Alison Cooper, Chair of Governors**

# Why join a Multi-Academy Trust?



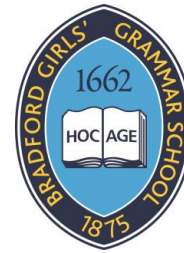
- National agenda
- School Improvement
- Improved use of financial resources
- Recent benefit proven through COVID pandemic
- Recruitment and development of staff
- Opportunities for students

# The Process



- **2016:** Initial discussions with DfE – research revealed little benefit in losing single academy status
- **Post 2019:** national agenda and benefits of partnership working led to Board reopening the topic.
- **Summer 2021:** externally-facilitated visioning day, with Board and Founding Members - decision was made to research MATs against an agreed set of criteria.
  - Track record of school improvement
  - Similar values
  - Geographical proximity
  - Similar demographic populations
  - Size, maturity, resource and financial sustainability
  - Understanding of the Bradford community context
  - The ability to retain an all-girls Senior School
- Detailed and extensive research into MATS in Yorkshire & Humber took place
- BDAT was the partner identified as being the most suitable

# Why BDAT?



**School improvement** - all 18 academies have improved Ofsted judgements and/or student outcomes, staff development networks

**Values** –

*“To provide the best high-quality education for each and every one of our children”*

*“Whilst as a Diocesan Trust our values are grounded in Christian values, we are proud to recognise our values are fully inclusive, equally accessible and applicable to all faiths and none”.*

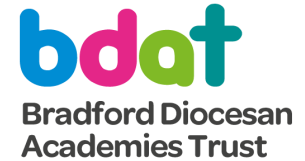
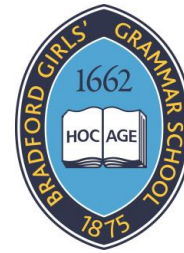
**Location** – 18 academies, all in the Bradford, **similar demographic**

**Size, maturity, resource and financial sustainability** – BDAT built the Trust gradually from 3 schools to 18 over the last 10 years. They only grow at a steady and sensible pace with schools that share the same values.

**Bradford context** – BDAT was set up *in* Bradford *for* Bradford

**Retain an all-girls Senior School**

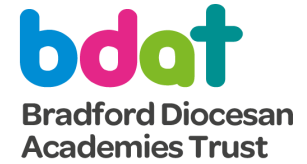
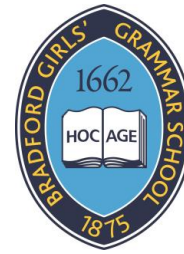
# Why are we here?



**Today is your opportunity as our parents and families to find out a bit more about BDAT, what this transfer means for your child and to ask us any questions you may have.**

The BGGS Trust Board resolved to make an application to the Department for Education (DfE) to join the Bradford Diocesan Academies Trust (BDAT).

The application has been approved by the Board of BDAT and the DfE. An Academy Order has been issued to the school and we expect to transfer 1<sup>st</sup> January 2023.



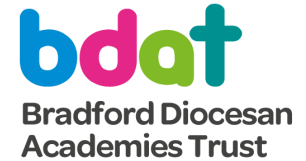
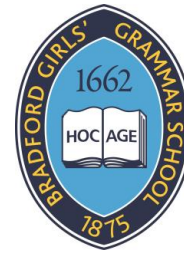
**A bit about BDAT**

**Carol Dewhurst OBE, CEO**

**Bradford Diocesan Academies Trust**

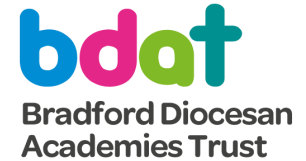
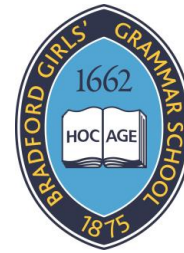


# What are academies?



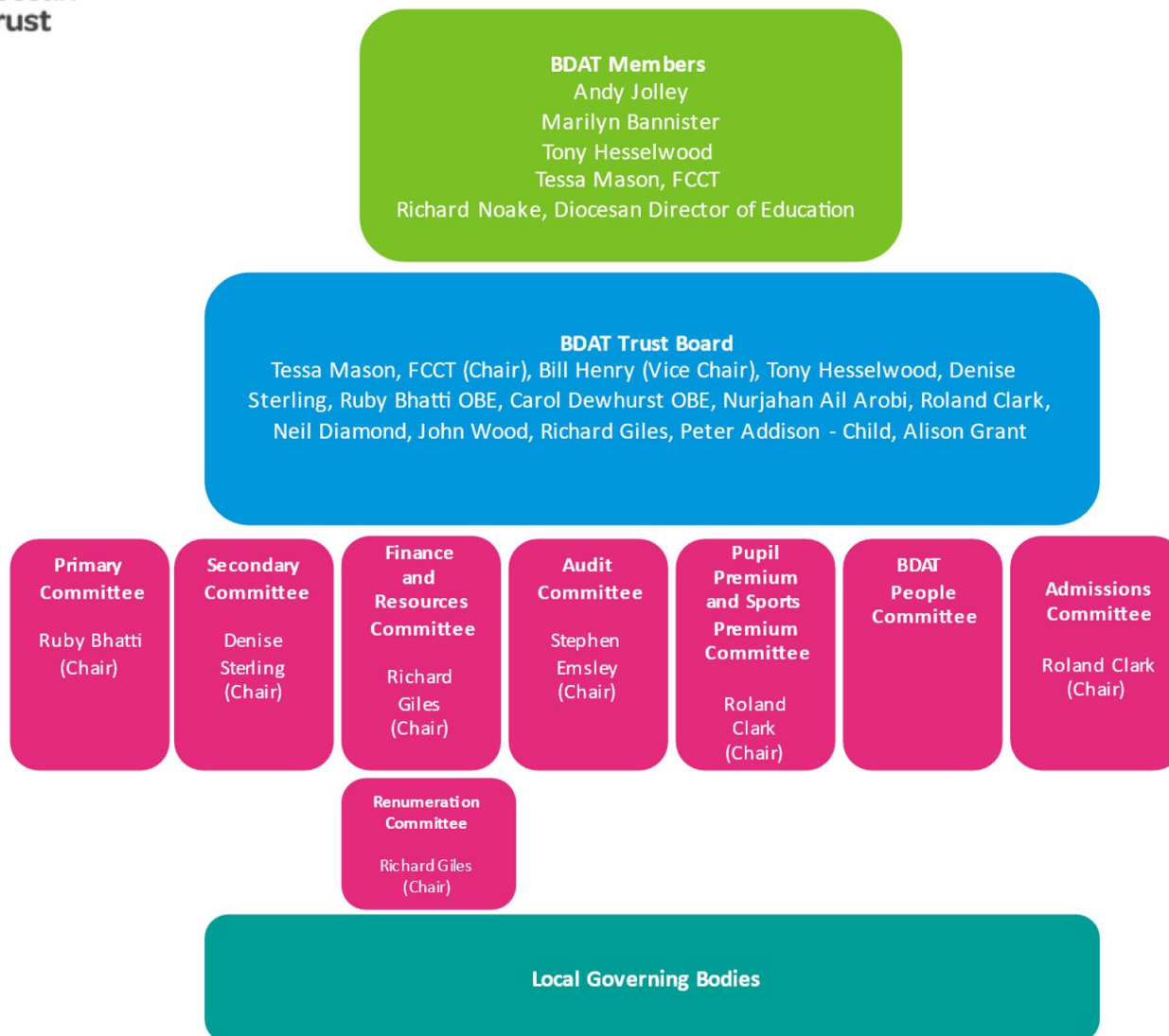
- BGGS is already an academy and currently operates as a Single Academy Trust.
- An Academy is a publicly funded independent school.
- The Academy programme was set up in 2000 by the Labour government to allow strong schools to operate outside local authority (LA) control
- Academy freedoms include:
  - freedom from LA control;
  - greater control of their budget;
  - the ability to set their own pay and conditions for staff;
  - freedom from following the national curriculum; and
  - ability to change the lengths of school terms, days etc
- **In practice BDAT is a Bradford based family of schools set up to support each other to be the best they can be by working together in Bradford**

# Who is BDAT?

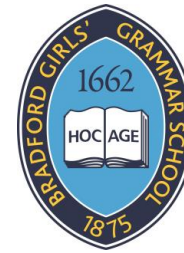


- BDAT is your Academy Trust set up to support and build a collaborative family of Academies in Bradford.
- As a Trust we were initially created to support schools in challenging circumstances to work with them to achieve their rapid improvement. We now support schools of all OFSTED categories including Good and Outstanding academies.
- We support four secondary schools: Bradford Forster Academy, Immanuel College, Belle Vue Girls' Academy and Buttershaw Business and Enterprise College.
- We also currently support 14 primary schools within our Trust through a model of schools supporting schools and guidance from the centre.
- **We support both Church and non-Church schools.**

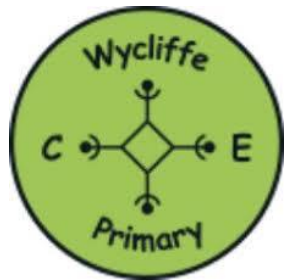
# BDAT Governance Structure



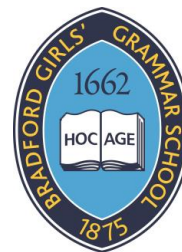
# Our Primary Academies



**bdat**  
Bradford Diocesan  
Academies Trust



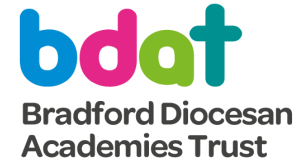
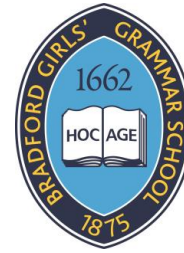
# Our Secondary Academies



Bradford  
Forster Academy



# Our Vision



Two key ambitions:

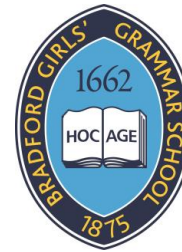
*To provide the best high-quality education for each and every one of our children*

And

*To be an education employer of choice in the City of Bradford and beyond.*



# Our vision and values



## INCLUSION MATTERS

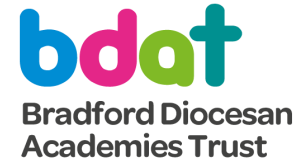
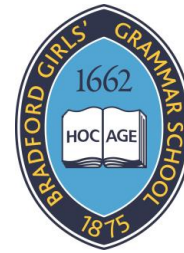
**'We are not all the same but we all want the same chances'**  
Bradford Student Summit 2021



## Our vision is:

*“That every student in a BDAT academy gets a happy and high quality education enabling competence, confidence and character to thrive; and that our academies become the schools of choice in Bradford.”*

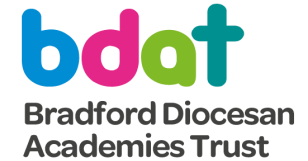
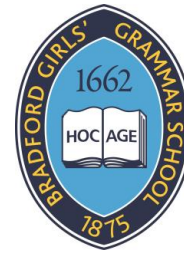
# Our Christian ethos



- BDAT is a Christian organisation, established by the Diocese of Leeds.
- We are committed to providing **high quality education for all** within an ethos which encourages academic, vocational, mental, physical and spiritual opportunities, exploration and development for each member of our Academies.
- Whilst Christian values underpin the work of the Trust, everyone in BDAT (staff and pupils) is encouraged to explore their own spirituality and to recognise and understand that of others.
- We know our values are not uniquely Christian and underpin many of the faiths and communities we work with and in.
- It is for this reason we choose to support and sponsor Non-Church of England schools as well as those schools within the faith.



# A bit about us – our journey to date



## BDAT

- Support 18 schools,
- Employs 1450 staff
- Educates and serves 8900 pupils.

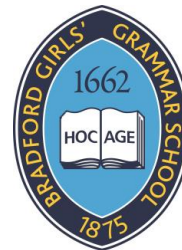
We have a budget of c£70 million.

We grew quickly from 2012-2018. In 2018, the Board of Trustees made the decision to pause growth and consolidate our structures and strategies.

Our three-year strategy **From Growth to Great** launched in September 2019 focussed on getting better at what we do rather than getting bigger. To read the three-year strategy visit click [here](#).

During COVID this has certainly felt the right decision, although we have worked with, and provided support and guidance to other schools outside the Trust including Bradford Girls Grammar School.

# Our vision for 2022-25



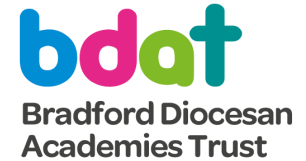
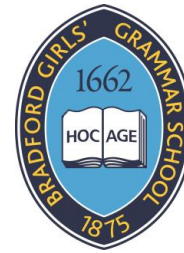
## One Trust, One Family, Where Every Child Belongs

- The new strategy takes stock of where we are as we leave the pandemic and start to return to near normal education provision.
- 7 key drivers/foci:
  - ❖ Education and school improvement
  - ❖ Safeguarding
  - ❖ BDAT People
  - ❖ Professionalising infrastructure (finance, governance and operations)
  - ❖ Student Voice
  - ❖ Inclusion and diversity
  - ❖ Growth
- Measuring impact and success using our pure accountability framework



Strategic Plan 2022-25

# Our approach to school improvement



**Simple shared focus: developing and redefining our school improvement and teaching practices to ensure improved outcomes for all our pupils.**

- ✚ Aligned autonomy – standardise process, allowed contextualised practice
- ✚ Schools supporting schools – working with partners outside the MAT where we can benefit from expertise
- ✚ Strong quality assurance processes using external partners
- ✚ Focus on staff development. We can't have great schools without great teachers. By developing staff, we improve the Quality of Teaching and therefore outcomes
- ✚ Using the very best evidence based research and technology to improve practice
- ✚ Sharing best practice and challenging the status quo in how we teach by working as a family of professionals across school sites
- ✚ Ensuring students have the access to a wide range of extra-curricular and cultural capital opportunities to develop their thinking and aspirations

# Thank you

# Any Questions?

Please also see our website for lots more  
information

[www.bdat-academies.org](http://www.bdat-academies.org)