



**LIONHEART**  
EDUCATIONAL  
TRUST

# ANNUAL REPORT 2021-22





## CONTENTS

About Lionheart .....	4
Strategic Priorities .....	8
Governance .....	10
Executive Team .....	14
Our Schools .....	18
Education .....	44
Holistic Development .....	50
Equality, diversity & inclusion .....	54
Sustainability .....	56
Innovation and Technology .....	58
Investing in Our Facilities and Resources .....	60
Expertise .....	64
Planning for the Future .....	66
Our People .....	68
Finances .....	74



# ABOUT LIONHEART

## OUTLINING OUR AIMS AND VALUES

### OUR AIM

Our pupil-centred approach aims to break barriers between all of our students and their successes. We believe that every young person, no matter their background, has an equal right to an equal education. We strive to provide the highest quality education in each of our unique schools, with a commitment to supporting young people to open doors to their futures and feel confident that they can thrive in a competitive world.

### OUR VALUES – STUDENT FOCUS

We dedicate ourselves to providing young people with the strongest foundation for success, during their time in education and beyond. These values are underpinned by using the 4Rs at Secondary and Sixth Form and 6Rs\* at Primary.

The Rs are based on Professor Guy Claxton's principles of building learning power, enabling us to develop an understandable common language used in all classrooms and with all children.

Professor Claxton believes that embedding the 4 Rs, "...breeds young people who are more curious, more willing to take a risk and give it a go, more imaginative, more creative, more thoughtful, more ready, willing and able to learn with and through others. It's developing this adventurous spirit that counts."

At Lionheart, we teach our young people to be:

**Resilient** – To have the ability to bounce back when the going gets tough

**Reciprocal** – Learning to work together and show care and understanding for each other

**Resourceful** – Having the confidence to ask for help and to find answers in new ways

**Reflective** – Considering what needs to be done to make the next steps

**Respectful\*** – Showing respect to all adults, children and property

**Responsible\*** – Learning to be responsible for self, belongings, and the belongings of others

#### INNOVATION IN EDUCATION

- Research-informed
- Driven, progressive and adapted curriculum
- Led by experts

#### ACADEMIC EXCELLENCE

- Underpinning skills and knowledge for success
- Wide-ranging subject offer, taught by experts
- Tools, opportunities and encouragement for every young person to be the best they can be

#### HOLISTIC DEVELOPMENT

- Wide-ranging opportunities beyond the classroom
- Learning and discussion of global issues
- Development of the 'whole child'
- Inclusion and diversity at the core

#### COLLABORATIVE CULTURE

- Harness, develop and share staff skills, Trust-wide
- Support every voice to be heard and valued
- Celebrate successes and share best practice

#### COMMUNITY ENGAGEMENT

- Mutually-beneficial business relationships
- Revenue generation through facility and venue hire
- Build reputation, locally and further afield, for the best staff recruitment and student opportunities
- Embrace civic responsibility

#### FINANCIAL & OPERATIONAL EFFICACY

- Operate with innovation and integrity
- Create value for schools through shared central resources and economies of scale
- Financial sustainability, through carefully managed funding and income stream generation, alongside budgeted expenditure
- Robust governance at every level
- Applying entrepreneurial spirit





## OUR VALUES – STAFF FOCUS

Having been developed through consultation with employees, Lionheart's 3 Ps are the values every staff member promises to embrace in their work. Through annual appraisals between employees and line managers, every employee is set – and works towards – a development target that is centred around one of Lionheart's Ps, ensuring development with purpose for both the employee and employer. For teaching staff, the 3Ps are connected to their core focus on teaching standards.

**Pupil-centred** – everything we do is centralised around the needs and wellbeing of our young people. We value nothing more than equity and quality learning for all pupils.

**Positive** – we embrace challenges, facing them with optimism and a determination to succeed

**Professional** – We model professionalism at all times, holding ourselves to the highest standard. All staff will be highly qualified; quality first teaching is at our core.

As a staff body, we also pledge to engage with our communities, with limitless enthusiasm and optimism, also striving for inclusivity and equality at every turn.



“All employees promise to be pupil-centred, positive and professional in their everyday work”



# STRATEGIC PRIORITIES

## SETTING OUT OUR VISION

In 2021-22 we worked to achieve the following priority objectives to achieve our aim of opening doors for young people in our Trust:



### 1 TRUST CULTURE: 'WE ARE GREATER THAN THE SUM OF OUR PARTS'

We will continue to create a culture of collective responsibility that is inclusive and supportive.

### 2 LEARNING FROM EACH OTHER AND DEVELOPING OUR STAFF

In order to drive forward improvement we will harness the skills, expertise and experiences of all our staff, build networks for groups of staff to share best practice, consider up to date research in our field and ensure CPD opportunities reflect need and aspiration.

### 3 DEVELOPING A COMMON LANGUAGE

To ensure optimum communication, support all stakeholders with clear central messages and facilitate effective joint working we will develop a common language around teaching and learning.

### 4 ENSURING INCLUSIVITY

We will create further opportunities for all colleagues to feel valued, supported and for their voice to be shared and heard whatever their background, experience or position.

### 5 INNOVATION IN EDUCATION

We will remain research informed and enable our staff to learn new skills, including technological skills, that will enhance all learning experiences and environments.

### 6 DATA ACCURACY

We will continue to be reflective and evidence-informed to know ourselves as well as possible and target interventions accurately and appropriately.

### 7 PREPARING PUPILS FOR THE FUTURE

Having a strong awareness of the local strategic economic plan and ensuring that our curricula provide opportunities to challenge our learners, enabling them to become critical thinkers who are confident to question, underpinned by strong skills and knowledge to be proactive contributors in their communities in the future.

### 8 PROMOTING OUR GOOD WORK WITHIN THE COMMUNITY

Building on our local reputation, we will endeavour to communicate and celebrate our successes and share best practice more widely to become an employer and educator of choice both locally and further afield.

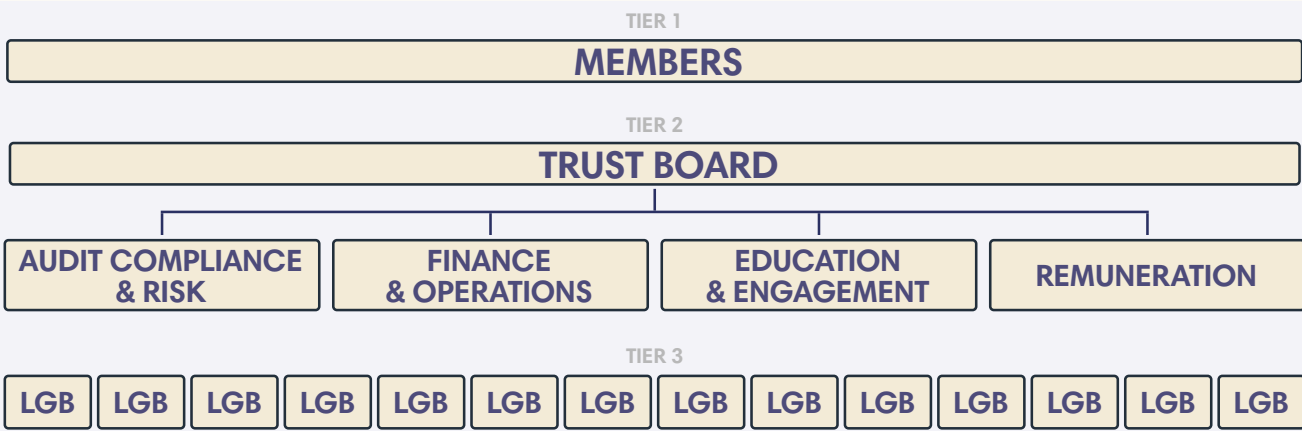
### 9 ENSURING CLARITY AND EFFICACY OF THE TRUST OFFER

Drawing together all of our expertise, services and facilities we will create mediums to communicate clearly to all stakeholders and those with an interest in Lionheart Educational Trust from further afield.



# GOVERNANCE

## LIONHEART EDUCATIONAL TRUST OPERATES A THREE-TIER GOVERNANCE STRUCTURE



\*LGB=Local Governing Body

### MEMBERS



As founders of our multi-academy trust, the role of members is to ensure that the Board keeps core priorities - providing education for children and young people - at the centre of its work, and retains its stated ethos and values.

Lionheart members are:



**Diane Miller**  
Retired Primary Headteacher with leadership and educational experience.



**Eddie Lansdown**  
Retired business owner with experience in engineering and financial operations.



**Michael Rusk**  
Episcopalian church vicar with experience in community leadership.



**Nigel Swan**  
Retired Head of Distributions and Chair of a local charity.

### THE BOARD OF TRUSTEES



The Board of Trustees provide strong strategic leadership, ensuring robust accountability for educational and financial performance. The Trust Board met five times during the academic year, with two meetings in the autumn, one in the spring and two in the summer term, inclusive of a Trustee strategy day.

Lionheart Trustees are:



**Anne Lamb**  
Chair of Trustees  
A Director of Human Resources at Loughborough University. Anne brings a wealth of experience including leadership and management, and Higher Education.



**Dilip Kadodwala**  
Vice Chair  
A retired HMI, with experience of holding schools and multi academy trusts to account. Dilip has extensive knowledge of education, safeguarding and governance, and is also the Chair of the Education and Engagement Committee.



**Byron Chatburn**  
Vice Chair  
Business owner, with experience in finance and business management, focusing on value for money for the Trust. Byron is also the Chair of the Finance Committee.



**Mark Grant**  
Homeless Charity CEO with experience in driving social mobility and multi agencies. Mark is a link Trustee to Deprivation.



**Sarju Raikandalia**  
Financial Chartered Accountant and current business owner, with experience of local governance, joining a trust and holding senior leaders to account.



**Jonathan Mansfield**  
An IT Consultant and Business Owner with experience of youth work and finance. Jonathan also has experience of training police cadets, safeguarding and law.



**Ian Harris**  
A retired engineer with experience of business management, premises and engineering. Ian supports with the Trust's estates.



**Catherine Thornton**  
Chief Education Officer of Primary Education in a multi academy trust outside of Leicestershire. Catherine has experience of SEND, strategic leadership and school improvement.



**Luise Vassie**  
A Non-Executive Chair for a housing association, with experience of risk evaluation, management, project and financial management, premises and health and safety.



**Kath Kelly**  
Executive Principal and CEO of Lionheart Educational Trust, with leadership and education experience.



**The Trust board have three core functions:**

- Ensuring clarity of vision, ethos and strategic direction
- Holding executive leaders to account for the educational performance of the organisation and its pupils, and the effective and efficient performance management of staff
- Overseeing the financial performance of the organisation and ensuring value for money

To ensure that the Trust adheres to the governance framework outlined in the Academy Trust Handbook and ensure a high level of scrutiny, the Trust board delegates some responsibilities to committees. Committees are made up of Trustees with specific knowledge and experience who, with the exception of the remuneration committee, met 3 times during the 2021-22 academic year and reported back to the Trust Board.

**The committees are:**

- Audit Compliance and Risk
- Finance & Operations
- Education & Engagement
- Remuneration

**LOCAL GOVERNING BODIES**



Each school has a Local Governing Body (LGB), which holds the school to account for; the quality of teaching and learning; the experience of pupils, parents and staff; the processes to ensure safeguarding and informal links with the local community and businesses. LGBs ensure that school leaders are mindful of the school's context and work within the overall vision of Lionheart Educational Trust. Each LGB governor links to a particular area of school life such as safeguarding, SEND or pupil premium.





# EXECUTIVE TEAM

## LIONHEART'S SENIOR LEADERS

Lionheart is led by an Executive Team, each experienced in their field, ensuring the expert operational and educational direction of the Trust. The team comprises a well-balanced mix of personnel with multiple years of service within the trust and its schools, as well as employees with more recent experience outside of the trust in both public sector and commercial roles.

Kath Kelly CEO							
Jenny Piper Gale Deputy CEO							
Sian Kalidoski Head of Marketing & Communications	Mo Chatra Chief Finance Officer	Ben Jackson Director of IT	Alex Petrie Director of Curriculum	Trish Barnard Head of HR	Sam Abel Head of Governance	Roger Taylor Director of Estates	Richard Heppell Director of Data & Exams

### Kath Kelly, CEO

Kath joined Beauchamp College in 2011 as Vice Principal, before being appointed Head of College, and then Principal in 2015. During this time, and with a lifelong commitment to education, she completed an MSc in Educational Leadership in 2014.



With over 25 years' experience in education, Kath became CEO of Lionheart Educational Trust in 2016, and has since worked to raise standards across the Trust by changing staff culture through empowerment and encouragement to share best practice; all with outstanding results. She has an unwavering dedication to improving diversity and ensuring inclusivity, and during her time as CEO has also gained a wide range of experience line managing sizeable teams in Finance, Estates and IT.

Kath provides strategic direction for all schools within the Trust. Her real passion lies in working with schools who are facing challenging circumstances.

### Jenny Piper-Gale, Deputy CEO

Jenny joined Beauchamp College in 1998 as a Teacher of Biology with a degree in Natural Sciences from Cambridge University, and since then, has held numerous roles across the Trust including AST, SENCO, Head of Inclusion, as well as gaining extensive SLT experience including at Headship and Executive Headship Levels. Whilst working for the Trust Jenny has gained her Masters in Educational Leadership, Diploma in Special Educational Needs and both her NPQH and NPQEL.



Jenny has a wide range of experience of all areas of education with a particular interest in Holistic Development: inclusion, attendance and behaviour and Academic Excellence: curriculum design and improving attainment and progress at both Secondary and Primary Level.

Jenny's responsibilities include school improvement, intelligent use of data, curriculum design at both primary and secondary phase, whole Trust attendance, SEND provision, and admissions as well as line managing Executive Principals.

### Mo Chatra, Chief Finance Officer

CIPFA-qualified chartered accountant, Mo, joined the Trust in September 2019 from the Department for Education where he worked for seven years as a Project Director on the Priority School Building Programme.



Mo brings considerable public sector finance skill to the Trust, as well as experience of project management, procurement, commercial and contract negotiation and management.

At Lionheart, Mo is responsible for all areas of finance including: statutory reporting; maintaining a healthy and sustainable financial position; audit and other internal scrutiny reviews; accessing funding and grants; investment of surplus funds; pay and pensions; procurement; and the Enterprise arm, which includes lettings and contracts.

### Ben Jackson, Director of IT

Ben joined the Trust in April 2016 with 20 years' experience delivering and supporting IT systems in all types of educational establishments, having previously worked for a large IT managed service provider with overall responsibility for educational IT services throughout the UK and Channel Islands.



Ben's role at Lionheart includes full life cycle management of all IT systems and overseeing IT Support across the Trust as a centrally delivered service. As SIRO, Ben leads the Data Protection Team to ensure legal compliance. Ben also manages the Digital Design and Development Team for in-house software creation and digital content.

### Roger Taylor, Director of Estates

With over 40 years' experience working in different types of educational establishments, Roger worked for Leicestershire County Council before joining Beauchamp College. While at Beauchamp, Roger managed a £10 million master plan rebuild of the college site, before moving into a Trust-wide role as Director of Estates.



In his role at Lionheart, Roger leads on Trust-wide premises development, repairs & maintenance, compliance and health & safety, new build project delivery and school condition allowance funding.

### Sam Abel, Head of Governance

ICSA Academy Governance qualified, Sam joined Lionheart in March 2021 with a wealth of governance and associate educational experience.



At Lionheart, Sam leads the governance arrangements to ensure that the Trust and local governance measures are robust and accountable for educational and financial performance. She supports and guides Governors and Trustees to ensure that their role is both fulfilling and effective and, along with the Executive Team, provides assurance for the Board in relation to some of the key areas of Trust compliance.



### Trish Barnard, Head of HR

Trish joined the Trust in March 2022 from Local Government, where she was HR lead for Employee Relations, Organisational Development, Equality, Diversity and Inclusivity and Staff Wellbeing.

A chartered member of the CIPD, Trish brings diverse sector experience from a range of public sector roles, covering HR, OD and employment law.

Trish leads the HR across Lionheart schools and central Trust, with responsibility for; contracts; recruitment; HR administration; casework supported by HR business partners; staff policies and procedures; Apprentice Levy; HR compliance; occupational health and staff wellbeing; diversity and inclusion.



### Sian Kalidoski, Head of Marketing & Communications

Having started her career marketing government-led national adult education campaigns, CIPR-qualified Sian then gained 20 years' marketing and communications experience in various private sector industries, before joining Lionheart in 2020.

At Lionheart, Sian's responsibilities include admissions marketing for EYFS, KS3 and KS5; media relations; and internal communications.



### Alex Petrie, Director of Curriculum

Trained English teacher, Alex, joined Beauchamp College in 2007, having subsequently held a variety of leadership positions including as Head of English, Assistant Principal in charge of data and assessment, Vice Principal for Curriculum and Standards and as Specialist Leader in Education for CPD. Alex has also worked closely in a trust capacity as Lionheart has grown.

Alex now manages a team of curriculum leaders and directors of learning, leading on strategy to devise, revise and refine both the academic curriculum and the personal development curriculum.



### Richard Heppell, Director of Data & Exams

Richard joined Beauchamp College in 1992 as a Teacher of Biology, then becoming Head of Department. He became one of the nation's first appointed Advanced Skills Teachers, before heading up a new Computer Science faculty and later joining the college senior leadership team as a strategic leader with responsibility for remote learning, admissions and timetabling.

Having moved into a Trust-wide role in September 2021, Richard now leads the Data Team overseeing the integrity and maintenance of the staff, parent and pupil data held in the Trust systems. Richard and his team maintain dashboards and reports that provide regular progress to each school and the central trust.



“Lionheart is led by an Executive Team, each experienced in their field, ensuring the expert operational and educational direction of the trust.”













# OUR SCHOOLS

## HIGHLIGHTS FROM OUR COMMUNITY OF SCHOOLS

Lionheart comprises 11\* schools across Leicester and Leicestershire, made up of four primaries, six secondaries (two with sixth form provision) and one dedicated sixth form.

*\*Preparation work took place during the year for 3 new schools to join Lionheart at the start of the 2022-23 academic year.*



1	<b>Beauchamp College</b> Ridge Way, Oadby, Leicester LE2 5TP T: 0116 272 9100 Associate Principal: Alice King	
	<b>Brocks Hill Primary</b> Howdon Road, Oadby, Leicester LE2 5WP T: 0116 271 4885 Head of School: Cathryn Shilling	
2	<b>Sir Jonathan North Girls' College</b> Knighton Lane East, Leicester LE2 6FU T: 0116 270 8116 Principal: Rose Angus	
3	<b>Judgemeadow Community College</b> Marydene Drive, Evington, Leicester LE5 6HP T: 0116 241 1920 Principal: Jason Smith	
4	<b>Beauchamp City Sixth Form</b> South Albion Street, Leicester LE16 JLT T: 0116 497 9330 Principal: James McKenna	
5	<b>Martin High School</b> Link Road, Anstey, Leicester LE7 7EB T: 0116 236 3291 Associate Principal: Nina Smith	
6	<b>The Cedars Academy</b> Wanlip Lane, Birstall, Leicester, LE4 4GH T: 0116 267 7107 Associate Principal: James Rolfe	
	<b>Highcliffe Primary School</b> Greengate Lane, Birstall, Leicester LE4 3DL T: 0116 296 7600 Head of School: Hannah Harris	
	<b>Hallam Fields Primary School</b> Long Meadow Way, Birstall, Leicester LE4 3LL T: 0116 267 0550 Head of School: Ifat Sultana	
	<b>Riverside Primary School</b> Wanlip Lane, Birstall, Leicestershire, LE4 4JU T: 0116 210 7373 Head of School: Kate Harvey	
7	<b>Humphrey Perkins School</b> 74-78 Cotes Road, Barrow Upon Soar, Loughborough, LE12 8JU T: 01509 412385 Associate Principal: Della Bartram	



## BEAUCHAMP COLLEGE

### LOOKING BACK AT 2021-22



The founding school of Lionheart Educational Trust, Beauchamp is a large college with over 2000 students aged 11-19 across key stages 3, 4, and 5.

### Awards & Achievements

- Awarded the Eco-schools Green Flag in July.
- In November 2021, the college were awarded the AcSEED Award, which recognises schools that adopt best practices to support the emotional wellbeing and mental health of young people.
- Beauchamp were delighted to welcome families back to their theatre, for their first performance in three years of 'Matilda'.
- Diversity week was back with a bang for 2022, packed full of activities for all year groups, including 'Wise Up' team building, diversity workshops, sports day, bunting design, NCS team building, Beauchstock and Culture Day.
- Students enjoyed their school trips, including to Harry Potter World and the Yorkshire Wildlife Park.
- The student-led newspaper, Be Heard, was launched showcasing the work of students in Key Stages 4 and 5.
- The college's new state-of-the-art fitness suite with equipment from Freemotion and powered by iFIT opened, with Beauchamp College the first educational establishment in the UK to install such a fantastic facility for its students.
- In collaboration with Football Foundation, Oadby and Wigston Borough Council, Gartree High School, Oadby Owls, Tiger Turf UK, and McArdle Sport Tec, the College officially opened the Oadby 3G pitch on site.



### Key Headlines



- GCSE results at Beauchamp College were significantly above national average, and in the highest 20% for 2022.
- The college's GCSE students achieved an Attainment 8 score of 62, compared to the Local Authority average of 48.8.
- 77% of students achieved a grade 5 or above in English & maths GCSEs, compared to the local authority score of 51%.
- A Level grades at the college were significantly above the national average, with Beauchamp students achieving at least AAB in 3 A levels (26%), which is in the highest 20% in 2022 nationally!
- Continuing to top the national figures, Beauchamp's A Level students average point score per entry in the best 3 A levels (41) were significantly above national average and in the highest 20% in 2022.
- Following completion of their A levels, 73% of Beauchamp's students went on to study at university, with 40% choosing to study at a Russell Group university.

### Community engagement



- Through a number of fundraising events, the college raised £9465.31 for their chosen charity, UNICEF.
- Sixth form students ran a variety of lunchtime clubs at Brocks Hill Primary school

### Parent Quotes



*'The progress my daughter has made already is notable and that is due to the quality of lessons and structured outputs expected by the school.'*

*'I like the way the college endeavours to create a positive atmosphere where pupils are proud to be from Beauchamp. I think there is a good range of curriculum especially modules such as Theatre Design.'*

*'I like the amazing work that the pastoral care and student support services provide. I really do think they go above and beyond to make the pupils and parents feel supported.'*

*'There have been some really great topics covered in lessons and I've been impressed with the inventive ways they are taught and how engaged the children have been.'*

*'During the lockdowns I was very impressed with the online lessons and resources and felt that Beauchamp was providing a great level of education despite the circumstances.'*

*'I feel my children are well supported by the wellbeing team should they need it. My children enjoy learning at Beauchamp and I feel that academic excellence is a priority.'*

## BEAUCHAMP CITY SIXTH FORM

### LOOKING BACK AT 2021-22

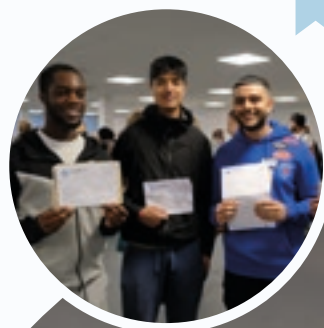


**A** A dedicated sixth form at the heart of Leicester city, offering specialist academic teaching for 16-19 year olds.

### Awards & Achievements

- 98% of students completed their courses.
- Overall student attendance was strong at 97.4%
- 19% of students in Beauchamp City's first cohort progressed to a Russell Group university after their A-levels, compared to 8.1% (Leicester City) and 15.1%(nationally).\*
- 83% of students progressed to university, with 6% taking an alternative route including apprenticeships and 8% on a gap year.\*\*
- Successful progression to Oxford and Cambridge Universities from a number of students.
- A huge 53.5% of students achieved at least 1 A\*/A.
- The average point score of ABB including 2 facilitating subjects was 21.8% compared to 16.5% nationally.
- Exam outcomes were above the 2019 national for average grade.

\*Comparison figures from 2021 \*\* Remaining data not submitted by students



### Key Headlines

- There were high levels of participation in musical and spoken word performances through the sixth form's 'Live Lounge' events organised by the students.
- Around £1000 was raised through fundraising activity for a range of charities including LOROS, Amnesty International, Islamic Relief and Children in Need.
- Significant donations were made to local food banks.
- Beauchamp City Sixth Form received 1500 applications and accepted 490 students in Year 12.
- The school continued to develop its practice ensuring that metacognitive processes were part of every subject curriculum and also that each individual has a good understanding of how to maximise their learning.
- Beauchamp City focused on the development of oracy across the curriculum and used a range of techniques to ensure that all students had the opportunity to use their voice during lessons.
- Students were offered 23 different extracurricular activities, from basketball to science academic journals club, with 52.2% of students participating in at least one activity.
- A group of intrepid adventurers went to Austria for the first ever Trust-wide ski trip led by Dr Wheeler from the physics department.

### Outreach and Partnership



Students at Beauchamp City worked closely with a wide range of partners to widen their learning beyond the classroom, including:

- University of Cambridge
- University of Oxford
- University of Warwick
- University of Sheffield – Discover Sheffield
- University of Leicester – Realising Opportunities
- University of Lincoln – Maths and Physics programmes
- Amazing Apprenticeships
- Uppingham School – Preparation for Oxbridge / Medicine
- LLEP and LEBC on interview practice with employers
- Mattioli Woods on internship and apprenticeship programmes
- Life project in collaboration with LOROS (Hospice charity)
- Leicester Speakers public speaking project
- Amnesty International student group

### Parent Quotes



***"Fantastic teachers, structured environment."***

***"The care and support the staff and the teachers have given to my child has been immense which has boosted his confidence in various ways."***

***"The quality of teaching and support that teachers give if students approach them is excellent."***

***"The dedication they have towards ensuring students get the best possible grades and the friendly environment."***

***"Staff are incredibly supportive and are always willing to help a student both academically as well as in their personal development."***





## BROCKS HILL PRIMARY SCHOOL

### LOOKING BACK AT 2021-22



A popular primary school adjacent to Beauchamp College in Oadby, welcoming 4-11 year-olds from the Oadby area.

### Awards & Achievements



- At Leicestershire Live Education Awards 2021 Brocks Hill was awarded the Healthy Schools Award, and one pupil awarded Student of the Year award and Community Champion.
- At the Leicestershire Schools Local Learning Partnership Awards the school received the Active Travel Award and two pupils were given awards for being Sports and Wellbeing ambassadors.
- One teacher gained the NPQML and another gained the National SEND qualification.
- 97% of children met the expected standard in the Year 1 Phonics screening test, which was significantly above national and in the highest 20% of all schools in 2022.
- Key stage 1 SATS attainment in mathematics was 82%; significantly above national achievements and in the highest 20% of schools in 2022.
- Attainment in Reading and Writing was above national averages.
- Attainment in Key stage 2 SATS for reading, writing, spelling, grammar and punctuation, and maths was significantly above national achievement and in the highest 20% of schools for each of these subjects in 2022.
- Key stage 2 attainment was significantly above national and in the highest 20% in 2022.

### Key Headlines



- SEND pupils achieved well at Brocks Hill. In Year 6 SATS 100% of SEND learners were working at expected levels.
- A new playground was installed for Foundation Stage, which children have enjoyed.
- Brocks Hill offered a broad range of before and after school clubs including STEM, pickleball, tennis, football, multisports, environment and art. 43% of pupils attended at least one of these clubs.
- Brocks Hill worked with Beauchamp College for the stage production of 'Matilda'. The children really valued the experience of working with older students, performing to a large audience and learning lots of new skills.
- Pupils took part in a range of awareness days eg Anti Bullying week, Wellbeing week, World Autism Acceptance week, Diabetes awareness day, British Science week, LGBTQ month and Black History Month.
- Brocks Hill loved representing the diverse range of faith groups in the school community, by celebrating Diwali, Eid, Christmas, Lunar New Year and Vaisakhi.
- Leicestershire Cricket Club delivered to pupils and offered match day opportunities where several pupils were flag bearers for the team at the Cricket Ground, live on Sky Sports TV.
- All Year 4 pupils achieved the Lionheart Character Award.
- The busy before and after school provision looked after over 80 pupils throughout the year.
- Brocks Hill continued to maintain the Silver UNICEF Rights Respecting Schools Award and is working hard to gain Gold in 2022-23.

### Trips and Visits



- Enrichment activities throughout the year included Bosworth Battle Field, Beaumanor Hall WW2 day, Warning Zone, Tamworth Castle, Gruffalo Hunt and River Soar.
- Year 5 pupils also took part in a wonderful Residential Trip.
- A visit from local author Harry Meredith, where he talked about his collection of football stories as part of World Book Day celebrations, was popular with pupils.

### Community engagement



- The school worked hard to engage parents using digital media while it was not possible for them to be on site, with online parent workshops on reading, phonics and helping your child manage their emotions all well attended.
- Friends of Brocks Hill (parent association) re-established with a new committee and team, holding several successful events throughout the year including the Summer Fayre and Easter Eggstravaganza.
- School enjoyed welcoming parents back on site for events which included Sports Day and end of year celebrations.
- Brocks Hill generously supported local food banks for Harvest and 12 days of advent food bank collections.

### Parent Quotes



*"I like the diversity of the pupils and that my child can learn about the beliefs and lifestyles of others in the community and around the world."*

*"Brocks Hill is an exceptional school that nurtures and helps a child to succeed in all aspects of their school journey."*

*"I love the school mindset and the holistic and strong emphasis on the emotional development."*



## THE CEDARS ACADEMY

### LOOKING BACK AT 2021-22



The Cedars Academy is an 11 to 18 academy in Birstall, Leicestershire, incorporating Cedars Martin Sixth Form. The school prides itself on a culture of high aspirations and hard work.

### Awards & Achievements

- Anti-bullying trademark award was achieved.
- The school achieved its highest ever progress 8 score and also bucked the national trend by reducing the pupil premium gap by half.
- Attendance across the year was 92.8%, which is above the national average.
- Year 10 students achieved a Bronze Crest Award from the National Science Learning Centre, for their Food Science project.
- The Cedars Year 11 football team became County Cup Champions.
- The school were oversubscribed for Year 7 entry for the second year running.



### Key Headlines

- Many students engaged in a wide range of after-school clubs, including debate club, fitness club and eco-club.
- The Cedars hosted a variety of trips which included performances of Othello and Macbeth, and visits to Leicester Market, Richard III Centre, Birstall Church, Birmingham careers fayre, De Montfort University, the Peak District, Yorkshire Sculpture Park, and a ski trip to Austria.
- Guest speakers at the school included local employers for careers assemblies, award-winning Dr Claire Wood spoke about her work on Decoding Dickens, and theSsh project.
- Endeavour, Cedars' new specialist provision was built and welcomed prospective students for visits, prior to its opening in September 2022.
- All Learning Support Assistants completed Cognitive Behavioural Training.
- All staff completed Trauma Training.



### Community engagement



- School leadership recorded videos about the school's new approach to behaviour to engage and enlist the wider support of parents and carers.
- The Art and Design department held an exhibition for parents to see the amazing artwork produced during the year.
- Pupils completed the Silver Duke of Edinburgh award, which saw them volunteer and support the local community around Birstall.
- Cedars Martin Sixth Form worked closely with De Montfort University, who visited year 12 and 13 students on site to deliver sessions on personal statements, finance and budgeting, life at university and how to complete an application through UCAS.
- Year 12 students attended a careers fayre at the university to help them with their future pathway choices.

### Parent Quotes



*"It is apparent that you have a clear vision for the future of the school."*

*"I like the positive spirit, the ambition and the references to the 'holistic' development of students, suggesting that every child has a unique experience."*

*"My child has received some fantastic additional opportunities outside the curriculum which have been transformational."*

*"There are very supportive and positive teachers who inspire and motivate my child."*

*"The pastoral support both my children have received has been fantastic. My daughter achieved brilliant GCSE grades and has stayed on for year 12."*

*"The Sixth Form ethos with supportive staff provides a good working environment for my son. Clear aspirations are discussed and valued so helping him to fulfil his potential. He talks positively about what he wants to achieve."*

*"The school feels professional with high standards and expectations. The teachers that I have had contact with are compassionate and understanding."*

*"The extra curricular activities that have been put on are excellent, so thank you for this - Christmas Concert, learning the poems, Basketball trip."*

*"Its commitment to being inclusive especially for LGBTQ+ community is brilliant."*

*"The headteacher's vision of the school is very clear and compelling. He is passionate about raising the school's standards."*



# HALLAM FIELDS PRIMARY SCHOOL

## LOOKING BACK AT 2021-22



Opened by Lionheart in 2018, this is a small one-form entry school in the heart of the new Hallam Fields estate in Birstall.

### Awards & Achievements



- Hallam Fields established a group of Eco Ambassadors to support the school's eco work
- The Eco-Schools Green Flag award was achieved
- There was a fantastic 87% pass rate in the Year 1 national phonics test
- 80% of EYFS children achieved a 'Good Level of Development' at the end of the school year
- The Head of School passed the NPQH training with the Executive Head passing the NPQEL.

### Key Headlines



- The after-school programme was a success, with five different clubs across the week each group averaging 25 children in attendance
- Growth of Breakfast Club allowed the school to set up an after-school club to complete their wrap around care offer to parents and carers
- The school's Ofsted inspection report of January 2022 noted that Behaviour and Attitudes, Personal Development, and Early Years, were all 'Good'.
- In their inspection report, Ofsted said:  
*"This is a happy and inclusive school. Pupils behave well. They are courteous and polite. They know that everyone should be treated equally. As one pupil said, 'Diversity is important to us.'"*  
*"Relationships between staff and pupils are positive. The school has a nurturing ethos in which all pupils are valued and looked after."*  
*"The provision for pupils with special educational needs and/or disabilities is a strength of the school. Staff are united in their ambition for these pupils to do well."*

### Trips & Visits



Children at Hallam fields enjoyed a variety of educational and leisure outings to:

- Warwick Castle
- Bosworth Battlefield
- Tamworth Castle
- Wheelgate Park

### Community engagement



- A massively successful Queen's Jubilee celebration – 'Picnic on the field' - was hosted where all parents and carers were welcomed to join children on the school field. It was met with a great response from parents with many families enjoying the occasion.
- The school supported the local food bank at Christmas filling eight huge hampers with food and toiletries.
- Further fundraising support for three charities across the year, raised:  
**£114.50** for Children in Need  
**£136.50** for the Poppy Appeal  
**£117.30** for Hello Yellow

### Parent Quotes



- "Teachers are fantastic and my daughter enjoys going to school."*
- "Teachers are friendly and welcoming."*
- "Beautiful well-maintained school with brilliant, friendly staff."*
- "All teachers are extremely friendly and it feels like a family environment, being small it's nice for the kids."*
- "The school is constantly striving to improve and does listen to parent feedback"*
- "My child feels safe and happy there. Diversity and teamworking are valued and the children clearly share these attitudes. The staff clearly respond to each child as an individual."*
- "The SEND facilities are fantastic (sensory room, forest school, the pirate ship, sensory circuits) and I feel safe and happy knowing you have my child's best interests at heart. I like that the school priorities well-being and promotes inclusion. The school works with parents to overcome any challenges."*
- "The family feel to the school, that both my children love going to school and are always happy on pick up."*



# HIGHCLIFFE PRIMARY SCHOOL

## LOOKING BACK AT 2021-22



One of three Lionheart primary schools, for 4-11 year olds, serving the Birstall community.

### Awards & Achievements



- The school sustained achievement of the School Games Mark gold award, which recognised commitment to competitive sporting opportunities.
- 100% of Year 4 pupils achieved the Lionheart Character Award.
- The Head of School gained the NPQH, the Executive Head gained the NPQEL and three teachers gained their NPQSL
- A member of staff became a certified Forest School Practitioner
- Throughout the year children accessed a wide range of play and learning activities including cooking, Forest School, arts and crafts, martial arts, multi skills and handball.

### Key Headlines



- Highcliffe established a WELL staff team (Wellbeing in Education Link Leaders) committed to providing wellbeing and mental health support to groups and individual pupils.
- With a commitment to developing outdoor facilities for pupils, the school had a multi-use games area installed to create extra space for outdoor play and learning.
- The onsite swimming pool re-opened, post pandemic, and once again offered swimming lessons to pupils through the affiliated swim school, 'Swim With Jo'.
- Year 3 enjoyed a 'Viking Day' and Year 1 got involved in a 'Toys from the Past' workshop; both led by external experts. The children dressed up and fully immersed themselves in their history curriculum.
- The school engaged in a wide variety of 'awareness' opportunities e.g. Anti Bullying Week, Wellbeing Week, World Autism Acceptance Week, Diabetes Awareness Day, British Science Week, LGBTQ+ Month and Black History Month.
- A broad range of after school clubs and opportunities were well-attended by pupils, including cooking, cricket and arts and crafts.
- The successful afterschool club provision cared for over 50 pupils each term.



### Trips & Visits



School trips and visiting experts were vital at providing pupils with a range of opportunities and experiences. As part of the curriculum offer, children visited or experienced:

- EYFS** Stonehurst Farm
- Year 1** Toys from the Past workshop
- Year 2** Warwick Castle
- Year 3** Viking Day workshop
- Year 4** Bosworth Battlefield
- Year 5** The Space Centre
- Year 6** A week-long Residential at Pioneer Activity Centre, and visit to The Holocaust Centre

- Pupils loved their visit from local author of the Football Rising Stars series, Harry Meredith.

### Community engagement



- The PTA continued to successfully fundraise for the school, with £6800 spent on supplying year 6 leavers' hoodies and a leaver event, books for the school, Times Tables Rock Star subscription, contributions for the outdoor library, and Christmas gifts of games and books for each class.
- The school doors were re-opened, post-pandemic, and welcomed parents back into school for 'Learn with me' events, open classrooms and books looks, as well as parents' evenings, coffee mornings and parent forums.
- Parent workshops on reading and phonics were well attended.
- Highcliffe parents, carers and staff generously supported the local food bank and national and international charities through further fundraising.

### Parent Quotes



- "The transition events before the summer to get started in EYFS helped massively."*
- "My daughter absolutely loves attending Highcliffe Primary School and is very proud to tell everyone that it is her school!!"*
- "I find all the staff approachable and feel they are invested in my son."*
- "The investment in buildings and facilities for Highcliffe pupils is really good."*
- "The education curriculum works well and seems to develop and prepare children for higher education really well."*
- "Highcliffe is a friendly and welcoming environment. There's a diverse community and lots of engaging activities for my child."*



## HUMPHREY PERKINS SCHOOL

### LOOKING BACK AT 2021-22



**H**umphrey Perkins School is a small 11-16 school in rural Barrow-Upon-Soar with big ambitions for pupils.

### Awards & Achievements



- Kate Hopkins, Head of Humanities gained a substantial amount of money from the schools' eco garden competition, to be used on the Secret Garden project.
- Teachers Sophie Maine and Matthew Rofe achieved their SENDCo qualification.
- Kirsty Kirby qualified as an Access Arrangements Assessor and completed her Careers Leader Course.
- Robyn Hill completed Calm Training to further support students with attachment.
- Kris Cross was a finalist in the Leicestershire Live Education Awards for Support Staff of the year.
- Alys Miller, Head of Science, achieved her NPQSL.
- The school's work meant they continued to hold the Anti-Bullying Gold Award for another year.
- Students won the Under 13s Cricket County Championship.
- Year 7 and 8 won all four categories in the area for the Sports Hall Athletics arena tournament and progressed to the county finals.
- Some KS3 students entered a regional live Maths competition. They won the heats that day and came 9th in Leicestershire overall.
- All Year 7 students completed their Passport scheme - their Graduation was a fantastic event featuring mortar boards and a catwalk and was shared with their proud families.
- The first cohort of students started the Duke of Edinburgh Bronze Award - all passed.



### Key Headlines



- 2021-2022 saw a huge increase in applications to join Humphrey Perkins with 30 students being placed onto a waiting list once over 180 places were allocated to future Year 7 students.
- A bespoke and wide-ranging extra-curricular programme was created for students, with clubs and events offered every lunchtime and every day after school.
- The school hosted their first post-pandemic SEND event for all parents of SEND students to celebrate their success over the year.
- Extra-curricular opportunities were re-energised and students were particularly happy to see the return of Dissection Club!
- The first Performing and Creative Arts show was held since COVID and it was an enormous success.

### Trips and Visits



Over the course of the year, the school were pleased to be able to offer their students the chance to take part in a range of trips and visits, with highlights that included;

- University visits
- Theatre trips
- Include Summit
- Geography field trips
- Dance workshops
- Lionheart Pride Festival
- Leics & Rutland Summer Festival

### Community engagement



- Humphrey Perkins raised £3350.00 for Children in Need, Comic Relief, UNICEF for Ukraine, Save the Children, and Royal British Legion.
- The school donated over 20 hampers to The Trussell Trust Food Bank Appeal in Loughborough and 12 hampers to the Barrow Good Neighbour Scheme for local residents.
- Staff held four coffee mornings for parents/carers which were well attended.
- The Parent Ambassador Group met four times and played a key role in school improvement and communications. They recruited 4 new ambassadors taking the total to 11.
- Staff created 'Humphrey Perkins live tours' to bring parents back on site.
- The school hosted an online parent forum on revision techniques and exam preparation for Year 11 families.
- Pupil premium and Special Educational Needs and Disability (SEND) parent coffee mornings and workshops were held to improve the school experience for these learners.
- Students demonstrated their generosity: 80 coats were collected for the Coat4Calais Christmas coat appeal and over 5000 crisp packets were collected and sent to the Crisp Packet Project to be recycled into waterproof sleeping bag covers for the homeless.

### Parent Quotes



***"My child has progressed above and beyond what we were expecting from him. He appears to be happy and the teachers praise him. This has encouraged him tremendously."***

***"Good leadership. Fantastic teachers. Amazing library"***

***"The grounds and recent estates improvements are positive. The school is committed to creating a nice environment. The SEND facilities appear of a high standard. The individual staff, when contacted are very keen to help. Extra-curricular activities are being brought back in which is good to see."***

***"I think the teaching is a high standard and generally compared to other schools it is a calm environment."***

***"Senior Leadership Team and teachers seem to have the students and their best interests at the centre of what they do."***

## JUDGEMEADOW COMMUNITY COLLEGE

### LOOKING BACK AT 2021-22



Judgemeadow is a mixed 11-16 secondary school located in Evington, which promotes a culture of respect, kindness and hard work.

### Awards & Achievements

- Judgemeadow's Eco Club were successfully awarded the Green Flag, with students attending a celebration event at City Hall.
- An external safeguarding review confirmed that systems and procedures at Judgemeadow were exceptional.
- A teacher from the college was awarded NQT of the Year at the Leicestershire Live Education Awards.
- Wellbeing ambassadors received training from ACTIVE Mind Project and subsequently worked with all students to promote wellness among their peers.
- With newly implemented weekly attendance tutor-led sessions and termly attendance awards, the school's attendance figures remained above national average.
- 77.4% of GCSE grades across all subjects at Judgemeadow were awarded at grade 4 or above (73% nationally)
- 64.8% of Students at Judgemeadow were awarded a grade 5 or above in mathematics (56.6% nationally)
- 76.2% of students achieved at least a grade 4 in mathematics and English (in 2019 this was 65% in England state funded schools)
- In 2022, Judgemeadow students achieved a Progress 8 score of 0.25; the best in the school's history!



### Key Headlines

- The school offered a wide range of extra-curricular clubs including, girls' fitness, Lego club, karaoke club, music ensembles, football club, art, yoga, STEM, and homework clubs.
- Over the course of the academic year, over 1200 students took part in at least one extracurricular activity.
- Many students across all year groups entered external competitions which included a World Book Day creative writing exercise, the JMCC Poetry by Heart competition, a MFL Spelling Bee, and the Reading Rampage Challenge.
- A large number of Judgemeadow students competed at the East Leicester Athletics event at Saffron Lane Athletics stadium.
- Students benefited from a number of trips and visits, with highlights including Cadburys World, King Richard III Centre, the Festival of Singing at De Montfort Hall, various theatre trips, The National Space Centre, Zoolab workshops and Geography field trips.
- Careers talks for students included from a successful video game designer, a talented illustrator, a seasoned film production and design professional, a renowned astronaut and author, and a talented writer.

- Following student elections, Judgemeadow appointed Student Council Representatives who attended regular Student Council meetings, allowing the students' ideas and concerns to be shared.
- A number of initiatives aimed at educating and raising awareness of important topics engaged students and included The Shush Project, The Brave Project, and Theatre performances such as 'Breaking the Chain' by the Alter-Ego Theatre Company. These played a critical role in empowering students to promote positive social change.
- In April, the school held their first Culture Day, where all students dressed in clothes which reflected their culture and were taken on a 'journey around the world'. Judgemeadow's corridors were a sea of colour and sparkles! Students commented it was 'the best day of the year'.
- Students created their very own Podcast, 'In the Meadows', which was made available on YouTube.

### Community engagement

- As part of Clean Air Day in June, students decorated a nearby road and took part in a range of outdoor games, activities, and science experiments. The school also invited parents and the wider community into the hall for a spot of tea and cake.
- In association with the Leicester Muslim Police, Judgemeadow hosted a Ramadan Iftar party, with local community leaders coming together for the breaking of a fasting day in Ramadan.
- The school welcomed parents and carers on site for termly Music Concerts.
- A Knife Crime Workshop led by the police was open to parents in the community, supporting the prevention of knife crime.
- Atlas Boxing Community club ran very popular boxing sessions at the school as extra-curricular sessions for students.
- In November students were invited by St Denys Church in Evington to attend a Local Community Remembrance event and recite a poem to remember the fallen.
- Principal Jason Smith and Team Leader Saiful Chowdhury were invited to Radio Ramadan to discuss the school and its young people.
- Pupils from local primary schools were invited to Judgemeadow to take part in taster lessons in Spanish and French.
- The ECO Club organised community litter-picks, fundraising and awareness raising events throughout the year.



### Students and staff at Judgemeadow raised a total of **£2,248.07** for a number of charities including:

- |                                      |                       |
|--------------------------------------|-----------------------|
| Leicester YMCA £252.29               | British Legion £63.91 |
| Open Hands Trust (Leicester) £252.30 | Winstons Wish £51.15  |
| Ukraine Appeal £814.65               | UNICEF UK £813.77     |





## Parent Quotes



*'I notice how hard the school works for all students, even those with problems. I see also how passionate the teaching staff are.'*

*'I like the atmosphere of the school. The reception staff are very welcoming and the SEN teacher was very informative when my child first started'*

*'Children speak highly of Personal Development lessons, e.g. sexual harassment.'*

*'I am very happy with the learning and development that the school provides. As well as all the sports facilities.'*

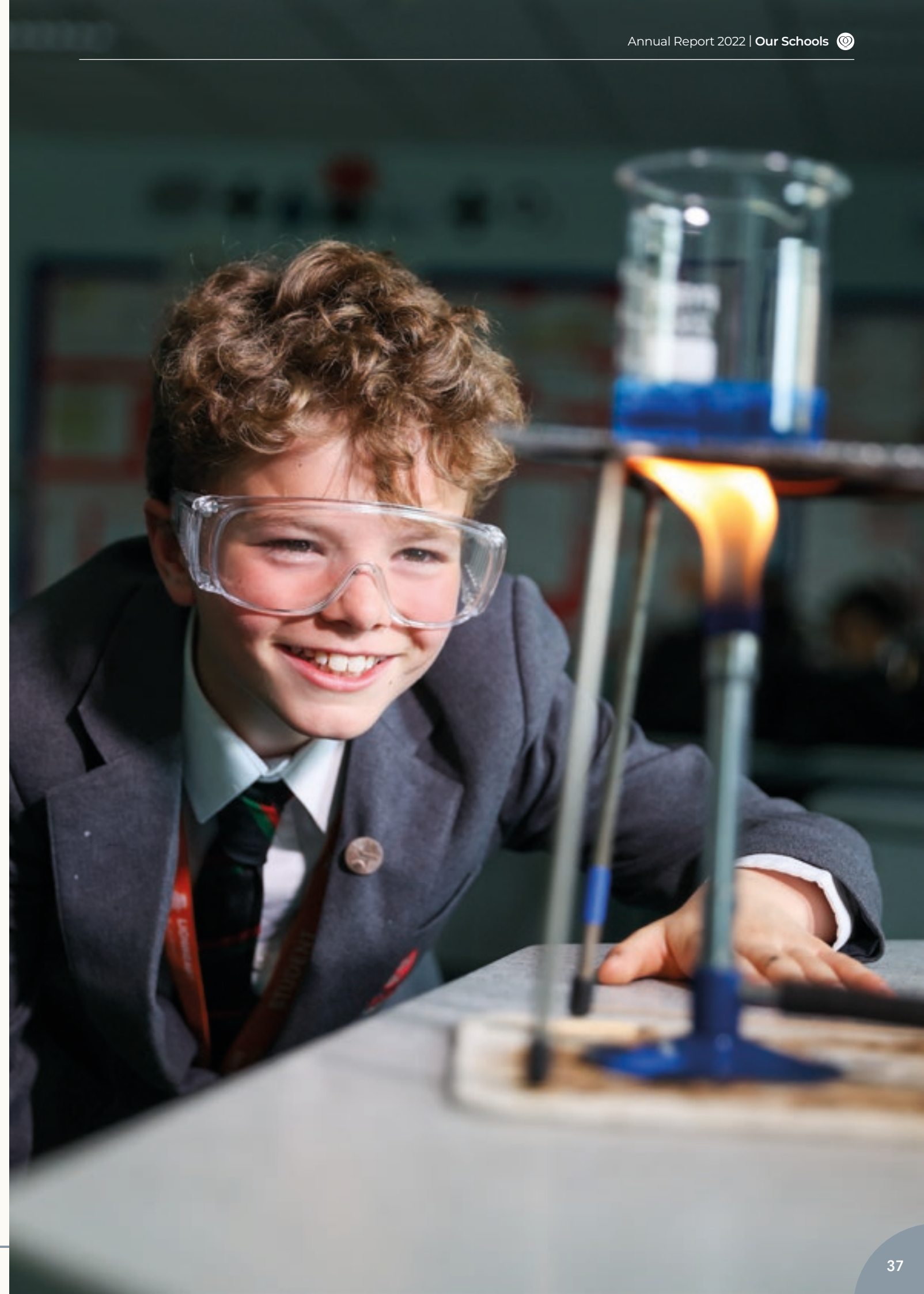
*'They have a good environment for kids, the staff are very friendly, the education system they use is effective, the teacher and student relationship is good, they have good facilities and resources to help children, they communicate with parents regularly, the behaviour policy is good and, in my opinion, the best thing is that this school is multi-cultural and they appreciate different cultures.'*

*'My child is happy at Judgemeadow school I think is one of the best schools in this city if not the best it has really improved and improving every year well done to the all staffs'*  
*'Staff are very helpful throughout; educational quality is perfect and is well managed overall.'*

*'Judgemeadow is an amazing school and everyone can learn.'*

*'The staff are very committed to students' welfare, progress and achievements.'*

*'I love the location and facilities the school provides. I am confident the senior leadership team are working well to take the school to a high standard.'*





## MARTIN HIGH SCHOOL

### LOOKING BACK AT 2021-22



**A**n 11-16 school in Anstey, providing a balanced and broad curriculum to all learners.

### Awards & Achievements



- 60 learners achieved a Bronze Crest Award as part of STEM Day.
- ECO Club Green Flag status was achieved.
- Teachers raised over £100 during Mo-vember for cause areas including Mental Health and Suicide Prevention.
- One student secured a STEM grant of £1540.
- STEM learners won a national competition for PepsiCo, where they designed a primary school snack.
- Martin High School won the IBM skills build prize draw and received £500.

### Key Headlines



- Learners accessed a huge range of extra-curricular activities during break times and after school, including sports clubs, eco club, instrumental lessons, choir and orchestra.
- Students across the year groups were invited on multiple trips throughout the year including to Iceland, Berlin, Bradgate Park, the theatre, Pride Festival, a PGL activity break, Leicester Outdoor Pursuits Centre, Leicester University, The Big Bang Fair, and Inspire Sustainability.
- Visitors and guest speakers to the school included alumni, authors, sports stars, music producers, and Royal Birmingham Conservatoire.
- The school officially opened a new multi-million-pound sports hall and a new Humanities classroom block.
- MHS learners participated in a modern foreign language spelling bee, 'Reading Rampage' and a huge range of STEM activities.
- A careers fayre was well attended by learners and their parents/carers, exploring a wide variety of educational apprenticeship providers.
- The STEM club had their beautiful, eco-friendly handmade lights displayed in the Cultural Quarter as part of the Leicester Light Exhibition.
- The Eclipse Festival celebrated the end of a busy year, and learners who embodied the 4 Rs, with a day of music, craft and fair rides.
- A whole school Spring Showcase was an opportunity for musicians to demonstrate all they had learned during the year; including a vocal performance at DeMontfort Hall.



### Community engagement



- Students engaged in the community by clearing the local woods of fly tipping.
- The ECO Club widely contributed to the local community through litter picking drives, a food waste initiative, the BBC Wild Seeds project, Great Big Green Week, distribution of bug hotels throughout the community, a 30 Days Wild Programme, the Duracell battery recycling programme, and the Plastic Clever Programme.
- Martin High welcomed Niaomi, a Youth Engagement Officer, who spent time with small groups of students to discuss any issues they had within the local community.
- Students fundraised on multiple occasions, raising money for lots of good causes including Digby's hedgehog rescue where they raised enough to buy an incubator.
- Working alongside Leicester City Football Club's Inspire Coach, learners explored social responsibility and how to make the community more equitable.
- Learners and Year 3 children from local primary schools came together to learn how to DJ in the Vinyl Timetable course; with all the year groups working successfully together.

### Parent Quotes



***"I love how the curriculum is so engaging, the school encourages them to work to their highest standard."***

***"The school take an interest in my daughter and encourages her to perform."***

***"The staff are supportive of the students and many go above and beyond what is necessary in order to provide additional opportunities."***

***"The location and nurturing feeling of Martin High it is a good size and not overwhelming. The staff get to know the learners better because of this."***

***"I appreciate the core principles, and the school's desire to develop the students into responsible citizens."***

***"My son always comes home with smile, he talks about what he did new in school, and always talks positively about his teachers."***

***"My children are happy at the school and like the new sports hall and some of the opportunities that are available to them. We are very grateful for the staff that go above and beyond for the children."***

***"The staff are excellent: they are caring, dedicated, supportive and approachable. The staff make it clear to the learners what their strengths are and what they need to do to progress."***

***"Everyone is very friendly & approachable. The school has made my daughter feel very comfortable and at ease after being nervous about making the transition to secondary school."***



## RIVERSIDE PRIMARY SCHOOL

### LOOKING BACK AT 2021-22



At the heart of Birstall village, Riverside is a two-form entry school for 4-11 year-olds.

### Awards & Achievements



- One member of staff successfully passed the NPQSL course and the Executive Head passed the NPQEL
- The school's academic results were amazing, with:
- 83% of children in Year 1 passing the national phonics test
- Pass rates in keystage 1 at 59% for writing, 69% for reading and 78% for maths
- Pass rates in keystage 2 at 78% for writing, 90% for reading and 88% for maths, and 91% for grammar, punctuation and spelling.
- SENDCO successfully achieved the SEND award
- Awarded the Platinum Sports Award
- Successfully renovated and opened a new 'Wellness Centre'
- Achieved 94% pupil attendance

### Trips & Visits



School trips continue to allow young people to enjoy activities and places that they would not otherwise have the opportunity to experience:

- As part of the curriculum children in Year 6 visited The Warning Zone where they learned crucial life skills on personal and online safety to support their transition into early adolescence.
- A number of classes visited Beaumanor Hall as part of their learning around World War II.
- Year 6 enjoyed a residential trip to the Pioneer activity centre in the West Midlands.
- Years 2 and 4 visited Tamworth and Bosworth Castles
- EYFS and Year 1 visited Manor Farm and Twycross zoo
- Year 5 enjoyed an in-school visit from the Greek Workshop, where the children dressed up to support their understanding and learning about the subject.
- As part of the RE curriculum, a Vicar from the local community visited to support Year 3, 4 and 5 pupils' learning of Christianity.



### Community engagement



Pupils and parents took part in lots of different fundraising activities throughout the school year, from dressing up in pyjamas to wearing poppies with pride. It included:

- September - £112.74 raised for Macmillan
- October - £142.77 raised for Winston's Wish
- November - £284.60 raised for Cenotaph
- November - £494.80 raised for the Royal British Legion
- November - £362.50 raised for Children in Need
- December - £250.02 raised for Save the Children (Christmas jumper day)
- December - Lots of food was donated for Birstall Food Hub
- March - £310 raised for Comic Relief
- June - £191.30 raised for Juvenile Idiopathic Arthritis

### Parent Quotes



*"Riverside primary school is a friendly, positive, happy environment and it's a joy to bring my child here."*

*"Riverside has maintained its village welcoming environment- it feels like a community."*

*"The staff are excellent in EYFS! They are very approachable and we love the detailed observations we receive."*

*"The teachers make Riverside. They are all very approachable, friendly and the children love them."*

*"I like the community spirit the children have, regardless of which year they are in the children all acknowledge each other as peers."*

*"Riverside is committed to keeping my child safe and ensure they learn to the best of the ability."*

*"I like the supportive nature and character development using the 6 Rs."*



# SIR JONATHAN NORTH GIRLS' COLLEGE

## LOOKING BACK AT 2021-22



Leicestershire's only multi-faith state all-girls school, serving the local community and further afield

### Awards & Achievements



- Awarded the Eco-schools Green Flag.
- Students won the West Area Athletic Championships.
- The school hosted wheelchair basketball events and Commonwealth games legacy events, developing inclusive sports and student leadership skills.
- Sir Jonathan North led netball and tennis tournaments for their local primary schools.
- Achieved the Inclusion Quality Mark Flagship award.
- Hosted and led several health and wellbeing festivals for local primary schools, run by Year 8, 9 and 10 students, promoting the benefits of physical exercise and healthy living.
- Gained the Gamesmark Gold Award (for competitive sport) for the 5th year running.
- Whole school attendance improved from 89.7% to 94.7% as a result of a concerted effort by staff, parents, and students.
- 937 certificates were awarded at the end of the year to students in years 7-10 for gold and silver attendance with no lates.
- Year 9 student, Shehezana, was nominated for the Lord-Lieutenant's Young Person of the Year award 2022. She was nominated for the Young Braveheart of the Year for her extraordinary resilience and positivity as a student with no vision, having to overcome many barriers whilst showing great humour and resilience.
- A GCSE Fashion and Textiles moderator was "Blown away" by students' fashion projects!
- Student achievement of GCSE grades 9-7 in English Language, English Literature, Maths, Religious Studies, Film Studies and Dance were all above the national average and national average for girls.



### Key Headlines



- After consultation and voting among staff and students, the names of four school buildings were changed and named after a range of diverse and inspirational women, including Ada Lovelace, Wilma Pearl Mankiller, Dorothy Hodgkin, Zaha Hadid, and Mary Seacole.
- The student council executives designed, shared, and delivered training for 70 primary school councillors from 12 different local primary schools.
- The school welcomed English teachers from Kazakhstan who were studying at the University of Leicester. They talked to students about their country and the teaching of languages, giving students the opportunity to learn words in Kazakh.
- The Expressive Arts team and students lit up the stage with their sell out musical production of Legally Blonde Jr. "I've never felt confident enough to perform in front of an audience, however, I'm so glad I did... it's definitely an experience I'll never forget," said Year 8 student, Seyi.



### Trips, workshops and competitions



- Pupils had many opportunities to participate in a range of enrichment activities throughout the year including Bosworth Battle Field, Beaumanor Hall WW2 day, Warning zone, Tamworth Castle, Gruffalo Hunt and River Soar.
- Year 5 pupils also took part in a wonderful Residential Trip.
- A visit from local author Harry Meredith, where he talked about his collection of football stories as part of World Book Day celebrations, was popular with pupils.

### Community engagement



- The school sent out a termly Special Educational Needs and Disabilities (SEND) Newsletter to update on news and successes for SEND students. They also held SEND parent meetings, discussions, and reviews of student passports on a termly basis.
- Termly coffee mornings to chat with the Special Educational Needs Coordinator (SENCo) and staff were held. Along with direct communication to SENCo through SENQUERY email and appointments with SENCo at Parents' evenings.
- Two students attended the Leicestershire Carers project Employability workshop. The workshop was designed to help visually impaired students discover their rights and responsibilities and those of potential employers, and empower them by being able to talk about their visual impairment in a positive solution-focused way.

### Parent Quotes



***"The range of curriculum subjects and depth within those offered seems broad and balanced but allows my daughter to experience a variety of things from maths, and English literature, to textiles, science, and trampolining to name but a few so far."***

***"In just one term we have already seen there are opportunities to grow and nurture skills and talents outside of those in mainstream lesson and the musical evening particularly highlighted this."***

***"Friendly, welcoming, and feels like a community. Children feel happy. Children are encouraged to do well. Enthusiastic teachers."***

***"Very well thought-through curriculum. Teaching and pastoral care are excellent and pedagogically informed."***

***"Promotes and encourages excellence for girls. Builds confidence in students."***  
***"Inclusive and good enthusiastic teachers who are keen to help children achieve their potential."***

***"My daughter is learning so much academically, socially, and emotionally. This is helping her to believe in her own abilities and shaping her in becoming a confident and balanced individual."***



# EDUCATION

## ACADEMIC PROGRESS AND RESULTS – 2021-22

### PRIMARY SCHOOL DATA

		RWM	Reading	Writing	Maths	GPS
Y2 ARE+	National		66.9	57.6	67.7	
	LHT		68.5	58.3	75.7	
Y6 ARE+	National	58.7	74.5	69.5	71.3	72.4
	LHT	69	85.7	81	81.9	85.2
Y6 Progress	National		0.11	0.07	0.12	
	LHT		0.6	0.54	2.23	

### SECONDARY SCHOOL DATA

#### GCSE DATA

	Trust	National
Average Grade	5.14	4.8
P8	0.15	-0.03
% Achieving 9-5 in English and Maths	56.1	50
% Ebacc Entry	73.3	39
Average Ebacc Grade	5.16	4.27

### SIXTH FORM COLLEGE DATA

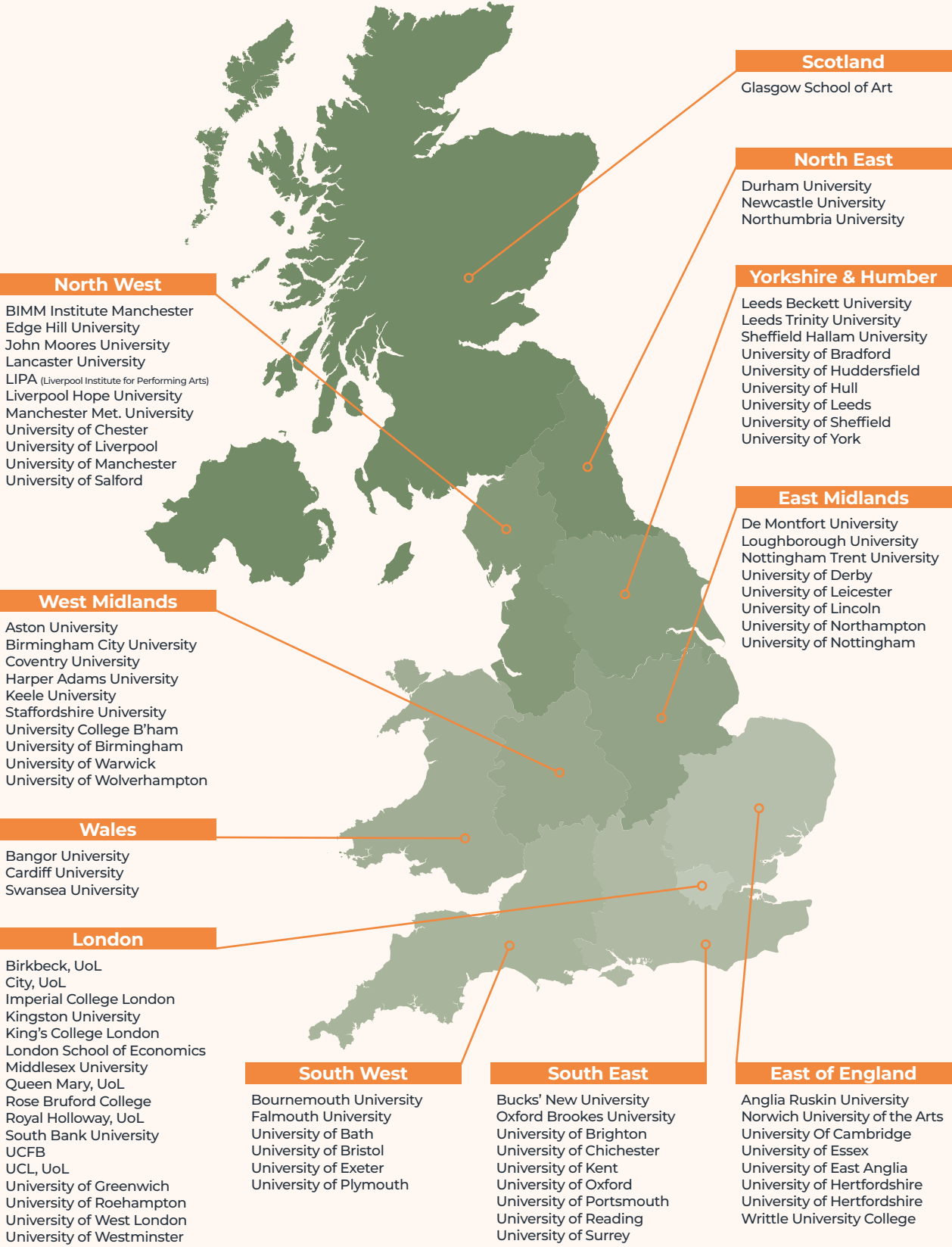
#### A LEVEL

	Trust	National
Average Grade	B-	B
% A*-A	32.6	25.2
%A*-C	85.2	82.2
%A*-E	98.7	98.2
% AAB in 2 facilitating subjects	23.9	16.5

### ONWARD DESTINATIONS

FOLLOWING A-LEVEL RESULTS IN 2022, LIONHEART STUDENTS PROGRESSED ON TO A VARIETY OF UNIVERSITIES ACROSS THE UK.

#### \*GROUPED BY REGION



# ATTENDANCE

We know that children can only learn when they attend school, which is why a high level of attendance for every child in our Trust is of the utmost importance to us.

2021-22 was another challenging academic year for attendance, due to the Covid-19 pandemic. However, the average attendance figure across Lionheart Schools was almost 3% higher than the national average.

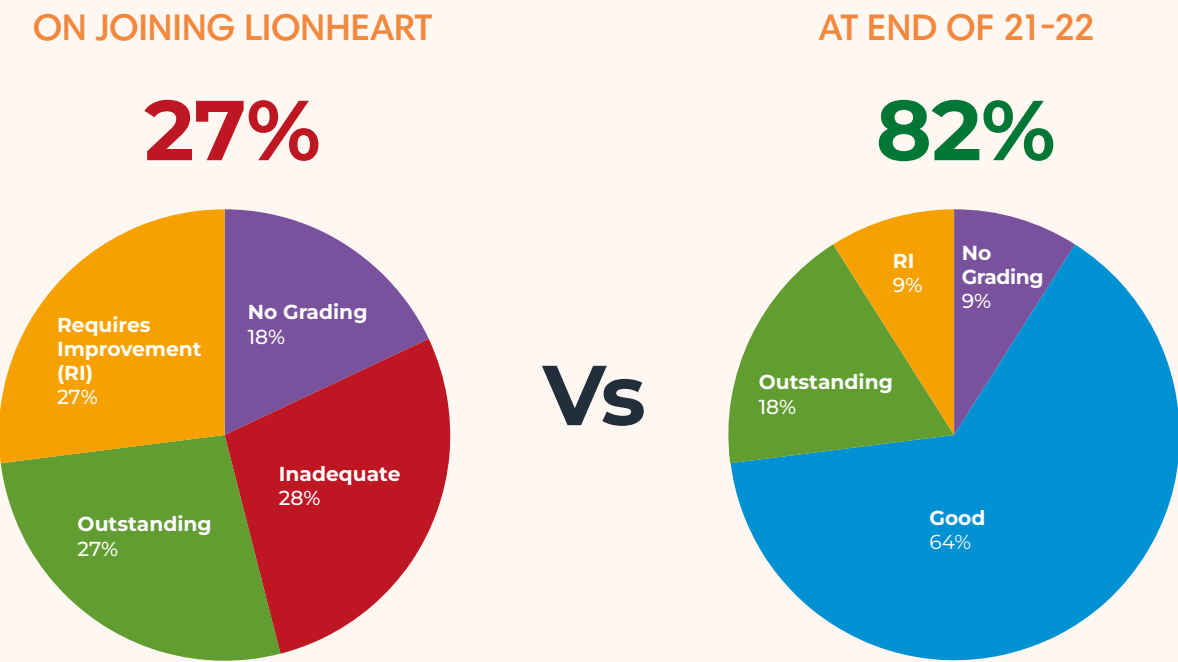


# OFSTED

In 2021-22, one Lionheart school received an Ofsted visit from HM Inspectors. This was a very positive inspection of Beauchamp College, with a number of areas graded as Outstanding, including the very successful sixth form provision. Overall, the college was awarded 'Good'.

Lionheart has successfully worked with schools joining the Trust, implementing robust school improvement plans for better educational outcomes, which are recognised by Ofsted on inspection.

## LIONHEART SCHOOLS WITH GOOD OR OUTSTANDING



# TRUST CURRICULUM

Lionheart invest in subject experts to lead curriculum development for all schools and ensure that the best possible learning journey has been devised. Our team of Directors of Learning are all highly experienced and qualified professionals who have held a range of positions in leadership and work in a research-informed way to create coherent, ambitious and robust curricula.

Programmes of learning are carefully considered to ensure a knowledge-rich curriculum that prioritises developing a strong foundation of essential skills in literacy and numeracy whilst providing our learners with a broad and diverse range of learning experiences.

The trust-wide curriculum is well established and well developed across Key Stage 3 in the core areas and work is underway to work collaboratively towards a consistent approach at Key Stage 4 and 5.

The primary trust-wide curriculum is well established for maths with development ongoing to implement a common curriculum for all other subjects. Time is dedicated for staff to work collaboratively in order to plan subjects which are well sequenced and provide pupils with an opportunity to have a knowledge rich curriculum.

DIRECTORS								
Alison Rouse Director of Maths (Primary)	Anna Hunt Director of English	Dilan Savjani Director of Personal Development	Jane Buckton Director of English (Primaries)	Lydia Melbourne Director of Primary Curriculum	Sarah George Director of Inclusion	Sean Durran Director of Science	Tim Dolan Director of Maths/ Associate Director of Curriculum	Victoria Foster Director of Computing
ASSISTANT DIRECTORS								
Ciaran McGeeney Assistant Director of Computing	Georgina Cashmore Assistant Director of English	Lauren Anderson Assistant Director of English	Lisa Caur Assistant Director of English	Lucinda Cockerill Assistant Director of English	Nathan Merritt Assistant Director of Maths	Emma Andrews Assistant Director of Science	Katharine White Assistant Director of Science	
SUBJECT LEADS								
Del Bains Social Science	Emma Lowe Design	Hannah Monk RE	Irena Clark Geography	Rebecca Ardley PE	Roma Dhameja Business & Economics	Susanna Boyd History	Vanessa Glynn Performing Arts	Vicki Loxley MFL

# CURRICULUM DIVERSITY

We're proud of the diverse curriculum we offer across Lionheart Schools. Our offer includes:





## KNOWLEDGE ORGANISERS

***“For our pupils to succeed in a particular area, they must have a foundation of factual knowledge, understand those facts in the context of a conceptual framework and organise knowledge in order to facilitate retrieval and application”***

(Bransford et al., 2000)

As part of our commitment to supporting our learners gain the essential knowledge and skills needed to be successful at this stage of their education, the next stage and in their lives in the future, throughout 2022 we developed Lionheart Knowledge Organiser booklets. These were piloted with Year 7 students in the summer term, and based on feedback from students and parents, plans were put in place to roll out to all KS3 children for the next academic year.

Lionheart Directors and curriculum leaders operate in a research-informed way and have a strong understanding of cognitive and metacognitive strategies. Throughout the academic year, we used research by John Dunlosky to develop a more focused approach to developing self-regulatory learning and to share with parents and carers how they can support with regular low stakes quizzing and testing memory at home.



## GLOBAL ISSUES CURRICULUM

***We understand that their education must encourage them to be hopeful, to be upstanders and to channel their passion and energy in the fight against injustice to make positive change for the future. We know that our curriculum must be broader and deeper than ever before.***

In 2021, Lionheart launched a Global Issues Curriculum series with this key objective in mind. We wanted to engage our young people in the challenges of the world beyond their door step or their school gates, and support them to consider how they can be social actors, take responsibility and shape the world that they live in.

We began with a focus on Afghanistan and the plight of its people, we talked about history, conflict and learnt about victims. We wore green from the flag, representing hope and the future. We raised money for UNICEF.

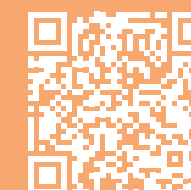
We also focused upon the gobsmacking realities of climate change; realities like we are losing 1.2 trillion tonnes of ice each year and that we can now attribute natural disasters to human-driven climate change with certainty. We explored the responsibility held by the world's leaders learning about the COP26 summit. We made pledges to fight against climate change as individuals and as schools and we went on protests and marched to show support for our world.



Our most ambitious focus was to scrutinise the traumatic realities faced by some of the most desperate of humankind exploring the Refugee Crisis. After learning about the millions of displaced, we conducted a trust-wide silent vigil pledging our support and standing up for those in need. Our young people shared their passion within the local community with their work featuring on Leicester billboards, ITV Central News and BBC Radio Leicester.

Through the Global Issues Curriculum, we hoped to fulfil our role as educators and as humans, build a better community and fight to improve the lives of others.

**9800**  
learners involved in  
social activism



SCAN TO VIEW OUR GLOBAL  
ISSUES CAMPAIGN



# HOLISTIC DEVELOPMENT

## DEVELOPING THE WHOLE CHILD

Offering out-of-classroom learning makes a huge contribution to our young people's education, offering many varied benefits. From after-school clubs and trips to fundraising activities, these opportunities equip pupils with the skills, behaviours and habits to be able to confidently access a broad range of opportunities in adult life.

Enabling our young people access to holistic opportunities helps ensure they leave us culturally aware, socially advanced, highly employable and well-equipped to contribute to society.

Following on from the pandemic, during which time the Trust's holistic offer was limited, we have been pleased with the opportunities offered to pupils at schools across the Trust.

### EXTRA-CURRICULAR CLUBS & TRIPS

From sporting to debating clubs, and from a range of societies to theatre trips, post-pandemic we have been able to reinstate and extend our offer to include before and after school clubs at our primaries, secondaries and sixth forms. These have included a range of residential trips, including to France and Spain, to provide our young people with a wealth of cultural opportunities and experiences.

### LEICESTERSHIRE COUNTY CRICKET CLUB (LCCC) PARTNERSHIP

An exclusive partnership forged with Leicestershire County Cricket (LCCC) in 2022 supported the Trust in achieving the aim of developing pupils with the passion, skills, knowledge and routines for lifelong physical activity, through the provision of in-school and after-school coaching sessions, which in the first season (summer 2022) engaged almost 200 pupils across all age groups.

In addition, pupils across the Trust experienced 'money-can't-buy' opportunities on matchdays, so that they not only experienced the live game, but were fully immersed into the world of cricket as flagbearers and guards of honour on the field; all of which was live on Sky Sports. Complimentary and discounted match tickets were offered to Lionheart schools and their families, making game spectating accessible to all.

These opportunities enabled pupils to develop additional skills and qualities, including resilience, teamwork, leadership, confidence and communication, all of which are needed in physical activity, academic studies and adulthood.

c. 200  
pupils participated in  
professional cricket  
coaching

### DUKE OF EDINBURGH

The Duke of Edinburgh Award Scheme has continued to go from strength-to-strength, with all secondary schools within the Trust taking part in 2021-22. This included Humphrey Perkins School and Martin High School who joined the programme in 2021 after receiving a £1000 start up grant. The scheme includes community work, fitness, the learning of new skills and a residential expedition, with successful participants gaining an award that is well-respected by employers. In 2021-22, Lionheart schools visited Leicestershire, Rutland, Brecon Beacons and the Peak District for their expeditions, which were all well supported pastorally by staff.

Over 300 pupils participated in the award with the award completion in the 2021-22 academic year of:

111 x bronze award      23 x silver award      4 x gold award

And many more due to complete in the months that followed.

138  
Lionheart pupils  
completed their DoE  
Award





# BRILLIANT CLUB

Three of our secondary schools offered the Brilliant Club's Scholars Programme - a heavily reduced number due to the pandemic - providing support to a number of students who are less advantaged to access the most competitive universities.

Programme participants carry out a research project of their choice, following teaching from PhD tutors on challenging subjects beyond the curriculum . The programme culminates in a day at a Russell Group University, with research showing that scholars programme 'graduates' are almost twice as likely to progress to selective universities.

# FUNDRAISING

Schools in the Trust fundraised across the academic year, collecting for a range of local and international charities including Children in Need, the annual Samaritan's Purse shoe box appeal, Red Nose Day and Save the Children's Christmas jumper day, as well as supporting many local charities.

In December 2021, Brocks Hill Primary School pupil, Asha, won the Leicestershire Live Community Champion and Student of the Year Awards for her fundraising, charity, environmental, mental health and community work; she epitomises Lionheart's 4 Rs and the wonderful approach of so many of our pupils.



**£30,000**  
was raised for charity  
through school  
fundraising



## ENSURING INCLUSIVITY

### SHOWCASING OUR DIVERSE COMMUNITY

**W**e have worked incredibly hard to raise the profile of the importance of diversity and inclusion, among our stakeholders, including students and staff. Our wide-ranging strategies demonstrate that every individual is valued and belongs. As a Leicestershire-based trust we serve one of the most diverse communities nationally; this context brings huge opportunities to celebrate but also some areas of potential challenge.

## DEVELOPING AN UNDERSTANDING AMONG OUR EMPLOYEES

Our trust-wide professional learning training day in January 2022 zoomed in on a core Lionheart principle: our commitment to ensuring inclusivity for all. We have built our trust vision on this foundation and we understand that striving for equality of educational opportunity is essential and that we must explore routes that are equitable and fair, and that practices and procedures must allow for the diverse range of individuals we serve.

In particular, we were keen to share the experiences of learners from the LGBTQ+ community following trust reviews in the 2021 Autumn term, which confronted us with not only discriminatory attitudes but also a casual use of homophobic and transphobic language and behaviour that left learners marginalised and vulnerable.

This training day was hard-hitting as two learners courageously supported us by describing their experiences and external speakers helped staff to further understand challenges in wider society and how educators must be upstanders, allies and supporters. We challenged staff to consider how they must always challenge all forms of discrimination and school leaders vowed to provide further training where needed.

Lionheart schools made a range of pledges in January 2022 including the launch of a broader LGBTQ+ strategy in schools which included an ongoing commitment to ensuring inclusivity for all, tightening of behaviour policy to ensure a zero-tolerance approach and a broader student focused programme of education to ensure that learners understood everyone's rights and everyone's responsibilities. Lionheart staff wear their Lionheart progress pride badges on their lanyard to outwardly display solidarity and support with everyone across our community.



## LIONHEART PRIDE

One fantastic result of the January training day was the passion ignited across staff and students to celebrate diversity through our very first Lionheart Pride Festival in July 2022, delivered by the Lionheart LGBTQ+ community.

The event was open to all LGBTQ+ staff and students and their allies who travelled across the city and county to The Cedars Academy on a blisteringly hot day at the end of term. The event was really magical for the 700+ learners who attended to enjoy face painting, a range of fairground rides, information stands, poetry reading and live music performances. A truly superb event which we are keen to build on in future years.

## DIVERSITY AWARENESS

Using public role models well-known to young people, an awareness raising poster campaign was displayed across schools, showcasing achievements and inspirational quotes.



## EMPLOYEE DIVERSITY FOCUS AND RESEARCH GROUPS

In 2021, we launched a number of diversity focus groups for staff across the Trust to join, to provide a forum in which issues, barriers and opportunities could be discussed, with the aim of bringing cultural and systemic change to benefit all staff. Recommendations and requests that came from the focus groups were then shared with the Diversity Research Group, made up of school and trust senior leaders, who were able to facilitate implementation. These focus and research groups meet several times a year and continue to be active.

### Focus groups include:

Disability | BAME | LGBTQ+ | Working Class

### In 2021-22, actions from the groups included:

- Diversity and inclusion statement included on all job adverts, and imagery reviewed in recruitment packs to ensure it is reflective of our communities.
- Unconscious bias training for staff on interview panels.
- Calendar of diverse events and faith celebrations circulated with all schools to build into their own calendar.
- Diversity newsletter for employees, including case studies of staff representatives from diversity focus groups.
- Encouraging promotional poster campaign using celebrities displayed across all schools for pupils.
- Equal opportunities statement reviewed, amended and displayed.



# SUSTAINABILITY

## CONSIDERING OUR IMPACT TO THE ENVIRONMENT

We are committed to being a responsible multi-academy trust, ensuring that we consider our impact on the environment and actively take steps to reduce our footprint. Not only do we have this operational commitment, but we endeavour to weave this in to the teaching of our young people wherever possible, so that they leave us as responsible citizens.

4

Lionheart schools have Eco School Status



### ECO SCHOOLS

Four of our schools have been awarded Eco School Status and have undertaken projects that include:

- Whole school recycling schemes
- Working with local charities to recycle and raise money
- Catering teams reducing the amount of single use plastics
- Replacing older and less efficient infrastructure with more efficient options, such as halogen lighting with LED.

### SUSTAINABILITY GRANT

Towards the end of 2021, under Phase 2 of the Low Carbon Skills Fund, Lionheart successfully applied for a grant worth £40,000 from Salix to survey each of our (at the time) eleven sites and put in place decarbonisation plans to help us put greener and more energy efficient infrastructure in place. These plans have helped highlight that some of the boilers at two of our schools (at Cedars and Humphrey Perkins) are reaching the end of their useful life and are not particularly efficient.

As a result, we have applied for additional funding through Salix, under Phase 3b of the Public Sector Decarbonisation Scheme, to replace two of these redundant gas heating systems with new air pump heat source solutions. The total grant application for both projects is £1,744,074, with the outcome not decided at the time of publication.

£40k

grant awarded to support decarbonisation plans at 11 schools

### FOOD WASTE

With leadership from a Head of Catering with Trust-wide responsibilities, and a Catering Manager at each school site, food waste at all school sites is extremely minimal, with unused (and usable food) re-used the next day in dishes such as salads.

### ELECTRIC CAR SCHEME

Recognising the benefits to be gained from electric car usage, over fuel vehicles, and further cementing our commitment to the environment, Lionheart invested in making an electric car lease scheme available to staff, through third party supplier, Tusker.



16

staff members placed an order for an electric car in the first 3 months of the scheme

### TEACHING & LEARNING

Across the Trust all ten of our primary and secondary schools have eco clubs which provide pupils with leadership opportunities by delivering and shaping real and vital change to make our schools more sustainable and do what we can to counteract the harmful effects of climate change. This dovetails with what is also taught in the Geography and RE curriculums and allows students to put into action some of the learning they have received in the classroom about sustainability, climate change and the need to promote biodiversity.

In 2022, Humphrey Perkins School successfully won an East Midlands Airport Eco Garden bid securing nearly £9000 to develop an eco garden to promote biodiversity and sustainability.

### WASTE & RECYCLING

Lionheart Educational Trust is committed to reducing and recycling waste, ensuring that we divert waste from landfill wherever possible, thus reducing our carbon footprint.

We're pleased to report the following based on the **258,000kg** of waste produced across 11 schools:

- **0kg** went to landfill
- **212,000kg** was diverted
- **46,000kg (18%)** was recycled

This resulted in a saving of **15,000kg** of CO2e (carbon dioxide equivalent), which is equivalent to:

- **51.45** trees planted
- **5.57** cars off the road
- **9.05** houses powered

# INNOVATION AND TECHNOLOGY









## DEVELOPING OUR TECHNICAL INFRASTRUCTURE

During the year, we continued to move forwards with in-house technological innovation, supporting the advancement of teaching, learning and operational activity for both staff and students.

### BEEHIVE

Beehive is our central platform and is used by staff, pupils and parents. It is multi-functioning, bringing multiple systems and processes together in one place, for ease of use. This includes behaviour management; classroom seating plans; student profiles; assignments and homework; email and SMS communication; and a payment platform for trips, food and drink. Whereas many Trusts and schools procure third party systems, Lionheart is proud to have developed its own system in house, which develops year-on-year.

In 2021-22 Beehive:

	Issued <b>123,932</b> behaviour points		Awarded <b>964,472</b> reward points
	Managed <b>43,064</b> detentions		Gave <b>31,342</b> Smart Task rewards for pupils who reached thresholds
	Sent out <b>743,864</b> emails		Sent <b>132,371</b> SMS messages
	Processed <b>11,300</b> individual purchases		Took payments totalling <b>£162,502.00</b>

Ever-evolving, as needs change and improvements are identified, additions to Beehive in 2021-22 included:

- **Provision maps** Allowing staff to create bespoke SEN records for pupils so lessons can be tailored.
- **Pay upgrade** A new, modern payment platform powered by Stripe was integrated into Beehive to handle all online financial transactions.
- **Assignments** Following staff and pupil feedback, new features were added into the assignments module to allow pupils to easily mark an assignment as complete and to give staff more control over the assignments that they set.
- **Consent** The Trust acceptable use policy is now online ensuring easy access and compliance. This module was also extended to allow schools to manage consent for all activities, including school trips and media activities.
- **Extra-curricular event booking** A module was developed to help schools, students and parents manage extra-curricular activities, such as sports clubs or house events.
- **Leave booking system for employees** Moving the booking of staff annual leave and golden time to an online platform.
- **Primary catering module** This new module allows primary school staff to digitally record the lunch register which then links to and manages each child's lunch credit balance. The system also reminds parents about their balances and payments when a top-up is needed.
- **Communication tools** To improve internal communication from the Trust across the schools, a digital newsletter bulletin template was created, known as Heartbeat.
- **Managed moves** A new module to help schools manage pupil moves between sites, and to manage student behaviour.
- **Planner/class seating chart** Many changes to the layout and features contained in the planner/class seating plan have been made, based on staff feedback.
- **New mobile app** Following on from parent and pupil voice, we launched a new version of the Beehive app, built in a new way so that it can support new technologies.





# INVESTING

## IN OUR SCHOOL FACILITIES AND RESOURCES

At Lionheart we plan and implement a continuous cycle of improvements across our schools to ensure that buildings and resources are fit for purpose. We also ensure that, as schools grow and change to meet the needs of their community, our forward planning accommodates this through the reconfiguration of existing buildings or construction of new facilities.

As statutory requirements change and technological advances occur, Lionheart is quick to respond with IT resources, and is often ahead of the game.

Estates and IT projects are managed and implemented by our experienced central Trust team, in liaison with school leaders so that they meet individual school requirements.

## KEY PROJECTS

### ESTATES

 **Completed in 2021-22**

#### ENDEAVOUR AT THE CEDARS ACADEMY

We opened a Social Emotional Mental Health (SEMH) provision at The Cedars Academy in Birstall, which included the installation of a bespoke brand-new single-storey classroom block. Known as 'Endeavour', this build was completed and handed over in April 2022, ready to welcome its first students in the new academic year of 2022. Funded primarily by the Local Authority, ten-place Endeavour supports students across the county with SEMH needs, integrating them into The Cedars Academy classes and using their wider facilities where possible.



 **Completed in 2021-22**

#### MARTIN HIGH SCHOOL SPORTS FACILITY

Having never benefited from a sports facility of this nature in its 65-year history, Martin High School in Anstey saw its years of planning come to fruition with the opening of an ultra-modern sports hall block, comprising a four-court badminton centre, performance studio and classroom.



Construction began in the first half of the 2021/22 academic year, with the building handed over during the 2022 summer term. The new sports block was wholly funded by Lionheart reserves and now provides an essential provision for both the school and wider community.

 **Commenced in 2021-22**

#### MARTIN HIGH SCHOOL SIX CLASSROOM BLOCK

A small pre-fabricated block nearing the end of its useful life was replaced with a brand new two-storey six classroom modular solution, including IT suite, to house the humanities department altogether. Construction commenced as students departed site at the end of the 2021-22 academic year and continued throughout the summer and beyond to October. The project - funded by SCA - primarily addressed condition and compliance issues, while providing staff and learners with a fantastic new teaching and learning environment.



 **Commenced in 2021-22**

#### HUMPHREY PERKINS NEW CLASSROOM BLOCK

In May 2022, contractors began work on replacing an old dilapidated 'pre-fabricated' building with a brand new two-storey 13 classroom block - including an IT suite - to house both the maths and English departments. This new solution meant both departments could be housed in a single location - as present both departments were teaching out of a number of blocks - therefore helping to drive standards and improvements. Funded by SCA and S106 funding, construction of the new block continued into the 2022-23 academic year with handover in the autumn term. The new building at Humphrey Perkins also benefits from the installation of 16 solar panels - one of the first across the Trust, with more schools to follow suit in 2022-23.

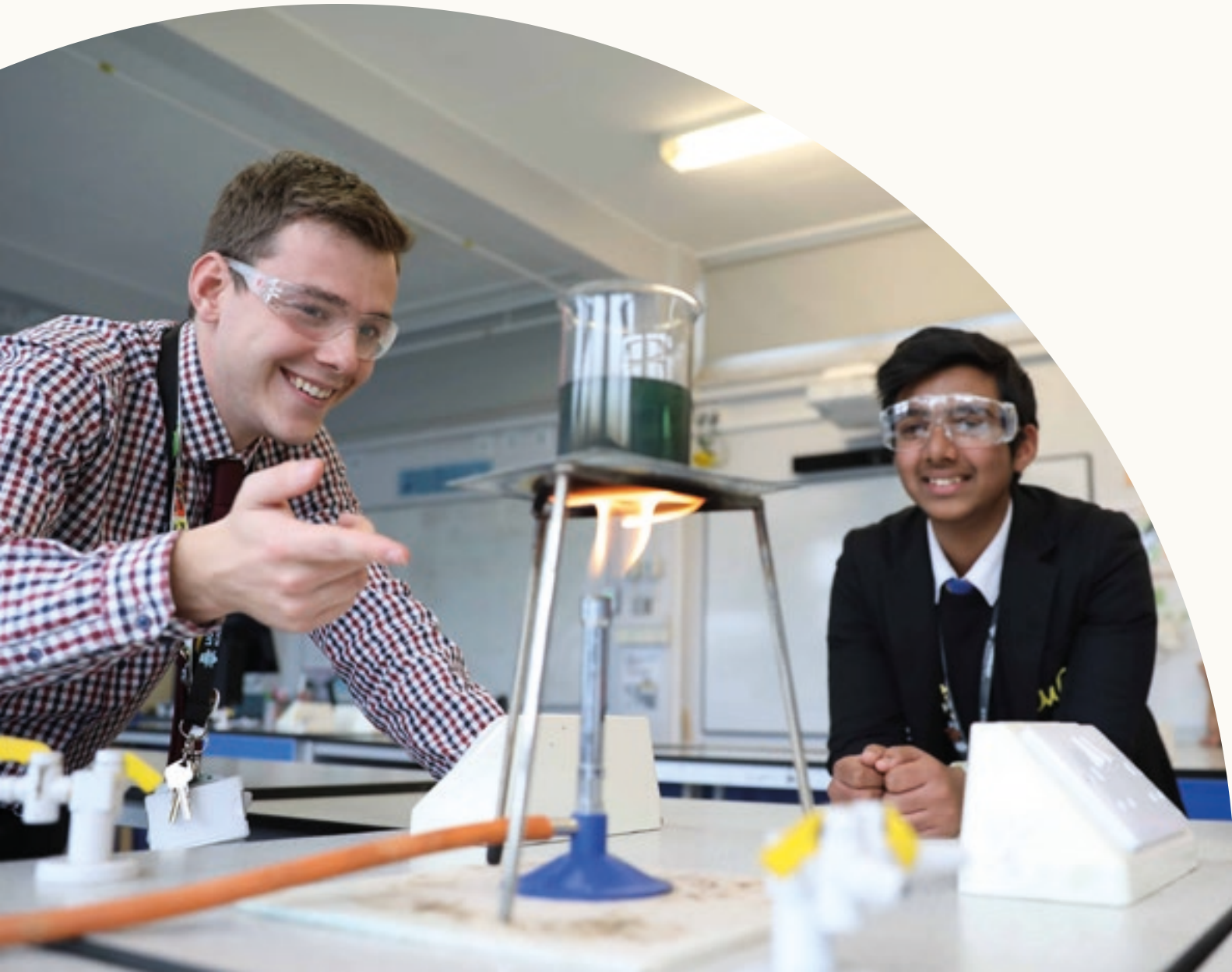




**Commenced in 2021-22**  
**BEAUCHAMP COLLEGE**  
**SIX CLASSROOM BLOCK**

Construction of a new two-storey modular block, on the footprint of existing garages used as overspill storage, began at Beauchamp College in July 2022. The new building will be used as a KS3 STEM hub, with the inclusion of two new wet science labs and a library space.

With the projection of an additional need for school places within the borough, the Local Authority were a key driver of the project, with Lionheart able to utilise some S106 funding, alongside SCA funding, to deliver this expansion project. The space is expected to be ready for occupation from early 2023.



**IT**

**Across the 2021-22 academic year, improvement for schools and students through IT were:**

**CHROMEBOOKS FOR DISADVANTAGED PUPILS**

The Trust distributed 412 new Chromebooks to a number of pupils in Year 3 and Year 7 at all schools. These devices are funded by the pupil premium grant and ensure that all pupils have access to a device when they are away from school, for the purpose of completing homework and similar activities.



**ACCESS CONTROL PROJECT**

New access control systems were deployed across all sites, with access restricted to those allocated a smartcard, to improve safeguarding. The system is also linked to the fire alarm in case of evacuation.

**INTEGRATION PROJECTS FOR THREE JOINING SCHOOLS**

In advance of three new schools joining the Trust in September 2022, throughout the summer break each of the three school sites underwent a full site refresh, had a replacement of servers and switches, the integration of Lionheart Trust systems and a new wireless system rolled out. In addition, across the three schools there were 420 PCs replaced, 90 PCs were upgraded and 34 new staff laptops were issued.

**IT RESOURCES FOR NEW BUILDINGS**

New PCs, classroom audio visual equipment and wireless networks were installed at both the Martin High and Humphrey Perkins new classroom blocks.



**CLASSROOM AUDIO VISUAL EQUIPMENT**

As the new Hallam Fields school has grown in size two extra classrooms were to welcome children in the new academic year, the classrooms were fitted with new interactive touch screens for teaching. At Sir Jonathan North Girls' College, new teacher wall AV solutions were installed in all 75 classrooms.

**IT HARDWARE REFRESH**

Both Judgemeadow Community College and The Cedars Academy benefited from a hardware refresh to improve performance and increase capacity.

**NEW EQUIPMENT FOR SCHOOLS**

Both Beauchamp City Sixth Form and Beauchamp College welcomed 30 new laptops each for pupil use in their library and sixth form block, Beauchamp College also benefited from 615 new PCs across the site, and The Cedars Academy had 550 PCs replaced at the school.



# EXPERTISE

## BROADCASTING OUR COLLECTIVE KNOWLEDGE

Lionheart Educational Trust are proud to be recognised as experts in mathematics and computing, managing regional Computing and Maths Hubs to lead on subject improvement in schools across the region and UK.

### MATHS HUB



Beauchamp College, part of the Lionheart Educational Trust, is one of 40 Maths Hubs in England, leading the East Midlands South Math Hub, to offer professional development to teaching staff from early years through to post-16.

In the 2021-22 academic year, the East Midlands South Maths Hub engaged 258 schools (of the 580 in the region) in professional development work groups that included:

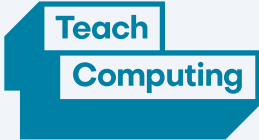
- Securing progression from KS2-3 – Years 5-8 continuity workgroup
- Strengthening the curriculum journey for learners – Years 7-11 coherence work group
- Subject leader development- Head of Maths network
- Strengthening core maths (post-16) provision – Core maths pedagogy work group
- Provision for SEND pupils – Understanding the characteristics of SEND

**258**  
schools engaged  
in Maths Hub  
professional  
development

**691**  
teachers and assistants  
participated in Maths  
Hub professional  
development



### COMPUTING HUB



Lionheart Educational Trust is part of a national network of 40 computing hubs set up to improve the provision of computing education in England, delivering continual professional development courses and providing local support for teachers in primary and secondary schools. The Leicestershire, East Midlands and Nottingham South Computing Hub is led by Beauchamp College due to its exceptional track record in teaching computing.

During the 2021-22 academic year, the Computing Hub:

- Supported over 60 primary colleagues
- Enhanced the subject knowledge of 187 secondary school teachers
- Supported 97 teachers through the Computer Science Accelerator qualification by providing them with the necessary subject knowledge to teach GCSE computing.

**187**  
secondary school  
teachers enhanced  
their subject  
knowledge of  
computing





# PLANNING FOR THE FUTURE

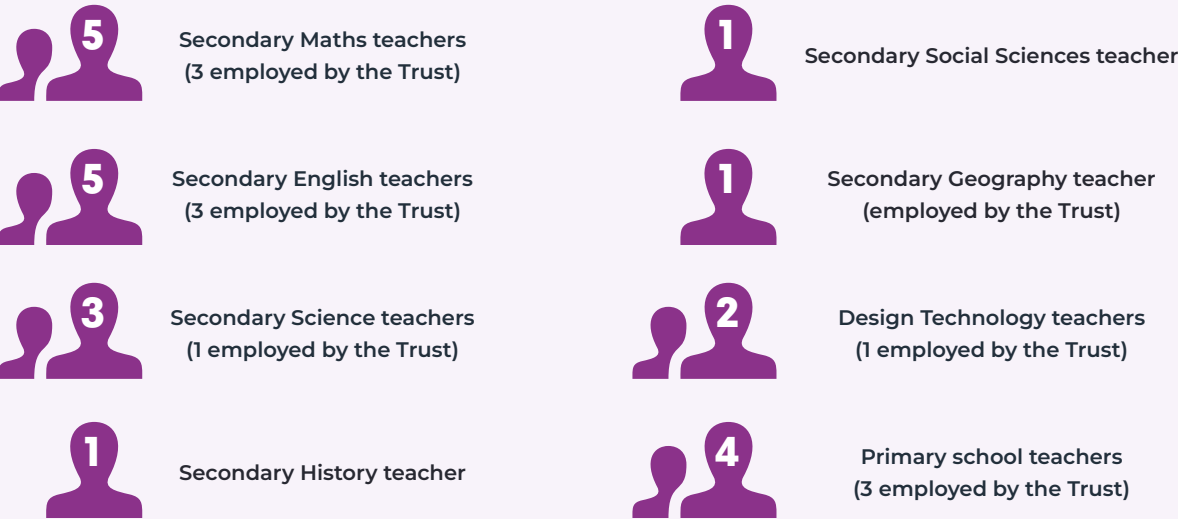
INSPIRING TOMORROW'S WORKFORCE

## LIONHEART TEACH



We are committed to encouraging, training and securing the next generation of teachers through our school-direct teacher training programme, Lionheart Teach. In partnership with the Universities of Leicester, Loughborough and Nottingham Trent, all 22 programme trainees qualified as teachers at the end of the 2021-22 academic year, with 14 offered a qualified teacher role in a Lionheart school.

In 2021-22, Lionheart Teach trainees qualified as follows:



Lionheart Teach is committed to high quality teacher education built upon strong partnerships and a moral imperative to improve the life chances of every young person taught. The teacher training programme aims to provide an excellent personalised experience, developing subject specialists and outstanding classroom practitioners, inspired by best classroom practice and engaged in teaching as a professional vocation.

Showing further commitment and investment in future teacher development, Lionheart offered a three-week teaching internship - a pathway to initial teacher training recruitment – to help four maths undergraduates decide upon their future career choices before embarking on teacher training. Two of the interns have applied to train to teach with Lionheart in 2023.

Our pledge also goes beyond the training year, with a fully supportive programme to nurture early career teachers to be the best they can be. We believe our staff are our greatest asset and continue to guide new teachers to provide exceptional teaching, learning and outcomes for the future of our young people.

“To me teaching is a highly influential role and a position like this requires the highest of standards for the future of our learners. One of the reasons I chose the Lionheart Teach is because they guide and support you to reach those standards”



IN PARTNERSHIP WITH



UNIVERSITY OF  
LEICESTER



Loughborough  
University



Nottingham  
Institute of Education



# OUR PEOPLE ARE THE HEARTBEAT OF OUR TRUST

We place huge value and importance on our employees across the Trust, at every level and in every function. Without the commitment and excellence of our teaching staff we could not deliver an outstanding education. Without the continued support of our operational functions, our schools could not open. And without the strategic and inspiring guidance of our leadership teams, we'd lack vision and direction. Therefore, we garner reciprocal respect through our commitment to ensuring Lionheart Educational Trust are an employer of choice, delivered in many different ways.

## EMPLOYEE VOICE SURVEYS

Towards the start of term two (January) in every academic year, the Trust surveys its employees to inform on employee satisfaction, gain feedback and gather data to help form school and Trust development plans. Lionheart recognises the importance of employee voice in shaping the workplace as well as achieving our organisational goals.

The 2021-22 survey was compared to the previous like-for-like survey of 2019-20 (with 2020-21 affected by the pandemic) and across all six areas of feedback gained, each score had improved in 2021-22 with an average positive change of 2.3%

**The highest scoring statements were:**

- (Teamwork and Support) I have positive relationships with the students
- (Teamwork and Support) I have positive relationships with the colleagues
- (Staff Engagement and Belonging) I feel proud to be a staff member of my School

**Although still a positive increase on 2019-20, the lower scoring statements were:**

- (Leadership and Direction) Staff are always consulted about change at work(Teamwork and Support) I have positive relationships with the colleagues
- (Communication and Development) Decisions and issues affecting colleagues as a whole are adequately communicated to me
- (Your Role) I feel staff are recognised according to their performance



## FOCUS GROUPS

Following up from the survey responses, Lionheart invited all staff who wished to participate to a focus group session at their school to delve deeper into how the Trust could support improvements in three key areas; Communication – being informed; Communication – being consulted and employee voice; and Recognition.

## OUR RESPONSES

The surveys and focus groups helped to shape future initiatives, with the subsequent development of an internal communications strategy that was prepared ready for launch at the start of the new academic year. This included:

- A cross-Trust staff awards scheme for peer-to-peer recognition known as the Heart Awards
- A weekly email bulletin - 'Heartbeat' - from the Trust to all staff to include operational updates, good news stories, staff benefit reminders and strategic decisions.
- An informal round of 'Coffee with the CEO' sessions at every school where, with an open agenda, employees could ask questions and offer ideas and feedback to senior leaders.
- A termly live video address from the Trust's CEO updating employees on progress of objectives and upcoming actions.



# CONTINUING PROFESSIONAL DEVELOPMENT (CPD)

We place huge importance on ensuring that our employees continue to expand their knowledge and consider new methods of teaching, research and ways of working, which is why we dedicate time across the year for mandatory and optional CPD. Our comprehensive CPD programme in 2021-22 included external talks, part and fully-funded studies and access to the apprenticeship levy opportunities for career development across the Trust.

## SUPPORTING QUALIFICATIONS AND TRAINING

Every year, many employees undertake further training and qualifications both for personal development and to enable them to expand their role-related knowledge. The Trust supports both financially and/or with allocated time and the undertaking of further training and qualifications is often sparked through the annual appraisal process or at the suggestion of the line manager when they spot an upskilling opportunity.

**In 2021-22, across the Trust 26 employees completed a National Professional Qualification (NPQ) for teachers and leaders in education:**

- 3 passed the NPQEL for skills in executive leadership
- 4 passed the NPQH, providing knowledge that underpins expert school leadership and apply it to become an outstanding headteacher.
- 16 passed the NPQML providing skills for middle leadership development.
- 3 passed the NPQSL, developing senior leadership knowledge and expertise to improve outcomes for teachers and pupils.

**We supported employees undertaking apprenticeships in:**

- IT
- HR
- Catering
- Digital Marketing

Colleagues were also supported in gaining MBA, MSc and professional postgraduate qualifications.



26 employees completed a National Professional Qualification

# EMPLOYEE BENEFITS

Our appreciation of the dedication and hardwork of all our employees at Lionheart Educational Trust, is in part reflected through our package of additional benefits, which includes:

- The option to join Benenden Healthcare
- Salary sacrifice schemes for electric car leasing, gym membership and bike and electrical equipment purchases
- Golden Time – An extra 5 hours paid time off so staff don't have to miss out on special occasions
- Free use of Lionheart Fitness; a state-of-the-art fitness suite at Beauchamp College with Freemotion iFIT equipment
- Teacher and support staff discounts on high street brands
- The opportunity to join our equality, diversity and inclusion staff groups
- Remote/flexible working opportunities, where possible



# EMPLOYEE WELLBEING

As a Trust we place huge importance on staff and student wellbeing and are fortunate to have staff who are passionate about people. The wellbeing team's approach is to ensure that both staff and students feel valued and understand the importance of selfcare.



Our Trust wellbeing team met half-termly during the 2021-22 academic year, to share ideas and train together as Senior Mental Health Leads across our schools. As a result, we now have a lead in most of our schools, including some staff who are trained as Mental Health First Aiders.

The wellbeing team promoted selfcare to staff through regular tips and advice, signposting for further support and small events to bring people together outside of usual work duties. These included an end-of-year rounders and picnic, festive wreath making, tea and cake at break, and support for line managers to know how to support staff using psychological first aid.

A survey at the end of the academic year showed that most staff had taken advantage of the Trust's Employee Benefit, Golden time and felt that wellbeing was a priority most of the time. Additional feedback will help shape the wellbeing plan for 2022-23.



## HR POLICY – SHARED PARENTAL LEAVE

Shared Parental Leave (SPL) first became available in April 2015 and was previously included in the Trust’s Maternity Leave Policy, however, recognising its importance, we introduced a dedicated SPL policy for the 2021-22 academic year, to provide further information and clarity for our staff.

Offering Shared Parental Leave (SPL) gives parents greater flexibility in how they care for their child, allowing birth mothers to share a portion of maternity leave and pay with their partners to care for children from birth until their first birthday. It can also be used by parents who are adopting. Parents can take Shared Parental Leave either at the same time or at different times.

Furthermore, the policy supports staff taking such leave with occupational pay, rather than statutory amounts, where the criteria is met.

## IMPROVEMENTS IN GENDER PAY GAP REPORTING

We are committed to the promotion of equality of opportunity and choice for employees and support the fair treatment of all staff irrespective of gender through our transparent recruitment processes, pay policy and professional development.

All our posts are aligned to nationally agreed pay scales and our male and female staff are paid within the same pay band for the same job role or work of equivalent value.

The Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and workforce make-up. Gender pay reporting is not an issue of equal pay.

The majority of female staff are in the lower pay quartiles which has a significant impact on gender pay reporting although the gap narrowed in 2022 when compared to 2020.

We support our staff with a number of family-friendly provisions such as part-time and flexible working, of which our employees choose to take advantage. The overall gender pay gap therefore reflects workforce composition rather than pay inequalities.

## DIFFERENCE IN MEAN AND MEDIAN HOURLY RATES OF PAY

		Difference in mean hourly pay	Difference in median hourly pay
2020	Pay gap % difference male to female	15.5	37.8
2022	Pay gap % difference male to female	11.6	36.9

## PROPORTION OF MALE AND FEMALE EMPLOYEES ACCORDING TO QUARTILE PAY BANDS

		Quartile 1 (lower)	Quartile 2 (lower middle)	Quartile 3 (upper middle)	Quartile 4 (upper)
2020	Male (% males to all employees in each quartile)	8.9	23.1	31.3	38.4
2020	Female (% males to all employees in each quartile)	91.1	76.9	68.7	61.6
2022	Male (% males to all employees in each quartile)	9.2	22.2	33.4	36.2
2022	Female (% males to all employees in each quartile)	90.8	77.8	66.6	63.8

3.9%

Mean hourly wage pay gap difference reduction (male – female) since 2020



# FINANCES

## OUR FINANCIAL YEAR IN REVIEW

### STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 AUGUST 2022

	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Restricted fixed asset funds 2022 £000	Total funds 2022 £000	Total funds 2021 £000
<b>Income from:</b>					
Donations and capital grants:					
Transfer on conversion from local authority	-	-	-	-	24,145
Other donations and capital grants	14	-	2,168	2,182	3,301
Other trading activities	984	-	-	984	649
Investments	37	-	-	37	2
Charitable activities	1,369	58,454	-	59,823	54,382
Teaching school hub	-	-	-	-	55
<b>Total income</b>	<b>2,404</b>	<b>58,454</b>	<b>2,168</b>	<b>63,026</b>	<b>82,534</b>
<b>Expenditure on:</b>					
Raising funds	585	-	-	585	378
Charitable activities	1,730	56,504	5,856	64,090	57,657
Teaching school hub	-	-	-	-	27
<b>Total Expenditure</b>	<b>2,315</b>	<b>56,504</b>	<b>5,856</b>	<b>64,675</b>	<b>58,062</b>
<b>Net Income</b>	<b>89</b>	<b>1,950</b>	<b>-3,688</b>	<b>-1,649</b>	<b>24,472</b>

### STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) (CONTINUED)FOR THE YEAR ENDED 31 AUGUST 2022

	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Restricted fixed asset funds 2022 £000	Total funds 2022 £000	Total funds 2021 £000
Net income brought forward	89	1,950	-3,688	-1,649	24,472
Transfers between funds	-	-5,817	5,817	-	-
<b>Net movement in funds before other recognised gains/(losses)</b>	<b>89</b>	<b>(3,867)</b>	<b>2,129</b>	<b>(1,649)</b>	<b>24,472</b>
<b>Other recognised gains/(losses):</b>					
Actuarial gains/(losses) on defined benefit pension schemes	-	30,701	-	30,701	(4,936)
<b>Net movement in funds</b>	<b>89</b>	<b>26,834</b>	<b>2,129</b>	<b>29,052</b>	<b>19,536</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward	2,408	(23,923)	165,886	144,371	124,835
Net movement in funds	89	26,834	2,129	29,052	19,536
<b>Total funds carried forward</b>	<b>2,497</b>	<b>2,911</b>	<b>168,015</b>	<b>173,423</b>	<b>144,371</b>



BALANCE SHEET  
AS AT 31 AUGUST 2022

	2022 £000	2021 £000
<strong>Fixed Assets</strong>		
Tangible assets	165,788	160,808
	165,788	160,808
<strong>Current Assets</strong>		
Debtors	1,651	1,344
Cash at bank and in hand	18,545	19,249
<strong>Liabilities</strong>		
Creditors: Amounts falling due within one year	(9,988)	20,593
<strong>Net Current Assets</strong>	10,208	13,013
<strong>Total assets less current liabilities</strong>	175,996	173,821
Creditors: Amounts falling due after more than one year	(54)	(108)
<strong>Net assets excluding pension liability</strong>	175,942	173,713
Defined benefit pension scheme liability	(2,519)	(29,342)
<strong>Total net assets</strong>	173,423	144,371
<strong>Funds of the Academy Trust</strong>		
<strong>Restricted funds:</strong>		
Fixed asset funds	168,015	165,886
Restricted income funds	5,430	5,419
Restricted funds excluding pension asset	173,445	171,305
Pension reserve	(2,519)	(29,342)
<strong>Total restricted funds</strong>	170,926	141,963
<strong>Unrestricted income funds</strong>	2,497	2,408
<strong>Total funds</strong>	173,423	144,371

LIONHEART FINANCIALS 2021-22

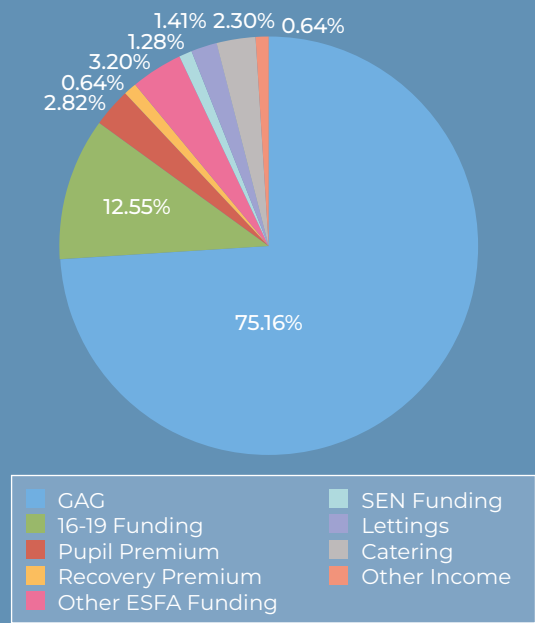


Lionheart Educational Trust had a strong financial year. It achieved a clean audit in the autumn term of 2021/22 following completion of the 2020/21 accounts process and supported all of its schools to spend sensibly and prudently, with no schools falling into deficit.

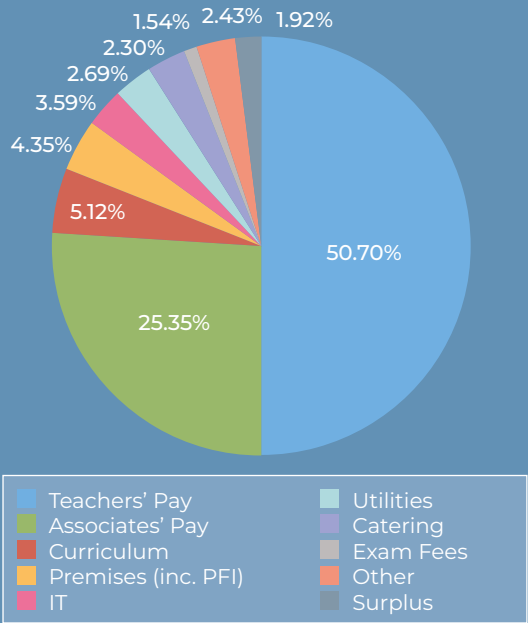
The Trust invested heavily on capital assets during 2021/22 with £4.9m spent on estates, including construction of the Martin High Sports Block and Humphrey Perkins and Martin High teaching blocks, as well as £1.5m on IT assets.

The finance team supported budget holders at all levels within the organisation with managing budgets and spending within available funds against a challenging backdrop of sharp increases in a variety of non-pay areas of expenditure- most notably, energy bills that began to see sharp increases in the latter part of 2021/22.

WHERE THE MONEY COMES FROM



WHERE THE MONEY GOES



# LIONHEART EDUCATIONAL TRUST

South Albion Street  
Leicester  
LE1 6JL



BEAUCHAMP  
COLLEGE



BEAUCHAMP CITY  
SIXTH FORM



BROCKS HILL  
PRIMARY



THE CEDARS  
ACADEMY



HALLAM FIELDS  
PRIMARY



HIGHCLIFFE  
PRIMARY



HUMPHREY PERKINS  
SCHOOL



JUGGEMEADOW  
COMMUNITY COLLEGE



MARTIN  
HIGH SCHOOL



RIVERSIDE  
PRIMARY



SIR JONATHAN NORTH  
GIRLS' COLLEGE



0116 497 9330



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Lionheart Educational Trust



LionheartTrust



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