



WHAT IS THE CASTLEMAN ACADEMY TRUST?

Background

The Castleman Academy Trust is named after Charles Castleman, a Wimborne solicitor who was chiefly responsible for the building of the railway line that operated between Southampton and Dorchester from June 1847. The line was nicknamed the “Castleman Corkscrew” due to its many twists and turns. Castleman was a great visionary and entrepreneur and was passionate about developing the local area.

Vision, Values and Ethos

Created in September 2014, the Trust’s sole purpose is to “advance education for public benefit”. Castleman Academy Trust is passionate about developing the talent and potential of young people in the area and committed to ensuring all young people its schools experience inspirational learning.

In order to provide the highest quality education, all we do is underpinned by the learning values of Respect, Independence, Creativity and Inclusion. These values have been agreed across the founding Trust Schools and are regularly reviewed to ensure that all we do reflects these.

The Castleman Academy Trust encourages and nurtures strong relationships between member schools, fostering the dissemination of good practice and a self-sustaining culture of aspiration for educational excellence across our schools, exemplifying our core values at all times.

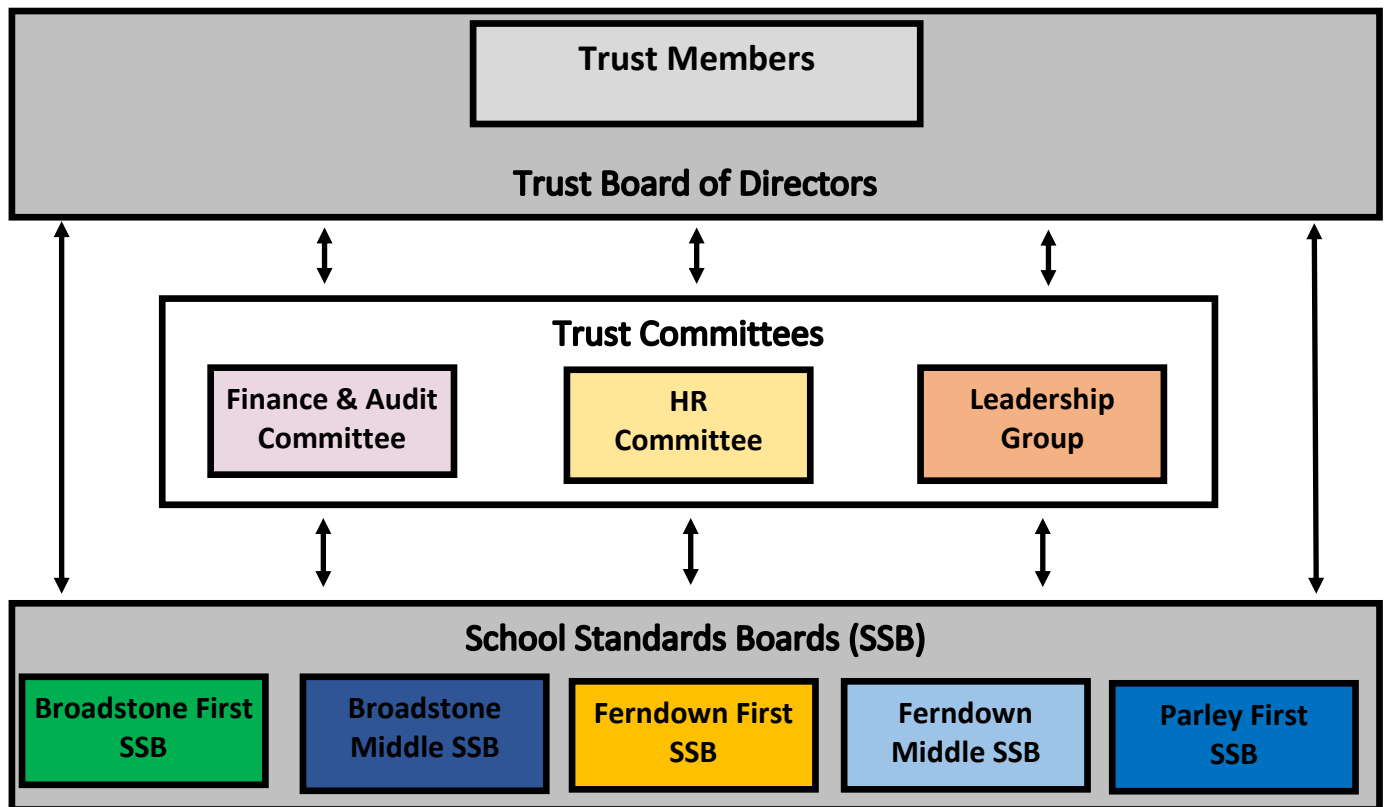
When you become part of our Castleman community, you agree to:

1. Put children first, always.
2. Care deeply about our families
3. Support and trust each other
4. Have high expectations and high performance.
5. Help our staff have great lives outside of school.
6. Support all adults to be learners too.
7. Support the autonomy and freedom of each school, but not tolerate self-interest and work to ensure we collaborate wherever possible.

Governance Structure

The Board of Trustees are extremely conscious that they require all the skills of a rounded, independent, educational and commercial organisation to succeed in their role to bring about the vision and deliver the education. They need to be independent of member schools as the decisions they may have to take in order to ensure the longevity of the Trust will sometimes be difficult. Trustees influence schools as a distance and are not involved in “running” member schools.

The Board is responsible for all the academies in the Trust. They do this by delegating functions to the School Standards Boards of each school and providing HR, Financial and Operational support across all our schools. At a school level, the School Standards Boards (Governing Bodies) monitor school standards and support the Senior Leaders to ensure the very highest quality provision for our children.



The Trust Board

As a charitable trust, the Trust Board ensures that it complies with charity and company law requirements. The Board's core functions are:-

- To ensure academic excellence in member schools;
- To set the strategic direction for the organisation; and
- To ensure financial probity

The Trust Board sets policy for all member schools. They employ a Chief Executive Officer to monitor and evaluate the impact of the policies set, quality assuring these in all member schools.

The School Standards Boards

The Board is responsible for the performance of all the academies in the Trust. In order to do this effectively, School Standards Boards in member schools "champion the school experience for the child, the family and the staff". They are responsible for monitoring and evaluating school performance and reporting to the Board successes and achievements or issues for development.

They do this in a variety of ways.

- Strategic discussions at School Standards Board meetings;
- Hold the Senior Leaders to account by monitoring the school's performance; and
- Ensure the school staff have the resources and support that they require to do their jobs well.

More detail about the different roles of Trustee and Governor are available in separate documents.

Further information about the trust can be found on our website: www.castlemanacademytrust.co.uk