



# Rainbow Education Multi-Academy Trust

*Each and Every Child*





"Since joining the Trust, we have been supported through every challenge. More here about how this decision will benefit all children at the school and we are very excited about our bright future."

Name here

Principal, School name here

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# Welcome from our CEO



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The Rainbow Education MAT was established in 2014 to sponsor both Church of England and community schools. Schools joining the trust retain their unique identity: community schools do not convert to become Church of England primary schools. Within the trust, we have a mixed blend of community and faith-based schools working in harmony together.

We are an innovative group of schools, aiming to provide an excellent education to children across the Merseyside Region. Children only get one chance to receive a good education, and we firmly believe that each and every child deserves the best possible education there is!

Each of our schools has its own identity and culture, but shares the overall vision of encouraging our children and young people to reach their full potential. We seek to improve the life chances of all children that we serve by ensuring that each and every child achieves their maximum potential and is fully prepared to access the next stage of their education.

The vision of the trust is to ensure that each and every child, no matter what their background or their circumstance, reaches their potential and leaves us ready for the next stage of their life.

We do this through our clear mission: At the Rainbow, we flourish together as we listen, learn, lead, lift and love.

One of our aims is that past pupils, families and stakeholders will look back, reflect and recognise the vital role that the Rainbow played in achieving great successes in their lives.

We pride ourselves as a 'values-driven' trust, living our daily lives through our core values of excellence, endurance, wisdom, trust and friendship. These five values epitomise the principles and practices of how the trust operates and also influence our behaviours and decision-making on a day-to-day basis.

The Rainbow Education Multi-Academy Trust provides a broad and balanced learning experience, which enables children to develop their knowledge and skills sequentially, in order to be successful in the next stage of their education.

Our teaching practice is firmly focused on evidence-based research to improve children's outcomes, ensuring children and adults continue to learn throughout their lives. As a result, our schools do not stand still. We make it a priority to provide teachers with excellent professional support and development, so that each and every child benefits from an excellent experience when attending a Rainbow school.

Through being an ambitious and supportive group of schools, we are able to offer more to both staff and young people than any single school could offer alone. The growing range of outstanding school-wide activities that we provide will mean that more children will have truly exceptional and inspiring experiences when attending a Rainbow school.

As a mature MAT, with a large geographical footprint across the Merseyside Region, we participate in a range of local, regional and national networks that are designed to support the broader development of the educational sector for the benefit of all children. The successes we have had so far are down to the talented and highly dedicated team of support staff, teachers, leaders and local academy councillors within our schools.

We are equally grateful to our pupils and families for their extensive support and commitment to us, ensuring our schools are a centre for learning and personal development.

As a trust, we believe that every leader, every teacher and every member of school staff, whether teaching or non-teaching, whether they are from outstanding schools or those schools in need of support, have strengths and skills that are vital to supporting the successful development of our multi-academy trust. We are passionate about developing the skills and strengths of our workforce and we have a proven track record of growing leaders.

We are inclusive and welcoming schools, embracing children from all backgrounds, all faiths and none, and all abilities. We offer all children an inspiring education. Whether you are a parent looking for an outstanding school for your child, a teacher looking to progress in your career, or governors of a school looking to work closely with others, I sincerely hope that your reading about the Rainbow Education Multi-Academy Trust encourages you to find out more.



Gina Donaldson, CEO and National Leader of Education





## Excellence

To ensure that our academies are centres of excellence, which focus on the nurturing and achievement of all their members.

## Endurance

To ensure our children and staff have high levels of endurance, so that they never give up, and live life in all its fullness. Developing the endurance of each other develops character, self-control and steadfastness.

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# Rainbow VALUES

## Excellence

All are invited to the Rainbow. The true meaning of friendship means as friends, we are there to support and celebrate with each other. We are not afraid to tell each other the truth and we use our genuine friendship to enable others.

## Trust

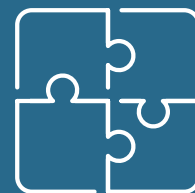
To trust in each other is essential to human life and lies at the heart of all relationships. Our schools, staff, children and families have trust in each other, allowing us to live and work together in harmony.

## Wisdom

To use the life experiences and knowledge from each other and distil this into our guiding principles.







# Our offer

The Rainbow Education Multi- Academy Trust is committed to working collaboratively to provide the very best educational standards for children within the Merseyside region and beyond. School improvement is a key driver for the trust and we are committed to working with schools to bring about rapid transformation and positive change for each and every child. We are determined to secure good and outstanding schools within the Rainbow family from which we can enjoy shared learning and success.

## Workplace development

We believe that learning is a continuous journey, and we pride ourselves in our proven track record of developing staff members.

Our workforce makes all the difference. We invest heavily in continuing professional development, talent management and retention of our excellent staff.

We have numerous examples of where staff have progressed in their careers during their time at the Rainbow Education Multi-Academy Trust.



Headteacher support; individual and as part of a small group of like-minded professionals

Guidance in all areas of the curriculum and assessment; including materials and training on their use

Support and challenge through regular support from experienced, highly-skilled staff

Quality teaching and learning CPD

Proven methods for effective behaviour management

Effective staff development through staff meetings and INSET

Collaborative learning between schools

Support for administration structures and systems

Supervision, advice and support

Computing support and development

Headteacher appraisals and supervision

Governance (Local Academy Council) support

Support through inspections Ofsted/SIAMS



# Growth

## Conditions for growth



Values align with the Rainbow values



Leaders are ready to work collaboratively with Rainbow



Rainbow MAT can add value and/or the school can add value



Rainbow has the capacity to support with sustained quality



Due diligence indicates an acceptable level of risk



Proven track record of improving underperforming schools



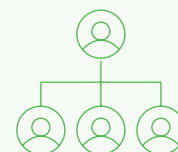
Experience and expertise in improving schools with high levels of disadvantage



Experience and expertise in improving schools with high numbers of pupils with EAL



Strong support for pupils with SEND is an identified strength



Strong, collaborative approach to school improvement

## Rainbow areas of expertise



# The Rainbow Teaching School Hub

The Rainbow Teaching School Hub provides support to schools and trusts predominantly across the Sefton, St Helens and Knowsley region. Our main aim is to promote the recruitment and retention of great teachers into the profession through delivering high quality teacher development programmes to teachers, leaders and support staff.

We have developed strong partnerships with Best Practice Network and The Ambition Institute to ensure all our participants can access the highest quality content and resources to support their learning. We work closely with some of the best research schools, curriculum hubs and CPD providers in the North West to ensure our schools can access the learning and development, expertise and experience to enable our teachers and school leaders to successfully deliver the best possible outcomes for every pupil.

Our priority, as a Teaching School Hub, is to support the delivery of the Department for Education's 'Golden Thread' for professional development.

This starts with close relationships with those local universities and other partners who offer Initial Teacher Training to support them in delivering high-quality training and ensuring that newly qualified teachers know how to access support from their local Teaching School Hub.





We support schools with early career teachers as they navigate the new induction process by following the Early Career Framework. The Early Career Framework underpins a career-long development journey with the opportunity to study a variety of qualifications from a suite of National Professional Qualifications (NPQs) to enhance leadership skills or develop skills in a specialist area such as behaviour or literacy.

It is also part of the remit of the Teaching School Hub to create opportunities for, or signpost teachers to, high-quality Continuing Professional Development (CPD). We do this by building relationships with local curriculum hubs and other providers of outstanding training and by making our hub area schools aware of their offering.

In 2022, we launched our Appropriate Body Services pilot working with a small number of schools in and around our Hub area. This has gone well, and we are excited to accept ECTs from across our region from September 2023.

We will continue to carry out regular analysis of the needs of the teachers and schools in our hub area, and evaluation of programmes delivered, to ensure that our provision remains relevant and effective.

For further information or to contact the hub, please see our website: [www.rainbowtsh.org.uk](http://www.rainbowtsh.org.uk)



# What makes the Rainbow Education Multi-Academy different?

Being part of The Rainbow Education Multi-Academy Trust will give your school access to high quality support that builds on your strengths.

We will celebrate what you do well, identify the next steps in your journey and empower you to achieve the best outcomes.

We believe that strong relationships between all stakeholders is crucial to achieving the best possible outcomes for children.

We provide autonomy that is based on core values and behaviours.











# Local Governance

The Rainbow Education MAT schools each have a Local Academy Council (Governing Body). This group of people act as support and challenge for the schools, ensuring accountability of leaders. They work carefully alongside the headteachers, and each Local Academy Council's chairperson sits on the Executive Operational Board, where they work with the chair of Trustees.

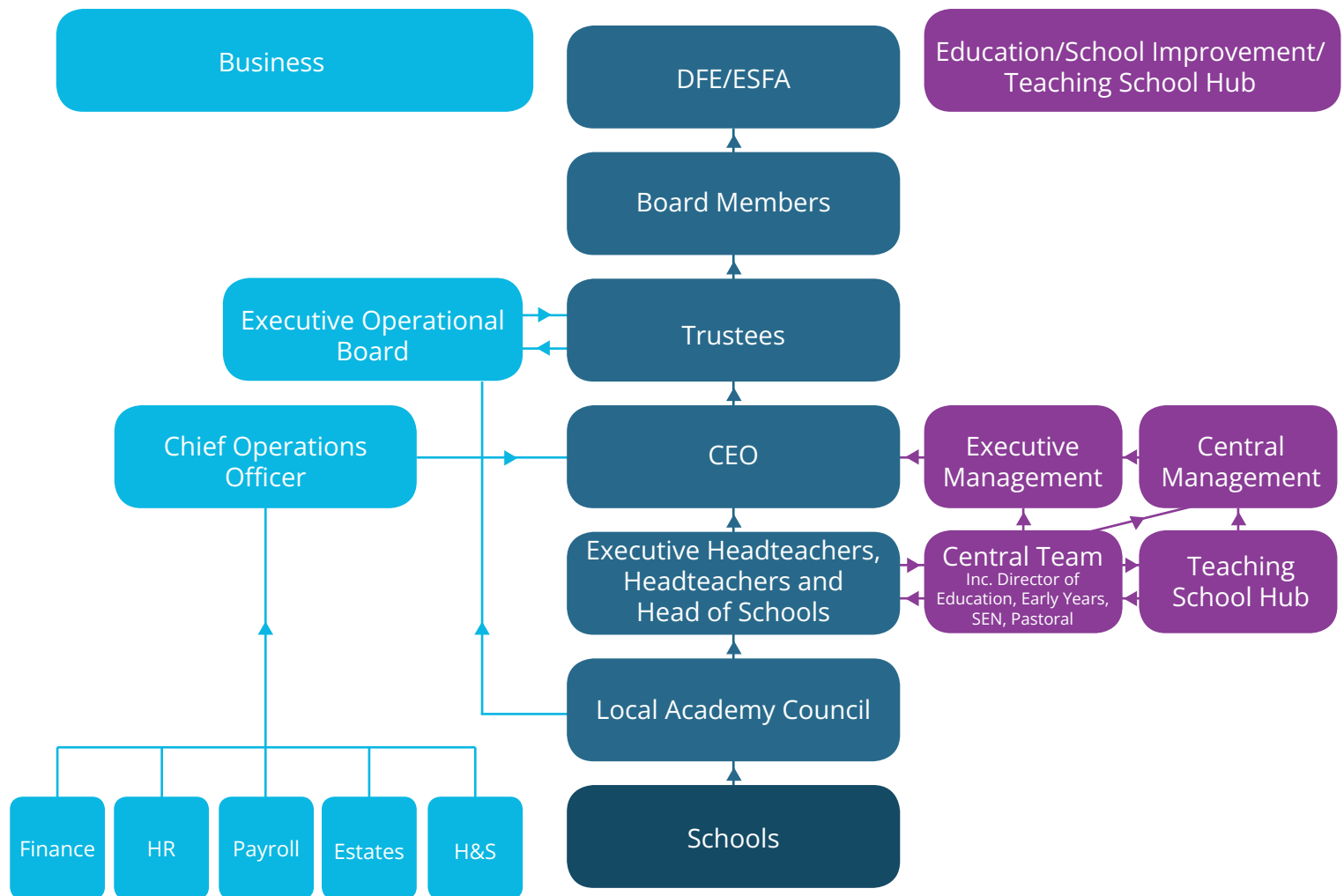
The trust has a clear scheme of delegation which sets out the roles and responsibilities of the Local Academy Council.



# Members and Directors

All schools within Rainbow Education MAT are accountable to their Local Academy Council, which in turn, is accountable to the Board of Trustees.

The Local Academy Council has delegated powers in order to oversee the running of the school; they may choose to delegate some of these powers to the headteacher.





# Join our Rainbow Family

Since our first school opened in 2015, the Rainbow Education Multi-Academy Trust has grown in a considered and gradual way. Now, we are a family of seven schools across the North-West, serving over 2,000 children and young people and 250 staff. We are always interested to talk to schools and MATs that share our vision and values about joining the Rainbow family.

The Rainbow Education Multi-Academy Trust aims to help each and every child, no matter what their background or their circumstance, reach their potential and leave our schools ready for the next stage of their lives.

Whether you are part of an outstanding school striving to serve your community better, or a school searching for a sponsor to secure school improvement, our goal is to work with you to transform the lives of young people.

The performance data of all of our schools shows that our learners achieve high standards, and the majority make good and better progress from their starting points. Overall standards in our schools continue to remain high.

For an initial conversation, please contact [enquiries@remat.org.uk](mailto:enquiries@remat.org.uk)







# Each and Every Child



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