

# The Kite Academy Trust

POSITIVITY • INTEGRITY • RESILIENCE • RESPECT • ASPIRATION

## Associate Membership Offer

Our Associate Membership offer provides schools and trusts with access to a highly experienced professional community, trusted systems and research-informed practice that support raising standards, reducing workload and improving long-term sustainability. It is designed to offer you the opportunity to experience The Kite Academy Trust, while continuing to operate in your own context, and to help you decide whether joining us is right for you.

## What Associate Membership Means

As an Associate Member, your school or trust becomes part of a collaborative network of education and business specialists. You gain access to practical expertise, proven models and hands-on support that has been developed and refined across multiple settings.

Our offer is flexible and responsive. Associate Members may access education services, business services - or a blended package - aligned to their priorities, context and capacity. Associate Membership is typically offered for up to 12 months.

## Our Offer to Associate Members

Our offer is underpinned by the same seven commitments we make to every current school, colleague and pupil at The Kite Academy Trust.

### 1 True Collaboration

As an Associate Member, you are part of a genuinely collaborative professional community. We work *with* schools ensuring collaboration is purposeful, respectful and focused on reducing workload rather than creating additional demand. This includes access to:

- ✔ Exemplary shared curriculum, pedagogy and leadership resources
- ✔ Trust-developed policies, frameworks and templates, personalised to local context
- ✔ Professional networks across education and business services
- ✔ Opportunities to collaborate across schools while retaining autonomy
- ✔ Workload-reducing governance structures and a data-driven operating system, including access to an AI-supported data and analytics platform

Our collaborative culture ensures collective expertise benefits every school while preserving individual identity.

### 2 A Different Approach to Wellbeing and Wellness

As an Associate Member, schools and trusts experience the impact of a model where wellbeing is not an add-on, but a core feature of how we operate. This includes access to:

- ✔ Practical, research informed techniques and wellbeing strategies embedded within professional development for all colleagues
- ✔ Flexible and intelligent ways of working across all teams within a school or MAT
- ✔ The opportunity to experience an ever-growing programme of colleague-led social and enrichment opportunities
- ✔ An insight into our enhanced benefits offer

This approach ensures that wellbeing is sustainable, embedded and impactful, and supports colleagues to thrive professionally and personally, while strengthening retention, capacity and overall organisational health.



### 3 Investing in Inclusion

As an Associate Member, schools and trusts benefit from working alongside a model where inclusion is systematic, forward thinking and embedded across all aspects of practice. This includes:

- ✔ Access to our team of experienced SEND specialists
- ✔ An opportunity to explore how our comprehensive SEND processes support with early and accurate identification of need
- ✔ The opportunity to draw upon the expertise within our specialist SEND panel before EHCNAs are submitted
- ✔ Support to strengthen your universal offer with practical, evidence-led and research-informed teaching and learning strategies

This approach ensures that inclusion is consistent, responsive and sustainable, strengthening outcomes for pupils while building confidence, knowledge and expertise.

### 4 Exemplary Education Services

Associate Members can access a tailored package of school improvement and education services, delivered by sector leading experts with a strong track record of impact across a range of contexts. Our education services include:

- ✔ Full access to our expert Education Services Team for support, guidance and capacity to make impactful improvements in curriculum design, teaching and pedagogy, EYFS, SEND and inclusion, behaviour and attendance, teacher education and assessment and data analysis
- ✔ Collaborative audits of curriculum, pedagogy, behaviour, leadership, SEND, inclusion and safeguarding, led by Trust education and safeguarding experts working alongside school colleagues, that identify strengths and priority areas for development
- ✔ Co-constructed improvement plans aligned to school priorities, capacity and context, with follow-up expert implementation support, including coaching, modelling and targeted intervention
- ✔ Working with schools and leaders before, during and after Ofsted inspections to ensure the very best outcomes and experience

This approach ensures improvement activity is practical, professionally enriching and owned by the school, to build confidence, expertise and long-term capacity.

### 5 Exceptional Business Services

Our business services strengthen operational effectiveness, compliance and long-term sustainability, enabling school leaders to focus on pupils, colleagues and communities. Business services include the following audit and support package options alongside access to our Trust business experts for advice, guidance and support as required:

- ✔ HR - reviewing structures, policies, processes and casework, followed by hands-on support to strengthen compliance, confidence and workforce practice
- ✔ Finance - budgeting, financial planning, procurement and value for money, alongside ongoing support to improve systems, understanding and sustainability
- ✔ IT - infrastructure, security, safeguarding and compliance, with practical implementation support to resolve issues and optimise systems
- ✔ Estates and compliance - reviewing statutory compliance, health & safety and asset management, supported by clear action plans and continued delivery support

Included as part of these options, Associate Members receive:

- ✔ Practical solutions rather than report-led assurance
- ✔ Ongoing access to Trust business specialists to support implementation, improvement and embedding over time

Services can be commissioned individually or as a coordinated strategic package, providing assurance, support and sustained improvement across business operations.



## 6 Career Pathways and Professional Development for All

Associate Members gain access to a broad, research-informed professional development framework designed in line with DfE standards and sector best practice. This includes:

- ✔ Trust-written, expertly scripted professional development
- ✔ Apprenticeship pathways across both education and business services
- ✔ Access to a vast suite of professional development opportunities, examples of which include:
  - Expertly designed and fully scripted DfE standard professional development library
  - National Professional Qualifications (NPQs)
  - Early Career Framework (ECF) training and support
  - Initial teacher training (IFT)
- ✔ Clear development and progression pathways for all colleagues

We are committed to building expertise and confidence at every level.

## 7 Giving Back to the Sector

Associate Members work alongside a Trust that actively contributes to local and national school improvement. This includes opportunities for partner schools or trusts to contribute to:

- ✔ System leadership and MAT-to-school and MAT to MAT support
- ✔ RISE, SaFEd and national curriculum development projects
- ✔ Wider sector improvement and collaboration across EYFS, primary and secondary provision
- ✔ The delivery of professional development on our Kite NPQ, ECF and SCITT training programmes

We are committed to supporting sector-wide school improvement and contributing to ongoing national curriculum and professional development reform.

## Collaborative Vision, Mission, Values and Strategy Development

In addition to our seven commitments, we offer Associate Members the opportunity to work with experienced Trust leaders to review, refine and strengthen their vision, mission, values and strategic planning, with the aim of creating both clarity of purpose and alignment across governance, leadership and practice. Support can include:

- ✔ Facilitated workshops with trustees, governors, senior leaders and key stakeholders
- ✔ Collaborative review of vision, mission and values to ensure they are authentic, coherent and lived
- ✔ Strategic alignment of educational priorities, culture and operational sustainability
- ✔ Development of clear, shared narratives that inform decision-making and behaviours
- ✔ Translation of strategy into practical priorities, milestones and implementation plans

This work builds shared ownership, strengthens culture and establishes a sustainable strategic framework that drives continuous improvement.

## Flexible Engagement and Your Next Steps

Your Associate Membership is designed to be flexible, transparent and responsive to need. It can be education-focused, business-focused or fully integrated, with clear service level agreements and agreed priorities. We welcome conversations to explore:

- ✔ Your priorities and challenges
- ✔ Which elements of the Associate Membership offer would add most value
- ✔ How we can design a package aligned to your context and ambitions

We would be pleased to offer an informal conversation with our CEO or a member of the Executive Team to explore potential areas of collaboration and discuss how our support might best meet your needs.

