



Matrix Academy Trust

EDUCATION **WITHOUT EXCEPTION**

www.matrixacademytrust.co.uk





OUR VISION

EDUCATION WITHOUT EXCEPTION.

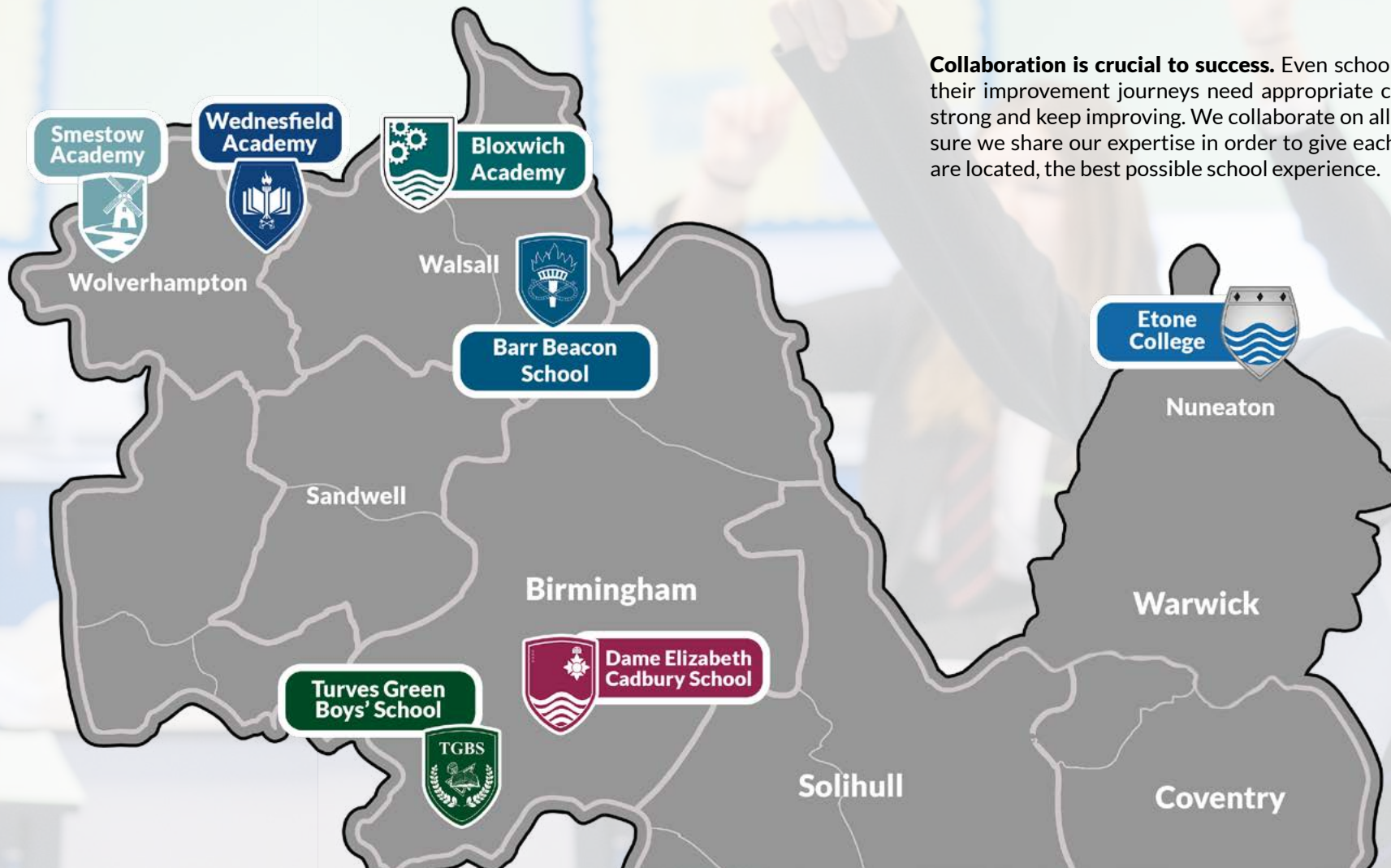
'I am very proud to be the CEO of the Matrix Academy Trust. It is truly a privilege to work with like-minded, hard-working colleagues who are all focused on delivering the Trust's vision.'

Our vision is simple: every child deserves an exceptional education. We make this happen by doing the things which really make a difference. Working smartly means we have staff who want to work here. It ensures we have the capacity to care for every pupil, providing them with the best possible education – without exception.

A great school is one people want to work at and one parents want to send their children to. No matter how great our schools might be, we never rest on our laurels. We are restless in our efforts to keep improving and we instil this in our young people.'

CEO | Lynsey Draycott





Collaboration is crucial to success. Even schools which are very far along in their improvement journeys need appropriate challenge and support to stay strong and keep improving. We collaborate on all aspects of school life, making sure we share our expertise in order to give each Matrix pupil, wherever they are located, the best possible school experience.

Matrix's approach to transforming schools has made us one of the highest performing academy chains in the UK (Source: Educational Policy Institute). We have improved the life chances of thousands of young people, many living in some of the most disadvantaged parts of the country. Our success is down to: leaders instilling the highest of behaviour expectations; providing exceptional pastoral support with wellbeing at the centre; utilising the most evidence-informed approach to curriculum.

All of this would not be possible without our Trust implementing effective financial resource management.

Since our beginning, we have steadily built capacity so we can sustainably turn around even more challenging schools.

Matrix has ensured that some of the lowest performing schools in the country, many with significantly above national proportions of pupils eligible for Free School Meals, have been sustainably transformed in a short space of time.

Our schools have a significantly positive Progress 8 score, opening the doors for pupils to progress to aspirational destinations. Recognised for our expertise in promoting and realising social mobility, our founding school operates the Careers Hub for the whole of the Black Country. A large proportion of students who would not have ordinarily considered going to university or applying for Higher Apprenticeships do so at each Matrix school. Students receive superlative personalised guidance to build their employability skills and gain access to the most competitive courses and apprenticeship providers.





Pupil Opportunities. We encourage all our pupils to explore their curiosity and creativity to find new ways of achieving their potential and to have the confidence and resilience to be the best they can be.

We understand that it is essential that we do not only focus on raising educational standards, but to also inspire our pupils to develop character through a range of extra curricular activities.

Matrix Academy Trust invests a lot of time in organising and promoting residential trips for all our schools. Sometimes our pupils will not have the opportunity to experience these types of trips out side of their school life. Our vision is for all our pupils to be given the same life experiences, no matter what the demographic.

Priding ourselves on providing exceptional personal development opportunities for both staff and pupils, Matrix schools have a thriving RAF Cadet Force and the Trust has earned the Armed Forces' Employer Recognition Scheme Gold Award for our support to the Armed Forces community. Following two successful Turing-funded study visits to two different European settings, Matrix applied for further funding for the second year of the scheme and were one of only a small number of schools to be successful. 69 Students from across Matrix schools had a life-changing experience in Japan in spring 2023.

We're committed to [raising aspirations](#) & broadening horizons.

Case Study. Bloxwich Academy in Walsall (formerly Mirus Academy and before that Frank F Harrison) was brought into the Trust in 2015. It had the unenviable reputation of being one of the ten worst performing schools in the country. Outside of the performance tables, it regularly made the headlines because of poor behaviour and serious safeguarding concerns.

Prior to Matrix arriving, the school had never been rated anything other than 'Requires Improvement' and outcomes were appallingly low. But when Matrix took it on, we ensured the school was quickly stabilised, had its 'Special Measures' status removed and, by 2017, the school was named the Most Improved in the Country for pupil progress at Key Stage 4. It is now 'Good', with a rapidly expanding intake. 2015's Progress 8 was -1.67 but has risen to 0.38 in 2022.

Matrix's drive for system-wide improvement is well known across the Midlands. As a result, Dame Elizabeth Cadbury School in Bournville became the first school to request to join the Trust, in order to benefit from belonging to a group of schools with shared values and a proven track record of success.

'Pupils and staff are proud to be part of the school. Pupils know that staff care about them and want them to do well. They can see how their school is improving. The sense of community and mutual trust is palpable throughout the entire school.'

Ofsted 2021







Staff Retention & Wellbeing. Our ethos is simple – to ensure that no child in our care should fail. Everything we do is in pursuit of that aim. Our commitment to inclusive education, extremely high standards for all and a “No excuses” culture permeates our academies.

We strongly believe that the reason for our success is the people who work for us, at all levels, both in teaching and support. We therefore invest in them because they make a difference. Our staff seek educational excellence, have the highest of standards, and contribute to the ongoing success of an exceptional educational network.

We know that if colleagues are not nurtured they will not stay. We are committed to providing quality training and support to every member of staff. Our staff are all individuals and they all deserve to be treated as individuals by recognising their strengths and supporting them.

In September 2015, Barr Beacon gained National Teaching School status and became a School Centred Initial Teacher Training (SCITT). It retains its Outstanding grading to this day, adding much needed capacity to the teacher workforce nationwide.

We have worked extensively with the Department for Education, sharing our expertise in recruiting and retaining staff.

The School Improvement Team. The Matrix School Improvement Team is regularly called upon by other trusts to forensically diagnose their improvement needs and provide follow-up support. We have taken a leading role in developing the Department for Education's Workload Reduction toolkit, from 2015 to the present day, and have been heavily involved in the DfE School Improvement Work. Members of our school improvement team are recognised experts in their fields.

Whatever your school improvement needs, we can tailor our support to you. Below are some of the packages which are most frequently requested, but it is by no means an exhaustive list.

Equality & Diversity	Mental Health	Curriculum & Assessment Reviews
Quality Assurance	Workload & Wellbeing	Pupil Premium
SEND	Careers	Safeguarding





Central Support Team. Our Central Support Team have a vast range of specialisms and expertise. They are on hand to all support and guide all trust leaders to ensure schools are achieving their full potential.

The Central Team play a key role in the development of the Matrix Academy Trust, constantly being required to evolve and adapt to global, national and local agendas. The evolution of the Central Team means that we can support our academies to develop and focus on what is required. This gives us a clear growth strategy and trajectory focusing on 3 points: internalisation, centralisation and specialisation.

Financial Services	IT Services	Human Resources
Estates & Facilities Management	Payroll Services	Marketing & Design
Procurement Services	Accounting	DfE/ESFA Compliance

'Matrix Academy Trust provided Turves Green with the support and leadership the school required. Working for a Matrix Leadership team provided me with an unwavering belief in my capabilities and their encouragement to embrace new challenges has been instrumental in my personal development. The professional development opportunities offered by the school, including workshops, conferences, and training programs, have empowered me to expand my knowledge, refine my skills, and stay updated with the latest educational practices.'



'Since joining the Matrix Academy Trust in January 2023, there has been a distinct shift in the drive and determination shown by leadership to ensure that decisions are made in a timely fashion that benefit both the students, the staff and the wider school community. I feel that if I need support in either making a decision or having a decision confirmed by someone with more seniority to me, that it gets done quickly and with very little fuss - it feels as if there are far fewer 'hoops' for us all to jump through to make things happen.'



'Having worked for Matrix Academy Trust since day one, I have watched it grow in terms of schools, colleagues and students. Staff give their all in our joint venture to shape the next generation. Every decision that is made has the students' best interests at heart. We are able to work collaboratively, across the schools in the Trust, allowing everyone to be the best that they can be through mutual support and opportunities for progression.'





Why Join Us? We always say 'if it's not good enough for our own families it's not good enough for our pupils' and we really mean what we say. Every child deserves an exceptional education. Our high expectations underpin everything. We believe no one wants to work somewhere where things are 'ok'. It's frustrating when other people aren't working as hard as you are.

We all work hard but we only do the things which are worth doing. We know what works and this usually means keeping things simple. We try to avoid using acronyms and confusing terminology because clear communication is essential. We sweat the small stuff because the small stuff adds up. We recognise that getting the best out of everyone means providing the right balance of challenge and support. We offer exceptional professional development opportunities. We only employ people who share our restless drive for improvement. Education without exception doesn't just happen. **Join us to make it happen.**



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