



**Together, we create
lives of opportunity**





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**Welcome to the Greater Manchester Education Trust.
The trust is the product of a collaboration between two
successful trusts in the city formed in 2022.**

Greater Manchester Education Trust operates in one of the most culturally and socially diverse areas of the country and we are proud to be a family of academies for children in the Greater Manchester context with a shared vision; to provide the best learning, the best support and a sense of belonging in our community so that every child and adult in our family of schools can fulfil their ambition and have a great future.

We work together tirelessly together to break down barriers to success, ensuring all children have a sense of belonging and aspiration and are equipped to succeed both academically and personally; creating lives of opportunity.



Damian Owen
Chief Executive Officer



Suzannah Reeves
Chair of Trustees

Greater Impact

Collaboration, learning from research and from the best professional practice that we each offer is at the heart of our Trust.

We work together to align our practice where we know what will work to improve outcomes for children in all of our academies, whilst our academies can retain the agency to continue to do what delivers excellence for the unique profile of each setting. We know, however, that those differences of context will endure and that there is excellence to standardise, coming from each organisation, so that all benefit from the best that we offer.

We demonstrate our shared purpose through the following statement:

‘Together, we create lives of opportunity’

We work together to overcome barriers to achievement in our context and provide **Great futures** for not only for our young people, but for all our stakeholders. We place our colleagues, their development and welfare at the heart of our strategy and our day-to-day practice. We know that having excellent practitioners in our classrooms makes a huge difference to the progress our pupils can make, and that high-quality support can create the conditions for all children to thrive. To that end we focus on developing our people to be the best at what they do.

We believe that by creating the environment for everyone who works for our trust to feel challenged, developed, supported and motivated in equal measure we will enable them, and our young people, to flourish.



Greater Opportunity

Our academies are closely located which facilitates unrivalled opportunities to build excellence, collaborate, learn and grow people in Greater Manchester.

In joining us colleagues will find a wealth of opportunities to develop professionally and personally, working closely with peers in other academies and with networks on a regional level and beyond to develop their expertise. There are opportunities for those who wish to do so to work more widely in the organisation through an extensive range of development and leadership networks and collaborations. We recognise that working in education can be challenging albeit highly rewarding. We care deeply for the welfare and work-life balance of colleagues and want working for us to bring joy and pride.

Our identity as an evidence-informed, collaborative trust working to address the issues facing, and meet the aspirations of, our communities through a shared culture is at the heart of every aspect of our work.

To find out more about the trust please visit the Greater Manchester Education Trust website.

www.gmetrust.org





Who are we?

Greater Manchester Education Trust currently comprises four secondary schools (two with post-16 provision) and from September 2025 Alexandra Park Primary School, an outstanding primary school and National Research School.

We are a trust for every child, committed to making the difference for all children and are absolutely committed to working for our local context and to enhancing the education and futures of children in the Greater Manchester area. Our trust educates just over 6,000 young people in the city. Our academies achieve consistent success with young people of all backgrounds and abilities, ensuring that we offer a high-quality education to every child in our care. Children in our academies receive the best possible care and support, to grow both academically and personally and experience a range of opportunities which allow them to express their talent, challenge themselves and enrich their lives.

Colleagues who work in our schools experience the same focus on care and guidance, opportunity and challenge, so that they can deliver an exceptional education to our young people. They become the very best practitioners through bespoke support and opportunities to learn professionally, to collaborate, to lead innovation and to advance their career with us.

There is a consistent focus on evidence-informed approaches in all that we do, and effective sharing of best practice, systematic networking and collaboration across our organisation are standard. We also have a wide-ranging network of external partners who provide us with insight, opportunities, experiences and development – including The Chartered College of Teaching, The Church of England Educational Officer, IRIS Connect, REACH Foundation, GMCA and many others.

Our core values are at the heart of our work with young people, colleagues, our parents and our community:

Excellence – We are passionate about maximising potential, raising aspirations and achieving greatness in everything we do

We set the highest expectations for all, whether in academics, personal growth, or professional development. Excellence drives us to innovate, continuously improve, and provide a great education for every child.

Care – We work collaboratively and treat everyone with thoughtfulness, empathy and compassion

We prioritize the well-being of every student and member of staff. Our schools are caring communities where people feel safe, supported, and empowered to succeed. We believe that strong relationships, grounded in compassion and empathy, are essential for learning.

Respect – We recognise our differences and treat people fairly in our thoughts, words and actions

We embrace the unique diversity of Greater Manchester, ensuring that every individual feels a sense of belonging and is valued. We foster a culture of respect that strengthens our schools and communities alike.



Our People

Trust Central Team



Damian Owen

Chief Executive Officer



Louise Staunton

Chief Finance & Operations Officer



Jenny Kennedy

Director of People



Sam Gibbs

Curriculum & Development



Kate Wragg

Digital Strategy



Lauren Dooley

SEND & Inclusion



Claire Williams

Director of Research School



Phil Brooke

Primary Executive Lead

Ian Waterhouse

Senior Finance/ Business Partner

Jen Beckensall

Early Career Teacher Development

David Grundy

Senior HR Manager
(Part Time)

Mike Berry

IT Infrastructure

Iain Stark

Senior Finance/ Business Partner

Sara Philips

Recruitment & HR Coordinator

Aurora Margari

Data Protection and Compliance

Caroline Jepson

Marketing and Communications
(Part Time)

Bernadette Gallagher

Executive Support (Part Time)

Andy Taylor

Web Developer

Scott Langshaw

Trust Infrastructure Engineer
(Part Time)

Alex Sharp

IT Assistant

Our Headteachers



Ms J Bowen

The East Manchester Academy



Ms D Johnson

Levenshulme High School



Mr N Johnson

Levenshulme High School



Mr M McElwee

Parrs Wood High School



Mr M Lea

Whalley Range High School



Mr P Brooke

Alexandra Park
Primary School



Alexandra Park Primary School
"Care, Aspire, Achieve"

Our Ambition

Living our vision and values; our culture, our growth and our identity as a Trust for every child in Greater Manchester.

We are keenly aware that in order for us to be a Trust for **every** child in Greater Manchester, we wish to partner with schools in our area that will add their expertise, insight and world view to ours, developing our shared expertise and impact working with experts beyond our current structure to benefit one-another. This will mean that we can have an impact on more children, more colleagues and our wider community. In short – our ambition is to develop a truly ‘cross phase’ Trust that will allow us to extend our offer across **Greater Manchester**. We believe that a local trust grounded in the GM area can more effectively support its own communities as there is already so much for us to address- and to embrace- locally.

A cross-phase Trust allows for a deeper impact on primary, secondary and sixth form outcomes of all our students and the development an “all through” approach to education of the children and young people of Greater Manchester, enabling us to co-create cultural and academic continuity. Our, cross-phase, collaborative partnership will bring opportunity for our colleagues and will ensure continuity and excellence across phases as well as high-quality practice and support for our children at all stages of their educational journey.

To enable our partners to focus on what matters most, providing the highest quality education for pupils, we provide central support for all financial, operational and resource functions.



GMET Primary Phase: Excellence in Teaching and Learning

At GMET, we are dedicated to our vision of providing the best learning, the best support, and a strong sense of belonging so that every child and adult in our family of schools can fulfil their ambitions and build a great future.

At GMET, we believe that **every child deserves to be taught by an expert teacher** - one who has the knowledge to plan and deliver a high-quality, evidence informed curriculum, the skills to bring learning to life through engaging and impactful lessons, and the commitment to care deeply about each child's education and well-being. By investing in what teachers know, do, and care about, we ensure that every child receives the best possible education, empowering them with the knowledge, confidence, and opportunities to build a bright future.

Working with the EEF Research School

All GMET schools benefit from a **collaborative partnership with Alexandra Park EEF Research School to enhance teaching and learning across the trust. Schools can access:**

- Subject-specific CPD based on Education Endowment Foundation (EEF) guidance reports, such as Improving Literacy in Key Stage 1 and Improving Primary Science.
- Support with implementation, using frameworks such as A School's Guide to Implementation and Effective Professional Development.
- Evidence Leads in Education (ELEs) teachers will receive support and expert guidance, ensuring that all teachers have opportunities to develop their practice. Across the trust schools, expert teachers will be identified and encouraged, receiving additional training so they can lead in their specialist areas across the trust and as ELEs for the EEF.
- Opportunities to engage in new education research, addressing real challenges schools face and contributing to improvements in learning nationally.

Implementation Support: A Priority Investment

Supporting schools with effective implementation is our highest priority. We focus on:

- Identifying each school's key areas for improvement.
- Developing systems, conditions and support to ensure a structured approach to school improvement.
- Implementing and monitoring impact rigorously, ensuring sustained improvements in teaching and learning.
- Leadership development through strong support systems and coaching across the trust.
- Headteacher and leadership support through collaborative network group meetings



Professional Development for All Staff

We are committed to developing every member of staff, from teaching assistants to headteachers.

Opportunities include:

- Funded apprenticeships and master's degrees.
- National Professional Qualifications (NPQs) in areas such as Leading Teaching and Leading Behaviour and Culture.
- Enhanced Early Career Teacher (ECT) support, providing additional in-house support and CPD beyond statutory requirements. Each ECT will receive targeted support through instructional coaching from an experienced mentor with expert knowledge of the ECF, as well as opportunities across the trust to observe exceptional practice.
- Expertise to support leadership and staff to implement sustainable models of CPD, such as Teacher Research Groups (TRGs) and Lesson studies
- High quality CPD for support staff to ensure evidence informed interventions are delivered with fidelity, and they have maximum impact in the classroom

Data-Driven School Improvement

Schools will be supported with an enhanced data package to ensure:

- Termly generation of detailed trackers which provide attainment and progress data at individual, class, year group and school level
- Effective use of external and internal data to drive teaching and learning improvements.
- In depth analysis of internal and external data to inform high quality first teaching and targeted interventions
 - Early identification of vulnerable groups not making progress
 - Rigorous pupil progress meetings that inform classroom practice and targeted support where needed

Subject-Specific Support Across the Trust

- Alexandra Park is a **Champion White Rose Maths School**, with a number of specialist maths teachers at the school, who collaborate with White Rose to enhance CPD and support schools in developing high-quality maths provision. School staff would have access to expert CPD, including follow-up support with implementation and collaborative planning
- This **specialist-led approach** is already established in our secondary schools, where subject specialists work alongside subject leaders to strengthen curriculum and teaching. This model will now be expanded across the primary phase, maximising the potential and future leaders of great teachers from across all the primary schools, ensuring every subject benefits from expert leadership.

Leadership in High-Quality Teaching

Alexandra Park is the lead school for Stockport's Prince's Teaching Institute (PTI), a charity committed to making high-quality, rigorous, and enjoyable education available to every child. Schools across GMET will have access to:

- PTI led high-quality leadership training.
- PTI led subject-specific support to develop expert teachers in every field.

Prioritising SEND and Inclusion

SEND and inclusion are at the heart of our trust's strategy. GMET primary schools will benefit from the same high standards of SEND support currently available in our secondary schools. This includes:

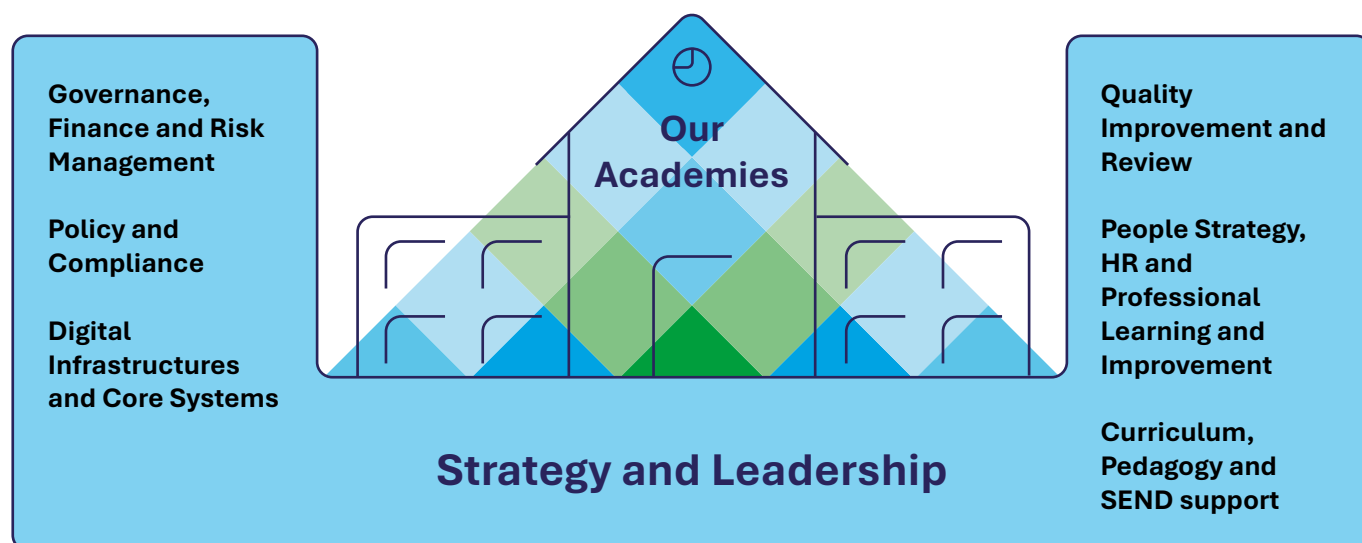
- A trust-wide focus on understanding the challenges schools face regarding SEND and inclusion.
- A **trust-wide SEND and Inclusion Lead** to work across schools.
- **Collaboration with leadership teams** to develop effective systems in a team of specialists who will lead support and training for staff and children.
- A proven model already in place, with primary schools benefiting from specialist support in areas such as speech and language and educational psychology.
- We provide specialist support and training for both staff and children to effectively manage and improve behaviour.

As part of GMET, your school will become part of a trust that prioritises **high-quality teaching, expert professional development and inclusive education**. Together, we can ensure that every child receives the very best education, empowering them for a successful future.



Support and Improvement Frameworks

Our Strategic Planning Framework and cycle of evaluation and reporting ensure we understand our common challenges, where progress is being made, how we can amplify successes, where further improvements are needed and what barriers we need to overcome to make our ambitions possible. We focus sharply on the barriers facing our children and developing the abilities of our colleagues as experts in addressing those challenges.



Effective School Improvement frameworks and a high quality, evidence informed and inclusive educational model, in particular for vulnerable cohorts and those with SEND. The guiding principle for our school improvement strategy is to make the biggest difference to the life chances of the pupils in our academies. A fully-developed business cycle and calendar of quality improvement activity will support delivery in the elements of the strategy.

Our **Central Team** provides support, challenge and development of practice across academies and on a bespoke basis to support identified improvements.

Extensive **Strategic Trust Leadership Networks** and **Subject Professional Learning Communities** develop and drive evidence-informed excellence across our academies. These are supported by **Research Leads** in each of our academies.

Serving Ofsted practitioners ensure effective information, development and preparation for inspection are available to all.

Highly effective **Governance and Leadership** enable effective development of educational provision and place in our community – **Trust Culture**.

Members & Trustees

Our Trust Board [Governance - GMET](#) benefits from experienced and expert members from the public and educational sectors, including finance, legal and HR, who provide support and challenge for our central colleagues and headteachers and ensure effective support and practice in academy performance (Progress Board), finance, premises and risk and audit areas.

Our Local Academy Committees provide focused governance for Academies at a local level, ensuring clarity of vision, ethos and strategic direction, providing essential support and scrutiny of educational performance of the academy and its students and having oversight the financial performance of the academy and its management of risks. Our LACs are a hugely important part of our academy communities.

A Chairs' Network meets regularly with The Chair of Trustees and the CEO and central leaders to ensure effective communication and development of strategy and a clear line of sight and communication to and from the Board of Trustees and CEO.

Our Scheme of Delegation illustrates the lines of reporting, decision making and accountability – and we will make this available to you as you wish. We may develop this

document with you as we work together, so that it reflects the developed structure of the organisation appropriately.

Our Central Team and our Headteachers meet together to ensure effective communication and consultation around strategy, development of policy and practice and key matters affecting our academies.



Trust Leadership Networks operate in all key strategic areas (for instance safeguarding, curriculum and assessment, professional development, SEND and Inclusion). These collaborative groups of leaders across our academies which meet regularly to consider and implement evidence-informed strategy across the trust for practice in that area. The networks are an opportunity for senior colleagues in academies to contribute to the development of trust-wide best practice, central policy and ensure effective implementation across our academies, providing mutual support whilst embedding best practice.

Subject Professional Learning Communities operate across all phases and subjects to develop and improve current curriculum provision. They support evaluative activity and create opportunities and collaboration for colleagues and pupils across the Trust, disseminating subject expertise across our academies and the sector. They contribute to subject-specific professional development provision for colleagues across the Trust.

Student Leaders develop areas of common concern to them and our communities and develop a sense of wider belonging and support across our academies.

Professional and Career Development which enable excellence and opportunity for everybody who works with us.

Prioritising professional and personal development of ALL colleagues and investing in their knowledge and skills is not only critical for pupils' outcomes, but staff are happier, more motivated and more likely to stay in their roles when they regularly access high quality training and feel supported. This has a direct correlation with the success of the children in their care.

Our vision is to provide a high-quality, evidence-informed, fully coherent GMET development pathway for all staff in our organisation. We collaborate and work in partnership with values-aligned external providers, networks, and other schools and MATs to enrich our professional development offer for staff and to contribute to system-led improvement. Through our partnership with the Church of England Education Office we offer the full suite of NPQs, designed and delivered through a unique flex model which provides colleagues with opportunities to coach and facilitate. We partner with other MATs, such as CORE, Beckfoot Trust and the Education Alliance, to develop leadership and coaching programs which allow colleagues to connect with peer networks locally and nationally. All colleagues have access to membership of the Chartered College of Teaching and its range of professional programs.

Teachers are supported to continually reflect and improve upon their practice through engagement in the Professional Learning and Improvement cycle. We believe that all colleagues in principle seek to do a good job, wish to get better at what they do and want the best for pupils, and that to that end we have decoupled performance development from pay. Alongside the expectations of their core role, colleagues hold a single, evidence-informed, professional learning goal based on one principle: to become better at what they do, so as to support improved outcomes for pupils.

Curriculum design and delivery which enable the best outcomes for children.

An evidence-informed framework underpins the design of the curriculum in our academies, driving continuous reflection and refinement of provision. The Trust Lead for Curriculum and Development works across our schools to provide support and training for leaders and teachers. The Great Teaching Charter, co-created with colleagues across the Trust, defines the principles which inform curriculum, teaching and assessment, and supports the auditing and review of practice.

SEND and Inclusion - We have a specialist inclusion lead working closely with colleagues across the trust schools, and with organisations both regionally and nationally, to ensure the highest quality learning and support is both available and accessible to all pupils in our family of academies. The trust lead has responsibility for coordinating the response to SEND across the trust, centralising frameworks and policy, and developing professional practice in line with the latest research. The trust lead facilitates high levels of collaboration and provides regular support to individual schools. In each of our schools SENCOs are valued for their specialist expertise, and learning and training opportunities are maximised through this partnership.

Our People are our Strength - Building capacity through systematic development of talent, high-quality recruitment and retention and a focus on colleagues' welfare.

Our Trust People Strategy is central to our ongoing commitment to being a great place to work, where we attract the best quality people, who can grow their careers and know their development and wellbeing are at the heart of what we do.

The People team at GMET is led by an experienced **Director of People** who has worked in a number of MATs supporting both secondary and primary schools. Within the team there is wealth of knowledge, skills and experience. There is excellent **central collaboration** and our CIPD Qualified HR practitioners work together across the trust to provide support and guidance in our schools for all personnel matters and alignment of policy and practice. Our **Trust HR & Recruitment Coordinator** plays a vital role in developing our central recruitment offer and talent pool for all our academies.

Ethical Charters - Each of these interact directly with our ambition, intent and define our shared principles and expectations. They underpin our commitment to the care and well-being of our colleagues throughout their career with us. We are a values-driven organisation and ensure that our documented commitments to areas such as workload management, teaching learning & curriculum, ethical behaviours, professional learning and welfare are embedded in our academies.

Operational Excellence - We want our academy leaders to focus on high-quality education and support for their pupils. To this end we aim to provide support which facilitates that goal. **GMET's offer for schools includes:**

People	Operations	School Improvement	Finance	Governance
People strategy and culture (ethical charters)	Central policy and updates	Leadership and Culture support & development	Financial Policy and Strategy	Governor Clerking/ Governor Support
Employee Assistance Programme	Business Management support	Trust Strategic Leadership Networks, eg. <ul style="list-style-type: none"> • Headteachers • Safeguarding • Behaviour & Attendance • SEND & Inclusion • Curriculum, Learning and Assessment • CPD • Disadvantage • Literacy 	Funding Agreements	Statutory Accounts and Annual Reports
Extensive Staff benefits and welfare measures	Compliance – Employment law, KCSIE, SCR, SWC	Subject Professional Learning Communities	Payroll service and pension expertise	Internal Scrutiny Programme
Occupational health advice	Legal advice partnership with Browne Jacobson	SIP/SEF development	Accounting, budgeting and reporting software	External Audit
Flexible working support	Management of Capital Grants	Membership of regional & national practitioner networks	Monthly Management Accounts and Local Academy Committee Reports	Legal Support
HR Reporting and monitoring	GDPR Management and Support	Inspection support and preparation	Insurance	Academy Trust Handbook Compliance
Central Recruitment	Website Content Management and Compliance Support	Local Academy Committee networking	Assistance with Budgets and Forecasting	
Employment Law and Policy advice	IT Network support	EEF Research School partnership and development of best practice	Assistance with Treasury Management and Bank Accounts/Administration	
Streamlined HR processes using Access Education People	SharePoint Intranet and Support		Purchase Ledger/Sales Ledger	
Complex casework support – absence, grievance, disciplinary, TUPE, restructuring	MIS Software Support / Licences			
Staff welfare and wellbeing surveys and planning (Eduio)	Procurement of Major Contracts			
Bespoke HR training	Capital and Estates Management Support			
Central Negotiation with professional organisations (JCNC)	Project and Contract Management Support			
Apprenticeship levy training courses	Press Support			
Talent pool management and career pathways				

Finance and Operations - Central Financial and Operational Practice which facilitate delivery of strategic objectives for pupils.

Whilst we are a relatively new Trust, we have worked purposefully to establish strong operational and financial frameworks and systems across our large estate and £50 million budget. We provide operational structures and provision which will enable our leaders to focus on what matters most in their academies: a quality educational experience for children.

Our operations and finance teams are supported by a long term educationally experienced Chief Finance and Operations Officer. Our CFOO is supported by strong Team Leaders and Members who are dedicated to playing their part in realising our ambitions and securing better outcomes for our children. Our [Financial Scheme of Delegation](#) gives clear guidance on how we operate our financial systems and procedures and we can of course make this available to you.

We absolutely recognise, however, that the needs and expectations of primary colleagues may well be different to those in our existing secondary schools. We will work with you to be certain that our systems and processes to enable financial strength and efficiency which supports educational outcomes whilst enabling leaders to rest assured that finances are in good hands whilst they focus on the quality of the educational offer for their children.

IT Infrastructure and Support - At Greater Manchester Education Trust, we understand the critical role that robust and reliable IT infrastructure plays in the success of educational institutions. Our comprehensive IT services are designed to support schools and trusts in achieving their educational goals through state-of-the-art technology solutions and expert technical support.

Full Review of Infrastructure and Consultation on Improvements: We offer a thorough review of your existing IT infrastructure to identify strengths, weaknesses, and areas for improvement. Our team of experienced IT professionals will work closely with your staff to understand your specific needs and provide tailored recommendations to support your school development and ensure compliance with DfE digital and technology standards.

On-Site Assistance and Technical Support: With a Trust IT team working as one, we offer the flexibility to provide additional on-site coverage and escalated support for technical issues. This collaborative approach ensures that your institution benefits from a seamless integration of services, allowing for efficient troubleshooting, setup of new devices, and staff training.



Proactive Maintenance and Monitoring: To prevent potential IT issues before they arise, we offer proactive maintenance and monitoring services. These include regular system updates, performance checks, and security audits. Our services can seamlessly integrate with your existing infrastructure, providing an added layer of support and security. Additionally, we utilise a comprehensive Endpoint Detection and Response solution for vulnerability management and cyber risk detection. This includes 24/7 monitoring by an external provider, working alongside our own infrastructure team to ensure continuous protection.

Strategic IT Planning and Development: We can help schools develop a strategic IT plan that aligns with their educational objectives. This involves long-term planning for technology investments, budgeting, and resource allocation. Our aim is to assist schools in leveraging technology to enhance teaching and learning experiences, improve administrative efficiency, and support overall school improvement. The trust also supports schools in realising their strategy with staff training, on-going review and development as technology systems progress.

Communication: We will integrate bespoke SharePoint intranets for your staff and students with the existing trust structures, to facilitate key messaging and communication. We can help support communication with parents through targeted messaging, apps and webinars to offer a range of channels of communication.

The Digital Team at Greater Manchester Education Trust are committed to providing high-quality, reliable, and innovative IT solutions that empower your school or trust to thrive in the digital age.

Your next steps

We are well-versed in the formalities, intricacies and procedures of schools joining multi-academy trusts and have access to experienced and professional educational governance and legal support, including employment law and TUPE matters and will work with you to manage these processes so that colleagues feel secure and supported throughout the journey.

If you have any questions or would like to make contact please do not hesitate to get in touch.





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