

Endeavour Partnership Trust

Excellence
Through
Partnership



Trust Brochure





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Welcome to Endeavour Partnership Trust

We are delighted to welcome you to the Endeavour Partnership Trust, a Trust at the heart of its communities that we are all extremely proud of.

At the Endeavour Partnership Trust (EPT) we have a clear vision to provide an excellent education to all of our pupils, in a climate of honesty, collaboration, happiness and transparency. We are committed to all of our pupils excelling, in schools which are truly inclusive, in every sense. EPT is a family and we are unswerving in our drive to collaborate and support one another's schools so that we all thrive and succeed with pupils who are happy, safe and challenged educationally within their context.

Our Trust serves very diverse communities and we have sixty-eight languages spoken across the three schools, as well as high levels of disadvantage. However, the 1300 pupils across our schools thrive and succeed academically, emotionally and socially. Our standards are high because our pupils deserve nothing less and we utilise every penny to the benefit of our pupils, for maximum impact.

Our ambitious Trust is ready to grow and we welcome the opportunity to talk to school leaders, governors and Trustees about what EPT can offer to individual schools or to other trusts. We have an excellent track record of school improvement across the south east of London as well as working with schools as far away as Portsmouth and Bognor Regis. We lead delivery of NCETM and Maths Mastery and have Little Wandle Champion status at one of our schools. Two of our schools have also achieved the platinum standard for outdoor play and learning (OPAL), the highest accolade available, putting us in the top 1% of all schools nationally for the quality of our play provision. We are a strategic partner with the Greenwich Schools' Alliance and have built a strong capacity to work with ambitious schools who want the very best provision for their pupils and opportunities for their teams.

With the support of our talented central support team, we are able to offer potential joining schools an extensive range of school improvement resources and CPD as well as school support services in safeguarding, finance, recruitment, premises compliance and IT.

Please contact us if you would like to know more.

Jo Marchant
Trust Lead and CEO

Steve Wheatley
Chair of Trustees



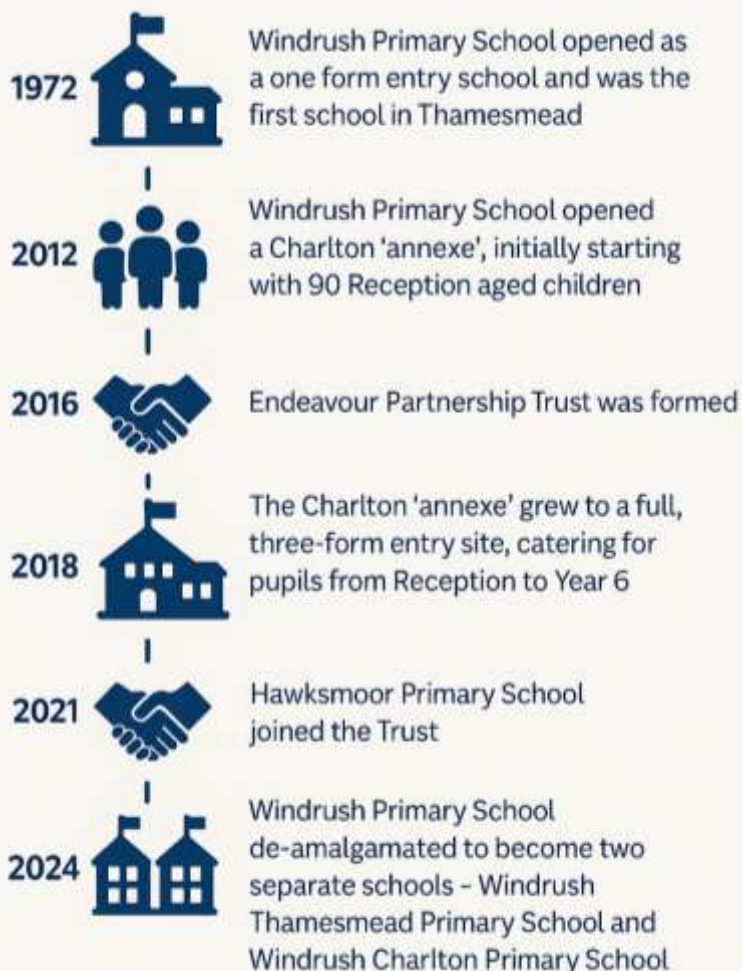
Our story and family of schools

Endeavour Partnership Trust is a small Trust with BIG ambitions.

Our Trust's journey first began in 2016, when Windrush Primary School, our founding school, became an academy.

Our Trust was founded on the principle of working collaboratively to improve schools and to deliver the best education possible for pupils in the local area and beyond. From the outset, school improvement has been at the heart of our Trust partnership, alongside training, research and sharing of best practice.

In April 2021 Hawksmoor Primary School joined the Trust as a sponsored academy following an Ofsted inspection with an inadequate judgement. When the school was inspected in October 2023 it was judged good, with an outstanding judgement for behaviour and attitudes.



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As the Headteacher of Hawksmoor Primary School, I am delighted to share our journey since joining the Endeavour Partnership Trust in April 2021. This supportive partnership has empowered us to maintain our unique identity while driving continuous school improvement. With a team of high-class professionals dedicated to putting children first, our school has flourished, achieving remarkable progress and success. It has been an exciting and thoroughly enjoyable journey, and we look forward to continuing our growth together.



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Our Trust was founded on the principle of working collaboratively to improve schools and to deliver the best education possible for pupils in the local area and beyond.

Alongside prioritising the quality of education offered to our pupils, we have always held a strong commitment to developing our staff at all levels, regardless of role. We know that great schools don't exist without great staff. To support these efforts, we provide high quality training and development opportunities for all staff, at every stage of their career.

Windrush Thamesmead Primary



We are a one-form entry school with nursery provision. We are dedicated to fostering a warm, caring and inclusive community where everyone feels valued. We value respect, tolerance, hard work and effort and strive to ensure that all of the pupils in our care are happy. We are committed to fostering a whole-school approach to nurture and have become a Nurture UK accredited school and a Healthy Relationships Champion School. Acknowledging the school's unique characteristics, our curriculum meets the diverse needs of our pupils, aiming to develop independent, confident and successful learners with high aspirations. We firmly believe that a strong partnership between the school and home contributes to excellent outcomes for pupils, both academically and emotionally.

Windrush Charlton Primary



We are a large and inclusive school serving a diverse community. With over 70 languages spoken, we provide education to pupils and their families from various backgrounds and a wonderful opportunity to learn from each other. At our school, we actively promote and model values such as happiness, diversity, collaboration, kindness and respect. These values are ingrained from the very beginning of a pupil's education at Windrush Charlton, creating a safe environment where learning can flourish. Our curriculum extends beyond the classroom, offering opportunities for pupils to learn outside the classroom settings. As a result, we foster a lifelong love for learning that continues beyond a pupil's time at Windrush.

Hawksmoor Primary



We are dedicated to creating a vibrant and nurturing environment where every pupil can thrive. Located in Thamesmead, our two form entry school for pupils aged 3 to 11 is a place where the values of respect, kindness, collaboration, resilience, honesty and hard work are at the heart of everything we do. Our committed team work collaboratively to provide a rich and engaging curriculum that fosters a love of learning. In 2024 we were awarded Little Wandle Champion status. We believe in the holistic development of our pupils, supporting not only their academic growth but also their social, emotional, and physical well-being. At Hawksmoor, we take pride in our values-based education and the positive, inclusive atmosphere it creates.



As we look ahead as a Trust, our priority is to continue to **provide the best possible education to all pupils, including the most disadvantaged**. The responsible running of our Trust, our talented team of staff, our commitment to partnership working and our proven track record of school improvement means we are well placed to achieve this goal. To increase our reach and impact further, we are actively looking to support and work with more schools and partners who share our belief that every pupil can, and should, succeed and flourish.



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I always feel supported within my role by not only those on my team but also other members of staff within the school. I know if I have an idea, a concern or suggestion I know who I can talk too and feel that they will make time for me and help me develop strategies to support myself.

Our vision and values

We are a Trust of diverse schools that exist within a shared vision to provide the very best education for our pupils.

Our guiding principles are underpinned by the following beliefs:

- Everyone can, and has the right to succeed and flourish
- Teams drive success
- People thrive in communities and partnership working

Our Trust believes strongly in partnership working and over the years staff have worked with and supported many schools within the Royal Borough of Greenwich and beyond. Our aim is to build a community of schools, whilst ensuring our partner schools clearly retain their own identity. Every school is unique and we are certainly not a ‘one size fits all’ trust. However, we have much to learn from one another’s practice and want to develop a co-operative and collective ethos across all our family of schools so that best practice is shared in the interests of all pupils and staff.

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We believe that by utilising our individual and collective strengths we achieve the best outcomes for our pupils and staff.



Autonomy with alignment

Areas where schools adopt similar or the same practices commonly across Endeavour Partnership Trust

- Commitment to Trust vision, values and aims
- Central service compliance functions, including finance, premises and health & safety
- Commitment to collaboration and partnership working within and across the Trust
- Commitment to Trust wide curriculum development and sharing of practice

Areas where schools retain full autonomy and individual practices

- Day to day operations
- Staffing structures, including staff appointments
- School vision and values
- School level policy and practice
- School priority setting
- Budget setting and spend within scheme of delegation



As a Trust we are committed to ensuring all our schools provide an enjoyable, happy and rich experience for our pupils, staff and families. Our promise is that we will fill our pupils' school years with opportunities to be inspired and challenged, to experience challenge, excitement and adventure, to broaden their horizons, and to learn about people, the community and the wider world beyond their school.

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Pupils only get one chance in their schooling and we continually strive to give our school communities the very best and most enjoyable experience every single day in order that our pupils are able to succeed and prosper.



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It may sound like a cliché, but I really feel part of a family here, and over the 6+ years I have been part of the Endeavour Partnership Trust, I have been developed in a way that far outstrips the previous 11 years of my career. With Endeavour, the culture of CPD has supported me to work with internal and external experts to hone my pedagogy, develop my leadership skills and deepen my subject knowledge. In my role as a core-subject coordinator, I feel trusted by and enjoy working in collaboration with the leadership team, and am given the time and support to lead my subject to the best of my ability without stressful additions to my workload.



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I love our schools. We all get along and we get to visit one another and work together on exciting projects in history, geography and RE and also play sports against each other.

Investing in our people

Our staff are very important to us. The success of our family of schools depends entirely on our staff and we are determined to recruit, nurture and retain the best. We know that innovation comes from sharing best practice and research, networking with wider professionals and engaging with new developments. We continually invest in our staff, offering bespoke support and development to ensure that they thrive in their role. Just as we want our pupils to achieve their personal best we want the same for our staff.

We offer

- ✓ A commitment to support staff professional development and growth, regardless of role or stage in career.
- ✓ A Trust that cares deeply about staff workload and wellbeing.
- ✓ A collegiate approach to schools working together across the Trust.
- ✓ An excellent staff induction programme.
- ✓ A Trust that is at the heart of the communities it serves.

Our professional development draws upon cross-Trust and wider, external partnership collaboration and best practice sharing to maximise the opportunities available. Our staff meet with colleagues across the Trust, to discuss ideas, problem-solve, share resources or collaborate on joint projects. This strong culture of collaboration provides staff, regardless of role, with additional expert advice and guidance to draw upon.

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As Learning Mentor and Nurture Lead I am dedicated to supporting every child's wellbeing, and I can do that as my best self, thanks to Endeavour Partnership Trust supporting me every step of the way. They provide a safe space to thrive, and I have been empowered to support our whole school community through training in everything from restorative justice, to mental health in adolescents.



The greatest benefit of being part of our Trust are the opportunities to collaborate. As our name suggests, partnership, underlines everything that we do and we are.

by the Trust alongside others which have been carefully procured to meet the needs of our schools and provide best value.

Becoming an Endeavour Partnership Trust school – our offer

Whilst our schools, rightly, retain their own unique identities none work in a silo. We strongly believe in the importance of sharing resources, experiences, expertise and best practice.

We are proud of the range and quality of services provided to our schools through our core offer. These include services directly provided

Our Trust offer is underpinned by three core principles:

1. To allow our headteachers and senior leaders to focus on their core roles
2. To provide expertise and services that directly benefit our family of schools
3. To secure value for money by sharing resources, expertise and talent

Schools within the Trust benefit from a committed and highly experienced central team which provide a range of services, expertise and support.

Educational expertise:

- Special educational needs and/or disabilities
- Inclusion and Pupil Premium
- Safeguarding
- Leadership support and development
- Curriculum development
- School improvement

School support expertise:

- Human resources, including recruitment & onboarding
- Policy development
- Legal services (outsourced to a specialist legal provider for education establishments, including multi-academy trusts)
- Estates, maintenance, compliance and health & safety
- Financial services, including procurement and budget setting & monitoring
- GDPR (Data Protection Officer outsourced via Judicium)



Our school improvement offer

We believe that the main thrust of our focus, as a Trust, must benefit the pupils in our schools. Our approach to school improvement is guided by the following principles:

- We do not believe in a 'one size fits all' approach to school improvement but underpin our work through an evidence informed approach.
- School improvement is not 'done to' our schools, but rather, done in partnership with our schools.
- School improvement has to be sustainable.

We have extensive expertise and success in school improvement, as recognised in the 2023 Ofsted inspection of Hawksmoor Primary School. Our reach and impact extends beyond the Trust, supporting schools locally and further afield. Our CEO is a well-established and experienced National Leader in Education (NLE) with extensive experience in school improvement and our Trust Development Lead is a professor in education and Ofsted inspector who has worked nationally and internationally supporting schools and governments with school and teacher development. The Trust also benefits from a wide range of 'in-house' subject and curriculum experts who provide in-house CPD across the Trust on a range of areas.



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“We take immense pride in our truly inclusive EPT schools, which have an excellent reputation for providing education to all. Our diverse community benefits from exceptional provisions, including support for pupils with a wide range of additional needs. Our staff receive high-quality training to ensure adaptive teaching and learning, whilst our carefully planned curriculum and extra-curricular offer ensure equity of opportunity for all pupils. We strive to develop independent learners and prioritise mental health, working with a range of professionals to ensure our robust inclusion and mental health offer remains relevant in our ever changing world. Our inclusion team coordinates and provides expertise across all EPT schools, ensuring effective systems and support. As inclusion experts, we assist other schools and Trusts in creating sustainable, strategic, excellent provisions for vulnerable pupils.”

Entering into a 'Trust Partnership' with us

We recognise that deciding to join a trust is a significant decision and that 'mutual fit' is important for both the trust and the school.

Trust partnerships provide a means by which individual schools and trusts can come together in mutually beneficial partnerships for all parties to explore the benefits of a school joining the Trust. Partnership working allows the school to benefit from some of the collaboration and opportunities of the Trust before making a firm decision to join. At Endeavour Partnership Trust we are very open to exploring partnership options with schools.



How might a Trust Partnership work?

- Trust Partnerships would be time-limited and are not a long-term alternative to joining the Trust.
- During the partnership, the governing body of the school should take the opportunity to undertake early due diligence and give due consideration to academisation, re-brokering or merging (dependent on the school's circumstances).
- Activities undertaken as part of the partnership would primarily focus on teaching and leadership. Trust partnerships are usually focused on activities such as Trust-wide training opportunities, headteacher mentoring and support but could also include central service support.

If you would like to explore this option with us, we would very much welcome a conversation.

Why join Endeavour Partnership Trust?

Our core business as a Trust is to work collaboratively with our schools in order that all our pupils receive the highest quality of education.

Choosing a multi-academy trust is a big decision. If you choose to join Endeavour Partnership Trust we believe that we offer a number of benefits:

- By working in partnership, our schools benefit from the sharing of best practice and the ability to support and learn from one another.
- We do not aspire to be a Trust of identical schools. We celebrate the uniqueness and individuality of each of our schools. We offer a supportive environment that values each of our schools.
- We have an established central support services team which not only provides expertise, support and guidance on curriculum and education, but also takes a lead on the non-educational aspects of running a school, freeing our headteachers from the day to day operational challenges of running a school so that they can focus on teaching and learning.





Endeavour Partnership Trust

C/O 2 Bentham Road
Thamesmead, SE28 8AR
020 8310 0157

www.endeavourpartnershiptrust.org

