

The Alliance Multi-Academy Trust (TAMAT)

TAMAT was formed in April 2018 to bring together local, like-minded schools within collaborative reach to achieve even greater outcomes for every child than would be individually possible. We aim to provide the best education for our children through the best staff and systems. We have a clear focus on leadership, teaching, governance, professional development and collaboration at every level of the Trust.

Each school's unique ethos and values, whether secular or faith, are strengths to be celebrated and enrich our trust. Fundamental to all schools within our alliance is a belief in a child-centred approach to education and a commitment to raising the aspirations, achievements, and wellbeing of every one of our children, our staff and our communities.

Our mission - **Everybody Loved, Nobody Held Back and Nobody Left Behind** – applies to everyone in our trust which includes children, staff, parents, volunteers and the communities we serve.

We place learning at the heart of our communities. We pool our resources to deepen and nourish the education of all. We aim to improve the life chances of all our children, by helping them develop wisdom, hope, a sense of community and dignity. Together we aim to be a thought-leading, value-adding and sustainable growing alliance of local, like-minded & collaborative schools, which will all be good or outstanding with the capacity to support schools in need of improvement.

Our Guiding Principles

We believe that the following are fundamental to the success of our alliance:

- Develop outstanding leadership at all levels within TAMAT and beyond
- Develop and share excellence in teaching and learning
- Enable a culture of collaboration, challenge, support, and shared accountability
- Drive an agenda of continuous school improvement through robust self-evaluation and quality assurance
- Commit to tailored investment in continuous professional development that attracts, develops and retains the best
- Provide financial expertise, strength and resilience, driving probity and compliance

TAMAT was the first MAT in Surrey to include both faith and community schools. As a pathfinder MAT our governance structure was created in close consultation with the Guildford Diocese Board of Education (GDBE) and the Regional Schools Commissioner. TAMAT has adopted Equity Articles to be an inclusive MAT where VA, VC and Community schools are able to work together and benefit from each other's strengths whilst retaining what makes each school special.

The TAMAT Trust Board has been set up with appropriate and targeted skills which consists of: HR, finance, school improvement, premises, legal, marketing and procurement. They are independent of local advisory boards but some of whom have been local school governors and chairs. They hold the Chief Executive Officer (CEO) to account for the performance of the schools within the trust. The CEO is not a trustee but leads the Executive Team consisting of Heads and the Chief Financial Officer. The CEO up until July 2024 was still part of the trust as an Executive Headteacher which helps to keep TAMAT child and staff-centred in our development. The high importance we put on Governance across the Trust is reflected through our Portfolio Process which ensures governors with specific portfolio responsibility are supported at individual school level, but also benefit from working with governors across TAMAT. Governor portfolios are a two-way channel of support and challenge with the trustee portfolio holder and cover: Christian Distinctiveness, Safeguarding, HSE, Finance, Community, Achievement and Curriculum. Governing bodies actively support and learn from each other, with supporting systems in place and annual joint training events.

Local Academy Boards (LAB) reflect the character of the schools prior to joining the MAT and the Diocese is still involved in appointments and the number depends on whether the school was previously VC or VA. LABs focus on the quality of teaching and outcomes for children with oversight provided by the CEO and trust.

TAMAT is made up of 7 schools: two infants, two juniors and three primary all within reachable distance over lunchtime and are based in Surrey Heath and Dorking. Our expertise in grant applications has been demonstrated by £3M capital investment in our schools over the last 3 years. We provide school improvement support within TAMAT and work with schools outside the trust too both in a supporting relationship as well as in research projects together. Our commitment to building expertise networks and through CPD Pathways adds capacity and keeps our staff motivated. Collaboration at Exec level across the Trust between Headteachers and senior leaders has created the culture and environment for safe sharing of learning, expertise and professional development.

Each school's uniqueness, talents, resources, ideas, expertise, staff and leadership teams make us stronger together as TAMAT.

For more information please visit: www.tamat.org.uk