

A collage of six photographs showing diverse children and young people engaged in various activities: painting hands, reading, smiling, writing, wearing safety gear, and holding a book.

WELCOME TO HCAT

EDUCATE. EMPOWER. INSPIRE.



From Small beginnings

HCAT was formed in 2016, when Hoyland Common Primary School, a Single Converter Academy joined forces with Ward Green Primary School to become HCAT.

The Trust has chosen to remain local and to grow in a measured way across neighbouring boroughs and county boundaries. Our Trust currently encompasses more than 4,500 students, between the ages of 2 and 16, in eight primaries and one secondary.

We firmly believe in schools having their own individuality underpinned by common principles. Member schools benefit from maintaining their own identity with access to shared best practice across a range of schools. This enables schools to focus on the key priorities of teaching and learning, whilst the Trust leads on financial and resource management and provides high quality support for school improvement.

Welcome Message

At HCAT, we maintain an unwavering commitment to education, empowering and inspiring our pupils, providing them with the best opportunities for future success.

We take immense pride in the exceptional educational experience that our students receive. I have full confidence that we will not only overcome the challenges that lie ahead, but exceed expectations with resounding success.

This accomplishment is the result of extensive collaboration, thoughtful insights, and the unwavering dedication of our staff within the trust. Furthermore, our ongoing commitment to supporting and developing professionals within the trust ensures a solid foundation for continued growth and improvement.

Our schools retain their individual identity, but the desire for excellence and high standards for all our students is the common underpinning feature. Our schools benefit from exceptional facilities, a broad and balanced curriculum and high quality school leadership.

HCAT is committed to investing in its staff so that the outcomes for our children are exceptional. We work in partnership with a variety of local and national organisations, contributing towards the self-improving system. We believe our Trust accelerates and supports schools to be even better and truly outstanding.

Together, we are poised to leave an indelible mark on the educational landscape in our communities.

Tom Banham
CEO





Our Vision

Our vision is to **EDUCATE, EMPOWER, and INSPIRE.**

We strive to provide a transformative educational experience that equips every student with the knowledge, skills, and confidence to excel in an ever-evolving world. Through our commitment to excellence, collaboration, and innovation, we are dedicated to fostering a dynamic learning community where students, staff, and partners are empowered to thrive and contribute meaningfully to society.

Our schools will be the most forward thinking and innovative organisations within the communities that they serve, and all students will leave our care as well rounded individuals who have achieved high levels of academic success and well prepared for modern life in Britain.





Our Values

High Expectations

Embracing high expectations across our trust fostering a culture of excellence, propelling every student and staff member towards their fullest potential.

Collaboration

Optimising resource and expertise, fostering a sense of collective responsibility encouraging and driving our commitment to maintaining high standards.

Innovation

Developing a culture of forward-thinking education through digital transformation, preparing students and staff to thrive in a rapidly changing world.

Resilience

Fostering an environment where every member, from students to staff, thrives in the face of challenges, ensuring a foundation for adaptability, lifelong learning and growth.

Respect

Creating a positive and inclusive culture where every student and staff voice is heard and valued.

Why Join HCAT?

Joining HCAT offers significant advantages. By leveraging the expertise and support from our Central Team, school leaders and teachers can dedicate their time and resources to delivering high quality education and improving student outcomes. In becoming a part of our Trust, schools receive access to a number of support functions including:

Safeguarding

Fostering a culture of safeguarding and support is paramount. We prioritise creating a safe and nurturing environment where every school has access to a robust network of both internal and external support mechanisms. This ensures that our students, staff, and community members feel secure and valued. Through comprehensive training, clear policies, and proactive communication channels, we strive to maintain high standards of safeguarding.

HR

Our central HR team is committed to offering comprehensive advisory support, information, and guidance to our schools. Although schools maintain responsibility for certain aspects, such as staff inductions and recruitment, the central HR function assists with the management of staff absences, policy creation, hearings and appeals and much more.

Governance

Our dedicated Governance & Compliance Officer ensures effective governance across within the trust and across our schools. This role includes supporting our senior leaders with the planning, preparation, and administration of meetings, recruitment, induction and developing a programme of CPD which is available to all of our volunteers.

Finance

We offer exceptional financial management, advice, and information, supported by robust systems and controls. This ensures our schools maintain healthy budgets and payroll services are efficient, while also complying with the financial regulations, the Academies Financial Handbook, and Company and Charity Law. We are dedicated to ensuring our schools are maximising the impact of available resources.

Estates Management

Our in-house Operations Director works diligently alongside our finance department to ensure that our schools are well maintained and fit for purpose as educational institutions but also as places of work. They manage compliance and all areas of work that the school wishes to develop to improve the environment for all those that learn and work in our schools.

IT Support

We believe that technology enhances learning experiences for all students. Our IT team is dedicated to implementing and maintaining a wide range of software and hardware across the Trust. They provide daily support to both staff and students, manage the entire network and IT infrastructure, and play a key role in integrating new schools into the HCAT family.

School Improvement Offer

Our School Improvement Strategy, grounded in a rigorous risk assessment and support identification process, seeks to create a dynamic and inclusive learning environment for all. By combining a core foundation with targeted bespoke interventions, we aim to address the unique needs of our school communities, fostering a culture of continuous improvement and ensuring the success of every student and staff member.

1 Risk Assessment

A thorough risk assessment is undertaken to identify specific areas in need of support within the school community. The risk assessment picture is derived from the ongoing annual cycle of monitoring and support as part of the core offer.

The risk assessment is RAG rated and categories are utilised to gauge the level of support required based on the identified risks.

The risk assessment establishes benchmarks for performance and the monitoring of progress over time.

2 Core Offer

An annual cycle of developmental quality assurance, incorporating internal and external reviews to maintain high standards.

A Leadership Development Programme to nurture the growth and effectiveness of school leaders. Established Leadership Network and a Special Educational Needs and Disabilities (SEND) Network to facilitate collaboration and shared learning.

A core CPD Programme, including Network Days and curriculum development initiatives. Access to the HCAT curriculum suite and Teaching and Learning intranet.

3 Bespoke Offer

Tailored Director of Teaching and Learning (DoT&L) support to address the specific risks identified during the assessment.

A customised CPD programme catering to the unique needs of individual teachers and staff.

Additional executive leadership support as needed, ensuring a targeted approach to professional growth. The bespoke offer is flexible based on evolving needs and emerging challenges within individual school communities.

4 Shared Benefits

A common pool of resources, including the Trust curriculum resources.

Access Director of T&L support to provide expertise and guidance and school to school networking and support.

Participate in Quality Assurance (QA) processes to uphold and enhance educational standards.

Financial, HR, health and safety, buildings, and IT support ensuring efficient and effective operational management.

Our primary curriculum is designed to provide a broad and balanced education that nurtures every child's academic, social, and emotional development. Rooted in the National Curriculum, our approach emphasises core subjects like English, Mathematics, and Science while also offering a rich variety of foundation subjects, including History, Geography, Art, Music, Physical Education, and Computing.

We place a strong emphasis on personal development, encouraging children to develop positive values, resilience, and the ability to work collaboratively. We aim to equip every child with the knowledge, skills, and attitudes necessary to succeed in their future educational journey and beyond.

Primary Curriculum



Curriculum Offer

At HCAT, our broad, balanced, and ambitious curriculum nurtures every student, from primary through secondary, empowering them to achieve their full potential and thrive in a rapidly changing world.



Secondary Curriculum

Our curriculum aims to provide an education which enriches students' ambitions and love of learning and equips them with the skills, knowledge and cultural capital they need to access aspirational post-16 pathways and the responsibilities and experience of later life.

We are invested in giving our students every opportunity to develop their interests and passions beyond the classroom. Our extensive personal development program takes our students on a journey, building character and resilience ensuring personal growth year on year. We prepare our students to be informed, responsible, and active members of society.



Case Study

Hoylandswaine Primary School, a small rural school with big ambitions faced significant challenges when it was rated inadequate by Ofsted in 2022. Officially converting to HCAT in September 2023, the school has been on an incredible journey of improvement.

The Trust appointed a dynamic leadership team who worked tirelessly to develop and implement a curriculum that is broad and balanced, inspiring, engaging and stimulating for all.

Understanding that effective teaching is crucial to student success, a robust professional development program for all staff members was implemented which focussed on all aspects of the school improvement journey including SEND, subject leadership, high quality teaching and learning and instilling a whole school approach to safeguarding.

The developed partnerships with the local community have added a valuable dimension to the success of Hoylandswaine Primary School. The school actively sought to engage parents and the wider community. Regular workshops and information sessions were held to involve parents in their children's learning journey as well as the improvement journey of the school.

The remarkable journey was recognised when in summer 2024, every student in KS2 achieved the expected standard in their assessments, a 40% increase on the previous years outcomes. This 100% achievement rate was a testament to the hard work and dedication of staff and students who's commitment and passion to drive improvement prevailed.

Hoylandswaine Primary Schools journey is an inspiring example of how focussed leadership, a well-designed curriculum and robust staff development can drive significant improvements in educational outcomes.

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The change in the school in such a short space of time has been incredible. Both my girls have enjoyed every minute of this year and it's been a pleasure to hear them talking about what they have been up to in class, in the playground, in the various after school clubs and in PE. It always seems to amaze me what they know and learn. The teachers have all been amazing. Expectations are high but the school is really supportive and it really is like a family there.

Amanda Rose

Parent of Year 2 and Year 6 Students



Case Study

As a single-form entry school, Birdwell Primary has long been a cornerstone of the local community. However, in recent years, the school faced significant challenges, receiving a 'Requires Improvement' judgement from Ofsted in March 2019 and facing the looming threat of a double RI verdict on the horizon.

"The school was at a critical juncture," reflects Steve Honeyman, who has been Headteacher at Birdwell Primary since September 2022. "It was important that we not only restored the pride and legacy of the school within the community but also made it the heartbeat of the area once again."

In February 2022, it was at this time that HCAT stepped in, offering a brokered trust partnership with the local authority to support Birdwell Primary initially. Through the development of an inspirational curriculum and the implementation of rigorous systems and processes, HCAT provided the early foundations for improvement.

Following the formal resolution to join HCAT, the transformation of Birdwell Primary accelerated. In December 2022, the school received a 'Good' in all areas judgement from Ofsted, a testament to the hard work and dedication of the staff team and the unwavering commitment of the HCAT partnership.

"The support from HCAT was invaluable. They helped us establish the building blocks for

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We are proud to be part of HCAT and we are excited to continue this journey of continuous improvement, as an individual school and as part of a trust. We always strive to provide the very best education and opportunities for the young people we serve. This once struggling school has become a shining example of what can be achieved when a community comes together, united in its pursuit of educational excellence.

Steve Honeyman
Headteacher

success, giving us the confidence and tools to tackle the challenges head-on."

Steve Honeyman added: "With the structures and investment that HCAT has provided, the school has been able to inspire its staff and nurture confident, lifelong learners. Through HCAT's support, the school has implemented effective management at all levels, empowering staff to deliver a rich and diverse quality of education and personal development offer that extends far beyond the classroom."

Birdwell Primary School is now a pillar of exemplary practice, providing support to others within the trust and across the borough making it a truly outward-facing school. The partnership with HCAT has truly transformed the school and the community is excited to continue its journey of excellence.

As Birdwell Primary School looks to the future, its story stands as a testament to the power of collaboration and the transformative impact of a trust partnership.

Staff Offer

The wellbeing of our staff is paramount. At HCAT, we understand that a supportive work environment directly contributes to the success and happiness of our team members. That's why we're dedicated to providing comprehensive support packages designed to enhance physical, mental, and emotional wellbeing and to support our team to thrive and grow.

SAS
Health & Wellbeing
Services

Salary Sacrifice
Scheme

Psychotherapy
Services

Financial
Management
Services

Vivup
Benefits

Wellness Support
inc Annual Flu Jabs

At HCAT, we are passionate about developing talent from within and providing our dedicated staff with ample opportunities for career progression. We believe in nurturing the potential of our team members, offering comprehensive professional development programs and pathways for advancement. By investing in our staff's growth, we ensure a dynamic and thriving educational environment that benefits both our educators and our students.

Our highly successful Aspirant Leaders Programme has been designed as part of our ongoing commitment to succession planning in order to develop and support teachers in any phase, who have the potential to become future middle or senior leaders.

Aspirant Leaders Programme

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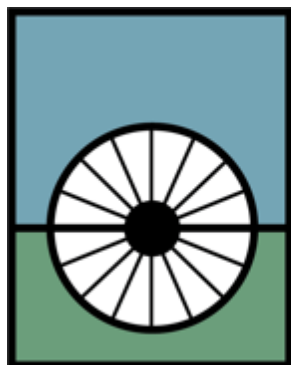
HCAT has always empowered me to pursue my professional ambitions. The well-planned Aspirant Leaders programme opened doors to numerous opportunities within the trust through its extensive leadership CPD. Starting as a TLR holder for Teaching and Learning at my current school, I then recently progressed to Director of Teaching and Learning for the trust. Throughout my journey, the culture of support and collaboration at all levels has significantly enhanced my leadership capacity.

Ashley Bennett

Director of Teaching & Learning

Our partnerships are driven by a shared moral purpose to ensure that young people fulfil their potential and have the best educational possibilities regardless of their background or ability.

Our Partnerships



TYKES
TEACHING
ALLIANCE

Find out more at

www.tykesta.education

By working together and for each other, the future of education across the region is a bright one.

Tykes Teaching Alliance works in partnership with Exchange Teacher Training to deliver high quality school-led Initial Teacher Training and National Professional Qualifications in South Yorkshire and compromises of schools in all different sectors and localities, professional partners from Higher Education, Local authorities and other teaching schools.

The alliance works together to support a sector led system of school improvement.

Unit 5 is a unique and purpose-driven learning environment!

Expanding on our ongoing successes in collaboration with Tykes Teaching Alliance, we have launched a social enterprise providing professional learning spaces to widen our impact beyond children in education to supporting the work of public and voluntary sector organisations across the borough.

Our commitment to excellence extends beyond our students to our dedicated teams. Our teaching and support staff have full access to Unit 5 learning spaces, the CPD and networking opportunities on offer which bring together sector professionals and expertise from across the borough.

Find out more at

www.tykesta.education/room-hire

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Frequently Asked Questions

Do we keep our own identity such as school values, logo and uniform?

Yes, we highly value the unique identities, traditions and history of each of our schools. All of our schools maintain their individuality.

Would the teaching of the curriculum be affected?

We want teachers to teach in their own style and our schools to have their own personality. Joining a trust often enhances curriculum delivery by providing additional resources, collaborative opportunities, and shared expertise among schools. This collaboration allows for the sharing of best practices, access to specialised training, and the development of a more enriched and diverse curriculum. While each school within HCAT maintains its unique identity and approach, the collective support ensures that the curriculum is delivered consistently, effectively, and with an enhanced focus on student outcomes.

How will recruitment & staffing work?

School Leaders will work with the CEO and CFO to set their staffing structure in line with their budget ensuring it is appropriate for the school and its context. Our central HR team will support schools with the administrative processes of recruitment but school leaders retain the autonomy during the recruitment and selection process.

How is the annual budget distributed and what percentage is taken by the trust from the school budget?

We do not GAG pool funding, each school within our Trust receives its own individual funding allocation. The annual budget for each school is distributed based on the specific needs and priorities of that school, ensuring that resources are directed where they are most required.

HCAT retains a small percentage of each school's budget, typically between 3-5%. This contribution supports central services provided by the trust, including governance, finance, HR, IT support, and strategic leadership. These services are designed to benefit all schools within the trust by providing high-quality, cost-effective support that allows school leaders to focus on delivering excellent education.

Will our school continue to have a say in budget allocations?

Yes, school leaders will take part in the budgeting process and have a say in the budget allocations.

Will our school benefit from reduced costs if we join the Trust?

The central team has carried out a number of joint procurement exercises that have resulted in cost savings to schools, for example in the following areas, broadband, gas supply, water supply, photocopying and cleaning services. The central services function will also enable efficiencies in school operational areas.



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