

# Trust Report

May 2023

Community



Kindness



Courage



Wisdom

## Ofsted

### DNEAT performs above national and regional averages

(Correct as of January 2023)

	DNEAT	Small schools nationally	National all schools	Regional all schools	National academies	Regional academies	Oasis community learning
% good or better at Ofsted	92	60	88	87	82	81	86

## Context of Ofsted success

The continuing impact of the Trust over time is reflected in an increase in the proportion of its schools with Ofsted good or better grades. (53% in September 2017 rising to 92% in March 2023, an improvement of 31%). This is 10% higher than for all academies nationally.

We break the historic pattern of small schools being unattractive to MATs. (Source – DfE 2022) 74% of DNEAT’s schools have less than 200 pupils, and nationally only 60% of schools with less than 200 pupils were rated as good or better (Source – Ofsted outcomes in 2021/22). 50% of our schools are under 100.

## DNEAT Context

- DNEAT has 38 academies. They are all primary except one, and serve urban, coastal and rural communities across most of Norfolk and north Suffolk.
- More than 5500 young people and more than 900 staff across the Trust.
- DNEAT was established in 2013. This year it will be 10 years old!
- Ofsted's focussed review in March 2018 was a positive endorsement, concluding that the Trust's performance reflects the journey of an improving multi-academy trust, and that it has an 'impressive and in-depth understanding of what is going well and what needs to improve.'
- DNEAT works closely with the Diocese of Norwich and the other Diocesan Trust, St Benet's.
- Jointly they have a plan for the academisation of the remaining (68) church schools in Norfolk.
- DNEAT has its own fully costed growth plan. It sets out how the Trust will manage the flow of schools joining over time. It also identifies thresholds for adding central capacity to support school improvement and operations.

## Championing the vulnerable

- DNEAT has higher than average SEN EHCP 2.8% (National 2.3%) and SEN Other 17.3% (National 13.0%) or total SEN 20.2% (National 15.3%).
- We are in the middle of a 3 year SEND project that is resulting in better identification and provision for SEND pupils.
- Innovative enhanced school provision is established where necessary in conjunction with local partners.
- Expert school SENCOs are accredited as SLEs. They work across our local system to conduct peer reviews and support improvement.
- Outcomes for SEND pupils are improving and Ofsted agree that our recently inspected schools have a curriculum that is successfully adapted, designed or developed to be ambitious and meet the needs of pupils with SEND.



## The Christian vision and values that shape our culture and practice

Our passion and ambition is to see children in all our schools achieve excellent educational outcomes alongside developing and growing into their potential as individuals made in the image of God.

Our culture is one of high aspiration rooted in our Christian values as demonstrated in the life and teachings of Jesus Christ. This shapes our ethos and culture whereby all working or volunteering within our academy trust should 'walk and talk' our Christian vision and values. A desire to see all truly flourish and to be inclusive organisations, welcoming those of all faiths and none, is at the heart of our approach.

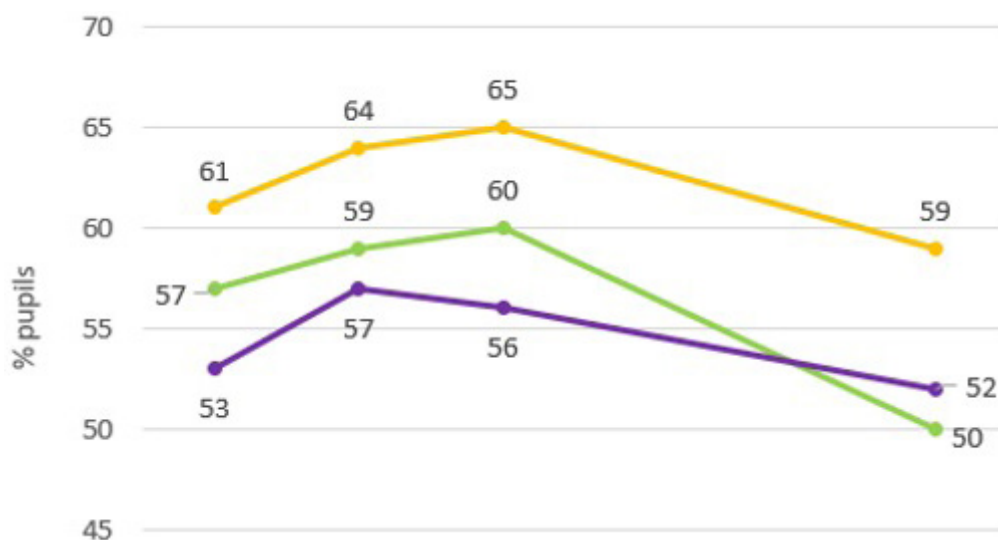
Our Trust vision is based upon Proverbs 24:3 – 24:4 (ESV); By wisdom a house is built; and by understanding it is established: *By knowledge the rooms are filled with all precious and pleasant riches.*

We try to live all Christian values but have selected **kindness, courage, community and wisdom** as the key ones for our Trust. These are our guiding stars on our journey.

## Pupil Outcomes

# A track record of sustainable improvement

KS2 attainment of the Expected Standard in reading, writing and maths combined 2019 to 2022 – validated.



	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
<b>National EXS</b>	61	64	65	N/A: Covid-19	N/A: Covid-19	59
<b>Norfolk EXS</b>	57	59	60	N/A: Covid-19	N/A: Covid-19	50
<b>DNEAT EXS</b>	<b>53</b>	<b>57</b>	<b>56</b>	N/A: Covid-19	N/A: Covid-19	<b>52</b>

## Standards

- At the end of KS2 (2022) the DNEAT gap to national in the key measure of combined attainment in RWM closed again, from 9% in 2019 to 7% in 2022 and at 52% is 2% above the Norfolk average.
- As a result of the rigorous implementation of a limited number of approved schemes, standards in phonics have improved. The DNEAT gap to national diminished from 4% in 2019 to 2% in 2022. At 74% it is 3% higher than the Norfolk average.

## Context of success

- DNEAT standards have declined less acutely than those found nationally and in Norfolk through the period of COVID 19.
- Improvements occurred even with the contextual challenges of higher proportions of the more negatively impacted groups of disadvantaged (DNEAT 30%, national 25%) and SEN pupils (DNEAT 18%, national 14%).

## Our Values and how we improve schools

### Community, Courage, Kindness, Wisdom

- We believe these four key values support the flourishing of everyone in our academies.
- We are a distinctively Christian organisation, sponsored by the Diocese of Norwich, and our Christian ethos makes us who we are.
- Our academies are welcoming to people of all faiths and none.
- Our ethos has huge impact upon the way we work, develop and treat people, and increasingly upon our recruitment and retention of staff.

## Ways of working

### School Improvement and Staff Development

- Academies Group Executive Principal (AGEP) allocated to every school, to provide bespoke support and challenge.
- Assessment and data analysis support via Data Lead.
- Development of Trust wide priorities informed by school priorities.
- A comprehensive calendar, reflecting the key priorities of The Trust and linked to the performance management of all within schools.
- Access to DNEAT shared systems (PiXL, Arbor) and 'tools'/formats (Single Change Plan, Strategic Operational Overview).
- Comprehensive Joint Practice Development programme (approx. 100 events) - a suite of core and optional training and development opportunities including:
  - Moderation of work for all year groups.
  - Senior and middle leader networks (heads, deputies, SENDCOs, subject leads, early years leads).
  - Annual Trust Wide CPD day/event.
  - Bespoke Trust wide opportunities brokered with external partners.
- Access to academy-to-academy support (A2A) services.
- A staff career entitlement, which sets out opportunities for development at each stage of your career, including internship and secondment.
- A comprehensive talent management strategy to identify and develop talented leaders and teachers to help build succession and resilience within academies and across the MAT.
- Excellent support and induction for ECTs, through our partnership with The Julian Teaching School Hub.
- Greater capacity for academy to academy support leading to improved pupil outcomes through deployment of our own SLEs.
- Peer to peer networking, collaboration, challenge and support.
- Best practice visits between schools both within and beyond the Trust.
- Headteacher Regional Alliances (HRAs) with regional school improvement budget to address intractable local issues.
- Robust quality assurance and accountability to ensure high quality outcomes (Effectiveness reviews, curriculum and SEND reviews, safeguarding audits and Academy Improvement Reviews).
- Partnerships with external providers to provide external monitoring, evaluation and training.

**Please note:** All content correct at time of publishing (May 2023)



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