



Impact Report 2023

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Welcome

Welcome to Liverpool Diocesan Schools Trust

Liverpool Diocesan Schools Trust is proud to be the Diocesan MAT in the Diocese of Liverpool, established to keep the family of schools together and to forge strong bonds of collaboration across schools, communities and the seven Local Authorities that we work with.

As a MAT we have a very clear purpose, which is to deliver an excellent education, whilst nurturing our distinctly Christian values and ethos. We do this through being a family of schools – supporting and connecting with each other, sharing evidenced-based practice, and providing an excellent education, so that all children, learners, and staff across our Trust flourish. Central to this is our core value of inclusion and our commitment to ensuring that all learners thrive through an education that teaches wisdom, instils hope, nurtures community, and embeds dignity and respect.

Our vision as a Trust is uncompromising, in that we aim to provide an innovative, high-quality education, so that all children and learners – regardless of background, ethnicity, need – make excellent progress and fulfil their academic potential. This means that we live out our Christian values to develop future citizens through:

- A Trust-wide commitment to providing an education that enables children and learners to flourish and achieve academically, spiritually, morally, socially, culturally and physically.
- Celebrating diversity, addressing inequality, overcoming disadvantage and raising aspirations so that learners can achieve their highest academic potential.
- Access to an inspirational curriculum and excellent teaching, which enables our children to acquire a deep body of knowledge and a zest for life-long learning.

Underpinning all of this is our central team support and services that all of our school's benefit from, and our established school improvement strategy, which provides the right mix of support and challenge to empower school leaders to focus on delivering the very best quality of education. As a result:

- Staff across LDST are benefitting from CPD, networks and Trust-wide partnerships
- Learners across LDST attend school and are benefitting from the expertise and dedication of our staff, who expose them to a rich curriculum, and enrichment opportunities that enable them to flourish.

We really do believe that we are making a difference, and that our *“uncompromising vision for, and commitment to, ensuring all pupils benefit from a high-quality education” (OFSTED MATSE 2023)* is impacting on outcomes and life chances of our pupils.

2023 marked an exciting year of growth and achievement in LDST. We were delighted to welcome one more academy to our family, Bishop Martin CE Primary, Lancashire, and saw our existing 17 schools thrive at every level as they collaborated and worked in partnership for the benefit of learners across our Trust. Furthermore, we embraced our OFSTED MAT Summary Evaluation, keen to celebrate our journey since 2017, and plan on our next steps.

While there will always be challenges to overcome and issues to resolve, we are excited about what 2024 will bring and how our ethos and values will continue to drive us forwards together.

Laurie Kwissa
Chief Executive
Officer



Maggie Swinson
Chair of Board of
Directors



What Matters to LDST

Our Vision	<p>Providing an innovative, high-quality education, built on distinctly Christian values, so that all children and learners make excellent progress and fulfil their academic potential.</p> <p>We do this through:</p> <ul style="list-style-type: none"> • Being a family of schools that is committed to well-being and supporting each other, so that all children, learners and staff across our Trust, flourish. • Connecting with each other to share practice and provide an excellent education that is built on distinctly Christian values. • A commitment to inclusion, ensuring that all learners thrive through an education that teaches wisdom, instils hope, nurtures community, and embeds dignity and respect. • Strong bonds of collaboration, innovative approaches to education and a shared purpose amongst schools, families, and communities.
Our Mission	To Learn, Love and Achieve Together with Jesus
Our Aims	<p>As a Diocesan Trust, our Christian values are intrinsically linked to our commitment to provide an innovative, high-quality education, so that children and learners make excellent progress and fulfil their academic potential, by ensuring that:</p> <ul style="list-style-type: none"> • We live out our Christian values to develop future citizens who can contribute positively to a caring, compassionate nation. • We share a Trust-wide commitment to providing an education that enables children and learners to flourish and achieve - academically spiritually, morally, socially, culturally, and physically. • We celebrate diversity, address inequality, overcome disadvantage and raise aspirations so that learners can achieve their highest academic potential. • Access to an inspirational curriculum and excellent teaching enables our children to acquire a deep body of knowledge and a zest for life-long learning. • Our schools can thrive under outstanding local leadership, accountable to the Executive team and Board of Directors. • We identify talents and provide opportunities for staff to develop, pursue career developments and contribute significantly to wider improvements. • We maintain a strong emphasis on safeguarding and the mental health and well-being of all our pupils and staff. <p>Our schools are self-sustaining, inclusive learning communities of professionals who connect and collaborate to share best practice and innovative approaches rooted in informed evidence.</p>



The Trust's "vision is rooted deeply in the Trust's core values and Christian ethos. Trust leaders are determined to value each school's individuality."

Our Strategic Priorities

Christian Distinctiveness

Through use of prayer and a distinctly Christian environment and ethos, continue to strengthen the religious character and spirituality of our schools.

We:

- Ensure that Jesus is at the heart of each of our schools, and that each school has an excellent Christian character in accordance with the Church of England vision for education.

Excellent Education

Through instructional coaching and a commitment to a high-quality of education, ensure that all learners across LDST access an effectively taught and assessed curriculum that develops their knowledge, skills and language, academically and spiritually.

We:

- Pursue academic excellence for all and continually strive to improve progress and raise attainment.
- Aim to embed a curriculum that enables our children to develop and build on a deep body of **knowledge** so that they can grow in **understanding**, ensuring they know more and remember more.
- Tackle disadvantage and raise aspirations in order that our young people achieve their maximum potential.
- Ensure that all schools in LDST provide an education that enables children to grow in wisdom and stature – academically, socially and spiritually.

Robust Leadership and Management

Through clarity of roles, leadership coaching and a focus on the well-being and professional development of leaders and governors at all levels, ensure that we can retain highly skilled professionals who are determined to make a difference to our learners.

We:

- Secure outstanding leadership and management in all of our schools.
- Ensure that effective safeguarding keeps all of our young people safe at all times and respects the value of individuals.
- Promote the mental health and well-being of staff and pupils.
- Ensure a financially sustainable and operationally effective Trust.

In order to achieve these aims, our schools **connect and collaborate** to **share best practice** and **innovative approaches rooted in informed evidence**.

Impact of Our Christian Distinctiveness

As a distinctly Christian Trust, we ensure that all we do is *“rooted deeply in the Trust’s core values and Christian ethos” (OFSTED MATSE 2023)*. As a Diocesan Trust, our Christian values are intrinsically linked to our commitment to provide an innovative, high quality education, so that children and learners make excellent progress and fulfil their academic potential, by:

- Living out our Christian values to develop future citizens who can contribute positively to a caring and compassionate nation.
- A Trust-wide commitment to providing an education that enables children and learners to flourish and achieve - academically, spiritually, morally, socially, culturally and physically.

In order to achieve this, our schools benefit from being a family of schools; they connect with each other to share practice in order to provide an excellent education that is built on distinctly Christian values; they are committed to well-being and supporting each other, so that all children, learners and staff across our Trust, flourish, as they **Learn, Love and Achieve, Together with Jesus.**



Through our **Ethos Committee and dedicated day for Ethos Leaders**, our children collaborated to write our Trust prayer:

Heavenly Father
Let peace, friendship and love grow in our schools.
Send the Holy Spirit to give
Excellence to our learning,
Love to our actions and
Joy to our worship.
Guide us to help others
So that we may all
Learn, Love and Achieve, Together with Jesus.
Amen

Through our **Christian Distinctiveness Network**, we ensure that our schools are fully prepared and supported for their SIAMs inspections:

“The Trust embeds a culture of collaboration and shared practice. This enriches and sustains the school’s Christian character. The Beacon is central in the sharing of its aspirational, vision-driven practice”.

The Beacon CE Primary

“Leaders communicate and bring the Christian vision alive in ways that capture the understanding, enthusiasm and determination of everyone. This leads to policies and practices that meet the school’s current context and seek to anticipate future needs. The unique vision reflects the Trust’s but empowers the school to respond to the specific requirements and ambitions of its community”.

St Helen’s CE Primary

“The Trust and Diocese have meaningful and active partnerships with the school. These result in enhanced, impactful support and networking that encourage and sustain leaders, adults and pupils.”

St Michael’s CE High



Through our shared vision for **social action and courageous advocacy**, schools within LDST have been supporting New Hope School and Orphanage in Uganda, since 2022, fundraising and purchasing much need resources for the children.

On 20th January 2023, LDST schools organised a fundraising day for New Hope, with members of our school communities involved in a range of activities ranging from African dance workshops to cake sales. As a result of this, our schools raised over £5000 for New Hope which allowed us to purchase and donate, for example, a large water tank which enabled the children to have access to fresh drinking water near to their classrooms, medical supplies, toiletries, bookshelves and bibles. We were also able to purchase mattresses and mosquito nets for the children ensuring that they could have a better night’s sleep before school. Teachers have reported that this has had a positive impact on children’s ability to concentrate and be more engaged in their learning. Money from fundraising from LDST schools was also used to completely develop the early years outdoor provision, giving the children many opportunities to develop their fine motor skills.

As well as fundraising for resources, currently nine LDST schools sponsor specific children who are extremely vulnerable, helping to pay for food, educational supplies and uniforms.

Our next LDST fundraising day for New Hope will take place in July 2024. We are in regular contact with the staff at New Hope for updates on priorities which will be a focus for our next fundraising day.

Impact of Our Approach to School Improvement

Our School Improvement Strategy

- Is based on the concept of strong collaboration so that the skills and talents that exist and develop within the Trust, can be of benefit to all. While each one of our schools is unique, we understand that the mutual challenge, support and partnership that we offer each other as a Trust working together, will enable our schools to flourish and continue to develop as centres of excellence.
- Supports leaders by encouraging collaboration at every level, so that strengths can be celebrated, and best practice shared. We are determined that we know our schools well, so that we can be:



Our School Improvement Model

- A strong and sustainable model where school improvement is underpinned by Christian Distinctiveness.
- Provides a graduated level of support and intervention to schools based on accurate categorisation of strengths, needs and priorities. Our schools tell us that our school improvement offer is why they joined and why they recommend LDST.
- Offers both support and challenge to each school individually, whilst also deliberately shaping a Trust-wide culture of collaboration, celebration and trust.



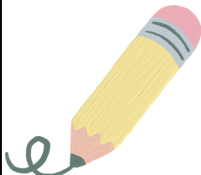



Our Goals

- Promote high outcomes for pupils.
 - Support schools to be self-sustaining, inclusive learning communities of professionals who connect and collaborate to share best practice and innovative approaches.
 - Ensure that all learners thrive through an education that teaches wisdom, instils hope, nurtures community and embeds dignity and respect.
 - Support our schools to provide an excellent education that enables all our children and learners to flourish and achieve.
-

Impact of our Strategy

"The collaboration, support and genuine care provided by fellow Headteachers and the Central Team is truly amazing and has without question helped to support all staff but also helped to drive forward standards in school. The extent of the school improvement provision we receive was demonstrated in our recent Ofsted inspection (January 2022) wherein we received an outstanding judgement."

*Mrs J Young, Headteacher,
Parish CE Primary School*

Phonics	Reading	Writing	Mathematics	Secondary School Readiness	A Levels
 <p>85% of pupils reached the expected standard – 6 points above national average.</p>	 <p>At KS1 71% reached the expected standard – 4 points above national average.</p> <p>At KS2 76% reached the expected standard – 3 points above national average.</p>	 <p>At KS1, 64% reached the expected standard – 4 points above national average.</p> <p>At KS2, 78% reached the expected standard – 7 points above national average.</p>	 <p>At KS1, 70% reached the expected standard – in line with national average.</p> <p>At KS2, 75% reached the expected standard – 2 points above national average.</p>	 <p>By the time children left LDST schools at the end of year 6, 65% had reached the expected standard in RWM combined – 5 points above national.</p>	 <p>By the time students left LDST at the end of sixth form, 90% of students achieved the grades to gain places at their first-choice university – and two students were accepted into Oxford.</p>
From Nursery to University					

"Executive leaders have an in depth and well-informed knowledge of each school... and intervene swiftly when schools require more intensive support."

OFSTED MATSE 2023

Impact on Behaviour and Attitudes

Attendance 2023

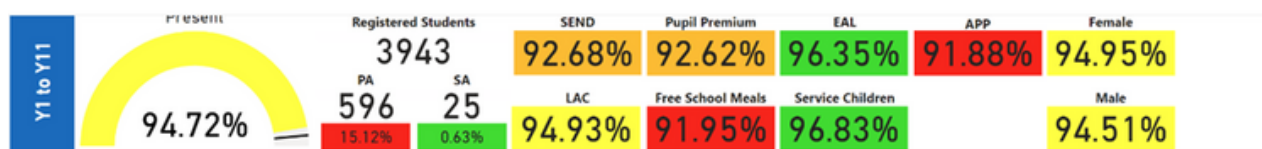
Based on our Christian vision for an excellent education for all, we encourage the highest possible levels of attendance and punctuality for pupils within all of our schools. By seeing them every day and providing them with an educationally safe and secure environment, we can support their learning, and enable them to achieve their potential.

Improving school attendance is everyone's business and, to tackle the challenge we face, we need to work together. LDST believes teachers, parents, carers, pupils and all members of each school's community have an important contribution in improving attendance and punctuality, ensuring pupils attend so they can achieve the very best they can. We treat all pupils and parents with dignity, and staff nurture respectful relationships between home and school that is the foundation of good attendance.

By the end of December 2023, our attendance was above national averages overall and across our Primary schools.

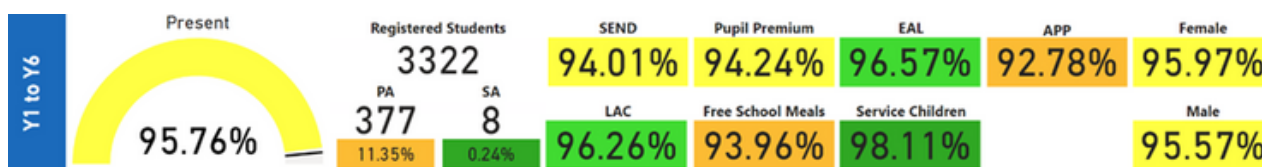
Whole Trust

Attendance of 94.72% - 1.5% above national average.



Primary

Attendance of 95.76% - 1.2% above national average.



Impact

- The Trust's centralised behaviour policy and attendance dashboards have "increased the rigour" of individual school's systems (*OFSTED MATSE 2023*).
- LDST through The Beacon CE Primary School is now a DfE Attendance Hub.




Behaviour

Behaviour is a strength across our schools as evidenced in all of our recent OFSTED inspections. All schools inspected were judged at least good for behaviour and attitudes.

Impact
<ul style="list-style-type: none"> Our culture of positive behaviour is seen in how the pupils behave which <i>“reflects the Trust’s ethos and core values, as well as leaders’ high expectations for all” (OFSTED MATSE 2023)</i>. LDST through The Beacon CE Primary School is now a DfE Behaviour Hub.

Some Notable Achievements

The impact of our School Improvement Strategy and our vision for a high-quality education for all, has been recognised beyond the Trust.

 CEFEL	NPQs	LDST is the regional Delivery Manager for all of CEFEL NPQs, delivering and coaching future leaders.
 Department for Education DfE	Behaviour Hub	Supporting schools across the region.
	Attendance Hub	Supporting schools to raise attendance.
	Trust School Improvement Offer	Supporting schools that are identified as requiring support.
 Teach First	Initial Teacher Training	Preparing to open our SCITT 2024.

OFSTED Judgments

Outstanding	Good	Requires Improvement	Inadequate
4	13	1	0

“The School Improvement Strategy is sharply focused on the most important priorities the core offer for schools includes termly visits and monitoring by Trust Education Officers and the CEO. The myriad of effective quality assurance systems in place enables the executive team to identify precisely which aspects of a school’s provision need improving. The CEO and executive leaders judiciously match tailored support to the improvement needs of each school.”

OFSTED MATSE 2023

Impact of Our Values

Our Commitment to Inclusion

Inclusion is a **Core Value** of our Trust and as such underpins all that we do.

- We **welcome all** and are committed to ensuring that **each pupil** receives an **educational experience** related to their **own personal gifts or needs**.
- We celebrate **diversity** and the **individual talents** of our pupils and staff.

As a Trust we are committed to inclusion, ensuring that all learners thrive through an education that teaches **wisdom, instils hope, nurtures community and embeds dignity and respect**.

Our Approach to Inclusion

Inclusion Networks

Our Inclusion Networks support school leaders, governors and staff. These are supportive and collaborative meetings where we share the most up to date information and explore the inclusive practice from across our Trust, enhancing our offer and sharing best practice.

LDST SEND Network	LDST Pupil Premium Network	LDST Global Welcome Network	LDST Rainbow Flag Network	LDST Young Carers Network
All Trust Schools Termly Meetings	All Trust Schools Termly Meetings	All Trust Schools Termly Meetings	Support network group open to all schools undertaking the award.	All Trust Schools Termly Meeting

School Support

All schools receive school specific based support from the Trust Inclusion Lead and, where appropriate, experienced SENDCos from other schools. This ensures that schools facing similar challenges are able to benefit from the expertise and best practice from across the Trust.

School specific support is effectively co-ordinated to ensure that schools requiring the most support receive it. This, alongside the Trust-wide Inclusion developments, has ensured that during inspections, SEND and Inclusion within our schools are identified as strengths, ensuring that our pupils access high-quality curriculum.

CPD

- Neurodiversity training from the ReachOut ASC Team
- ADHD training from the ADHD Foundation
- Effective communication with all stakeholders from Donna Marie Holder
- Inclusive Classrooms with Inclusive Solutions
- Social Stories training
- Inclusion ECT training
- Pupil Premium training for Link Governors
- Becoming a Trauma Informed Trust, with SLT training and accreditation of Trauma Informed Practitioners

Our Impact

Impact on Staff

Shared Resources

Through collaborative work across our Inclusion Networks, we have developed a number of shared resources that support schools to enhance their inclusive offer including:

- A Trust Quality First Teaching Toolkit
- Costed LDST Provision Map
- LDST SEND dashboard
- SEND Assessment Toolkit
- Pupil Premium impact reviews
- Pupil Premium parent's guide
- EAL Toolkit
- Trust-wide collective worships celebrating the diversity of our schools' communities
- SEND resources to support SENDCOs including monitoring support guidance and specific strategy support guides

Impact on Pupils

Assessment

All Trust schools now use the SEND Assessment Toolkit as a form of alternative assessment for pupils who are working significantly behind their age-related expectations. This system ensures that teachers are given the support and guidance they need to provide the correct focus and adaptations for pupils who require additional support to close the gaps in their learning. All Trust schools receive training and support to implement this assessment, whilst SENDCOs receive additional support to effectively monitor the outcomes to ensure that the assessments are having a meaningful impact.

Nurture Bases

As a direct response to the significant level of needs within some classes, some of our schools have established 'nurture' bases. In each instance the development of such provision automatically moves a school to a higher level of support/monitoring. These settings are developed with a focus on the best interest of the pupils. Feedback from Local Authority Inclusion Services and other professional agencies have provided positive feedback attesting to the quality of the provision that is being provided.

Awards

To ensure that we continually develop the Inclusive culture within LDST schools, our schools are encouraged and supported to pursue external validation of their achievements via nationally recognised awards. We currently have schools who have achieved or are working towards:



OFSTED MATSE 2023 recognised the impact of our commitment to inclusion:

"...Fiercely passionate about the curriculum being accessible and equitable for all pupils."

Impact on our People

At LDST, we are proud of all our colleagues, and we know that we cannot achieve our aims without excellent staff. For this reason, we are fully committed to being an employer of choice and having an employee value proposition that makes us the most attractive education sector employer in the region. We also make this commitment because we are a Christian employer, and we are committed to treating our staff in a way that reflects the teachings of Jesus. We expect the best from our colleagues, and we will give them the best in return.

Leadership

We have continued to develop a coaching culture throughout our schools using the instructional coaching model. Through coaching teams in our schools, all leaders and teachers have access to regular coaching, which supports our professional development model.

During 2023, we also held our first headteacher residential/conference, which enabled headteachers to come together to evaluate the impact of our Trust and shape priorities for the future.

Through our Hubs, NPQs and School Improvement Support, we ensure that *“leadership development is a high priority... growing our own leaders” (OFSTED MATSE 2023)*.

HR Support

Our HR Lead provides dedicated support to each school, upskilling our leaders and ensuring that the HR support in our schools is based on best practice and promotes and champions LDST values.

Mental Health and Well-being

Our Mental Health and Well-being Network is made up of representatives from across all of our LDST schools. Most recently, we conducted a Staff Workload and Well-being Survey throughout the Trust and received some fantastic feedback. We are now developing our Well-being Framework to support our leaders in continuing to prioritise the welfare of all our colleagues’.

We also proudly launched our Period Dignity Policy, the first policy of its kind in England, to support both colleagues and pupils across the Trust with menstrual health and menopause support and awareness.

Learning and Development

We are honoured to be the recognised provider of National Professional Qualifications (NPQ) for the Church of England. In 2023, we successfully delivered our NPQ programmes to 64 professionals from schools outside of LDST, and 60 LDST colleagues completed NPQs within the Trust. Going forward we are excited to be expanding our offer by enabling support staff colleagues to undertake the NPQ Leading Behaviour and Culture and establishing our own SCITT in Partnership with Teach First.

Our recent partnership with Serco Education has also given a number of our administrative colleagues the opportunity to undertake fully funded professional qualifications in school business management and take up internal promotion.

In addition, many of our teaching colleagues have moved into leadership within LDST this year and we are proud that they will continue their careers in our Trust.

At LDST, peer-to-peer support is pivotal to the development we offer. This year we have embedded our professional networks for those in leadership roles, leading different Key Stages or subjects. This enables colleagues to support each other and share resources, best practice and ideas to promote exceptional teaching and learning throughout our schools.



Our Commitment to Collaboration

Collaboration

Collaboration is at the very heart of our School Improvement Strategy and forms one of our core values as a Trust. We aim to raise standards and bring about sustainable school improvement, through self-improving schools and high levels of accountability. This is achieved through a culture of collaboration, celebration and trust where we encourage schools to:

- Share practice more widely,
- Work together on the things that matter in the drive to improve outcomes for all (collective efficacy),
- Develop and promote a Trust wide vision for pupil outcomes.

As a result of our approach to collaboration, throughout 2023 our offer of networks continued to expand, which include the following:

- Headteacher Forum
- Deputy Head & Assistant Headteacher Forum
- Curriculum Network
- Subject Leader Networks (all subjects)
- EYFS Network
- SEND Network
- Pupil Premium Network
- ECT Network
- Mental Health & Well-being



Impact of collaboration

Here is what Ofsted said about our approach to collaboration during our MAT Summary Evaluation in May 2023:

"Intelligent collaboration is at the heart of the Trust's philosophy. Collaborative practice is an integral part of daily life for leaders at all levels in schools. There is a clear understanding that the Trust is committed to growing its own leaders."

Opportunities for staff in Trust schools to collaborate are well thought out, purposeful and extensive. Trust staff value opportunities to support the development of staff in other Trust schools. The impact on the quality of education for pupils is tangible in the primary age-phase and developing in the secondary age-phase. The wealth of network meetings available, for example for subject leaders, SEND leaders and early years leaders, is having a positive impact on building staff expertise."

Curriculum

Through our termly subject leadership networks, leaders come together to share best practice and engage in the most recent research and subject specific updates. This has led to further improvements to curriculum planning, as well as impacting on pupils' retention of knowledge over time. Our Trust Education Partners have provided targeted support to schools. As a result, curriculum was identified as a main strength in all schools that were inspected during 2023 e.g.

"Leaders have made sure that the important knowledge in every subject curriculum is carefully ordered, from the beginning of early years to the end of Year 6. This ensures that the new content that pupils learn builds on what they have learned before".

Highfield St. Matthew's CE, OFSTED Inspection, March 2023

"Executive leaders have supported school leaders extensively to ensure that school curriculums are increasingly knowledge-rich, well organised and ambitious for all pupils, including those pupils with SEND".

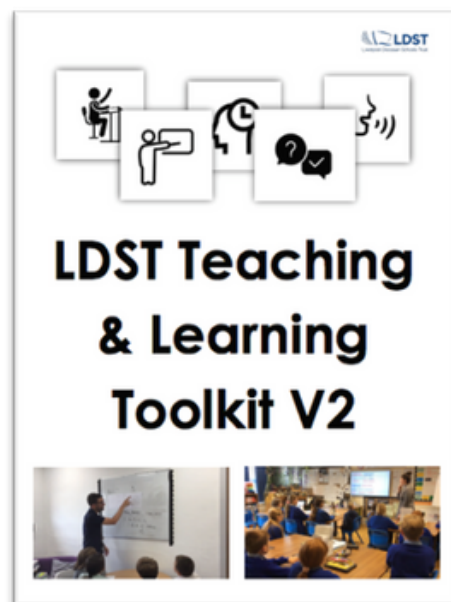
OFSTED MATSE, 2023

Teaching and Learning

As a result of our Trust collaboration, schools have engaged in action research, which has resulted in developing a Teaching and Learning Toolkit. This outlines key strategies that our teachers use as well as supporting with continuous professional development; helping to improve teaching and learning and raise expectations.

"Senior leaders across Trust schools have recently collaborated on the development of a teaching and learning toolkit. This aims to improve consistency in the delivery of the curriculum across all schools".

OFSTED MATSE, 2023



Phonics & Early Reading

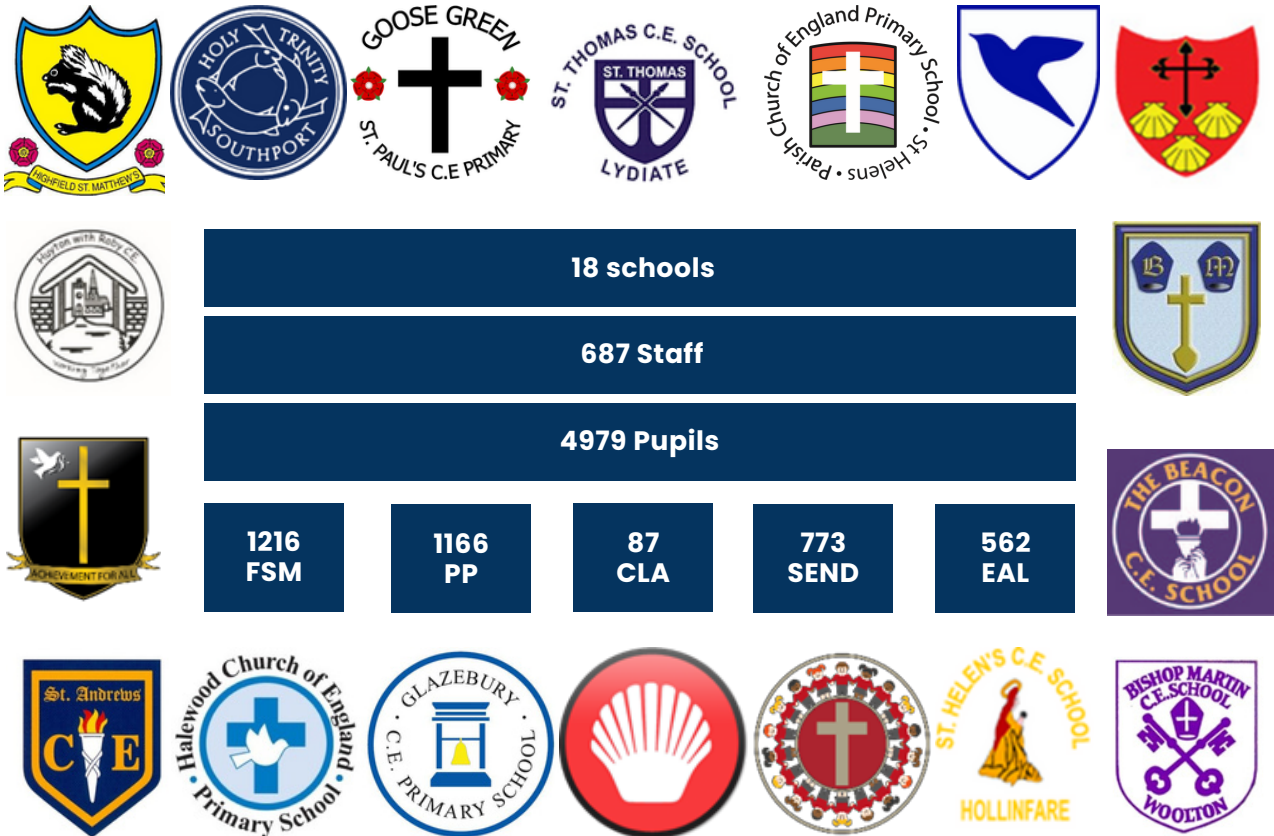
Regular whole Trust training events are planned and delivered to bring together our reading leaders from across our Trust. This continuous approach to professional development has ensured reading is at the very heart of our School Improvement Strategy and that every school teaches reading to an extremely high standard. As result, in 2023 our Trust schools continued to perform above the national average for children passing their phonics screening check in Year One (85% compared to 79% nationally) and *Ofsted MATSE, 2023 stated, "reading is prioritised across the Trust"* .

Our Commitment to Local and Difference

"Trust leaders are determined to value each school's individuality... School Leaders champion the autonomy they have".

OFSTED MATSE 2023:

Each of our schools is unique; each school serves a different community. Therefore, our commitment to local enables us to empower local leaders to make local decisions that meet the needs of their communities, across our 7 local authorities.



"Since joining, we have been fully supported and challenged to further improve practice through excellent training, shared best practice and quality assurance. Through the vision and ethos of LDST, all of this is achieved within a Christian community of schools working together, whilst allowing each school to have its own distinctiveness and thrive within its local context. We feel empowered to achieve our best."

Mrs A Richardson, Headteacher,
Rainford CE Primary School

Central Support for Local Autonomy

Key to achieving our vision is ensuring that all schools are led by outstanding leaders, who have the agreed autonomy and central support to focus on their core purpose of educating.

To provide the best possible education our teachers and leaders need to do what they do best: teach. Our central support services empower our local leaders, and work to minimise the time teachers and leaders spend on administrative and other essential functions required, to ensure the school operates on a day-to-day basis.

Impact

Finances

- The Trust supports local leaders to make the best decisions possible for their school through clear, accurate and comprehensive financial information. Schools requiring additional support receive additional visits from our qualified financial support partners. Engaging opportunities to aggregate procurement Trust-wide has enabled schools to make savings that they can deploy directly back into front-line teaching and learning. An estimated £400k of savings have been realised for schools across the Trust.

Human Resources

- A dedicated Trust HR Lead supported by an external SLA with Warrington Local Authority provides practical support to schools facing day-to-day issues as well as complex or contentious HR matters. This reduces Headteacher and school staff workload. Our work developing our Workforce Strategy and engagement with Union colleagues ensures we have the best terms and conditions for our staff in our schools.

Data Protection

- Our highly trained in-house Data Protection Officer (DPO) provides hands-on technical support for schools with Subject Access Requests (SARs) and Freedom of Information Requests (FOIs) to reduce administrative workload for Headteachers and school staff.

Health and Safety Compliance

- The Trust engage a Trust-wide specialist Health and Safety provider to regularly monitor and support schools with critical Health and Safety matters.

Software Systems

- All Trust schools use single unified, cloud based financial ledger and management information systems. This enables support to be provided readily and directly by members of the central support team as and when schools require, as well as providing cost effective solutions to these critical requirements.
- Our data management systems allow us to generate data dashboards to provide accurate, timely and valuable insights into attendance, SEND needs and more, enabling staff to spend more time focussed on pupils and less on data and number crunching.

Capital Investments

- To date, almost £3m of building and capital investment work has been undertaken across our schools ranging from infrastructure projects such as roofing and electrical works, to new toilets and even entire new buildings.
-



Highfield St Matthew's CE Primary

Joined the Trust in 2018

When Highfield St Matthew's CE Primary joined LDST it had had faced turbulence in leadership and staffing; the school had received an Ofsted grade of 'Requires Improvement'.

Through the support of the Trust, the school has gone from strength the strength:

The Impact-

Development of Highfield St Matthew's SHINE Curriculum which is broad, balanced and ambitious, designed to meet the needs of all pupils.

Our SHINE Curriculum has a high focus on developing early reading and reading for pleasure, with a range of opportunities for enrichment. *"The bespoke and ambitious curriculum has been developed to bring subjects to life and enrich pupils' learning. Pupils, including those with SEND, learn well."* Ofsted March 23

Governors have developed their knowledge and skills in providing challenge to senior leaders. Meetings are sharply focused on governor's key responsibilities. *"Trust leaders and governors have been very much part of the school's journey of improvement. They have a strong understanding of the school's strengths and weaknesses. Their support and challenge have led to sustainable change and improved outcomes for pupils"* Ofsted Report March 23

There is now stability in staffing of both senior leaders and teachers/support staff. Aspiring leaders are being nurtured and developed with senior leader appointments made from existing staff as well as externally. *"Leaders have implemented a culture where only the best is good enough. They have created a learning environment that promotes and reflects the school's values and expectations.!"* Ofsted Report March 23



St James' CE Primary

Joined the Trust in 2018

During the year 2022-23 St James' has been supported by Liverpool Diocesan Schools Trust to improve and strengthen our offer for SEND and inclusion. This has been in the form of weekly visits from the Trust Inclusion lead and seconded support from a very experienced Trust SENDCO. Practice has been improved, assessment has been tightened, with the introduction of the Trust SEND Assessment Toolkit, and three specific Nurture Rooms have been created to support our children with additional needs and allow them to flourish. These improvements have been noted by parents and Officers from Wigan Authority and have enhanced the learning opportunities for our children especially those with Educational Healthcare Plans.

We have also benefited from intense support for improving the behaviour within our school by working directly with the LDST Behaviour Hub Specialist School. A new behaviour policy has been introduced together with a reward policy. These positive changes have helped to improve both behaviour and behaviour for learning. Children and staff alike feel supported and the atmosphere in school is much calmer.

Being a part of the LDST is a positive and supportive experience. Whether at the dedicated Headteachers' half termly meetings or in the Mental Health and well-being group, or receiving one-to-one support from knowledgeable experts, to be surrounded by fellow leaders who are of like mind and wholly supportive of a Trust with a distinctly Christian vision is a joy.



St Paul's CE Primary

Joined the Trust in 2018

Support from Liverpool Diocesan Schools Trust has enabled our whole school community to flourish. Staff at all levels have benefitted from the abundant opportunities to grow themselves. Our whole Trust INSET day is an inclusive event allowing leaders, teachers, teaching assistants and admin staff to spend quality time together, share good practise and network with colleagues from other schools.

A vibrant headteachers' forum brings leaders together; there are networks for Deputy and Assistant Headteachers, Curriculum, EYFS, English, Maths and all foundation subjects, meaning that leadership at all levels is effective.

A strong SEND network allows shared working amongst the SENDCOs for the whole Trust. This has enabled a deep understanding of neurodiversity, culminating in a shared vision for SEND and inclusion.

The Trust has a shared vision for assessment; partnership amongst schools has allowed us to build an excellent understanding of how assessment can be used to support all pupils in the school and to help teachers to adapt their teaching to provide assistance and challenge to the children in their class.

Recognition of the Trust's impact on our school was evidenced in our recent OFSTED report.

Our school has strong links with our church and wider community, and the training available for deepening spirituality provided by the Trust, and opportunities to come together and explore our understanding of spirituality, has given all staff confidence to explore their own personal spirituality and also encourage the children to do the same.



Parish CE Primary

Joined the Trust in 2018

After an Outstanding Ofsted inspection in January 2022, Parish has continued to flourish and thrive in 2023. Our school-to-school partnership with St James has strengthened and as such this has allowed extensive leadership development within Parish, including the creation of a partnership Deputy Headteacher, an Inclusion Leader and a partnership strategic English Leader. All of these newly developed leadership roles, as well as existing leaders at all levels, have been supported by LDST through opportunities such as the Deputy and Assistant Headteacher's Network, the NPQLL (which is facilitated by LDST), the Inclusion Network plus much, much more. As a result of this support, leaders feel empowered and confident in their roles which has led to several whole school improvements including attendance, attainment at KS2 and the strength of our Christian Distinctiveness. In addition to this, our leaders continue to share knowledge Trust-wide including coaching on NPQs, acting as Trust Education Partners and actively contributing to working parties.

Our school was delighted to be awarded the 'International Schools Award' in 2023 and LDST's commitment to the celebration of equality, diversity and inclusion played a direct role in us securing this recognition by the British Council.



St James' CE Primary

Joined the Trust in 2018

2023 has been a year of great success for St James. After a challenging period, post Covid, the appointment of a proven leader into the role of Executive Headteacher and the subsequent partnership with Parish, an Outstanding school in St Helens, led to a fantastic Ofsted experience in February 2023 wherein the school was deemed to be 'Good' with safeguarding, curriculum and school culture mentioned as particular areas of strength.

Our Y1 Phonics Screening Check result rose from 35% in 2022 to 84% in 2023. The support of LDST in this was pivotal. Through school-to-school support, the inclusion in Read Write Inc, Networks, training and Trust-wide package, we were able to rapidly secure vast improvements in expectation and teaching and learning practices.

Using the LDST curriculum support, the school has been able to implement an exciting curriculum offer which is now supported by pedagogical research and proven approaches such as instructional coaching. Several members of staff are now completing NPQs, facilitated by LDST, which is ensuring that knowledge, expertise and confidence amongst the staff and leaders is growing all of the time.

Most pleasingly, parent surveys now show that 100% of parents would recommend St James to others and with this we are excited to see our community continue to grow.



ST HELENS
BOROUGH COUNCIL



Rainford CE Primary

Joined the Trust in 2021

Rainford CE has experienced an exciting and successful 2023. Our fantastic curriculum offer has been further strengthened through the LDST curriculum networks, as our leaders are empowered to champion their subjects confidently, rooting all decisions on the latest academic research. Our implementation of Read Write Inc as a direct result of collaboration across LDST schools, has influenced a rise from 68% in 2022 to 84% in 2023 in our Y1 Phonics Screening Check.

The impact of LDST's SLT network and Trust-wide CPD around teaching and learning can be seen in how we have revolutionised our approach to CPD and performance management. We now successfully provide an instructional coaching model to develop teachers based on the latest pedagogical research. Furthermore, our passion to continually develop expertise amongst staff has seen 3 teachers enrol on NPQ opportunities facilitated by LDST.

As part of the LDST support offer, we have also worked closely with the Behaviour Hub and Inclusion Lead, who have been pivotal in us further enhancing our approach to behaviour management. All of this culminated in our wonderful Ofsted experience in September 2023, throughout which the support of LDST was remarkable, and where we remained "Good" and strengths were noted in our high expectations of learning and behaviour, curriculum design, staff expertise and leadership.





Huyton with Roby CE Primary

Joined the Trust in 2018

Huyton with Roby has moved from strength to strength over the years it has been part of LDST. As the Trust has grown, so too has the wealth of experience and skills which schools within the Trust can draw upon and offer out to other schools.

The Trust has school improvement firmly at the centre of its work. This is not just based on data outcomes, but on the enrichment of the whole experience for a child attending an LDST school. For LDST, supporting schools to ensure that every aspect of school life is high-quality and effective is a 'hands on' supportive and practical approach.

Career development has been a particular benefit for Huyton with Roby this year with staff being able to take on new roles across the Trust because of the success of the CPD and development opportunities available and promoted by the Trust.

The generosity of all members of the Trust is extraordinary – school-to-school support is readily and freely available. The sense of genuine support and shared commitment to the education of children enables staff to work in collaboration with trust and security. This is not just teaching staff, support and administration staff also support each other and work across schools as necessary to support each other and ensure the continued smooth running of schools.

The school benefits from all that LDST provides, both centrally and between schools and as a result has high-quality education and provision and children and adults flourish in our school.



Cronton CE Primary

Joined the Trust in 2017

Cronton CE was one of the first schools to join LDST in 2017. Since then, we have continued in our journey of growth and development with the support and encouragement of the Trust.

Staff have benefitted from curriculum networks to develop their subject areas across the school. The

Trust has worked alongside staff through a collaborative quality assurance approach to support the development of a rich and high-quality curriculum. LDST give schools within the

Trust the autonomy to make key strategic decisions about their curriculum thus allowing all schools to define their curriculum relevant to their context and have maximum impact on their learners.

The Governance conference, regular networks, induction and training opportunities has supported the strategic development of our Local Governing Body. Governors are well supported in delivering their core functions and our LGB continues to be a strength of our school.

The package of NPQ qualifications has developed leaders at all levels. The Trust actively encourages leaders to work and support one another. This cross fertilisation of leadership skills allows aspiring leaders to develop not only across their own school but also across the wider Trust.

Every school is on a journey and with the support of LDST, Cronton CE continues to flourish, putting children at the heart of every decision, setting high aspirations and striving for excellence in all that we do.



Halewood CE Primary

Joined the Trust in 2017

As a new headteacher to the Trust, I have been overwhelmed with the amount of support offered by the LDST to assist me in my first year as headteacher. The wide range of expertise from the central team and continual dialogue, coaching and check-ins has enabled me to feel welcomed, valued and supported.

LDST have had a significant impact on our school through their TEP support (Trust Education Partners). The collaboration with the writing TEP has enabled us to implement a new writing scheme and really strengthen our planning and implementation; this has already had a significant impact on the quality of writing across our school and children's use of vocabulary.

The central team continue to provide schools with high-quality training around systems and process that have improved many key areas, including our attendance tracking, budget management system and safeguarding practices.

It is a pleasure to work alongside LDST and reassuring to know that there is such a wide range of expertise and support available at all times.





Glazebury CE Primary

Joined the Trust in 2018

Glazebury CE Primary is a smaller than average school, built in 1882, we have served the Glazebury community for over 142 years. We definitely are a "small school with a big heart" Ofsted 2023.

As a member of Liverpool Diocesan Schools Trust (LDST) since 2018, we have celebrated, our recent Ofsted (Good with outstanding personal development) and SIAMs (Excellent) which were fully supported by the central team, providing assistance and guidance – it was like they had put their arms around us to help in any way they could. This had such a positive impact on staff well-being and ultimately our children.

School development is outstanding, with a half termly forum to discuss strategic aims, current research, providing supportive partnerships and integral relationships for the benefit of our individual schools. Education Officers provide stimulating, professional dialogue that reflects the uniqueness of being in a small school whilst supporting standards.

A variety of opportunities have enabled involvement in current thinking e.g. working groups for Attendance, Mental Health and Well-being, Christian Distinctiveness etc. Our staff have gained a robust pathway of CPD, currently we have staff accessing NPQSL's and NPQEL's as a direct result of the Trust's forward thinking supporting teacher development. Within the Trust, TEP's (staff who have specialised subject knowledge) work with staff in school building experience, enhancing curriculum development and leadership.

Our children belong to an even bigger family by being in LDST, engaging in Ethos days, Collective Worship, and funding raising for our Trust charity – New Hope School and Orphanage.

As a school, children, staff, and Governors all agree being part of this unique family of schools was the best decision we have ever made. We truly are learning, loving and achieving together with Jesus.



St Helen's CE Primary

Joined the trust in 2018

Since joining Liverpool Diocesan Schools Trust, our school has developed significantly through the support of the Trust. LDST supports our family of schools to flourish by recognising the diverse communities that we serve and supports each school in their Christian Distinctiveness. We have benefitted from many opportunities of school improvement and collaboration that has impacted positively on our Ofsted inspection (Good) and our recent SIAMs inspection. It was recognised *"the whole school community appreciates their relationship with LDST. They value the experiences, professional development, dialogue, support and challenge that these partnerships offer to adults and pupils."*

As a Trust, all staff benefit from excellent professional development and our Trust are key delivery partners on the Church of England NPQs which have a positive impact on our school improvement, development and outcomes. All staff benefit from opportunities for collaboration throughout the school year and are instrumental to our success. Adults are empowered through our annual LDST conference where we experience a wealth of keynote speakers and workshops delivered by individuals with expertise in education. Our Education Officers and Trust Education Partners ensure curriculums are ambitious and reflect the needs of the unique communities. Leadership pathways support our adults in reaching their full potential and are supported through the many opportunities presented within LDST.

Our school daily life benefits immensely from being part of our family of schools. Children are proud to be part of our Trust and value the relationships that they build with other schools though our Ethos Days, well-being days and regular Trust worships throughout the year. They enjoy working collaboratively on projects which has included supporting New Hope School and Orphanage, Uganda and the impact our schools have on children in Africa. Children enjoy being ambassadors and share in their pride to be part of a family where we 'Learn, Love and Achieve Together with Jesus.'





The Beacon CE Primary

Joined the Trust in 2017

At The Beacon CE Primary we have continued to flourish as part of LDST. Due to the support we have been offered by the Trust, through Trust Education Partners, Read Write Inc training and assessment CPD, our outcomes are consistently above national average.

Following our recent SIAMs inspection, the report highlighted how the Trust embeds a culture of collaboration and shared practice. Those values are lived out through the work we have done in subject leader networks. This enriches and sustains the school's Christian character and develops the provision of others.

Through our position within the Trust, we successfully applied to become a DfE Behaviour Hub, which has continued to develop our behaviour curriculum and enabled staff to have an impact on a wider scale.

Using the Trust attendance resources, we have continued to focus on attendance and our success has enabled us to be the lead school within the Trust, working alongside the DfE.

Staff have also had access through a wide range of NPQs. One of our Assistant Headteachers leads the NPQ programmes on behalf of the Church of England across the North West. This has meant that the school's CPD schedule has been able to embed evidence-informed approaches to teaching and learning to ensure we can ensure the best outcomes for pupils.

The Beacon have achieved many awards and Quality Marks due to LDST support. We achieved the National Inclusion Award and are now recognised as a centre of Excellence for Inclusion.



Bishop Martin CE Primary

Joined the Trust in 2018

This year, Bishop Martin has continued to thrive and improve as part of Liverpool Diocesan Schools Trust. In 2022/23, Bishop Martin was judged to be Good with some Outstanding areas showing our considerable progress since 2016. "Pupils, parents, carers and staff are proud to be part of this happy, caring and welcoming school."

Working in partnership with the Trust Inclusion Lead we were able to support teachers to adapt our ambitious curriculum and meet the needs of all learners. This year, Bishop Martin has been awarded Inclusion Centre of Excellence status which shows the considerable impact of both the leaders at Bishop Martin and the continued development from the Trust.

There is a wealth of CPD offered by LDST including various Networks and training sessions to cater for all staff, developing individual expertise and improving leadership. Through this development a number of leaders at the school now support other schools and staff across the Trust in roles such as Trust Education Partners, Network Leads and as members of the central team leading on key areas of school improvement.

The impact of extensive CPD specifically around reading means that leaders have placed reading at the heart of the curriculum, making sure that pupils begin to learn to read from the earliest opportunity. This is evident in Bishop Martin's 2023 KS2 Reading results with 89% of pupils reaching the expected standard and 44% exceeding it.



St Thomas' CE Primary

Joined the Trust in 2017

Our school has continued to flourish in 2023 as part of Liverpool Diocesan Schools Trust. Our teachers and staff fully embraced all the opportunities that were given to them through the many different networks, training/CPD events and our LDST Conference at Edge Hill University. This led to further development within our school curriculum and teaching and learning approaches. As a result, our school has been acknowledged for the outstanding curriculum offer and achieved the gold quality marks in both History and Geography.

In addition to this, standards continue to improve, and we were really proud of the amazing outcomes our Year 6 pupils achieved in their KS2 statutory assessments (94% RWM combined). This meant our school is in the top 100 performing schools nationally (85th overall).

Leaders have embraced opportunities provided by LDST; for instance, our Maths Lead has taken on the roll as a Maths Trust Education Partner supporting schools across LDST. This allows them to share their expertise as well as gain valuable leadership experience.

We have had so much to celebrate in 2023 and value the impact being part of LDST has had on all of our achievements.



Holy Trinity CE Primary

Joined the Trust in 2018

Our families come from 23 different countries and currently 25 different languages are spoken here. The percentage of pupils whose first language is not English, is above average at 65%. We are proud to serve families of Christian faith, many other faiths and those of no faith. Our Global Welcome Network group enables our LDST schools to come together to celebrate our unique and rich context, sharing best practice, to provide a quality and inclusive and education for all pupils. Trust-wide Collective Worships give our family of schools the opportunity to come together, to feel part of something bigger, which helps to instil a sense of belonging. Our recent SIAMS report recognised how being *"deeply inclusive, our school's resilient commitment to meeting the needs of all, results in impressive practice."*

Working collaboratively with Trust Education Partners ensures that we have access to the latest curriculum developments and research, giving our pupils the highest chance of success. Our recent OFSTED report states *"with the support of the multi-academy trust, leaders have designed a well-ordered curriculum that starts in the early years."*

LDST is passionate about developing people. The increasing numbers of staff undertaking NPQ qualifications is testimony to our commitment to providing high quality CPD. *"Systems promoting staff wellbeing result in adults who feel valued and well supported. As a result, they thrive professionally and are inspired to live out the school's vision in service to others."* SIAMS 2023



St Michael's CE High

First school to join the Trust in 2017

St Michael's High School benefits from the Trust's support and experience in a wide range of areas, such as SEND and inclusion, assessment and leadership and management. The impact of this support can be seen in the school's commitment to inclusion: through resourced provision, learners with a range of special educational needs are supported to overcome barriers and achieve their potential; and through our belief in achievement for all, students are supported to aspire for academic success. From the 2023 A-level cohort, two students are now studying at Oxford University.

Recently we had a SIAMS inspection and were supported through this by the Trust Christian Distinctiveness Lead as well as the wider team. As a result the school received a very positive SIAMS report which reflected our strengths including our vision and values and our culture of caring where the wellbeing of everyone is a high priority. SIAMS recognised the impact the Trust has in our report:

"The Trust and Diocese have meaningful and active partnerships with the school. These result in enhanced, impactful support and networking that encourage and sustain leaders, adults and pupils.

Through them the school is enriched as it navigates through, and emerges from, recently challenging times."



St Andrew's CE Primary

Joined the Trust in 2018

St Andrew's CE Primary School is a one form entry primary school in Maghull, Liverpool. St Andrew's joined Liverpool Diocesan Schools Trust in May 2018. Since this time our school Christian Vision of "Together in God's Love we Learn, Inspire and Grow," has had a continued positive impact on many areas of school life.

Our school was most recently inspected in October 2022. Through targeted support, high challenge and low threat, LDST have supported the school leaders of St. Andrew's to make rapid improvements that have resulted in the positive Ofsted judgement of being a 'Good' school.

St Andrew's has benefitted from the coherent, and consistent, LDST School Improvement Strategy. Through this St Andrew's have benefitted from Education Officer quality assurance visits, which have been focused on enabling our children to 'Learn, Love and Achieve', within their learning outcomes.

Being part of LDST our school has benefitted from being part of a strong community of Church of England Schools. LDST have supported our school in strategically developing our Christian Distinctiveness and Spirituality.

Through the LDST Christian Vision, our school Christian Vision and Education Officer quality assurance, our subject leaders have crafted our logically sequenced UNIQUE Curriculum.

Through centralised financial support our school has been able to strategically plan the continued improvement of our school environment. Our school has benefitted from the allocation DfC funding and a successful De-Carbonisation funding bid, which has in turn resulted in lowering our utility bills and our carbon footprint.



Welcome to Bishop Martin, our first Lancashire school:

Bishop Martin CE Primary

Joined the Trust in 2023

Bishop Martin recently joined the Trust in November 2023. There was a need for improved capacity at Senior Leadership level, with the school welcoming support from an Executive Headteacher and the Central Team.

Already the school is benefiting from focused Trust-wide and school-based CPD, and through the school's recent successful SIAMS inspection, staff were very positive about the support and care they felt they were receiving, which was impacting positively on the children of Bishop Martin.

"The school has recently made the decision to formally join Liverpool Diocesan Schools Trust (LDST). The staff appreciate the leadership guidance given prior to the transition to LDST. Staff feel cared for and explain this support as having 'arms' of their new Trust wrapping around them. They also speak about how the vision has been a 'guiding light' and has 'given a focus in challenging times'."

SIAMs 2024

Recent developments include the design of a bespoke and inspiring curriculum, implementing a therapeutic classroom approach to support well-being and positive behaviour; and support for pupils and families to improve attendance.



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