



Welcome to the Poppy Academy Trust (Est. 2015)

The Trust vision is to **build collaborative and thriving school communities**. We want to work with like-minded schools who share our vision of working together to build incredible learning opportunities both within the curriculum and beyond the curriculum together. We want our children to have the foundations of knowledge in order to thrive in further education and British society. We grow our staff and provide opportunities that support them in their career development to deliver high quality education to communities and breeds strong, energetic staff and children alike!

Our core values are

- Partnership
- Respect
- Enjoyment
- Aspiration, and
- Confidence

Our mission is encouraging, challenging and supporting each school community to develop young citizens and provide a holistic approach to learning for everyone.

We are inclusive, diverse and dynamic. We use research to form our approach to teaching, designing our curriculums and developing our staff. We believe we are all learners and are excited to bring more schools into the Trust to share resource, expertise, knowledge and grow together.

High quality education is at the forefront of all our decision making and our children are inquisitive, resilient and ambitious learners. They leave our schools with a passion for knowledge and as well-rounded members of their local community.

Our staff and governors are equally passionate about our schools and work tirelessly to ensure the best opportunities are provided for the children.

The Trust was formed in 2015 by Fair Field Junior School and in 2020 St John's Infant and Nursery School joined the trust. This enabled the link infant and junior school to formalise their already close working relationship.

This has enabled us to develop dynamic and engaging curriculums, allowing close collaboration and opportunities between experienced and passionate educators. As we have grown, we have benefited from the expertise and talents at each joining school. Each school acts autonomously with regard to teaching and learning, however good practice and pedagogy is shared between our schools.

If you would like to know more about us and how we work, please get in touch. I look forward to meeting you.

Alice Aharon

Trust Chief Executive Officer (CEO)



Alice Aharon has been working in education for over 18 years. She was previously Head of School in Camden, before becoming Headteacher of St John's Nursery and Infant School in Radlett in 2014. In 2017 she also became Executive Headteacher of St John's and Fair Field Junior School, also in Radlett. In 2018 she became the CEO of the now named Poppy Academy Trust. Alice is currently Executive Headteacher of the two schools and the CEO of the Trust.

The Poppy Academy Trust has Church minority articles and the St Alban's Diocese is a member of the Trust. We are very lucky to be able to have Church and non-Church schools in our trust, making us a Trust that really can serve the local community. We have strong links with St Alban's Diocese which enable us to ensure our Church schools can maintain their distinctive Christian character. The Poppy Academy Trust values all schools having their own, unique ethos and vision so that they can serve their local communities in the best, most appropriate way.

"Pupils at St John's Church of England Infant and Nursery School live out the school's 'HAPPY' motto. Finding the curriculum interesting, pupils embody the 'Y' in the school's motto: yes to learning. Pupils relish opportunities to talk about what they learn, remembering lots of it."

St John's Nursery and Infant School Ofsted May 2022

"Leaders have secured a broad and rich curriculum that meets pupils' academic, social and emotional needs. Pupils are kind and very supportive of each other."

Teaching awards



We are delighted to announce that in November 2021 we were awarded the Silver National Teaching Award for 'Lockdown Hero' for Outstanding Learner and Community Support. Our team worked tirelessly to support the community throughout lockdown and came up with creative ways to engage the children virtually. For example, we had assembly live from the giraffe enclosure at Whipsnade Zoo, a virtual aspirations' week when over forty guest speakers spoke to children about their careers and virtual discos, bingo events and even a live gig for the parents and carers. We delivered weekly food parcels and prepared workpacks for pupils to support their remote learning, supporting families who were sharing devices, didn't have printers or where parents or carers were working from home.

Many of our Teaching Assistants complete courses at college to support their role in school. We also provide regular training opportunities with external consultants to support progression in their careers. Recently one of our Teaching Assistants went on to do her PGCE and come back as a Teacher. Another Teaching Assistant is currently completing her degree and we cannot wait to support her to qualify as a Teacher.

We love growing our own. We have a carefully planned programme of support for our Early Career Teachers and actively encourage our teachers to complete National Professional Qualifications. The Trust also buys in external training and, uses its' talented staff to deliver training to all teachers, ensuring they are up to date with current research and pedagogy.

Our Support Staff work across the school in the school offices, finance departments and the school site. Their training and development is imperative in the smooth running of all our schools. They attend external training or have virtual training throughout the year.

Staff wellbeing is integrated into the school improvement plans annually. We strive to make our working environments vibrant, friendly and supportive. Staff have access to a range of health services through the Trust such as healthy eating services, counselling, physiotherapy and bike to work schemes.

“During my time at the Poppy Academy Trust, I have been supported professionally and personally. I have been on multiple external courses, as well as in house coaching by colleagues and coaching from the Leadership Team.

I have gone from a newly qualified teacher to Key Stage Leader while I've been here and the team have been nothing but supportive of me in every step I have taken. This year I started my NPQSL course which has helped me to learn more about leadership and engaging my colleagues in the change process. I have really enjoyed learning more about my own leadership style and other teachers and our Teaching Assistants benefiting from my learning.”

Sophie, worked at the Trust for 6 years.

“My sons literally run into school without hesitation, reluctance or question. They're proud of their own progress, they hunger to better themselves and they speak of the teachers and staff with respect and genuine affection.”

Darryl Parent May 2022 with one child at St John's Nursery and Infant School and one child at Fair Field Junior School

“You have always been so tuned in to the family networks of all those in your care.”

Rebecca Parent June 2022 with two children at Fair Field Junior School, who also attended St John's Nursery and Infant School

Benefits of entering our Trust – A school under the Poppy Academy Trust will benefit from:

- Support with lots of areas of school life
- Being part of a Trust where all decisions are made for the benefit of the children: providing them with opportunities beyond the National Curriculum to prepare them for further studies in the Arts, Sports, Technology and beyond.
- Leaders autonomy to lead their schools for the best of their communities
- Growing and developing own leaders of the future with a career pathway from ECT to Headteacher.
- A range of training programmes for staff within our schools and externally
- Opportunities for career growth within the Trust family
- Ability to maintain unique Christian or school character
- Share good practice, learn from each other and achieve economies of scale

- Collaboration: Getting to work with outward-facing schools that are always looking to improve.
- Networks: A dynamic support network that can help develop practice amongst your staff and school through collaboration.
- Knowing what works: We do not try to make schools all the same, we just share what works. For example, house points system works in one of our schools and doesn't work in another.
- Security: Knowing that you will have a larger group 'looking out for you' and the support that you can get from the Trust.
- Financial support: As we navigate through these difficult financial times we need to make tough decisions and being in a Trust helps. We have successfully bid for money to support the schools, we share staff which has helped take pressure off of the wage bills, and we do joint procurement which has significantly reduced costs.
- Support at the top: As part of The Poppy Academy Trust our headteachers meet regularly to support each other and share excellent practice.
- Autonomy: your school is your school, and we will support you as and where needed. We'll set the parameters of expectations - but how you get there is up to you, you know your school best.

Tour our schools and talk to us! – come and see for yourselves how

The Poppy Academy Trust, Fair Field Junior School, Watford Road, Radlett, Hertfordshire, WD7 8LU

Tel: 01923856341

admin@fairfield.herts.sch.uk

