

INVICTUS

Education Trust

PROMOTING THE SUCCESS OF THE COMPANY STATEMENT 2022/23

(As required by Section 172(1) of the Companies Act 2006)

Since 2015, six secondary schools, and one primary school, in Dudley and South Staffordshire, have joined together to form the Invictus Education Trust a Multi Academy Trust.

The schools are: from Dudley area, The Crestwood School in Kingswinford, Ellowes Hall Sports College in Gornal Leasowes High School in Halesowen, Pedmore High School in Pedmore, Rufford Primary School and Nursery in Stourbridge and from Staffordshire: Kinver High School in Kinver and Wombourne High School in Wombourne.

Rufford Primary School and Nursery, in Pedmore, Stourbridge, academised and joined the Invictus Trust in September 2021. This is the first primary school to join the Trust and was a strategic and planned addition. Rufford Primary School has close allegiances to Pedmore secondary school being based in the same area.

The Directors (otherwise known as Trustees in a Multi Academy Trust) act in good faith to make decisions, the outcome of which, they consider will be most likely to promote the success of the Company (the Trust) for the benefit of its members (employees) and the direct stakeholders (students/parents) as a whole both in current periods and in the longer term.

In discharging their duties above and as part of their decision-making process, the Directors also have due regard to the impact on and interests of other, indirect, stakeholders (suppliers), in addition to their public duty, as a public sector grant funded organisation.

Objectives, Strategy and Aims

The principal object and activity of the Company, as set out in the Trustee Report above, is to advance education in the UK for the public benefit, in particular by establishing, maintaining, carrying on, managing and developing its academies, offering a broad curriculum with a strong emphasis on the specified specialism's of those academies.

In setting their objectives and planning their activities the Directors have given careful consideration to the Charity Commission's general guidance on public benefit.

The Company's educational aims are to ensure that every child enjoys the same high quality in terms of resourcing, tuition and care.

External Factors Relevant to Achieve Objectives

In order to achieve its non financial objectives and future plans the Company must:

- Maintain their student numbers in those schools oversubscribed and work to increase the student numbers in any schools undersubscribed.
- Share good practice and seek opportunities to upskill staff through an effective programme of continued professional development.

Employees

Directors receive information on various staff KPI's. The Directors are committed to promoting a healthy workforce comprising both physical and mental wellbeing; the Company has a staff wellbeing service to support their employees 24/7.

The Directors keep staff informed of key issues through structured communication channels such as:

- a dedicated Media, Marketing and Communications Department;
- an integrated Company website which is being updated for 2023/24;
- promoting inclusion in the workplace;
- provide training and development opportunities where they are considered of benefit to the Company and employees.

Using the Company's recruitment and development strategies, the Directors seek to attract, develop and retain talented staff.

The Company actively engage with trade unions when restructuring or making changes to the organisation which impact on the workforce.

The Company's policy regarding disabled persons is set out in the Director's Report as well as further detail regarding communication with employees.

Stakeholders

The stakeholders are fundamental to the Company's existence and survival (both academic and financial). Therefore, the Directors commit considerable time, effort and resources into understanding and responding to the evolving needs of their stakeholders through the Senior Leaders and management structures in the organisation. As a Company regulated by Central Government, this includes responding proactively and responsibly at a local level to Government changes in the national education system. The Company starts (and ends) with academic excellence and it is academic excellence for all.

Students will have the opportunity to try out a wide and rich range of experiences and unique opportunities. The aim is to expose them to the best of cultural, vocational and sporting opportunities, understanding that those aspects are not recreational but critical to the students' independent development and success.

The Company is committed to its aims and vision and believe that more children will benefit from this educational promise and as a consequence is determined to grow students in confidence, in articulation and as leaders.

Suppliers

The Directors have established procedures to ensure that regularity, propriety and value for money is maintained for the Company.

The Company's ethos is to achieve best value for money for all its purchases ensuring that services are delivered in the most economical, efficient and effective way, within available resources, and with independent validation of performance achieved wherever practicable.

Wherever possible the Company will engage with local businesses, which in turn financially supports the local communities and the families that attend the seven schools. By doing business more locally it is the aim to reduce the Company's carbon footprint.

In respect of contractors on site in the seven schools, there is a requirement to assess in advance, where relevant, the health and safety competence of contractors, taking account of

the Company's policies and procedures. The Company adheres to the Procurement Policy Note (PPN 10/21) which provides the new threshold levels to apply for the purposes of the Public Contracts Regulations from 2021.

Payment for supplies and services will be made upon receipt of an invoice and within 30 days once it has been confirmed that goods or services have been received and are of the quality expected. Although every effort is made to ensure the school benefits from early payment discounts and complies with the Public Sector Prompt Payment Policy.

Community and the Environment

The Company takes its role within the community very seriously and promotes and encourages community and charitable contribution. The Company has a community engagement policy which promotes the use of the seven school/sports facilities by clubs and individuals locally based.

The Company also recognises the importance of its environmental responsibilities and has measures in place to monitor and control its impact on the local environment and its compliance with any regulatory environmental standards. The Company seeks to implement policies aimed at reducing any potential detrimental environmental impact of its activities.

Reputation and Public Benefit

As a publicly funded Company our results cannot be measured by profit and therefore there has to be a different and deeper reason as to why the Company is successful, whilst ensuring that public accountability is demonstrated at all times.

Our reputation can be measured by the follow actions:

- The Board of Directors will manage their affairs in accordance with the high standards detailed in Guidance on Codes of Practice for Board Members of Public Bodies and in line with the seven principles of public life.
- In setting Company objectives and planning our activities, the Directors have given careful consideration to the Charity Commission's general guidance on public benefit.
- There is a strong emphasis on achievement and excellence. The Directors will make every effort to maximise the potential of all the students. This sums up what we want for the students a strong sense of direction and a strong independence rooted in robust values.
- The Trust schools firmly believe that, by working together, they will be highly achieving, and able to provide elite educational experiences for their students. In simple terms, we want to be able to give any school in the country - be it state or independent ' a 'run for its money'. We believe that whilst we are locally based we could become nationally important.
- We have come to believe that such a Company is absolutely the best way forward for our communities and especially for those most intimately involved, i.e. students, parents and staff.

ANGELA MANDER

Acting Chief Executive Officer, Accounting Officer and Trustee

Invictus Education Trust

December 2023