

**Agreed criteria for trusts to be considered:**

Criteria	Comments	Assessed through	Agreed by trustees
Local presence – also requested by parents		Shortlisting	
Size between four and twelve	We want Northwold to be part of a stable trust but not one where it is anonymous.	Shortlisting	
Trust not aiming to expand much more		Interview	
OFSTED criteria: must have at least one outstanding primary school; 75% of schools good or outstanding		Shortlisting	
Strong achievement in current primaries		Shortlisting	
Financially sound; strong financial management.		Shortlisting/DfE	
Strong financial management with key focus on channeling funds to the children's education		Interview	
Effective senior executive leader		Interview	
Not tied to one particular religious faith		Shortlisting	
<b>Administrative and important</b>			
Contractual terms and conditions in line with current; union recognition.		Interview	
Appropriate scheme of delegation in place for governance and finance	This must be transparent.	Interview/DfE/review current practice	
Strong central services in house or contracted e.g. HR, finance, ICT, Facilities		Interview/DfE/review current practice	
<b>Vision</b>			
Policy for continuous improvement of quality		Interview	
Policy for staff development		Interview	
Aspirational ethos translated into practice		Visit to MAT primary/interview	
Inclusive ethos – diversity	Noted wish to retain emphasis	Visit to MAT	

translated into practice	on global citizens	primary/interview	
Inclusive ethos – SEND translated into practice		Visit to MAT primary/interview	
Vision for quality of teaching and learning	Active learning, creativity, engagement, challenge	Visit to MAT primary/interview	
Ensures pupil voice and pupil leadership		Visit to MAT primary/interview	
Vision for how schools in MAT work together to benefit each other – and how they work with other schools		Interview	
<b>Transition to new MAT</b>			
Trust to build on Northwold’s strengths		Interview	
Trust to have strategy to retain current excellent staff and further improve morale		Interview	
Maintain high teaching standards and achievement	Including challenge for higher attainers	Interview	
<b>From staff and parents - staff</b>			
Good professional development for teachers		Interview	
Good professional development for support staff		Interview	
Staff wellbeing to be nurtured/Staff voice		Interview	
<b>From staff and parents – pastoral/wider education</b>			
Good quality school meals	Variety and good nutrition/affordable	Visit to MAT primary/interview	
After school care – affordable and good quality	This was significant for a wide range of parents.	Interview	
Low/no cost for clubs, books, trips so participation is wide		Interview/review current practice	
Broad based creative curriculum	Must retain music	Interview/review current practice	
Pastoral care to be strong/nurturing/caring		Visit to MAT primary/interview	

Regular school outings – in and out of London	Currently at least once a term. Parent comments on inspiring and rewarding events and experiences for children.	Visit to MAT primary/interview	
Positive policy on mental health/retain mindfulness		Interview	
Outdoor ethos	Some wish to retain forest school	Interview	
<b>From parents</b>			
Engages parents very well/parents have a say	Should harness parental input	Visit to MAT primary/interview	
Positive communication and parental involvement	Included website; individual pupil progress; general involvement	Visit to MAT primary/interview	