

Embrace Multi Academy Trust Impact Report

2025–26

Life in all its fullness *(John 10:10)*

We are a family of schools ensuring every child flourishes and experiences life in all its fullness, removing barriers, fostering joy and nurturing hope.

Welcome to Embrace



Life in all its fullness (John 10:10)

Our mission: Ensuring every child flourishes and experiences ‘life in all its fullness’, removing barriers, fostering joy and nurturing hope.

Embrace

A welcome from our CEO and Chair

Thank you for taking the time to read our Impact Report for 2025–26. Last year was impactful in so many ways, and we are proud to share this report with you.

Through our three-year strategy, Strategy 29, we are working together to remove barriers, foster joy and nurture hope. This report shares the difference that work is making in our schools and the priorities that will guide our next steps.

We thank our colleagues, governors, trustees and families for their commitment to our children and young people. Together, we look ahead with confidence, building on this progress so every child can flourish and experience life in all its fullness.





Paula Jones, CEO and Parveen Kapoor Chair of Trustees

Our Trust at a Glance

4200+

Children and young people

650+

Colleagues

10

Schools

90+

Governors and trustees

100 %

Schools with leadership judged good / expected or better by Ofsted

100 %

Schools living up to their foundation as church schools, guided by their Christian vision.

Embrace

Removing Barriers



Ensuring every child can experience life in all its fullness.

Every child deserves to be known, valued and included. We remove barriers so that all children can belong, participate and achieve.

PUPIL FEEDBACK

> “The different teachers are so nice and helpful and support staff are there to help you no matter what.”

Year 7 Student Brockington College

Belonging starts with relationships. It changes everything.

When barriers are removed, every child can flourish.

Known. Included. Belonging.

Life in all its fullness.

Embrace

Embrace

Removing Barriers

"Leaders' high expectations for all pupils are embedded in the school's vision that every child will achieve and thrive"

Croft Ofsted, February 2026

WHAT CHANGED

100%

Safeguarding questions with responses above national benchmarks

Edurio surveys

+1.8%

Attendance improvement

For SEND pupils in our secondary schools

90%

Of schools judged as expected standard or higher for inclusion

An improving picture

WHAT WE DID: Development of a Trust Inclusion Strategy to remove barriers

Identify

We notice and listen to understand the barriers children face.

Understand

We explore the reasons behind barriers with pupils, families and staff.

Support

We put the right support in place at the right time for each child.

Remove barriers

We act to remove the things that get in the way of success.

Enable success

Every child can belong, participate and achieve.

FOCUS AREAS

Inclusion

Inclusive classrooms and targeted support help every child learn and belong.

Attendance

Early intervention and family partnerships support better attendance.

Wellbeing

We nurture mental health, confidence and resilience across our schools.

Family partnership

Working with families builds trust and opens doors to opportunity.

FEEDBACK: A SCHOOL STORY



"The support the school has shown my child this year has been amazing… Enthusiastic and knowledgeable teachers who are excited to teach and wanting to work in partnership with home."

Parent, Manorfield C of E Primary School

WHAT COMES NEXT

1. Strengthen early help and preventative support.
2. Deepen pupil voice to shape our inclusion strategies.
3. Expand wellbeing support and mental health resources.
4. Build stronger community partnerships for families.

When barriers are removed, every child can flourish.

Known. Included. Empowered.

Life in all its fullness.

Embrace

Embrace

Fostering Joy



Enrichment and experiences that bring us together.

We want every pupil to discover what they enjoy. Creative experiences and shared celebrations give children opportunities to take part and shine.

> "My daughter has thrived since joining this school mid way through her primary education. The sports programme is outstanding and pupils have the opportunity to enter so many different sporting activities outside of the usual school setting."

Parent, St Peter's CE Primary School, Market Bosworth

Our ambition: every pupil has something to enjoy and celebrate.

Making space for discovery and shared celebration.

Joy in school life.

Life in all its fullness.

Embrace

Fostering Joy



WHAT BROUGHT JOY

100+

pupils at our first Embrace Spirituality Day

Time to reflect and connect

10

schools represented at Spirituality Day

A shared Trust experience

Joy

Through performances, visits and community events

Across all of our school communities

RICH EXPERIENCES: Opportunities to take part and discover

Performing

Nativities, choirs and productions gave pupils opportunities to take the stage.

Reflecting

Spirituality Day brought children from all ten schools together.

Creating

Art and practical projects, as well as culture days gave pupils ways to express themselves.

Connecting

Colour dashes and fun runs brought pupils and families together, supporting various charities.

Leading

Social action and leadership focus through the Archbishops' Young Leaders Award at Brockington

OUR APPROACH: MAKING SPACE FOR JOY

Enrichment

Visits, arts and sport offer our young people different ways to participate.

Recognition

Performances and showcases celebrate effort and talent.

Belonging

Shared events connect pupils with their wider school community.

Fund raising

A number of our schools took part in a charity colour dash, raising over £6000, supporting Lifting Children's Hopes Charity.

JOY IN SCHOOL LIFE



"At Sherrier we are all a big family, and I think the school is very caring. "

KS2 Pupil, Sherrier Church of England Primary School

PROPOSED NEXT STEPS

1. Review the enrichment benchmarks and broaden our offer further
2. Introduce the Archbishops' Young Leaders Award across all schools
3. Deliver a cross-trust music celebration event.
4. Celebrate contribution and help more pupils take part.

Making space for discovery and shared celebration.

Joy in school life.

Life in all its fullness.

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Fostering Joy

Shared moments across our school communities













Space to discover. Moments to enjoy.

Embrace

Fostering Joy

Shared moments across our school communities













Space to discover. Moments to enjoy.

Embrace

Nurturing Hope



Improving outcomes and raising aspirations.

We want every pupil to believe in their potential and approach the future with confidence. Strong learning foundations make this possible.

STRONG FOUNDATIONS FOR THE FUTURE

"I feel that the school community helps me grow to be a better person."

KS2 pupil, Huncote Primary School

Our ambition: every pupil sees a future full of possibility.

Every achievement can open up new possibilities.

Confidence for the future.

Life in all its fullness.

Embrace

Nurturing hope

Improving outcomes and raising aspirations

WHAT CHANGED: EVIDENCE OF IMPACT

96.2%

primary school attendance

National comparator: 94.7%

69%

expected standard in reading, writing and maths at age 11

National comparator: 62%

23/25

Year 4 multiplication check average score

Up from 19.3 last year

What changed? Strong primary outcomes above national comparators

Early years

78% achieved a good level of development, compared with 68% nationally.

Year 1 phonics

85% met the expected standard, compared with 80% nationally.

Writing

78% met the expected standard at age 11, compared with 72% nationally.

Mathematics

82% met the expected standard at age 11, compared with 74% nationally.

Reading

81% met the expected standard at age 11, compared with 75% nationally.

What we did?

Attendance

Strengthened cultures and focused intervention harnessed continued attendance improvements

Strengthened numeracy

A rapid improvement plan strengthened year four numeracy teaching.

Inclusion

A Trust Inclusion Strategy has been developed to help remove barriers.

Increased support

Strengthened leadership in our secondaries through new appointments including a trust Chief Improvement Officer

SECONDARY: PROGRESS TO BUILD ON



Brockington College achieved its best Attainment 8 score in four years: above national average at 47.4. Maths and science results also improved year on year.

Rawlins' attendance improved by 1% placing it in the top 25% of most improved schools for attendance, (FFT)

Attendance of pupils with SEND improved by 1.8%

Strong sixth form outcomes, above national averages, were maintained.

WHAT COMES NEXT

1. Improve attendance of disadvantaged pupils in our secondary schools
2. Reduce repeat suspensions and strengthen support.
3. Improve outcomes for disadvantaged pupils and those with additional needs.
4. Build on primary success and further improve secondary attainment.

When barriers are removed, every child can flourish.

Known. Included. Empowered.

Life in all its fullness.

Embrace

Embrace

Christian Distinctiveness

Voices from our school communities



MOMENTS THAT BRING US TOGETHER

Over 100 pupils from all ten schools took part in our first Embrace Spirituality Day.

In partnership with Leicestershire Diocese Board of Education

> "Training from the diocese, alongside that provided by the trust, strengthens knowledge of spirituality."

Swinford SIAMS June 2026

Life in all its fullness

Embrace



SIAMS success

Voices from our school communities

Rawlins

Since Rawlins joined Embrace Multi Academy Trust in 2023 there has been a significant strengthening of the Christian distinctiveness of the school. The Christian vision drives leaders' work in creating a positive culture at Rawlins. As a result, pupils' attendance is improving and behavioural incidents are reducing. Pupils feel well looked after in school. Relationships between members of staff and pupils are strong. This fosters an inclusive culture and a strong sense of belonging.

Rawlins SIAMS report, 12 June 2026

Swinford

The school values its partnership with the trust and its vision links strongly with the trust vision, enhancing the school's work. The trust's commitment to Swinford rightly reflects leaders' comments that it 'wraps its arms around the school'.

Swinford SIAMS report, 25 June 2026

Croft

The Christian vision and underpinning values shape the inclusive culture at the school. This creates a warm and nurturing environment where staff and pupils are valued and cared for. There is a shared commitment to making a difference and celebrating aspects of life. As a result, this is a supportive community creating a place where people can shine.

Croft SIAMS report, 22 June 2026



OUR STORY OF IMPACT

Christian vision in everyday school life

Our shared Christian vision and Trust partnership strengthen belonging and support our Embrace community to flourish

Embrace

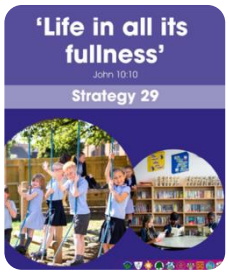
Strategy and Vision



A shared direction for our Embrace community

Our shared vision is for children, colleagues, families and communities to flourish. Our mission is to help every child experience life in all its fullness by removing barriers, fostering joy and nurturing hope.

STRATEGY 29: A CLEAR DIRECTION



Ambitious, Inclusive Education

Enabling all children and young people to flourish and succeed.

Operational Excellence

Enabling services that help schools run efficiently and effectively.

Expert Empowered Employees

Developing a valued, purposeful workforce with expertise in every field.

Exceptional Leadership

Leadership and governance that secure equity and excellence.

HOW WE DEVELOPED OUR DIRECTION

Developed together

Worked with LGC Chairs and Headteachers to develop our strategy, vision and guiding principles.

Clarified our direction

Set four strategic priorities to give schools and services a shared focus.

Reviewed our services

An Operational Excellence review focused on ensuring our services reflect school needs.

OUR GUIDING PRINCIPLES

Create Culture

Christian values, with children at the heart of decisions.

Expect Excellence

Ambition, expert teaching and a rich curriculum.

Embrace Equity

Remove barriers so everyone matters and belongs.

Grow Talent

Professional learning that empowers our people.

SHARED DIRECTION AND VOICE

100% of schools

Engaged with our strategy through in-person presentations.

Informed by stakeholder voice

We are strengthening how we listen to children and young people, parents, colleagues and governors to guide our work.

OUR STORY OF IMPACT

A shared strategy, with schools at its heart

Strategy development with school leaders, a clearer vision and greater attention to stakeholder voice give us a shared direction for children, colleagues, communities and families.

Clear direction. Shared purpose.

Life in all its fullness.

Embrace

School Improvement

Knowing our schools. Strengthening leadership. Improving outcomes.

We connect assurance, specialist expertise and targeted support so schools identify risk early, strengthen leadership and translate improvement into better outcomes for pupils.



EVIDENCE OF IMPACT

64%

SEND effectiveness

Up from 58%, with improvement across every key strand.

4

successful inspections

External validation through three SIAMS inspections and one Ofsted inspection.

5

accredited leadership coaches

Building Trust capacity to support our developing coaching strategy.

HOW OUR SYSTEM HAS STRENGTHENED

Proportionate

A four-phase framework matches challenge, specialist support and intervention to each school's needs and capacity.

Connected

An expanded team brings together the Chief Education Officer, two Chief Improvement Officers, as well as specialist leads within one aligned improvement model.

Impact-led

Clear baselines, intended outcomes and review points strengthen accountability for the difference Trust support makes.

MAKING A DIFFERENCE

Stronger leadership. Greater precision.

Expanded leadership and specialist capacity enables earlier diagnosis, targeted support and stronger follow-through. High-quality professional learning communities enable leaders, teachers and wider staff to collaborate, stay current and extend professional learning. The annual Trust conference, positively received by staff, provides professional development for every colleague, bringing the Embrace family of schools together in one place.

STABILISE
REPAIR
IMPROVE
SUSTAIN

WHAT COMES NEXT

- Embed inclusive teaching through shared principles, adaptive practice and instructional coaching
- Demonstrate impact for vulnerable pupils through consistent plans, provision mapping and tracking
- Strengthen evaluation through clear baselines, intended outcomes and review points
- Strengthen EYFS through Early Excellence training, bespoke support and strategic review

OUR STORY OF IMPACT

A stronger, more connected improvement system

Expanded capacity, proportionate support and clearer measures of impact have strengthened our established approach, enabling expertise to be deployed according to need and improvement to be evaluated increasingly precisely.

Stronger schools. Better outcomes.

Every child flourishing.

Embrace

Estates



Safe, sustainable, inspiring places to learn

We create and maintain high-quality learning environments where children and young people can thrive.

WHAT CHANGED

£1.2M+

Invested in our estate

Transforming our estate through a planned programme of investment

41+

Completed Capital projects

improving the quality, condition and resilience of our school buildings

100%

Statutory Compliance achieved

Ensuring our schools remain safe, well-managed and compliant.

WHAT WE DID

Planned strategically

Developed our Trust-wide Estates Strategy and Asset Management Plan.

Inspiring learning spaces

Modernising classrooms, Sixth form facilities, libraries and outdoor learning environments.

Quality catering

Secured and mobilised a new primary catering service without disruption to pupils.

Rawlins' Rebuild

Rawlins is proud to be part of the DfE School Rebuilding Programme, securing a multi-million-pound investment to rebuild and transform the school for current and future generations.



MAKING A DIFFERENCE

Creating an inclusive environment

A targeted refurbishment of an accessible wet room at Brockington improved accessibility. Through thoughtful estates investment we remove barriers, and ensure every child feels welcomed and supported within their school environment.



WHAT COMES NEXT

- Continue to Deliver the Capital Investment Programme
- Define and introduce the Embrace Classroom Standard
- Strengthen sustainability and environmental performance
- Continue proactive condition and compliance planning

OUR STORY OF IMPACT

Strategic estate management to improve learning environments

Embrace's long-term roadmap for Estates, prioritises investment, manages risk and aligns estate decisions with the needs of pupils, colleagues and communities.

Strong environments. Stronger futures.

Life in all its fullness.

Embrace

People Services

Building the foundations for colleagues to flourish

Strengthening recruitment, wellbeing and professional development, alongside delivering responsive HR support to schools and developing a new People Strategy.

OUR PEOPLE APPROACH

Recruitment and Retention

Engaging and attracting exceptional colleagues.

Learning and Development

Developing leadership capacity and access to professional

Employee Wellbeing

Supporting health and wellbeing, recognition and employee voice.

Equality, Diversity and Inclusion

Underpinning every strand



WHAT CHANGED

20.8%

of vacancy applicants from underrepresented ethnic groups

Broadening opportunity helps us build a more diverse and inclusive workforce.

40%

of leadership roles filled internally

Investing in leadership supports us to retain great people.

26%

reduction in recorded sickness absence days

Ensuring more consistent provision for our young people.

WHAT WE DID

An ambitious People Strategy

Developed the People Strategy 2026–2029, linking recruitment, development, wellbeing, recognition and employee voice.

Stronger, safer recruitment

Strengthened practice and measures for candidate reach, applicant diversity, vacancy performance and inclusive selection.

Growing talent and opportunity

Supported apprenticeships and leadership pathways, and laid the groundwork for the Embrace Institute of Learning.

GROWING OUR OWN

14

apprenticeships supported

COLLEAGUE VOICE

"The AAT apprenticeship has provided me with valuable experience and opportunities to grow within finance. With the support of the Trust, I feel motivated to continue developing my skills and advancing my career"

Finance Apprentice

WHAT COMES NEXT

- Embed the People Strategy and strengthen staff voice
- Strengthen onboarding and recruitment
- Progress the Embrace Institute of Learning and leadership pathways
- Develop consistent wellbeing, recognition and professional growth

OUR STORY OF IMPACT

"HR service is excellent. Responses are always quick and extremely helpful." Embrace Headteacher (CJK Audit)

The People Strategy 2026–2029 gives the Trust a clear framework for attracting, developing, supporting and retaining exceptional colleagues.

Our people make the difference.

Thank you.

Embrace

Finance

Stewardship that creates opportunity

We strengthened financial resilience, increased investment in schools and made resource allocation more equitable. "Our Trust, Our Pupils" puts collective resources where they can make the greatest difference.



WHAT CHANGED

£ 350k+
in-year surplus
Strengthening reserves to 5.5% of total revenue income

≈2×
school improvement
Doubled investment in school improvement

Strategic
estates and IT investment
Planned investment to support our young people.

100%
schools supported
Through ICFP / CLFP review processes.

WHAT WE DID

Pooled resources across the Trust
Introduced funding pools through Resourcing Learning for Life (RLFL).

Strengthened financial controls
Strengthened budget accountability and recruitment approvals.

Linked budgets to learning
Expanded ICFP / CLFP and longer-term financial planning.

Increased collective purchasing
Expanded centralised procurement for better value.

Built central finance capacity
Realigned the team to give leaders more support and challenge.

Invested in school priorities
Increased estates, technology and school improvement investment.

OUR FINANCIAL APPROACH

Financial Health	Transparency	Skills	Excellence	Culture
Building financial resilience and sustainability.	Providing clear, timely and trusted financial information.	Developing financially confident leaders and experts.	Delivering high-quality financial management and assurance.	Embedding our ethos of "Our Trust, Our Pupils".

MAKING A DIFFERENCE

Value we generate

- Better learning environments
- Improved digital access
- Stronger school improvement support
- Long-term sustainability

WHAT COMES NEXT

1. Build reserves, embed curriculum-led planning and strengthen forecasting.
2. Deliver a Trust-wide procurement strategy for better value.
3. Target investment in estates, technology and school improvement, guided by need.
4. Implement the three-year Finance Strategy: Financial Health, Transparency, Skills, Excellence and Culture.

OUR STORY OF IMPACT

"GAG pooling has enabled us to offer our children a level of equity with other pupils across Embrace. The pooling of financial resources is enabling us to provide a nurturing and quality education which is allowing our school to thrive." Headteacher, Arnesby.

Our Trust, Our Pupils: Embracing equity

Embrace

Digital Technology



Connected. Secure. Future-ready.

We use technology to remove barriers, improve collaboration and create secure, reliable systems that help our schools focus on what matters most.

WHAT CHANGED

3,000+
IT assets in our Trust wide refresh plan

2,307
helpdesk tickets resolved across our schools

100%
Of cyber audits demonstrate strengthened cyber security.

WHAT WE DID

Trust-wide foundations

Established a Trust-wide digital technology approach: equitable device access, better asset accuracy, refresh planning and closer alignment with estates projects.

Stronger resilience

Started priority cyber security actions and improved digital safeguarding processes and systems across the Trust.

Infrastructure and culture

Began network/Wi-Fi improvements and central management, early AI adoption, Adobe Express promotion and development of a Trust-wide AI policy.

CYBER REVIEW FEEDBACK



> "Since my last cyber review significant changes have been made and the IT network is now in a really good place. The IT team have really taken the reports seriously and are heading in the right direction."

Chris Wilson

Cyber Protect Officer

WHAT COMES NEXT

AI & Productivity
Targeted professional development to strengthen staff AI capability, reduce workload and improve efficiency.

Cyber Resilience
Achieve Cyber Essentials certification.

Future Ready Infrastructure
Modernise Wi-Fi, switching and network management. Prioritise digital standards compliance.

Digital Inclusion
Scale the IT refresh cycle and expand equitable device allocation to pupils across our schools.

OUR STORY OF IMPACT

Technology for transformation.

Supporting every school.

Empowering every learner.

Embrace

Governance



Strong assurance. Better decisions.

Our governance ensures that Embrace is well led, accountable and focused on delivering the best possible outcomes for children and young people.

WHY THIS MATTERS

Effective governance provides challenge, confidence and clarity so our schools can focus on enabling children and young people to experience life in all its fullness.

WHAT CHANGED

100%

trust-level statutory policies in place

All core compliance requirements achieved.

99%

quorate governance meetings

Quorate governance meetings enabling participation.

100%

Engagement with ERG process

Board and local governance participation with external review of governance.

WHAT WE DID

Governance capacity

Recruited and onboarded 15 local governors and 3 trustees, strengthening membership across our governance structure.

External Review of Governance

Conducted with input from every local governing committee and the trust board, bringing trust-wide perspectives into the review of our governance arrangements and Scheme of Delegation.

Systems and processes

Policy tracking system developed to ensure policies are in place and reviewed on time. Invested in systems to support minute taking and website compliance.

FEEDBACK FROM GOVERNANCE

> "All board members are totally committed to the academy trust… and have a good understanding of their legal, regulatory, contractual and financial responsibilities.
>
> Across the trust there are many talented governors… the potential is huge."

External review of governance: January 2026

WHAT COMES NEXT

Succession, recruitment and consistent onboarding

Continue to strengthen leadership through the recruitment of strong governors and trustees, with an induction handbook to support development.

Reporting and assurance

Ensure clear, timely information and robust assurance is provided to support informed governance decisions and effective challenge.

Connect board and local governance

Formalise communication links between the layers of governance, ensuring local insight informs trust-wide decisions.

OUR STORY OF IMPACT

Good governance is the foundation that enables everything we do.

For our schools and communities.

For our future.

Life in all its fullness.

Embrace