

**TRUSTED
SUPPORT
SOLUTIONS
AND
EDUCATION
EXPERTISE**

Trusted by over 400 schools • 220 dedicated staff • 16 different services



Stuart Fern
Chief Executive Officer

CEO WELCOME

Welcome to One Education and many thanks for your interest in learning what we can do, as an independent supplier, to support and advise new, growing and realigning multi-academy trusts.

You will quickly see what a unique organisation we are, the only one in the UK with such a variety of support services in one company. Our mix of services more than addresses the five pillars of quality for any trust:

- High quality and inclusive education
- School improvement
- Workforce performance and wellbeing
- Finance and operations
- Governance and leadership

As a dedicated partner, we are not just a supplier, but part of your organisation, working hand in hand with your senior teams to identify and implement the best practices we have experienced across more than 400 schools and trusts.

Our practice is also informed by our work outside education, in social care, health, justice and adoption settings, all the time with children's wellbeing at the heart of all our intervention and advices.

We understand the unique pressures faced by multi-academy trusts. Since the earliest stages of academisation, our teams have worked at the heart of trust operations, experiencing first-hand the balancing act between individual school needs and trust-wide efficiencies. As one of the sector's leading providers of education services, we have spent years refining our practice to help trusts achieve their strategic priorities and drive sustainable growth.

Our offer spans core operational and strategic functions, from HR, finance, and governance, through to teaching, leadership, and inclusion. By bringing operational expertise and educational excellence under one roof, we empower MATs to secure exceptional outcomes for each and every child.

**ESTABLISHED
EXPERIENCED
EVOLVING
SINCE 2011**

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**ALL THE
EXPERTISE
ONE TRUSTED
PARTNER
16 SPECIALIST
SERVICES**

MEET THE EXECUTIVE TEAM

Our executive team brings together experienced professionals with a proven track record of driving improvement across schools and multi-academy trusts. They combine expertise in educational leadership, operational management, and curriculum development, providing insight and guidance that supports trusts in achieving their long-term goals.



STUART FERN
Chief Executive Officer



MARK SEDDON
Director of Business Development and IT



RACHEL FOSTER
Director of HR and Education Strategy



ROB MERINO
Executive Head of Service –
Governance and Compliance



ADAM COOKE
Executive Head of Service –
Music



DR SARAH MCINTOSH
Executive Head of Service –
Educational Psychology

**DRIVEN BY
PASSION
GUIDED BY
EXPERTISE
OVER 220
DEDICATED
STAFF**

WORKING TOGETHER TO ACHIEVE YOUR STRATEGIC PRIORITIES

Engagement, Inclusion & Culture

Building a strong, inclusive culture is essential to the success and sustainability of any multi-academy trust. One Education can help trusts to embed a positive culture through expert support in people management; equality, diversity and inclusion; and marketing and communications. Our services elevate staff and community engagement, ensuring your trust's vision is clearly communicated and consistently lived out across all academies.

Resourcing & Retention

With increased competition for talent and sector-wide pressures, attracting and retaining high-quality staff is one of the most significant challenges facing multi-academy trusts. One Education can work closely with MAT leaders to develop sophisticated workforce strategies that prioritise staff wellbeing, strengthen performance, improve retention and create compelling career pathways across the trust.

Staff Development

High-quality professional development is essential for developing leadership capacity, enhancing the quality of education, and improving outcomes across a MAT. We provide targeted professional development, coaching, and leadership training (on-site and remotely) designed to meet the needs of staff at every level of your trust. Our support helps trusts to embed a culture of continuous improvement, ensuring staff are equipped with the skills and confidence to promote high standards and support organisational growth.

Strategic Governance

Strong governance is critical to the success of any academy, yet boards and local committees must navigate rising accountability and increasingly complex decision-making. We provide expert guidance, high-quality training, and clerking to strengthen board expertise and ensure statutory compliance. Our bespoke support equips governors and trustees to operate confidently, strategically, and in full alignment with your trust's vision.

Financial Sustainability

Effective financial management provides the foundation for school improvement, innovation, and long-term impact. Through strategic planning and operational support, we can support MATs to optimise resources, improve financial resilience, and plan for growth. Our services support decision-making at both trust and school level, enhancing operational efficiency whilst enabling trust expansion.

Digital Innovation

MATs face the challenge of managing complex digital estates that must balance educational excellence with operational efficiency. Our IT professionals can design and implement robust digital strategies that are secure, scalable, and future-proof. From infrastructure planning and cybersecurity, to technical support, procurement, and digital transformation, we provide expertise that supports your MAT to improve teaching and streamline operations.

School Improvement

One Education is proud to partner with MATs to drive school improvement, bringing strategic insight, sector-leading expertise, and a collaborative approach that empowers leaders at every level. With a focus on delivering a world-class education and equitable outcomes, our consultants support MATs to create the conditions where every school and every pupil can thrive.

**MORE THAN
A SERVICE
YOUR PARTNER
OF CHOICE
93% OF OUR
CUSTOMERS
STAY YEAR
AFTER YEAR**

OUR SERVICES

BUSINESS MANAGEMENT AND LEADERSHIP

Our Business Management and Leadership services are designed to equip trusts with the operational expertise, strategic insight and leadership support they need to run efficiently and effectively. We partner with executive teams and school business professionals to streamline processes, optimise resources, and create a learning environment where every pupil can succeed.



I JUST WANTED TO TAKE A MOMENT TO SINCERELY THANK YOU AND YOUR TEAM FOR ALL THE SUPPORT YOU'VE GIVEN ME OVER THE PAST FEW YEARS. YOUR ENCOURAGEMENT HAS MEANT A GREAT DEAL TO ME, ESPECIALLY IN SUPPORTING MY TRANSITION INTO THE FIELD OF HR. I'VE ALWAYS FOUND YOUR TEAM TO BE INCREDIBLY PROFESSIONAL, KNOWLEDGEABLE, AND A TRUE PLEASURE TO WORK WITH.

Victoria Gavin
HR & People Manager
Bolton Impact Trust



GOVERNOR & TRUSTEE SUPPORT

Our highly experienced governance professionals can empower boards with the insight, guidance and expertise to lead with confidence and clarity. We work with boards to strengthen oversight, meet statutory obligations, and enhance decision-making processes across the trust.

HUMAN RESOURCES

Our HR specialists combine sector knowledge with practical experience in managing complex workforce challenges across MATs. With a strong track record in resolving sensitive and high-risk casework, we collaborate with trust leaders to strengthen workforce practices, mitigate risk, and support sustainable growth.

IT & MIS SERVICES

With decades of experience working across the sector, we understand the practical and strategic challenges of educational technology. We can work with you to make the most of your systems and data, ensuring your digital infrastructure enhances teaching, learning, and the wider performance of your trust.

MARKETING

Strong marketing is essential for sustainable growth and community engagement. We can work with your trust to develop a strong brand identity and a strategic marketing approach that reflects your vision and values. We will strengthen your communication with parents, carers, and other stakeholders, positioning your trust as the provider of choice in your community.

PAYROLL

Payroll is fundamental to the employee experience and organisational compliance. Our team delivers a reliable, accurate, and fully compliant payroll service, including pensions administrations and FMS systems support. We will ensure your staff are paid correctly and on time, giving leadership teams the assurance they need to focus on strategic priorities.

FINANCE

Our Finance specialists provide MATs with the insight, tools and expertise to navigate the complexities of the education funding landscape. From day-to-day operations to long-term strategic planning, we support leaders in making informed, evidence-based decisions to ensure every child enjoys the world-class education they deserve.

OUR SERVICES

TEACHING AND LEARNING

Drawing on expertise in curriculum design, pedagogical research, and strategic development, our consultants help to inspire quality-first teaching and improve pupil outcomes. Working alongside senior and middle leaders, we can equip your staff with the tools to promote the highest professional standards across the whole trust.



THE IMPACT ON LITERACY LEADERS HAS BEEN REMARKABLE. WE LOOK BACK TO OUR WORK WITH ONE EDUCATION WITH PRIDE AND ARE KEEN TO CONTINUE WORKING WITH THEM IN PARTNERSHIP AS PART OF OUR TRUST STRATEGY DEVELOPMENT AND SCHOOL IMPROVEMENT.

Sarah Green
Trust Director of Literacy
Prosper Learning Trust



EYFS

Our EYFS team brings together experienced practitioners, senior leaders, moderators, and Local Authority quality assurers to support trusts in delivering outstanding early years education. We share guidance on curriculum design, assessment frameworks, and the learning environment, helping you to embed a child-centred approach that sets the foundation for lifelong learning, wellbeing, and success.

LITERACY

Our Literacy consultants can provide strategic support to embed high-quality literacy provision across every school within your trust. From curriculum design and assessment to targeted interventions, we empower staff to develop pupils' reading, writing, and oracy skills, raising attainment and ensuring literacy is a driver of trust-wide academic excellence.

SCHOOL DEVELOPMENT

Our School Development experts collaborate with leadership teams to drive trust-wide standards and sustainable improvement. We provide strategic insight, rigorous challenge, and hands-on support, working closely with MATs to achieve their strategic vision whilst placing the needs of their learners at the heart of every decision.

MUSIC

Our Music service is delivered by experienced teachers and professional musicians who have worked across multiple schools and trusts. We advise on curriculum development and enrichment, helping trusts to enhance cultural capital, improve engagement, and elevate the life chances of children and young people.

OUR SERVICES

INCLUSION

Our Inclusion services use evidence-based practice and research to promote equality, embrace diversity, and improve life chances for all pupils. We partner with academy leaders, teachers, and families to cultivate a culture of collective responsibility for inclusion, ensuring every decision supports equitable outcomes across the trust.



OUR LEAD PRACTITIONER FOR SEND FROM ONE EDUCATION HAS PROVIDED INVALUABLE ADVICE, EXPERTISE AND SUPPORT, NOT JUST TO MYSELF AS A SENDCO, BUT TO OUR SCHOOL'S WIDER INCLUSION TEAM AND STAFFING BODY. HER EXPERIENCE AS A SENDCO AND DSL HAS PROVIDED VITAL INSIGHT AND GUIDANCE INTO OUR SCHOOL'S DECISION MAKING, ALLOWING FOR THE SCHOOL TO MOVE FORWARD WITH OUR CORE VISION FOR SEND.

Fae Horsley
SENDCo & English Teacher
Dean Trust Ardwick



EDUCATIONAL PSYCHOLOGY

As one of the largest Educational Psychology services in the North of England, we help trusts to understand the factors shaping pupil learning, behaviour, and wellbeing. Our psychologists bring extensive expertise in child development and applied psychology, working across a range of settings to support children with diverse and complex needs.

SEND

Our SEND specialists work with trust leaders, teachers, and SENCOs to embed inclusive practice and strengthen pathways for pupils with additional needs. Through tailored advice, observation, training, and strategic support, we ensure that the needs of every child can be met by putting inclusion at the heart of all systems and decision-making.

SPEECH & LANGUAGE THERAPY

Speech, language and communication skills underpin every aspect of learning and social development. Our qualified therapists work in partnership with MATs, families, and external agencies to secure early identification and effective intervention. Through assessments, interventions, and strategies, we can help children develop the skills they need to succeed in education and beyond.

OUR SERVICES

PUPIL WELFARE

With over a decade of experience working across schools and trusts, we recognise the crucial link between pupil welfare and educational outcomes. Our team provides evidence-informed, multi-disciplinary support that responds to emerging needs and trends, helping MATs to create safe, secure, and inclusive learning environments.



WE'VE REALLY BEEN ABLE TO WORK COLLABORATIVELY TO UNDERSTAND CHILDHOOD TRAUMA AND ACES. TEACHERS ARE MORE CONFIDENT, THE CHILDREN HAVE A GREATER UNDERSTANDING OF THEIR NEEDS, WANTS AND FEELINGS, AND THEY ARE ABLE TO ARTICULATE THAT BETTER THAN THEY HAVE BEFORE. THE IMPACT OF THE CREATIVE PSYCHOTHERAPY SUPPORT HAS LEFT A LASTING LEGACY ON OUR SCHOOL.

Chris Lawson
Assistant Headteacher, DSL & Pastoral Lead
Parbold Douglas CE Academy



CREATIVE PSYCHOTHERAPY IN EDUCATION

Our team of HCPC-registered psychotherapists, qualified counsellors, and experienced educators brings over twenty years of experience in early intervention and complex casework. We deliver tailored therapeutic interventions in both school and home environments, working alongside Educational Psychology, CAMHS, social care, and other agencies to meet the individual needs of every pupil.

SAFEGUARDING

Our Safeguarding team can work with senior leaders, trustees, and teaching staff to build a culture of safeguarding across the whole trust. We will help you to embed effective child protection arrangements, deliver responsive training and relevant CPD, and establish clear processes for identifying and reporting concerns.

SCHOOL ATTENDANCE

Our School Attendance team is proud to work with trusts to identify positive solutions to tackle persistent absence. Drawing on multi-agency partnerships, including Early Help, Children's Services, and Youth Offending Teams, we can work with you to improve engagement, promote pupil welfare, and ultimately enhance educational outcomes across your trust.

REMOTE SERVICES

FLEXIBLE ACCESSIBLE EXPERT LED

Our remote services give Multi Academy Trusts the freedom to access high quality support whenever and wherever it's needed. From strategic leadership guidance to operational expertise, professional development, and specialist consultancy, our virtual offer is designed to strengthen practice and enhance outcomes across your trust.

Delivered by experienced education professionals, our remote solutions combine expert insight with innovative digital tools ensuring convenience, consistency, and impact.



WE HAVE USED ONE EDUCATION'S IT SERVICES FOR THE PAST 2 YEARS AND EVERYONE HAS SHOWN GREAT EFFICIENCY IN RESOLVING ISSUES PROMPTLY. THE REMOTE SUPPORT HAS ALSO BEEN EFFECTIVE IN RESOLVING ALL OF OUR SIMS AND IT QUERIES, ESPECIALLY WITH REGARD TO RECENT CHALLENGES WITH THE CENSUS. THE TEAM'S KNOWLEDGE IS SECOND TO NONE AND I WOULD RECOMMEND THE SERVICE WITHOUT RESERVATION.

Teresa Van Oss
School Business Manager
New Moston Primary School

LEADERSHIP, GOVERNANCE & STRATEGIC SUPPORT

Strengthen leadership at every level with our comprehensive remote services for governors, trustees, senior leaders, and MAT executives.

Our offer includes:

- Governor and trustee training
- Trustee CPD and professional clerking
- Leadership development and headteacher performance management
- Strategic planning and inspection preparation
- MAT reviews and school improvement consultancy
- Curriculum development, EAL support, pupil premium reviews, and transition planning

We tailor our support to your trust's priorities, helping you build capacity and drive sustainable improvement.

HR & PEOPLE SERVICES

Our virtual HR service level agreements provide trusted, expert support across all aspects of people management.

We support with:

- Disciplinary, attendance, grievance, capability, and flexible working meetings
- Pay reviews, appeals, probation, whistleblowing, and parental complaints
- Restructures, TUPE processes, settlement agreements, and job evaluation

Additional services include:

- Leadership and management training
- Policy audits and equality training
- Staff wellbeing strategy development and wellbeing award support
- Leadership pay reviews
- Access to our HR network and helpline

WELLBEING, INCLUSION & SAFEGUARDING

We place the wellbeing and safeguarding of pupils and staff at the heart of our work.

Our services include:

- Safeguarding training and DSL mentoring
- CPOMS quality assurance and safeguarding supervision
- Attendance audits and training
- Creative psychotherapy, arts therapy, therapeutic parenting, and clinical supervision

Our specialists help you create safe, inclusive environments where every member of your school community can thrive.

IT SUPPORT SERVICES

Keep your digital systems secure, efficient, and reliable with our remote IT support.

Our services cover:

- Technical troubleshooting and network monitoring
- Server and cloud management
- Microsoft 365 and Google Workspace administration
- Cybersecurity, antivirus management, and backup recovery
- Device setup and system health checks
- Remote training and user support

We help staff feel confident and capable using the technology that strengthens teaching and learning.

MIS & DATA SERVICES

Our MIS specialists provide expert support across SIMS and Arbor, helping you make the most of your data.

Support includes:

- System troubleshooting and health checks
- Data audits, cleansing, and migration planning
- Statutory returns and permissions management
- Reporting, performance analysis, and Power BI solutions
- Assessment tracking, onboarding, and user training

We ensure your data systems are accurate, efficient, and aligned with your trust's improvement goals.

MARKETING & COMMUNICATIONS

Build a powerful, consistent identity across your trust and all its schools with our expert remote marketing and communications services.

We offer:

- Marketing strategy development
- Content writing and copyediting
- Branding and logo design
- Website audits and full website builds
- Prospectuses, newsletters, and digital communication materials

Everything we create is designed to reflect your vision and strengthen your connection with your community.

TEACHING, LEARNING & CURRICULUM SUPPORT

Our specialist consultants provide expert guidance across EYFS, Literacy, SEND, SALT, Attendance, Safeguarding, and Whole School Development.

Our support includes:

- Curriculum reviews and subject leadership development
- Teaching and learning consultancy
- Data and gap analysis
- Mentoring, coaching, moderation, and staff CPD
- Strategic improvement planning

Specialist areas:

- EYFS and literacy curriculum development, assessment, moderation, oracy, and leadership
- SEND and SALT support, including SENCo guidance, solution circles, drop ins, networks, training, and policy reviews
- Trauma informed behaviour policy development

CONTACT DETAILS

Our friendly and professional team is based at our Head Office in Manchester. You are very welcome to come and see us, our offices are very accessible and have great transport links.

Our telephone lines are available each day between the hours of 8:30am - 4:30pm should you want to speak to a member of our staff.

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OneEducation
Putting children first