

TRUST NEWS



Mission:

We aim to be an excellent Trust that supports and challenges in appropriate measure, so that **every individual is in a great school.**

Welcome to the Autumn addition of The 3-18 Education Trust newsletter. We have made an incredible start with our Trust Conference at The Theatre Severn. It was an absolute pleasure for me to be able to meet all staff from the Trust in one venue. It is our ambition to hold an annual Trust event at which we will continue to share expertise, celebrate successes and provide professional development opportunities for everyone. Our guest speaker, Darren Edwards, was a hit with all staff I have spoken to and certainly inspired me to maximise the opportunities that life provides for me. If you have suggestions for guest speakers at future events, or

feel that you have a story to share that could form part of an event, please do let me know. The breadth of experience of our staff across the Trust is incredible and we can learn a great deal from each other.

As a group of schools, we have begun working closely together for the good of the Trust as a whole. We have established a MAT Development Group which consists of all our Head Teachers and members of the Trust Central Team, all of whom were on stage at the PD Day. This group is developing the shared vision for the Trust and have been meeting to identify our priorities for the coming year and beyond. These priorities fall into four main areas of: **People, School Improvement, Systems and Communication, Growth and Sustainability.** As the year goes on we will be looking for staff in all parts of the Trust to help us make our vision a reality. The priorities will be formalised and shared through Trust and school forums and we welcome ideas as to how each element can be improved upon.

People	School improvement	Systems and Communication	Growth and Sustainability
Professional development pathways	Talent management	'Anytime, anywhere' learning	Building a strong network of schools
High quality terms and conditions	Quality assurance systems	Build a Trust domain	Create a cost-effective central team
Recruitment, retention & succession	Pupil engagement and inclusion	Define the 'Rhythm of the year'	Safe and sustainable Trust estate

I am keen to ensure that we look after the wellbeing of all staff and invite you to make contact with any ideas that might bring about improvements. One way in which we can all help each other is by thinking carefully when writing emails and ensuring that we only copy people in that need to be part of the communication. Sometimes it is the small things that have a big impact on how we feel in the workplace. I look forward to meeting and working with all of you as I work my way around our schools.

In this edition:

- Trust Growth Update
- HR Updates
- Support & Resources
- IT Updates
- And finally...



Values:

For our students: Our students leave us **accomplished, independent, resilient, compassionate** young people, with choices and opportunities ahead of them.

For our schools: We celebrate the differences between our individual schools and enjoy the benefit of the team so that **each school gives and receives support and retains their identity and culture.**

Trust Growth

We are delighted to confirm that, pending approval by the Department of Education, **Bridgnorth Endowed School** will join The 3-18 Education Trust from the 1st November. We are working with Michael Penn, the newly appointed Head Teacher as if he was already part of the Trust which will ensure a smooth transition into the Trust.

In addition, the Local Governing Body of **Much Wenlock Primary School** have recently voted to transfer to The 3-18 Education Trust. We are also in the process of having early discussions with a number of other primary schools and anticipate that due diligence will support growth as the year progresses.

Pending planning permission, the building of **Bowbrook Primary School** will commence later this year. The next phase of the journey will be to appoint an inspirational Headteacher to take charge of building the school team and welcoming the first cohort. Claire Jones has been taking a lead on managing various aspects of the setting up of the school and will support the induction of staff and students this year. Claire has agreed a logo and uniform colour and is in the process of developing the school website so that the school gains a presence virtually and communications around the start up can be shared.

As we grow as a Trust we will develop our Trust Conference events to continue the investment in staff professional development. We have decided on a potential date for the next conference which is Friday, 27th October 2023. At this event we will need to accommodate more schools and their staff and so need to find a suitable venue. If you have any suggestions of where this could be, ideas on what might form part of the day, guest speakers or if you would like to lead a workshop on the day please make contact and let us know.



HR Update

Professional Development

Talent Pool

We are on our journey to create a talent pool of Trust Improvement Consultants. This week you will have received communications on how to apply to be part of this amazing pool of talent in our Trust to drive school improvement. With a wealth of benefits that this brings to your own professional development and which is open to both support staff and teaching staff, what are you waiting for? Deadline for applications is Tuesday 4th October.



Aspiring & Future Leaders Programme

Soon to be launched will be our Aspiring & Future Leaders Programme. Underpinned by our Trust values, this will be an exciting, high-level programme for both support staff and teaching staff who are looking to develop their leadership. It aims to support individuals, from across the Trust, to grow together. Specialists in leadership and associated subjects will facilitate this dynamic programme, which will include action learning, mentoring and cross-school collaboration as strong components. The skills and characteristics developed by the participants on this programme will be transferable back into their teams and departments to drive improvement and we want the career of participants to be enhanced as a result of attending the programme. Further details to follow.



2022-23 Pay Review: The story so far

Teaching Staff: The School Teachers' Review Body (STRB) has recommended a 5% pay increase to teachers' pay and allowance points, which the Secretary of State for Education has accepted. There is now a period of consultation with unions, which ends this month.

Support Staff: The employer's side have responded with a pay offer for 2022/23 for an increase of £1,925 on all NJC pay points, but this is yet to be accepted/rejected by unions. Consultation ends this month.

Once the pay awards are accepted for both Teaching Staff and Support Staff, this proposal then goes to the Pay Committee to approve and then staff will be informed of this outcome in writing.



HR Update

Appraisals: Our procedure

The 3-18 Education Trust aims to have a rigorous, empowering Performance Management (PM) process in place that supports staff in their development as growing professionals. Regardless of the stage in their career, staff can expect their line managers to insist upon meaningful, challenging professional development that encourages reflective practice.

Teaching Staff: We are nearing the end of the first year of our new PM process for teachers, where improvement has focused on the Teachers' Standards in order to meet expectations rather than requiring further objective-setting. Where teachers are eligible for pay progression, the assessment of performance against Teachers' Standards will be the basis of a pay recommendation. This was welcomed by both staff and unions in reducing the additional workload associated with the setting of objectives. Now, a simple Red, Amber, Green (RAG) rating is required, along with more frequent line manager conversations and a short dialogue of where standards are met. This process is due to be evaluated this Autumn term to ensure it remains fit for purpose.

Support Staff: The Growing Professional Conversation (GPC) embodies our support staff performance management process. Essentially, it is a conversation about performance and development. Similar to a one-to-one, it is a two-way employee-line manager general conversation about work in the preceding period, i.e. reflecting on what has gone well, what has perhaps not gone so well, with areas for focus and support for the next period to drive both professional and personal development. This term, we will look to launch the GPC in some of the new schools that have recently joined us and we are also providing refresher training to our other schools, where required.



Support & Resources

 **LifeWorks** LifeWorks is our Employee Assistance Programme, which includes 24-hour access for you and your family members to legal advice, health, work, parenting, life advice and also financial advice. Try the 'Achieving Financial Wellbeing' programme on here, which supports with managing your money; budgeting, debts and savings. Do you need more targeted assistance? Then you can also connect confidentially with advisors who can offer direct support - 0800 169 1920. For those who are yet to access the benefits of this resource, a reminder invitation to join will be sent shortly. In the meantime, feel free to visit <https://login.lifeworks.com/>

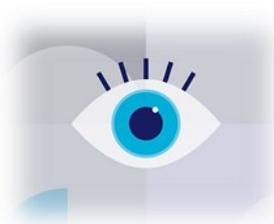
 **discounts for teachers** Discounts for Teachers is a benefit provider for all our staff. All of our schools within our Trust are registered with the scheme and all that is required to log-in is your work email. Discounts are offered at high street shops, supermarkets, electrical goods, mobiles and broadband, cinema, holidays and travel, motoring, insurance and much more! What is great is that in the majority of these you get a code to apply at check-out, so it is quick and easy to access the discount wherever you are.

 **Childcare Voucher Scheme** Childcare Vouchers can be used for children up to the age of 16 to pay for registered childcare at nurseries, childminders, play schools, pre-schools, nannies and au pairs, creches, play schemes, before and after school clubs, holiday camps and more. Parents/Carers can claim up to £2,000 per child per year to cover childcare costs. Tax Free Childcare is operated directly through the government. Go to <https://www.gov.uk/tax-free-childcare> to find out more information.

 This is a very successful Trust programme, where year on year more people are benefiting from reduced cost bikes and accessories and with it the health benefits too! You can choose your bike and accessories from hundreds of brands and hundreds of independent bike stores locally or nationally and you can save up to 32%-42%, dependent on which band tax-payer you are and you also get to spread the cost over 12 months. It is also a myth that you need to cycle to work every day – nobody monitors usage and the government actively encourage use of your bike in your spare time, it's your bike to use when you want. Keep an eye out for the 2023 launch of this scheme, early in the Spring Term.



With the aim of keeping staff healthy over winter, we will reimburse you in full for your flu vaccination. The best time to have the flu vaccine is in the autumn or early winter before flu starts spreading and communications on this will be shared within the next couple of weeks.



Eye Testing Scheme

If you meet the requirements of using a screen for an hour or more at a time, we will pay for your eye test. This will be a full vision test and an eye examination. If you also need special glasses prescribed for screen use only, we will also pay for these. Please refer to the Eyes and Eye Testing Procedure and Eyesight Test Request Form, available from your School Business Manager.

IT Update

Migration to The 3-18 Education Trust Domain: An outline of what is to come



For the first time since schools started using computer networks, this year, we will be starting from scratch and redesigning our schools' networks. We are using this time to put all of the staff, students and machines onto a brand new 318 Education network for the reasons outlined in my presentation at Theatre Severn at the start of term.

This opportunity is one that most organisations can only ever dream of and to have a new network for us as an expanding Trust will provide such benefits as:

- ◆ Anytime, anywhere access to all school shared resources and your own files
- ◆ Modern back end infrastructure to match the developments in end user devices and modern teaching and learning methods
- ◆ Streamlined Office 365 policies and services
- ◆ Identical Office 365 licences and capabilities across all of the schools
- ◆ The ability to react to new features and work practices as a single organisation
- ◆ Instant communication and collaboration possibilities with each other
- ◆ A hugely reduced carbon footprint in storage areas and associated power consumption on all school sites
- ◆ A single firewall for standardising fast and serviceable access to all sites and services that any school site needs.

Each school will be migrated individually with new email accounts created for all users as well as new storage areas. We are planning on moving a complete school each half term, starting Autumn 2 this year. The order of migrations onto the 318education.co.uk platform will be:

Autumn 2: St Martins School
Spring 1: William Brookes School
Spring 2: Priory School
Summer 1: Thomas Adams School
Summer 2: Bridgnorth Endowed School

A team of IT folk will be deployed in your school for the migration period and will therefore be with you throughout the changeover. Further information about this project will be shared in the coming weeks and months giving you advice on what you can do to prepare for changeover.

And finally...

News in from Coleham Primary School...



Pupils were wowed by Coleham's new History Timeline along their corridors when they returned following the summer holidays. The mural links to the history curriculum topics and even features the Lionesses winning the European Championship! In addition, the whole school's décor has been transformed over the holidays with display boards replaced and the introduction of inspirational images. It has been a popular decision all round as the school looks bright and smart and is maintenance free!

Coleham hosted its first community event of the school year recently, welcoming new families and catching up with the neighbours following the summer holidays. From lighting fires at Forest School, to stroking an armadillo, practicing circus skills to performing at the Coleham's Got Talent competition, it was an opportunity for everyone to make happy memories. The event raised £1,500 which will be used to purchase new gymnastics equipment to enhance indoor PE lessons.



September saw Games Week at Coleham where PE lessons focused on teaching the pupils playground games to make lunchtimes more fun. As part of this, Britain's Got Talent star, The Hoop Guy, was invited to teach KS2 pupils hula hooping and hooping skills and tricks.

What a glorious time of year...

