

TRUST NEWS



Welcome. This term I have had the privilege of spending a good amount of time in each of our Trust schools getting to know the students, staff and governors and have seen first hand how brilliant our school communities are. A large part of my time in each school has been carrying out 'Standards Reviews', this process has included speaking to groups of students, talking with a cross section of staff, interviewing leadership team members, visiting lessons, observing social time activities, looking at systems in the morning and after

school, and attending Local Governing Body meetings. The reviews have helped me gain a greater insight into how each setting runs, which in turn informs my work with Head Teachers on developing the learning experience and helping ensure 'every individual is in a great school'.

Everyone who is a part of 'The 3-18 Education Trust' is part of the journey to achieve our mission. Staff and students have shown first-hand how they live our vision and values through: the way in which Open Evenings have been conducted, the development of classroom practices that successfully motivate and support our students, the development of new curriculum content, getting to know the Arbor management information system and so much more. I have seen some excellent practice and I am confident as we roll out the Talent Pool and Trust Consultants the brilliant practice in all parts of Trust life will be shared and move us even closer to our goal.

We now have an extensive range of network meetings being established which will further strengthen the links between our schools, providing support and sharing resources. I would encourage all staff to forge links between schools within the Trust and further afield as appropriate. If you feel there is a new network that needs to be created please let me know.

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Vision: Every individual is in a great school

Values:

Accomplished – to provide high quality education and training for all.

Resilient – to be solution focused and able to intelligently manage challenges.

Compassionate – to show care and understanding towards others.

Mission: To celebrate the diverse nature, culture and identity of our individual schools, whilst enjoying the benefit of the team, so that each school is reciprocal in their support for one another and achieves together.

School Improvement

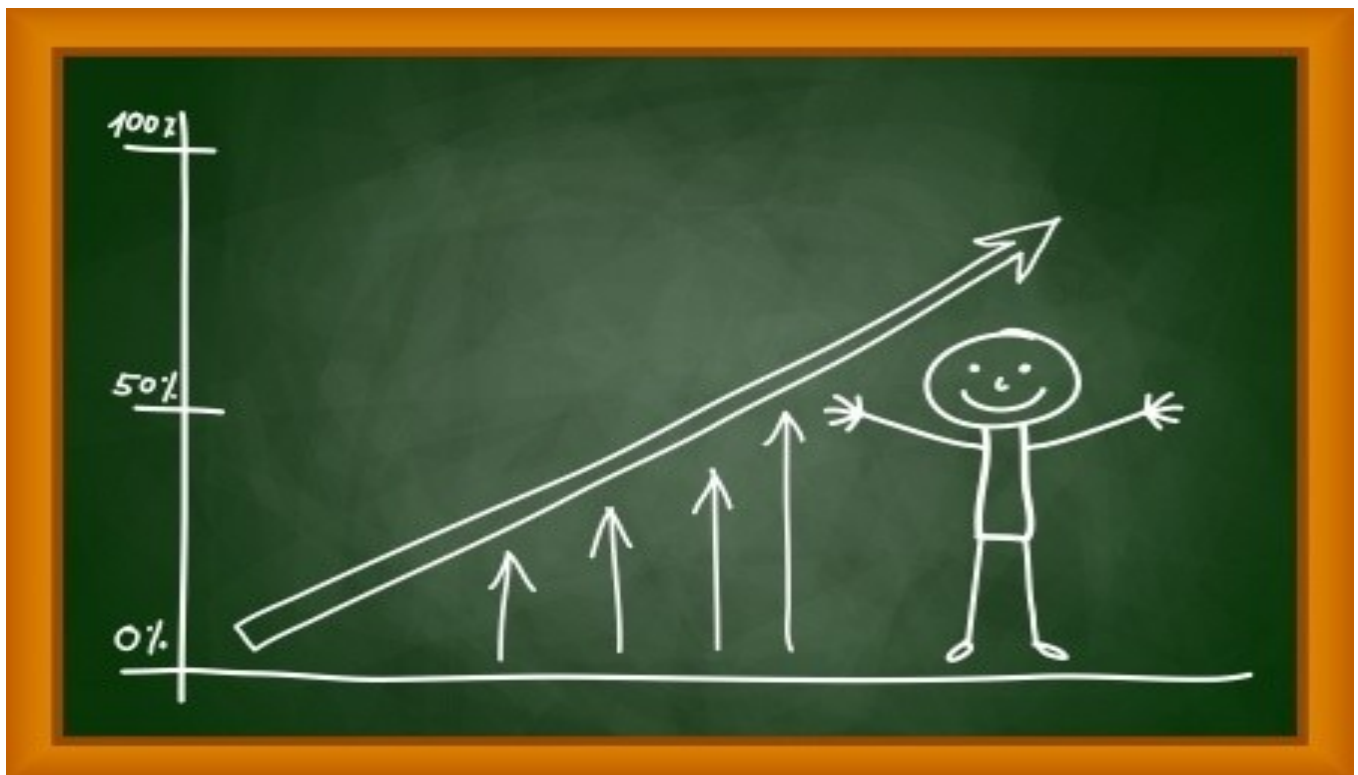
Our Trust Talent Pool is now up and running, with 14 Trust Improvement Consultants in place ready to offer support, should it be needed, in our schools. We have been really impressed by the high caliber of staff who applied for these roles and we are looking forward to deploying them in schools very soon.

Our Trust Improvement Consultants will deliver professional learning, staff meetings, or over longer periods of time, provide 1:1 support for associate staff, leaders, teachers or be part of on-going work to address whole-school and whole-Trust priorities. We are looking forward to them getting started and making a difference.

There are still some gaps in our Trust Talent Pool so if you have expertise and think you could offer support in the following areas, please get in touch with Claire Jones via email to claire.jones@318education.co.uk:

- PSHE
- Science
- Sixth Form
- Librarian
- Supporting PP students
- Data Analysis to improve outcomes
- Use of Arbor to log and analyse behaviour trends

In addition to our Trust Talent Pool, network groups in key areas (e.g. Behaviour, Curriculum, Safeguarding, Teaching and Learning) have been created with representatives from each school attending meetings each term. The aim is for schools to be able to further share good practice and collaborate more formally leading to better outcomes for our young people. We are really looking forward to hearing more about the impact of these groups.



Sustainable Growth

The transfer of Bridgnorth Endowed School is moving forwards with an anticipated transfer date of 1st January 2023. Originally it was hoped that the school would join The 3-18 Education Trust on the 1st November, however some land issues need addressing before the Department for Education (DfE) can provide the green light. Despite this, the Trust is still working closely with the school in preparation for the transfer.

The Trust is in the process of submitting an application to the DfE for Much Wenlock Primary School to join the Trust. All being well this will be approved at the December Headteacher Board meeting, with a likely conversion date to join the Trust in April 2023.

In addition, the Trust is currently undertaking due diligence on two more primary schools. Both schools are feeder schools to one of our secondaries, so would fit the strategic goal of creating 'hubs' within the Trust. Although there is a long way to go in this process, the schools won't join the Trust until the 2023-24 academic year.



Bowbrook Primary School



Building work has now started on Bowbrook Primary School, which is set to open in September 2023. The 1 form entry primary school will be located on the new Bowbrook housing estate in Shrewsbury. The school will encompass impressive facilities, including: a multi-purpose games area, a cookery/DT room, fully equipped classrooms and library and a spacious outdoor area including space for forest school.

We are in the process of recruiting a new headteacher to lead the school. This is an exciting opportunity, especially as we hope that the school will grow steadily with more classes and more staff joining the team over the first few years. Our aim is to create a learning environment in which all our children can thrive and reach their potential and where the individual child matters.

If you would like to find out more about Bowbrook Primary, please have a look at our new website: <https://bowbrookprimary.co.uk/>



People

Professional Development

Talent Pool

Last half-term we successfully appointed to 16 posts within our talent pool. From cyber-security experts to curriculum development, behaviour, marketing, pastoral and subject specialists, there is now a pool of Improvement Consultants who will drop into schools when a need arises to focus on driving school improvement, starting this half-term. We would like to say a huge thank you to those who put themselves forward for the Trust Talent Pool, which is an exciting development opportunity for all.

Aspiring & Future Leaders Programme

This new programme has been in great demand! The Aspire Programme was opened up to all staff across all our schools and we can now confirm that all 25 spaces are taken. Partnering up with external leadership specialists and facilitators will ensure a high-level programme of CPD for all our delegates and we will keep you posted with their journey through our newsletters.

2022-23 Pay Review

Teaching Staff

The Trust Pay Committee have approved the 2022 Teachers' Pay Award. All teachers' salaries will be increased to align with the updated pay ranges and this will be paid in the November payroll, backdated to 1 September 2022.

Support Staff

The NJC Pay Award was agreed by all unions on 1 November 2022. This agreement will now go to the Trust Pay Committee on 22 November for approval and further communications will follow shortly after this.

School Teachers Review Body (STRB) Visit to the Trust


We were very fortunate to host a visit from the STRB on their first ever visit to Shropshire in October. The STRB work on behalf of the Secretary for State for Education and make recommendations on pay and conditions. We had a number of staff from across the Trust volunteer to take part in these sessions (hosted at The Priory School), providing a meaningful opportunity for our staff to potentially shape terms and conditions for 2023 and beyond.


Let's Talk Money – NEW Payroll Savings Scheme!


We are pleased to be launching our first ever Payroll Savings Scheme. This coincides with national Let's Talk Money Week (7-11 November), encouraging people to start money conversations in workplaces, family and friendship groups, schools, and wider communities.


Our new Payroll Savings Scheme is by payroll deduction so you can save directly from your wages – before the money arrives in your bank account, so it really is an easy way to save! This service is free to use and you are protected up to £85,000 of your savings in line with the Financial Services Compensation Scheme (FSCS). Look out for further details to be emailed to you shortly on this! In the meantime, check out the following: <https://maps.org.uk/talk-money-week/> and don't forget about access to our LifeWorks Portal and hotline for any financial advice 0800 169 1920 or <https://login.lifeworks.com/>

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.

Systems & Communications

Domain Migration

We have now started the migration of your schools onto The 3-18 Education Trust Microsoft 365 platform. We are currently camped for much of the week at St Martins School, hosted by a lovely and welcoming team.

Please use the time before we get to your school to continue to tidy and archive your user area and shared drive area. We will not be migrating photos from the 2012 school trips, etc! If you are in any doubt as to what to do with your old files, simply move them to a folder called '**Do not migrate- *your name***' and we will come and speak with you about where to keep the contents when we come to your school. Oh, and thanks, Maths Dept. for the biscuits!

Phishing Emails

Please stay vigilant for phishing emails asking you for your username and password. We spend large amounts of time and money protecting your and the students and parent's data but opening the door to criminals is in your hands. We can only do so much. We will be creating a well communicated password change policy over the coming year and if you are asked to change it by email, check with your on-site technician.

Save Energy!

Please turn off your screens and projectors at lunchtimes and at the end of the day. These are pretty power-hungry items and with over 200 classrooms across the Trust, turning them off for just one hour for one day can save a small fortune for your energy bill, over the year. Please ask your Maths students to do the sums for me but I calculate on the back of my hand that 200 hours per day over a school year at 250w/hour and 30p per unit of electricity is nearly £6000 saved!



Bridgnorth Endowed

Library Turns Over a New Leaf

A raft of improvements and changes are on the cards for Bridgnorth Endowed's school library with a plethora of support coming from its students, parents, staff and members of the local community.

Last month, an appeal went out for second-hand books to boost the library's stock and, since then, a steady flow of bags and boxes of reading matter has been arriving in school.

Soon after joining BES this September, headteacher, Mr Penn, put the library refresh firmly on the agenda and recruited an experienced task force, headed up by literacy lead, Mrs Summerhayes.

Mrs Summerhayes commented: "There's so much joy to be had from reading and, although we recognise that we are in the digital age, there's no substitute for the feel and smell of a book."

"We are all very passionate about restoring the library to its former glory and hope to create a welcoming reading space at the heart of the school, where books are much more accessible."

In parallel to the book appeal, the team has also been busy evaluating various software systems to help to manage the library as efficiently as possible.

This will tie in with the Accelerated Reader programme, which the school has run for almost eight years as part of its strategy to encourage students to develop a lifelong love of reading.

Ultimately, the vision is for the new library to become a hub for students to find the latest, most sought-after books, alongside the classics, and wider reading material, such as newspapers and articles relevant to young people.

As well as replenishing the shelves, plans are in place for an exciting calendar of activities and events, engaging themed displays, a 'wall' of student reviews, and plenty of buzz around books to entice pupils into the wonderful world of reading.



Coleham

Feedback: The 3 Ms

Feedback is the single most effective tool a teacher has in furthering learning. Without feedback, there is nothing but instruction, and instruction alone does not make a difference. We need to be able to get involved with the learning and shape it to best fit the pupil and their academic needs, and that's where feedback and the 3 Ms, come in.

Whatever feedback method you use, it must be **Meaningful, Manageable** and **Motivating**. If it is not all 3, then it is not worth doing. Meaningful and motivating written comments are not worth it if it takes a teacher 4 hours to complete – it is not manageable.

At Coleham, we felt that a marking policy was an outdated approach and wanted to be less prescriptive about how teachers teach. Writing copious lines of comments in a range of colours after a task and hoping the pupil eventually takes notice is particularly useless when your children are learning to read, or indeed if your teenage pupils are not inclined to do so. We wanted to be more forward-thinking and realised that feedback, which written marking *can* be part of, is better placed there and then, live, at the point of learning, if it is to be of real use.

With this in mind, we have developed a comprehensive feedback **guidance** document, not a policy, that has empowered our teachers to better spend their time giving a higher quality of feedback. Within the guidance, there are a range of different feedback methods that teachers may wish to use, depending on the context of the learning. What about evidencing feedback? If the learning is there then feedback will have been successful. All we ask is that teachers put a mark in the books to show themselves who they managed to give feedback to in lessons. Please get in touch if you are interested in moving away from a marking policy and developing your feedback. Email me at tom.larkham@col.318education.co.uk



Much Wenlock

Morning Work Book

At Much Wenlock Primary School, we recognise the importance of children starting the school day in a calm and orderly way. This sets the tone for the rest of the day and ensures children have a positive attitude to their work and are ready to learn.

One routine the school uses to accomplish this is the use of a morning workbook. The school doors open at 8:45 a.m. with registration taking place at 9:00 a.m. During this 15-minute period children are encouraged to collect their morning workbook and complete various activities. These may be pre-learning activities which are linked to the learning happening later in the day, or consolidation on previous work.



Teachers have spent time putting these routines into place with clear expectation set. Now the children are able to come into the classroom and independently settle down to the task. This allows time for the teacher to focus on individuals who may need additional support at the start of the day and ensures all children are set for the day ahead.

Priory

Inclusion Room

During this term we have revised and restructured our internal exclusion process and created a new room from our former student support office. This now incorporates individual areas for students to work and is away from the centre of school.



Our student support team has been bolstered with ELSA training so that more proactive work can be carried out with students who have repeat periods of exclusion. The space also caters for more restorative work and conversations post suspension and also on a weekly basis by appointment to support disadvantaged students to improve their engagement with school and attendance.



We continue to use of support hub/learning support area alongside this provision for any SEN or EHCP student who may need time out of lessons so that any internal exclusion is appropriately supported according to the child's needs.

St Martins

New Tech Room

Our classroom refurbishment has been completed in two stages over the past two years.

Stage one we created a mini ICT classroom space in one section of the existing Workshop. (Summer 2021) This now houses 16 fixed PC's relocated from another classroom and then during stage two (Summer 2022) we have added the CAM station, with a laser cutter and vinyl cutter. In order to create a mini CAD CAM workshop area which can be used by smaller groups of children from all phases or as part of a general lesson within D&T. The intention is for the vinyl cutter to be more used in primary phase in the coming academic years. So that we can begin to re build our cross-phase teaching post covid and introduce all our students to designing and making with CAM machinery.

The summer 2022 refurbishment has included the purchase of CAD CAM machinery as previously the department had none. We upgraded other drills and machinery to meet current health and safety regulations. The redundant metal work hearths were removed and replaced with a new storage area for the school Kiln to allow better access. The multi-purpose desks on wheels with integrated electric points have proved very useful. Allowing our teacher to re arrange the classroom dependent on the lesson content very easily.

Moving the drills/saws to different parts of the classroom has again increased safety regarding visibility when students are working. The classroom is now much more zoned into different areas.

The workshop now has a much lighter open feel when you enter the room and has become much more multi-purpose. The integrated storage under the workbenches has proved very useful.

Our new GCSE students have already enjoyed working with wood and metal this term and the KS3 are fascinated with the CAM equipment.



The new workshop now offers a truly flexible space, perfectly aligned for teaching a varied D&T curriculum, fully supporting the current and future vision of the department and is now a futureproofed practical teaching space.

The layout and equipment gives school the ability to switch between Resistant Materials, CAD/CAM, electronics, robotics and textiles quickly, efficiently.

Thomas Adams



Summer Projects at Thomas Adams

It has been another hectic summer at Thomas Adams. We have completed a huge amount of work to ensure our teaching environment is safe, secure and the best it can be for all our pupils. The largest project has been the installation of 192 new fire doors and plus additional fire safety work at our Lowe Hill Campus. In addition, we have also redecorated the whole ground floor of the school in a much more modern colour scheme. We are currently completing a similar fire safety programme in our Boarding house which is due for completion by December 2022.

We have also made significant improvements to our D&T workshops with the installation of new workshop machines, in addition to a number of other upgrades – so all workshops are compliant and fit for purpose for GCSE and A' level Product Design. This area of school has also benefited from the installation of new windows.

As part of a 3 year plan we have also installed 25 new screens into the classroom, to support our delivery and to enhance learning. Further installations into all classrooms will be completed over the next 2 years.



Race for Life

Having been postponed in the summer term due to extreme high temperatures, our Race for Life went ahead on Friday 21st October and turned out to be the wettest Race for Life in Thomas Adam's history! The rain didn't dampen spirits with all year groups and staff coming together to run, jog or walk a 5K route around the school field. Sixth formers also got dressed up in pink and fancy dress, getting fully involved in the pink theme. A fantastic amount of £2,492.94 was raised in aid of Cancer Research UK. A huge thank you to everyone who donated.

Duke of Edinburgh Bronze Awards

An outstanding 90 students from Years 10 and 11 have celebrated gaining their Duke of Edinburgh Bronze Awards. The first expedition back in July walked 20km including the summits of Ragleth, Caer Caradoc and Lawley Hills in mainly sunny conditions. Everyone work independently and as part of a team organising, carrying and effectively setting up camp and then cooking a three course meal on a Trangia. At the end of September, the second expedition had the great British weather to contend with as they walked from Little Stretton, over Ragleth Hill, heading for Leebotwood. The weather was very wet with 39mph gusts preventing groups going over Caer Caradoc. All students demonstrated excellent team skills in difficult conditions navigating effectively through various terrains. Congratulations to all!

William Brookes

International Youth Forum

Sixth Form students from William Brookes School have been taking part in the biennial International Youth Forum in Munich, an event attended by the international network of Coubertin Schools taking place from the 1st to the 7th November. Carol Jardine, Head of PE reports that 'The first big event was the opening ceremony welcoming everyone from 18 different countries and four continents. Two students from the previous Youth Forum introduced the groups and we were treated to some fantastic music by the Austrians. The students have been working towards the Pierre de Coubertin medal, this has involved them participating in groups discussing international friendship and peace and how sport can promote this. This also involved a cross country race through the woods and arts workshops in Dance, Music and Art'. We look forwards to hearing more about the event on our students return.



Poppy Memorial Project

William Brookes School has teamed up with others in the local community to develop a piece of art to commemorate this year's Remembrance day involving a cascade of poppies that will run down the side of Windmill Hill, a local landmark. These poppies, made from recycled plastic bottle, buttons and bamboo canes have been crafted by every student and every member of staff at the school. Mrs Shaw who has led this project has been delighted with the initiative shown by many of the students.

Building a sense of belonging and a positive culture for learning

The first week of this half term has seen a number of new measures (including assembling the whole school each morning) that have been brought into place to raise staff and students' expectations of uniform and courtesy. We have been well supported by our parents who have worked with us to ensure that our students have looked exceptionally smart this week with the overwhelming majority contributing to the renewed effort on high standards of behaviour and conduct. It has not been an easy first week back for our school community, but both staff and students are already commenting that they are noticing a positive difference following our more routine approach to the school day: quieter corridors, calmer lunch times and a more purposeful start to the school day with every child clearer about what is expected from them.

'Tis the season...



Do you have an idea to bring festive cheer to your school colleagues?

The Trust will donate £100 per school to spend on a Christmas wellbeing initiative such as the Priory's Lucky Duckies event held last year.

Other examples are:

Wreath Making

Create your own Christmas Tree Decorations

Mince Pie Friday

Christmas Raffle

(all staff given 1 free ticket for the chance to win festive prizes)

Please share any other ideas with the Employee Wellbeing Lead in your school.