

TRUST NEWS

The 3-18 Education Trust - 'Every individual is in a great school'

Introduction

Our Trust continues to show strength in the way we support each other and build on collaboration. Three of our schools have had Ofsted inspections in the last couple of months that have further endorsed our systems and the way we work. St Martins has had a really positive outcome being told it is now Good in Ofsted terms, I am sure you will all join me in congratulating the whole school community on this achievement. In all three cases we have learnt that every individual in a school has a role to play that is of equal importance in enabling our children to achieve. This was witnessed first hand in each of the schools with everyone pulling together to ensure all the hard work is seen. More than this, the positive outcomes for each school can be linked to the way we support each other, the network groups, Trust consultants, peer support and the Trust central team all having a role to play. The other two inspections were what are called ungraded inspections where it is checked whether the schools remain Good in Ofsted terms. The inspections have given us confidence that we know our schools, our schools are safe, and quality of education and curriculum are developing well. The formal outcomes will be shared later this term. Well done to everyone that has taken part in this important part of school life.

Governance has been seen to be a real strength this term both in the inspections, with incredible turn out to support our schools, and in the governor meetings and training events. This term we held our first Trust governance conference at Albrighton Hussey with all schools in the Trust being represented. This was a great opportunity for us to share ideas and reflect on how best to support and challenge at a local governance level.



As you read through our newsletter you will see many examples of our Trust Values (Compassionate, Accomplished, Resilient) being lived out. From the updates on our Trust development areas to individual school contributions. It is a pleasure and a privilege to be working with such a fantastic team.

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The 3-18 Education Trust Development Plan areas:

People – (HR Director)

Recruitment Open Evening Event

Over 300 people attended our first ever recruitment open evening event held at Shrewsbury Town Football Club. Headteachers and staff from across our schools shared both current and future support staff and teaching vacancies and it allowed an opportunity for attendees to find out first-hand what it is really like to work within the Trust. As well as promoting our Trust across the county, a database of all attendees is now being used to target our recruitment needs across the Trust.



The Aspire Programme

Welcome to our Aspire delegates who attended Day 1's launch at the end of January. It was wonderful to see so many people from across the Trust, most who had never met each other before, come together for a whole day. Delegates were fully engaged for the entirety of the day and feedback has been fantastic. It's vital that we collaborate across the Trust and enhance the leadership capabilities of our staff; and this session did a super job of bringing those themes to life to highlight the importance of collaboration for success.



School Improvement – Claire Jones (Deputy CEO)

Our Trust Improvement Consultants have been deployed in all schools, according to need, to support in areas such as: Marketing, Science, Reading, Careers, Student Support, IT, supporting Disadvantaged Pupils, Mathematics etc. The impact of their work will be measured over the next 2 terms and as gaps are identified, more Trust Improvement Consultants will be added to our talent pool and deployed strategically in our schools.

Network groups have been set up to allow key members of staff who share the same responsibility in schools to come together each term and share best practice in order to improve the overall provision for our young people. This term, an Arbor group has been developed, which will allow schools to gain training and support from a specialist and get the best out of our new MIS (Management Information System) system.

Monitoring activities are becoming embedded within schools via the termly Standards and Executive Reviews to allow the central team to identify strengths and areas to develop in each school. Additional support from the CEO/Deputy CEO and from other members of the central team is in place for any schools identified as co-designed or centrally-supported. Heads are engaging well in the peer-to-peer Heads exchange program.

Our focus is to ensure that quality first teaching exists in all classrooms so that all our pupils have access to a high-quality education and are fully engaged in their learning. We are in the process of introducing a research-based lesson study initiative, which will see teachers teaming up to carry out research and then plan and deliver a series of lessons together focusing on improving the attainment of a key group of pupils. Our aim is to create an open culture in all our schools, where sharing good practice is commonplace in order to further improve and develop.

Consistency in relation to safeguarding and SEND procedures is important and work has been done this term to ensure that policies are consistent across the trust and that safeguarding is compliant in all schools. Our lead SENDCO, Cheryl White, is carrying out SEND audits in all schools to ensure that procedures and processes are consistent and compliant across all schools. All SCRs have been checked by the Deputy CEO and feedback has been provided to the link trustee for safeguarding.

This term, a new trust Behaviour and Attendance Policy has been created in line with up-to-date guidance. Both will ensure that a more consistent approach is used and that a graduated approach to attendance is employed in order to increase attendance across the trust. Moving forward, it will be a priority for all schools to develop inclusion and/or nurture facilities to support pupils to regulate their behaviour, receive specialist support and ultimately engage fully in their education. These facilities are up and running in some schools and are being created in other schools.

We are currently planning our next trust conference, which will take place on October 27th. There will be a focus, in the workshops, on developing high quality teachers who are able to deliver engaging lessons.

Systems and Communication – Tim Goodman (IT Director)

We are currently making ‘once in a lifetime’ changes to the IT systems for the schools in our trust

Domain Migration

This underpins the short, medium and long terms goals of easier, consistent and secure communication and collaboration. It encompasses physical and virtual servers, storage and appliances, for example, file and logon servers, network attached on-site storage, and physical other devices like wireless controllers and firewalls.

We have moved three schools to date from the computer and user domains of:

colehamprimary.co.uk	to	col.318education.co.uk
stmartins3-16.org	to	stm.318education.co.uk
williambrookes.com	to	wbs.318education.co.uk

All critical services for these three schools are now running from a datacentre and onsite servers are being incrementally, decommissioned. All are available for fall back and file a data access and will remain as such for the period of around one year.

SharePoint Migration

Development of the Trust wide SharePoint design and operation is coming together for operational purposes as we progress through all of the schools, so function and access is our primary concern, with the final design and branding and smoother look and feel coming during the summer of 23.

The vision and plan that has been tested, is that each department in the secondary schools (possibly primary too in future) has a library of resources for each year group and/ or key stage, and that student, year 9 maths resource area (for example) is presented to the student as a tab in the year 9 maths class teams.

Security

Ever present and increasing in importance- to protect data as the ransom value increases exponentially all the time. More extreme targeted attacks are now predicated across public services in the UK (United Kingdom) and now 2 factor authentications are essential. New threats involve persistent authorization requests for 2fa approval by trying to cause ‘approval fatigue’. Basically, this is a fast-moving area and as a Trust, the IT plan for security is ahead of most schools and organizations in the country, yet still, we are only just staying ahead of the threats. I hope to give better metrics in time to reassure staff, students and parents that we are providing excellent security of their data.

Sustainable Growth – Duncan Wright (CFO)

The conversion process for Much Wenlock Primary School continues as planned and we'll find out early next week whether we have the green light for the school to convert and join the Trust on 1st April. As many of you know, the Trust has been working closely with Much Wenlock Primary over the last 6 months so we already consider them part of our Team. We're looking forward to finally getting over the line!

Whilst the news is positive with Much Wenlock Primary, we have reached somewhat of a stalemate with regards to Bridgnorth Endowed School joining the Trust. A couple of land issues remain to be resolved and this requires Secretary of State Approval before transfer can complete. We will get to this point, however we are currently at the mercy of the Department for Education (DfE). We'll continue playing the waiting game.

We received positive news this week that a primary school we have been in talks with have formally voted to join our Trust. We will now enter into a period of due diligence where we learn more about the school before submitting an application to the DfE.

Capital Projects

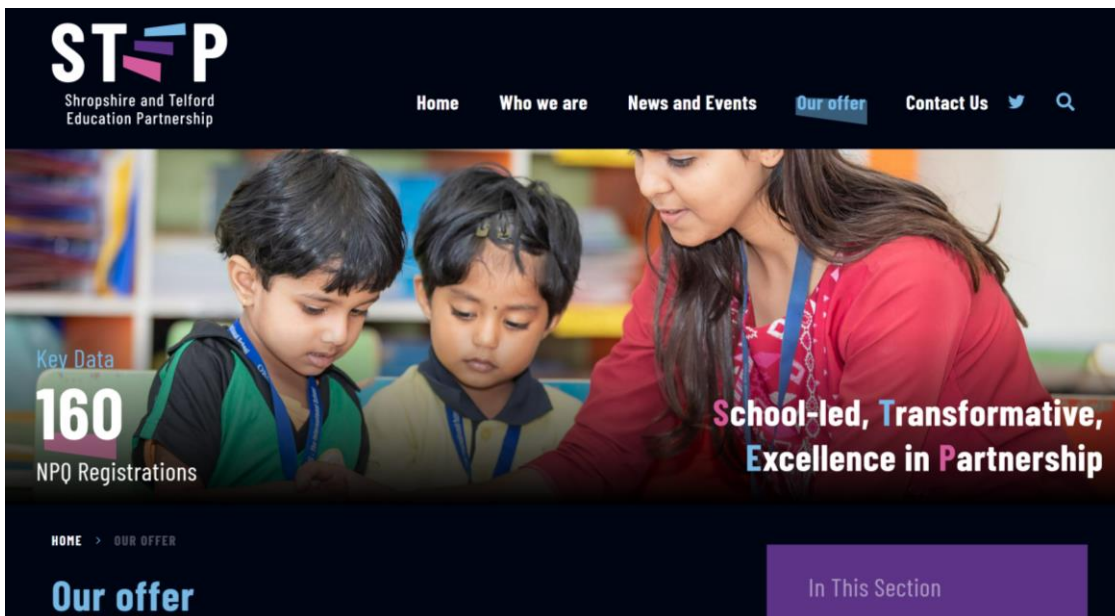
Building Projects Manager, Tim Dodington, is now working on the Tech Barn at St Martins School. This building was the former construction centre at the school and has acted as a storage shed for the last 7 years. The school submitted a bid last year to renovate this building into a state-of-the-art Food Technology room, which Tim will bring to life. We're looking forward to seeing the progress on this project over the coming months, ready to use from September.



Our schools have submitted capital bids for the next round of School Condition Allocation (SCA) funding and we have shortlisted 20 projects for approval at the Board meeting at the end of term.

Shropshire & Telford Education Partnership (STEP) – Alison Pope

We are now well into our second year of Teaching School Hub status. The Hub has successfully either met or exceeded its DfE key performance indicators, performing particularly strongly in ECF and AB provision. Our NPQ recruitment is strong but we would like to see more colleagues from Trust schools taking up this offer as our numbers were lower than other schools and Trusts across our area. It is worth noting the new offer of an NPQ in Behaviour and Culture, focusing on those who may wish to pursue a pastoral route, as well as the NPQs in Teaching and Learning and Leading Teacher Development. It is not necessarily the case that only people interested in middle or senior leadership will find an NPQ beneficial. Please see more information at <https://www.stepwm2.co.uk/our-offer>



With the removal of the ability for Local Authorities to be an Appropriate Body and award final QTS after Early Career Induction, the Hub's AB provision (able led by Ruth Shaw at WBS and Rhian de Winter based at The Priory) has had to undergo rapid growth. This growth is likely to continue into next year with potential opportunities for Trust colleagues to become involved.

If you know of anyone interested in training to teach, in the secondary phase, then please point them in the direction of The Priory's STP School Direct offer <https://www.salopteachingpartnership.co.uk/train-to-teach/school-direct-programme/> We organise School Experience Opportunities for anyone interested in gaining observation experience prior to application. Please contact Heather Brown at The Priory for further details on hbr@tpstrust.co.uk.

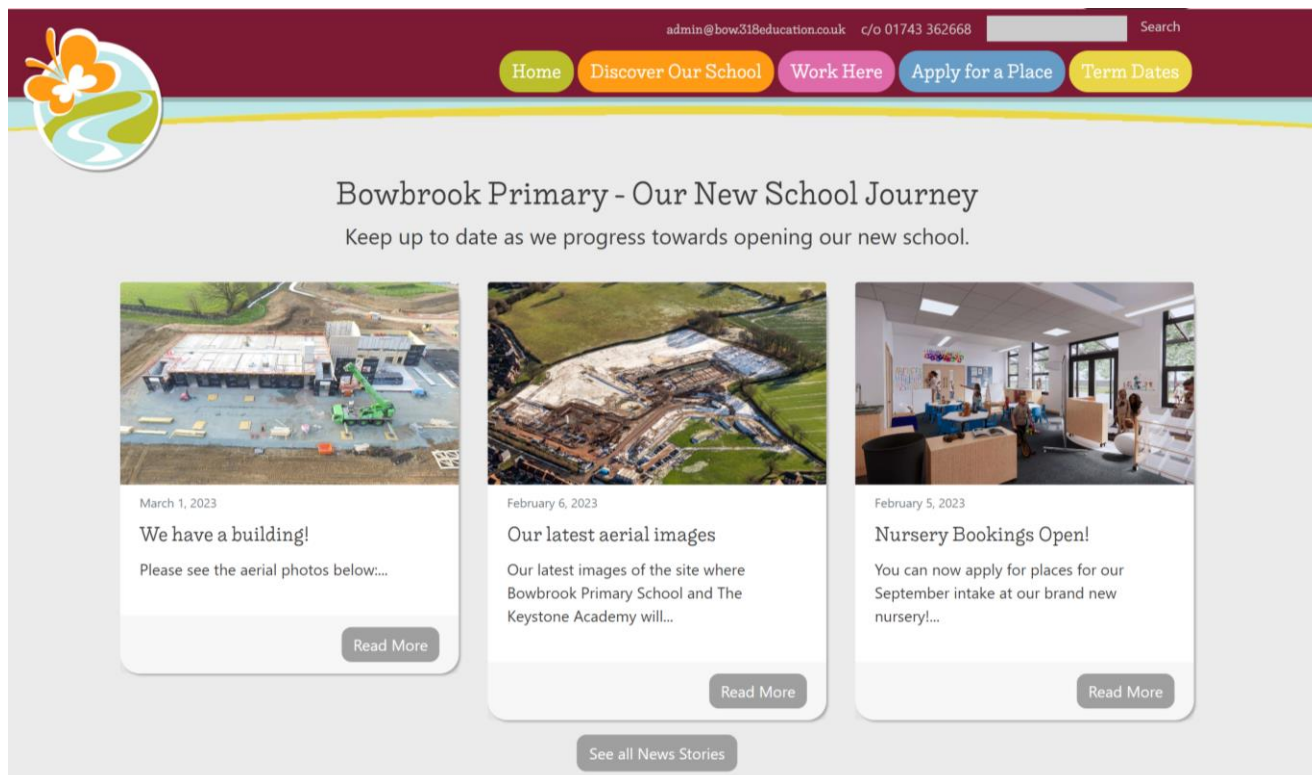
Our Schools

Bowbrook – Sam Aiston (Headteacher)

The newest school building in Shropshire is up!

Work has been continuing on the new Bowbrook site and the drive ways in and out of school are nearly complete. Things are progressing really well in plenty of time for the September opening!

We are currently selecting our EYFS and Nursery team for the forthcoming year. We have had nearly sixty applications and are delighted to be able to choose from such a vast and talented pool. Following these appointments, we will be giving parents the opportunities to meet the team throughout the Summer term and hosting several Nursery open evenings where parents can find out about what we can offer and how they can enrol their children at Bowbrook.



The screenshot shows the website header with contact information (admin@bow318education.co.uk, c/o 01743 362668) and a search bar. Navigation buttons include Home, Discover Our School, Work Here, Apply for a Place, and Term Dates. The main content area features a title 'Bowbrook Primary - Our New School Journey' and a sub-headline 'Keep up to date as we progress towards opening our new school.' Below this are three news cards: 'We have a building!' (March 1, 2023), 'Our latest aerial images' (February 6, 2023), and 'Nursery Bookings Open!' (February 5, 2023). Each card includes a 'Read More' button. A 'See all News Stories' button is located at the bottom of the news section.



A New Chapter for Bridgnorth Endowed's School Library

Bridgnorth Endowed's school library is set to reopen its doors on Monday 13th March, following a six-month improvement programme to bring it back to its former glory.

The new library management system has been installed, thousands of books have been scanned, comfy seating has been ordered, and a team of eight Year 10 student librarians are now trained and raring to go.

Headteacher, Mr Penn, who joined the school in September, made the decision to refresh the library and a working party, headed up by literacy lead, Mrs Summerhayes, was immediately galvanised into action.

After evaluating several online library platforms, Accessit was eventually chosen and the team embarked on a series of training sessions to get the system up and running, and make the most of its many features.

An appeal back in October saw students, parents, staff and members of the local community rally their support by donating hundreds of books to replenish the library and give dwindling stocks a much-needed boost.

More recently, thanks to a generous £1500 donation from local company CM Rail Engineering, Bridgnorth Endowed is now able to purchase a bumper load of the latest books to bring the collection up to date after a three-year lull.

Mr Penn commented: "The support for the library project has been truly overwhelming and I'd like to thank everyone who has contributed to its success."

"Members of staff sacrificed weekends to sort and scan the books, the response to the book appeal was phenomenal, and our wonderful student librarians have offered to give up social time to help to run the library."

"I'm delighted that our vision to create a tranquil hub for readers is now a reality and we look forward to encouraging our students to reengage with the library and develop a love of reading to last a lifetime."



Bridgnorth Endowed's newly-appointed Year 10 student librarians (left to right): Molly Rois, Molly O'Gara, Martha Harford, Frankie Fellows, Emelia White, Sienna Turner, Amelie Maynard and Holly Maynard (not pictured)

March 2023 – World Book Day

World Book Day is always a celebration at Coleham – we make it a World Book Week! Reading for pleasure is a huge part of Coleham, so World Book Week is not the only time we celebrate reading. We value reading above everything else in terms of life-skills and we do everything we can to promote it.

We have had several events over the week including: pop-up book shops; author visits; story tellers and story writing workshops to enthuse our children. Character costumes were everywhere on the day itself, but for those who didn't want to, or couldn't, they came in comfy clothes that they could curl up and read with! As well as all that, we changed our 'Drop Everything And Read' session to 'Go Everywhere And Read' where children were reading on school trips; in the playground; anywhere!

Our reading Lead, Katie Young, was an expert guest on BBC Radio Shropshire's morning show to talk about our reading here at Coleham – have a listen at: <https://www.bbc.co.uk/sounds/play/p0f1k4wn> (listen from 2:45:00)



Coleham has developed a Nurture Pod as a means of support for children:

Our nurture group is called The Pod and is situated in our pastoral department. Children will attend the nurture group 5 afternoons per week. The children will access their core English and Maths in their main class during morning sessions. There will also be an additional physical intervention break during the morning where they will be encouraged to work on team-building activities to support respecting both themselves and their peers.

We have created our nurture support pod to ensure that these children can access a broad and balanced curriculum, whilst being personalised to also include chances to develop life and social skills needed in order to thrive in their educational journey and beyond.

Children will usually access The Pod for a period of 2-4 terms.



The Priory School – Alison Pope (Headteacher)

Transition Process

At The Priory our transition process begins in the Spring Term and runs not only into September but with some of our Buddy Mentors deciding to stay linked to the Year 7 form for the rest of the academic year.

March - Letter to all feeder schools welcoming all new students.

April/May - Assistant Headteacher Pastoral and Assistant Headteacher SENCO visit all schools, presentation to all students about life at The Priory School and meet with Year 6 teachers and discuss strengths and weaknesses of all students, further meetings with SENCO and DSL to address deeper concerns.

June/July - Year 6 sport summer fun day – usually the weekend before transition days.

Two full transition days for all student, expectations, fun, team building and routines.

Year 6 Parent's evening, expectations and routines explained to parents. This is an opportunity for parents to meet the HOH, Form Tutor and student executive including Year 8 and 10 buddy mentors.

July/August - For the past two years we have held a Summer School for a week during the holiday period. Last year this was funded from recovery and pupil premium money. We are hoping to hold it again this year. It is an excellent way for students to bond as a group, meet staff and familiarise themselves with school site.

September - We have a welcome event for parents at the end of the month. Parents have the opportunity to meet the Headteacher, speak to the Head of House and Tutor as well as each other.

Form Team building activities are built into the initial few days of school.

Maths Intervention at the Priory School

This year in the maths department at the Priory School we have been working really hard to make a difference to our students through small group intervention. We are lucky enough to have a maths intervention mentor who is able to take small groups of students out of classes to work with them.

Students are selected by class teachers based on indicators such as progress, confidence, and engagement in lessons. They are taken out of one of their normal maths lessons once per week for the full hours lesson. We work on a philosophy of "Keep up, not catch up" and students will follow the same lesson as they would be doing in their normal class. The smaller group size means they feel more able to ask questions, get more work done and along with our maths mentor are able to address any misconceptions from previous lessons. Students have told us that it has made a big difference to their confidence in class and their resilience when it comes to tackling difficult questions.

Teachers have noticed the improvements in student's attitudes and their self-assurance once back in the classroom. Feedback from parents has also been very positive.

We also run specific sessions for our disadvantaged students in each year group. Students come to the maths department and have time to either complete homework, show off the work they have been doing in class or play maths games. We love to see students enjoying spending time with us and becoming more positive mathematicians

St Martins – Sue Lovecy (Headteacher)

This week I have been able to share with staff and parents the amazing Ofsted report following our inspection a few weeks ago. You will know as I do that St Martins School is a very special place, 'A small school with a big heart' where 'pupils build trusting relationships with staff based on mutual respect, from nursery through to year 11. As a result of this, pupils feel valued happy and safe' (Ofsted 2023). I will continue to drive the school forward, with a bigger focus on absenteeism which is one of the barriers to our students fulfilling their potential together with enhancing our current provision for all students in terms of tracking and monitoring progress through the school.

Once again students, staff and parents have gone 'all out' with World Book Day! Fantastic costumes and fantastic entries into all the book themed competitions organised by our library manager Ms Lane, at the Book Day Festival.



Grease is the Word!

What a show! Well done to all our amazing, talented students and staff involved.

With a break of over 3 years due to the pandemic, the annual school production returned and has been hailed a huge success. Our version of the musical 'Grease' was performed over three nights in the Stanier Hall for audiences to enjoy, plus a matinee performance to Year 7 as a reward for attendance and behaviour.

Students from years 7 to 13 took part in the show including the hits we know and love "You're the one that I want", "Sandy" and "Grease", which celebrated the collaboration between the Music, Drama and Art departments.

Headteacher, Mr Cooper said "it was a real pleasure to see everyone on stage enjoying themselves, whether that was on the stage singing and dancing, solo performances, playing in the band, working on the set, lighting, costumes or behind the stage". My sincere thanks go to all the staff involved in making this such a special event and to our local community for showing their support".

There are already talks about what the next performance is going to be!



World Book Day at Much Wenlock Primary School

World Book Day was celebrated by thousands of children in schools across the country this month. It's an annual event that is aimed at promoting reading for pleasure and encourages children and adults to stop for a few minutes, relax and just enjoy a good old read.

Did you know?

World Book Day was created by UNESCO on 23rd April 1995 as a worldwide celebration of books and reading. It is marked in over 100 countries around the globe. The first World Book Day in the UK and Ireland took place in 1997 to encourage young people to discover the pleasure of reading.



The children were encouraged to come to school dressed as a character from a book or comic. The children didn't let us down and, as you can see, even Spiderman enjoys a good book every now and again.



Some very enthusiastic Roald Dahl fans and an all-time classic that is still popular with children today.



Year 6 had the pleasure of welcoming author Catherine Randall into school for a workshop based around her book 'The White Phoenix'. She shared a little about her own interests in history and writing, and how she had always wanted to write a children's book based on a historical event. Through her research she settled on writing a story set during the Great Fire of London, thus The White Phoenix was written. As part of the workshop the children then undertook some writing of their own, crafting the next part of the story and then reading this to an audience.

Primary Dance Festival

On the week before February half term, we held our annual Primary Dance Festival here at William Brookes School where our all of our local feeder Primary Schools joined us to celebrate the amazing talents of our young people over two evenings. This is a very special event in the life of our school as it provides the opportunity for our students to act as amazing role models to their younger peers. Many of the Primary pieces were choreographed by our students. All those in attendance were richly entertained by some very high quality dance; celebrating the school values of Friendship, Excellence and Hard Work. Well done to everyone involved.



Shrewsbury Flower Show:

William Brookes School will be building a show garden in this year's Shrewsbury Flower Show and are taking part in the Senior Schools Garden category, competing against other Shropshire schools. Students will be designing and building a garden in the Quarry Park during the two days prior to the show. Our students will stay with the garden during the two day show' talking to the public about their design and their school. A top prize of £100 will be awarded by the show's celebrity gardener guest, Mr Mark Jones and his 'green-fingered' team are keeping their fingers crossed!

History / Religious Studies Trip to Munich 2023



Forty seven Year 10 and 11 students have recently embarked on an action-packed visit to Munich, Germany. William Brookes School have been running this trip annually for some years now and are absolutely delighted to be able to give such amazing opportunity to students again post pandemic.

Students followed the rise of the Nazi regime, visiting Dachau concentration camp, Nuremberg Documentation Centre and Rally Grounds, Palace of Justice and the university where they delved into the White Rose resistance.

Students also had the opportunity to immerse themselves into what the beautiful city of Munich has to offer. Enjoying the cafe culture, shopping and the German markets. Things also got extremely competitive at the bowling alley!

Huge thank you to Mrs Mincher, Miss Lane, Mrs Birt, Mr Connolly and Mr Searle who accompanied the students, as well as Malcolm England our amazing tour guide (see picture) who contributed to a truly memorable trip.