

Chief Executive Officer – Mr Jonathan Taylor



I have very much enjoyed visiting our schools this half-term and it is always a pleasure to see pupils engaged in their learning. Our vision remains to **'provide a world-class education locally'** and I make no excuses about our relentless desire to challenge, inspire and motivate our pupils to achieve. Pupils get one chance in the school system and it is within our power to ensure that their one chance is the very best it can be – whatever our individual roles, we all contribute to an education that has the potential to be life-transforming.

I have reflected a great deal recently about collaboration. On May 1st Framingham Earl (Fram) joined SET and it was a pleasure to spend time in Fram that day talking to students and staff about the future. There was a genuine excitement about the benefits of partnership and now with 11 schools belonging to SET we are in the position to really see the benefits of partnership.

Working to create opportunities for young people must be one of the best jobs in the world. Yet working with young people can also be isolating – there is an irony in the fact that teachers and TAs are surrounded all day by pupils, yet work in relative isolation and a classroom can be a lonely and challenging place. Likewise pastoral work is so important, yet is often undertaken by adults alone or in small groups. Teams at all levels are vital and whilst partnership starts with your immediate colleagues, effective MATs develop an ethos where the sense of collaboration spreads and permeates throughout all of the schools and functions. Sharing problems, devising solutions and taking pleasure in our individual and collective successes needs to be at the core of our work.

Collaboration does much more than making us feel better. Extensive research validates the role that collaboration plays in raising standards. I recently read a report by The Century Foundation in the USA that included the following:

'The low-income districts and schools that have demonstrated the greatest improvement in student outcomes are characterized by deep collaboration between administrators, schools and teachers.'

As SET becomes established our collective challenge is to ensure deep collaboration to help support and further improve all of our schools and provide our pupils with better opportunities.

There have been brilliant examples of this already this year. One of the highlights of this term for me was the official opening of the new forest school at Seething & Mundham. The forest school site was constructed by the Wymondham College Estates Team last summer, developed by the school staff this year and is now a superb base for outdoor learning. It seemed like almost the whole local community celebrated the official opening one Saturday morning! English and maths teams from Wymondham College and Stradbroke High School have worked together looking at the impact of the new GCSE curriculum and cross-moderated standards and at Senior Team level we have enjoyed regular Headteacher meetings, discussing and sharing common problems. Our Aspiring Headteacher course has seven members from 4 different schools and is an example of our commitment to staff development. Our new Health & Safety officer, Chris, has recently started and has already visited many of the schools to share best practice in what is such an important area.

These examples (and others shared in this Newsletter) are only the beginning ...

Next year I am delighted that the following staff appointments/secondments will help ensure collaboration is at the heart of our work.

Nicola Furneaux: In addition to her role as Headteacher at Fram, Nicola will take on a key role in building secondary networks and partnerships and will serve as Deputy CEO adding great capacity to our education team and deputising for me when required.

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Zoe Fisher – (Director of Secondary Improvement) starts her new role after half-term and will lead a number of initiatives across our schools, including IRIS connect. IRIS Connect is a CPD system that enables teachers to view themselves in action and our implementation will adopt a collaborative, ground-up approach. We'll update more in due course.

Kelly Stokes – (Director of Primary Improvement) will lead our work introducing 'Talk for Writing' and 'PowerMaths' across all of our Primary and Infant schools. Both are proven schemes to develop writing and numeracy and we will work with a lead school in Birmingham to support a three year training package for the 'Talk for Writing Scheme'.

Karen Millar (Assistant Headteacher, Stradbroke) will take on a wider inclusion brief and Karen will also work specifically at Wymondham College on a weekly basis providing SENCO leadership.

Steven Dye and Dan Keates (Heads of History at Wymondham College and Fram) will have time released to serve as Education Advisors supporting coaching and teacher standards across our Secondary Schools.

Helen Norris (Year 3 / 4 class teacher Rockland St. Mary) will be working across the trust 1 day a week to support maths mastery. This approach involves ensuring deeper learning of key mathematical skills and content.

Donna Garrett (Head Teacher Ghost Hill Infant and Nursery) will be working with the EYFS team 1 day a week.

Alex Bowles (Head Teacher Great Hockham Primary and Nursery) will be leading on a project to develop nursery provision in schools to support with pupil numbers.

Chris Lloyd (Health and Safety Officer) will provide Health and Safety support and advice to schools across the Trust.

In addition we are in the final steps of adding further capacity to our HR, Estates and Finance functions.

There are lots of important infrastructure projects underway, none of which I am sure would have happened without the development of SET. Plans for Wymondham College's new teaching block have progressed and the £2.4M building will be open and occupied by this time next year. The building will be named 'The Peter Rout Centre', continuing College tradition of naming new buildings after key figures in its History. Peter served as a governor for over 25 years, with 12 years as Chair and was the founding chair of SET. Stradbroke's roof improvement work (in the region of £ 1/2Million) will start imminently and we continue to upgrade our Primary schools. Crucially we are now at a size where we should generate additional capital improvement money in the future. We are also examining IT infrastructure and will report on this in due course. Finally the 'Sapientia Primary Prep' project is progressing well. This is a new Primary school planned for the Wymondham area that will offer 450 day and 32 boarding places and was approved by the DfE in 2017. The new school will open in September 2020 on the Wymondham College site, bringing with it over £8M of investment. We should be able to say more about this before we break up for the Summer.

This work is led brilliantly by Bob Moorhouse, our COO, who makes a few further points below.

So much is going on in the background, including developing our teaching school, but the biggest difference to pupils is the quality of education provided day in day out by the staff in front of them. We will never accept or settle for this being less than the very best and I am sure you'll join me in ensuring that this is achieved in practice.

Thank you for your continued support.

Mr Jonathan Taylor

CEO - Sapientia Education Trust

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Chief Operations Officer Update – Mr Robert Moorhouse



The Easter break was a busy period for support staff across the Trust. There were numerous maintenance tasks completed and of particular note Darwin Group have been appointed as the preferred contractor for the Wymondham College Maths Building project. The first project meeting was held on 8 May 2018. We expect a demolition team on site during the first week of the summer holidays and full site mobilisation on 10 August 2018 – the building is expected to be handed over to the College by the end of 2018. Equally, Stradbroke High School was successful in securing Condition Improvement Funding from the DfE for roof replacement work and planning work is now underway for this project; the majority of the work will be carried out during the summer holidays. HR and finance staff carried out numerous compliance tasks and HR, in particular, have been engaged in a heavy round of recruitment across the central team and schools in the Trust.

The new Trust Health and Safety Officer (Chris Lloyd) has been appointed and is straight into carrying out inspections across the Trust. His work will dovetail with that of the Wymondham College Health and Safety Officer (Guy McCurley) and will be an important appointment in supporting Headteachers across the Trust with Health and Safety matters by ensuring that Trust schools remain compliant with all the legislative requirements that apply to schools and how they operate. In addition, Chris' work will help inform the Trust Forward Maintenance Register which in itself provides the plan for all maintenance works across the Trust, with health and safety related works the top priority.

Mr Robert Moorhouse
Chief Operations Officer

Mrs Kelly Stokes – Director of Improvement – Primary Lead



Assessments for all year groups are upon us, from EYFS profiles through to phonics and on to the end of Key Stages Reading, Writing and Maths tests. Children and staff have been working tirelessly to ensure they are prepared and visiting schools during the KS2 SATs week let me know that they had been successful. Children were happy, and even excited, to be showing off their skills while teachers have been showing pride in how their children have risen to the occasion in conscientiously completing papers and really giving their all.

Across the schools, training and CPD is continuing to take place for all staff. Non-teaching staff will be meeting on Friday 22nd June for SAGE and HR training while teaching staff will be at Rose Croft Primary developing their Talk For Writing skills. All schools will be provided on the training day with a box of books recommended by Pie Corbett as the core reading spine for all children in Primary School (at a cost of around £4,000) and then there will be more planning and display resources provided at the follow up training session in July. Power Maths resources have also now been purchased to support maths mastery across the Trust. These resources are for all pupils in Years 1-6 and a CPD day has been booked for teachers in September to ensure best use of them. While the teachers are up-skilling with Power Maths, TAs will be working with Nadine (SET SEND lead) on developing their SEND knowledge. Nadine will also be providing training this term for TAs in Behaviour Management. The SENDCOs have also met up to begin networking and sharing both resources and practice with Nadine then working to ensure all schools have what they

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need to support their pupils. Grammar development sessions have also taken place across all schools for teaching staff in preparation for the T4W training.

Several staff members are joining the team from September after successful interviews that have taken place across the schools over the past few months. Other staff members are making moves between schools while others are taking on new roles. Helen Norris, Year 3 / 4 class teacher from Rockland St. Mary, will be working across the Trust one day a week to support maths mastery for the year starting in September and Donna Garrett, Head Teacher from Ghost Hill Infant and Nursery, will be working with the EYFS team 1 day a week. As well as this, Alex Bowles (Head Teacher from Great Hockham Primary and Nursery) will be leading on a project to develop nursery provision in schools to support with pupil numbers.

As always, lots of things going on and lots of things to look forward to.

Mrs Kelly Stokes

Director of Improvement – Primary Lead

Mrs Zoe Fisher – Director of Improvement – Secondary Lead



It was lovely to spend some time at Fram to mark the day they joined SET. I had a tour of the school and saw some great structured revision lessons that were supporting Year 11 students in the lead up to the exam season. I also chatted to staff and enjoyed the delicious home-made cakes that had been baked to celebrate the occasion. As I move into my new SET role on June 1st I am really looking forward to getting to know more staff and students across both secondary and primary schools. One of the projects we will be working on is developing IRIS connect across the secondary schools; it is an interactive professional learning platform that will enable us to work collaboratively to create innovative CPD that provides pedagogical reflection and coaching, and build a bank of exemplar practice that we can all gain from as well as having access to professional learning groups.

Part of my SET role is overseeing Safeguarding across all schools. In the last half term of this academic year I will be visiting the primary schools along with my colleague Claire Fox – who has a wealth of knowledge and experience in safeguarding - to see how we can work together to support Designated Safeguard Leads in ensuring safeguarding our students is at the forefront of all we do.

The next half term promises to a busy and exciting time as we further our collaborative work.

Mrs Zoe Fisher

Director of Improvement – Secondary Lead

Mrs Tina Smith – Director of HR



The HR Team are delighted to welcome both Vickie and Charlotte to the Central Team. Vickie will be picking up HR responsibilities for Burston, Tivetshall, Seething and Mundham and academic support and teaching staff at Wymondham College. Charlotte will take responsibility for HR for Great Hockham, Ghost Hill and Framingham Earl. Both Vickie and Charlotte will be out and about visiting schools in the summer term.

I am also pleased to announce that the NJC Support Staff pay award has been agreed and

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rewards support staff with a minimum 2% pay increase effective from April 2018 with a further 2% in April 2019.

The Team are currently busy recruiting the final staff requirements for the next academic year, ensuring GDPR compliance, implementing MHR itrent, the HR and Payroll System and supporting schools with Safer Recruitment compliance.

Finally, the Central Team administers the national apprenticeship schemes; (to masters level) if you are considering national apprenticeships in your school please contact us for more details.

We wish you all a lovely half term break, and please do not hesitate to email HR@sapientiaeducationtrust.org call or 01953 609012 if you have any questions.

Mrs Tina Smith
Director of HR

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