



Chief Executive Officer – Mr Jonathan Taylor



Professional learning and continuous development plays such an important role in ensuring that our pupils are provided with a great education. It is an area that I have always been keen to prioritise and I am very proud that our trust has offered so many opportunities to so many of our staff this year.

This term has already seen our first secondary teaching professional learning day and our first Sapientia Senior leadership seminar. The TSST maths programme, led by Rob Machin, has now trained over 300 primary and secondary teachers and our Primary staff continue to benefit from twilight sessions, including longitudinal CPD in maths mastery and Talk4Writing. Our networks have brought new dimensions to work around leadership, subject development, safeguarding and at school level so much goes on, including some excellent action based research in a number of school and extensive work on well-being. It has been heartening to hear so much positivity from staff about the opportunities provided and this news is spreading rapidly – a recent interview round brought home to me how well-regarded our trust is locally and how keen people are to work in our schools.

Following on from highly successful recent Ofsted visits to Stradbroke and Old Buckenham Primary, I am delighted to congratulate the staff and community of Wymondham College on their recent 'Outstanding' Ofsted report.

The introduction to the report makes fantastic reading: ***'This is an environment in which children absolutely flourish. They receive significant help to reach their full potential. Children spoke with unreserved positivity about their experiences.'***

The College's often overlooked support for pupils facing difficulties was explicitly praised ***'The college works seamlessly with external agencies to coordinate specific support for children who have more complex needs. The college staff work with charities to promote social mobility, resulting in significant and sustained improvement to children's lives.'***

The strength of leadership was also praised ***'Leaders and managers are dynamic and aspirational. They have high expectations of the children, the staff and themselves. Leaders and managers inspire confidence in their staff, whom they support to excel as strong leaders. The college's excellent leaders and managers are ambitious. They possess drive and determination and are committed to making improvements.'***

Our commitment to delivering a world-class education is centred on continuing to improve our schools, based on an agreed set of values. We are ambitious for all of our pupils and staff and will continue to invest to develop the very best workforce and facilities that we can. Our growth has seen us access additional finances this year to invest in improving the physical environments of our schools. The School Condition Allocation (SCA) funding will lead to over £1m of investment over the next 12 months to improve the condition of our schools. Bob will be leading this work and it is prioritised on a needs basis. The picture shows the new early-years space at Great Hockham – this was previously a muddy area! Over the next three years all of our school environments should benefit significantly from the annual SCA grants – which are only available to Trusts over 3,000 pupils and 5 or more schools.



SET Trust Schools

Primary: Old Buckenham Primary School & Nursery | Seething & Mundham Primary School | Rockland St Mary Primary School | Surlingham Community Primary School | Burston Primary School | Tivetshall Primary School | Great Hockham Primary & Nursery School | Ghost Hill Infant & Nursery School

Secondary: Wymondham College | Stradbroke High School | Framingham Earl High School | Old Buckenham High School

It is always a pleasure to visit our schools. I am scheduled to drop in to all 12 schools again over the next month – talking to staff and pupils is always a pleasure.

We have made several significant appointments this term. Within our trust Helen Norris has been promoted as our new Head of School at Rockland St Mary's and Surlingham; and Becky Arnold will move from her current Deputy Head role at Wymondham College to be the new Head teacher at Framingham Earl. As Kelly Stokes moves to her Headship at White House Farm, we have appointed Julia Powar as our new Director of Primary Standards. Julia has previously worked as a Head teacher, School improvement advisor, provision lead for a local authority and has carried out international inspection work.

At the time of writing SATS have finished and pupils are taking 'GCSE' and 'A' level examinations. A big thank you to all staff who have helped our pupils along the way.

With very best wishes

Mr Jonathan Taylor
CEO - Sapientia Education Trust

Chief Operations Officer Update – Mr Robert Moorhouse



Governance

- The Infrastructure Committee (overseeing Estate Management, Health and Safety and ICT across the Trust schools) is now established and due to have its second meeting during the summer term.

Finance

- Larking Gowan are due to carry out their final internal audit of this financial year in June 2019. Their reports are considered by the Board Audit & Risk Committee.
- Following the Integrated Curriculum Financial Planning training and review in the Spring Term, the updated project plan has been reported to the Board Finance Committee. Of note, the Trust has been able to demonstrate several examples of where local contract negotiation has been better value for money than the national deals promoted by the DfE.

Health and Safety

- The H&S Officer is about to start the final round of inspections for this academic year.
- The H&S training suite of online training courses is now available to staff across the Trust.
- Risk Assessments across the Trust are currently being reviewed (annual review)

Contracts and IT Strategy

- New IT servers for Rockland St Mary and Surlingham Primary schools have been purchased and installed.

Estates

- The Trust has secured School Condition Allocation Funding (SCA) from the ESFA for the first time. This money will be used to address capital issues at all of the Trust schools. A provisional programme for the FY 2018/19 will be put to the next meeting of the Infrastructure Committee
- The Peter Rout Centre at Wymondham College has been handed over to the school. The building is not fully occupied while snagging work is carried out.
- Work continues to support the planned Primary School Project at Wymondham College.
- Artificial Turf has been installed on the EYFS area at Great Hockham Primary School.
- Procurement of a new SALTO lock system has been agreed for Old Buckenham High School
- External painting at Old Buckenham Primary School during Easter
- Various areas of painting at Wymondham College and Framingham Earl
- Fire doors installed and painted in Fry an New Hall boarding houses at Wymondham College

Mr Robert Moorhouse
Chief Operations Officer

Ms Kirsty Bray – Director of MAT Development



The programme for the Sapiientia Teaching School continues to run to the end of the academic year. My thanks to those staff who have made the programme such a success by contributing to such a comprehensive and varied programme of CPD. Details of the 2019-20 Programme will be published shortly. The Pathways sessions for TAs, Business Support, New and Aspiring Middle Leaders, New and Aspiring Senior Leaders, Heads and Executive Heads will continue to run next year. Pathways follow a two year programme, with alternating 'A' and 'B' years, so newcomers in 2019-20 will join existing colleagues on their 'B' year before undertaking the 'A' year sessions 2020-21. In addition to Pathways, we will run an extended CPD programme for Teaching Staff, with over thirty 'one-off' sessions which focus on best practice in Teaching and Learning. We are working closely with HR to develop a system that enables Sapiientia Staff to book their CPD courses via the Performance Management System. This will enable users to select and book sessions that best help them meet their Performance Management objectives.

The Teaching School's application to act as an 'Approving Body' for NQTs was approved by the DfE last month. An Approving Body makes the final decision as to whether an NQT has achieved the required standards and passed their induction period. To do so, information is gathered from a number of sources and quality assured. To support NQTs on their journey, the Sapiientia Teaching School has devised a comprehensive support programme, including CPD and mentoring, that will launch in September. As such, we will be able to offer this service to NQTs across the Trust - and beyond it - from September.

Finally, the 'pause' on applying to provide Initial Teacher Training (ITT) has finally – after two years - been lifted! As such, the Teaching School plans to submit an application to run in-house ITT. The application to be a provider would, if successful, enable us to select and train teachers across the MAT from 2021. Recruiting and retaining committed staff who impact positively on schools and their students is always a challenge, but we're confident that Sapiientia Schools are well-placed to offer exceptional training to ITTs and fantastic career development thereafter.

Ms Kirsty Bray
Director of MAT Development

Mrs Kelly Stokes – Director of Improvement – Primary Lead



How quickly has this year gone! There has been so much happening across our schools this year that it is only fair to look back and reflect on the successes. Our schools only began Talk for Writing in its current form in September and yet when visiting schools now the confidence from the staff and children talking about the strategy is like it has been up and running for years. The children have made so much progress that looking at books from the start of the year to now is really inspiring. At the Subject Leader update the meeting began with sharing some good news stories and a Year 6 book was shared from Burston that brought tears to the eyes through its beautiful choice of language and the way it engaged the reader - along with being very neatly presented and grammatically accurate. Staff all shared how much they have enjoyed teaching the strategy and what a difference it has made for their children in school. I feel incredibly proud of the hard work and dedication staff have put in to make this such a success as it is down to the people on the ground and in the classroom that has allowed T4W to be the success story that it has become. Along with the English strategy has been the Maths Mastery approach also started this academic year. Admittedly, this has been slightly more challenging to implement as our focus was on T4W for the autumn term, however last term saw a real build of momentum towards this strategy and again the success stories coming through from Subject Leaders at the update were a real pleasure to listen to. Schools have really begun to embrace this now and as such children in Reception are going home to parents using their STEM sentences and children are making huge jumps in their knowledge and understanding by making the connections from one unit of study to another through their use of key representations. There needs to be a big thank you to Helen Norris for her hard work and support in leading on this strategy, particularly over the last term. Next year Sandhya Radhama (Great Hockham) will continue the Maths Lead role as she has been training this year with the Maths Hub and will be a Mastery Specialist next year running TRGs (Teaching Research Groups). She has already begun this with great success with our four NQTs last half term. If you would like to be part of the TRG for Mastery please let your maths lead know as we are hoping to run two more groups from September.

Helen will still play an important role within the Trust as she has been newly appointed as Head of Schools across both Rockland and Surlingham. This will allow Julia Humphrey to remain as Executive Head across Old Buckenham, Rockland and Surlingham but with more time to support all schools from a central position within the Trust from September. Rockland and Surlingham are currently in a consultation process, led by their excellent LGB, to bring the schools together so there would be a nursery on site at Rockland and KS1 pupils with Surlingham having the KS2 pupils. This is a very exciting opportunity that staff are fully supporting with Helen leading on in the new academic year.

Over the year we have focused on writing in the autumn term, maths in the spring term and now in the summer term our attention has turned to the wider curriculum areas. Our twilight with HMI John Lucas was a way to spark our discussions about what we want to offer our children and begin the planning for our focus of twilights for the rest of this academic year and into the next one. Part of the discussion that people have fed back to me has been the overwhelming need to focus on language acquisition and development. Staff have already seen the impact of vocabulary from the T4W strategies and the Maths Mastery approach and are already now weaving more language and vocabulary into all lessons. Alex, Outdoor Learning Instructor from Rockland and Surlingham, was so inspired she went straight back to school and began a competition for all children around language.

The focus on the word gap in Reception for children from disadvantaged backgrounds was also something that was a focus for our Reception and KS1 teachers when they visited Myland Primary (English Hub in Colchester). This visit allowed our staff to see the school's approach to developing reading and language across the school. Again this shows the motivation and commitment of you all that people came straight back into their own class to try out different ideas gained from the hub and at our Subject Leader update there was more dialogue on how we can move forward with this next year.

Next year my role will be changing to be Headteacher at White House Farm Primary school with a Reception cohort of 25 pupils. (I will still be working across the Trust on developing our work with our English hub and focusing on Reading.) The school is still on track to open on time and we have appointed now all of our staff to make this happen. There has been lots of interest and excitement around the school opening and it even got me an opportunity to meet the Prime Minister in half term at 10 Downing Street. A new Director of Primary Standards has now been appointed to start in September who is called Julia Powar so there will be two Julia's supporting now in the central team.

Well done to all of our children who have been working hard through their statutory assessments. Schools have commented that children were not phased by them and that they felt well prepared with questions being fair. I had the privilege to be at Great Hockham for the Year 6 SATs where I got to work with a child on a 1:1. He was a credit to the school as were all the Year 6 taking their tests that week. (I have to admit the rectangles and squares question from the Maths reasoning paper made me really think and Chris from Old Buckenham had to give me the answer in the Teaching School Leadership session later that evening.)

The teaching school pathways have been a real success with feedback sheets showing how valuable they have been to continuing professional development. This will continue next year with an opportunity for staff to undertake some action research as part of their learning journey. A big part of the success for the teaching school is the link between primary and secondary that is now happening across our schools. This has been evident in the support received after the secondary conference where seven teachers from the Sapientia secondary schools offered their support for our primaries. These links will be nurtured and really appreciated, especially now with our wider curriculum focus, so thank you to those who have offered and if anyone else would like to be involved please just email as the plan is to develop these over the next academic year.

Lastly, welcome to Natasha Hall, who started as Head of Great Hockham just after half term. (She has made an excellent first impression to all stakeholders and will be a real asset to the Trust.) AND a big well done to our four NQTs who are almost at the end of their first full teaching year. They have all worked extremely hard this year and brought many new and exciting ideas and approaches to our schools, as well as having been supported by our experienced staff on the ground. Congratulations to you all!

Mrs Kelly Stokes
Director of Improvement – Primary Lead

Mrs Zoe Fisher – Director of Improvement – Secondary Lead



To think it is our first academic year where all four of our Secondary schools have been part of our family, reflecting on what has been achieved is quite remarkable.

Our first trust-wide Professional Learning Day was a buzz of activity at the start of term, it was wonderful to see teachers from across all four schools came together. We had keynote speakers giving their view on World Class Education and curriculum and the afternoon was in subject areas sharing ideas and best practice. Staff have fed back that it was *“Really great for everyone to meet and the sharing of the curriculum was very positive. We spent quite a lot of time on this, including practical barriers and adapting schemes of work.”*; *“It was really useful to get the SET Science departments together and the general ‘vibe’ of the afternoon was really productive.”*; *“It was wonderful to be able to have professional discussions.”* Feedback has also requested more opportunities for trust-wide subject time and we are planning for this to happen in the new academic year.

Following the PL day, senior leaders from Primary and Secondary have met at our annual Trust Senior Leaders conference in which we took time to reflect on our vision and values and what this looks like in practice in each of our schools. Everyone focused on a child centred education that sought to develop well-rounded young people.

The Literacy Network is in the final stages of their pilot and Dan Keates (Education Advisor) will shortly be sharing the outcomes with the Trust to see how their work can go onto support more of our children and teachers.

Students from across our Primary and Secondary schools have submitted articles that they want to share with staff, students and parents that celebrate the work they have been doing over the last academic year. It makes me incredibly proud of our young people when I read all that they have been up to... the final version will be out before the end of term, so watch this space!

Walking (and running) seems to have been a theme in two of our schools with Wymondham College students raising over £1200 for the charity, Walking with the Wounded which supports the lives of the most vulnerable veterans. Over the course of a day students and staff collectively walked and ran over 8000 miles, reaching their target of walking the equivalent distance from the College to the RAF base, Mount Pleasant in the Falkland Islands– an incredible achievement. Meanwhile Old Buckenham Primary School have got involved with the 3MillionSteps brain injury recovery charity. The charity’s founder Zara Dyer, suffered a life threatening brain injury two years ago; she visited OBPS and spoke to the children about her recovery and personal challenge to walk from John O’Groats to Land’s End. The pupils have set their own challenge with Hugo the school dog to collectively complete a sponsored 3 million steps and are sharing updates about their fantastic progress on their twitter feed.

This term we are continuing our focus on disadvantaged children and Steven Dye (Education Advisor) will be visiting each Secondary school to identify best practice across our Trust, which will be shared amongst our schools so that we can continue our collaborative work and supporting each other to support some of our most vulnerable children.

Our school improvement partner and previous HMI, David Rzeknik has visited three of our secondary schools this year and continues to support us in improving standards. He has also recognised many positive aspects, which are equally important to reflect on. We continue to strive for a world class education for our students and do so through seeking ways to further improve and develop. It is evident that we have made progress towards this, this year by working together and look to continue to do so in the next academic year.

May I also thank all of our staff who each play a part in our children’s education; this time of year is particularly important for our Year 11 and Year 13 students as they sit their public exams. They have worked so hard and have been exemplary as a group in their approach to their study and exams and this is largely down to the commitment and hard work of our staff, teaching and non-teaching. I appreciate all that you do and wish you a restful summer and look forward to celebrating what I am sure will be wonderful results in August that will enable our students to go on to pursue the next stage of their careers.

Safeguarding

The online safeguarding system, MyConcern is up and running in many of our schools and is already having an impact on supporting our Designated Safeguard Leads with their work and further improving our systems and practices.

The Safeguarding network has met again this term and had introductory training on Harmful Sexual Behaviours from Richard Hinton, HSB specialist from the Norfolk HSB team. This was our third training session delivered by external specialists and again provided much thought and reflection on how we can continue to safeguard our children.

With the summer holidays approaching, it can be an anxious time for many of our children and young people with the prospect of not having the daily contact of school and staff. If you have any safeguarding concerns refer them as soon as possible to your DSL or ADSL. Safeguarding is everyone's responsibility and I thank you for the role you play in safeguarding our pupils.

Mrs Zoe Fisher

Director of Improvement – Secondary Lead

Mrs Tina Smith – Director of HR



Payroll

Framingham Earl High school payroll was successfully migrated into the central pay system with effect from April.

We are pleased to advise that all support staff received a cost of living rise and incremental rise (where applicable) in April this year. Please remember to sign into Employee Self Service (ESS) to view your payslip.

If you have any queries relating to pay please email payroll@sapientiaeducationtrust.org or call your HR Officer on 01953 609012 in the first instance.

Training

All members of staff will have been sent a link from a company call iHasco and asked to complete an e-learning event on manual handling; please can you set up your account and complete the course as soon as possible. Other courses will be released soon.

Policy updates

The following policies have been updated – please destroy any old printed versions and update your electronic copies (where applicable).

- Sapientia Education Trust – Code of Conduct
- Sapientia Education Trust – Ill-health capability
- Sapientia Education Trust – Travel and Expenses
- Sapientia Education Trust – Staff Adjustment Policy

The HR Team and Headteachers are currently working together to develop an online platform in order to launch a new Performance Management process, this will be launched in September 2019 – more to follow....

New staff benefit

We are pleased to introduce Validium, a new employee assistance programme available across the Trust (with the exception of Framingham Earl who have their own provision in place). Validium offer free, confidential advice, including counselling support which is available online, by telephone or face to face. Validium also offer specialist debt and legal advice as well as management information covering topics from change management, resolving conflict and supporting colleagues with stress and anxiety. To access the management information, please visit www.validium.com and use the username: Sapientia and password: EAPsupport.

Mrs Tina Smith

Director of HR
