



Be the best you can be.

WELCOME TO THE SECOND EDITION OF OUR TRUST NEWSLETTER.

It has been an exciting but busy first year across the Trust. I am very aware that there has been a sense of purpose in all of the Trust's schools as they work relentlessly towards their goals and aspirations for 2015/16 and beyond. Thank you to you all.

Life in the Trust over the last 11 months has been exciting and challenging all rolled into one! We are certainly leading the way in this part of Cumbria although the local and national agenda is certainly moving forward, with many schools considering the MAT agenda for the future. I thought it might be helpful to update you on some of the key developments in the last part of this year in readiness for 2016/17:

- Longtown Primary School will hopefully join us on 1 September. Longtown Primary School sits within William Howard School's catchment area. We look forward welcoming them into the Trust.
- From 1 September, Catering and Cleaning will be outsourced across the Trust. This procurement has enabled the Trust to achieve £150k of investment for the schools' catering facilities. All existing staff will TUPE to the new providers - Caterlink (catering) and First Eclipse (cleaning).
- The Trust will introduce the Progresso MIS system into all schools from September.
- We welcome a new Headteacher to William Howard School. Chris McAree will join us in September.
- The Trust will have a new Finance Director (Simon Hunt) and HR Manager in place in August/September 2016.
- The Trust's Central Team is developing as the Trust looks to establish key central services that will enable



the schools to tap into a wealth of knowledge and expertise that will ensure students are well catered for in the future. The additions to the team are:

- Dave Wilson - Data and Reporting Manager
- Martin Robson - ICT Services Manager
- Sue Newstead - Director of Learning Provision (SENCo)
- Jane Perella - Student and Family Engagement Manager
- Karen Williams - Online Resources Co-Ordinator
- Carly Beattie - Online Resources Assistant

You will get to meet each of the team members at the Racecourse on 1 September.

The Trust has a full agenda as we move into 2016/17, but is clear that the strategic priorities focus on improving the outcomes for our pupils/students. We are confident that the Trust's family of schools will continue to improve and develop as we move into next year.

I am very aware that any organisation is only as good as the people within it, and to that end I would like to personally thank you all for your commitment, determination and hard work in ensuring that we are enabling every child to be the best they can be.

Have a fantastic summer holiday.

Lorryne Hughes, Executive Headteacher

Respect. Responsibility. Resilience.



“ there was a real drive and energy amongst all staff to make the school the best it could be ”



After 11 happy years at William Howard School I was given the opportunity to work at a new Academy

last September. The chance to be part of a brand new school was something that could not be missed and I felt energised at the prospect of becoming a Deputy Headteacher for the first time.

On my 20th anniversary of starting teaching I walked into Workington Academy as the new Deputy Headteacher. I had a real sense of anticipation, not knowing any of the students, parents or staff.

For many years I had felt part of the school and community in Brampton

and the thought of starting all over again was quite daunting. I need not have worried; the staff, students and families of Workington made me feel very welcome right from the start.

One thing which became apparent was that there was a real drive and energy amongst all staff to make the school the best it could be. Staff are committed to the young people of Workington and genuinely want them to succeed. Many staff are local and want to improve the life chances for young people in their community.

The demands of starting as a Deputy Headteacher in a new school were significant and over the course of the year I have faced numerous challenges.

Ultimately the role of a Deputy is to work in conjunction with the Headteacher to lead the school in every aspect of its business, this meant a steep learning curve, working in areas I had never worked in before. I have had significant opportunities for personal, professional and whole school development and I have thoroughly enjoyed all of these. I feel I have learnt so much in such a short space of time and working closely with all the stakeholders of the academy has allowed me to develop a new and varied skill set.

We still have many challenges facing us; from moving into the new build to achieving a good judgement in our first Ofsted but I feel the staff, students and families of Workington are completely behind our drive to be the best we can be.

Mark Bedford

Deputy Headteacher,
Workington Academy



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“ how we deal with the highs and the lows truly defines who we are. ”



A DEPUTY HEADTEACHER'S PERSPECTIVE



I have always been a firm believer that it doesn't matter what your job title says it only matters how you perform. Whatever the role in school it always comes back to one thing and that is making a difference to every student who walks through the door. As Deputy headteacher the motivation, passion and focus has changed very little since I was an NQT although teaching hockey in the rain and trying to schedule over 1,600 lessons a week are quite different requirements of the job. I feel privileged to be the Deputy

Headteacher at William Howard School and part of the wider team within the Trust, for the simple reason that we have such fantastic staff and students. We have a core aim as a family of schools across the Trust and that is 'to be the best we can be' whether you are a member of staff, parent or student. Having reached quite a high level in elite sport I subscribe wholeheartedly to this and believe no one, including yourself can ever ask for any more than your best. With any aspect of life there are highs and lows and I believe how we deal with the highs and the lows truly defines who we are. It is no secret that

we are in a period of immense change in education but our core job is the same; teach and inspire the generation of the future. In times of challenge I turn to the great outdoors for inspiration, standing on top of a mountain teaches you perspective, climbing the mountain demands resilience and being inspired by the view teaches appreciation, all valuable leadership assets. So as we plan for the next academic year we reflect on the good and the not so good and move on to once again strive to be the best we can be.

Kath Pidgeon

Deputy Headteacher,
William Howard School



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A YEAR AS INTERIM DEPUTY HEADTEACHER



When I was asked to support an experienced headteacher and Ofsted inspector in his work to transform Yewdale from a difficult position, some people asked me why I'd leave headship of a successful school to do that. To answer that, I'll share a favourite story of mine about the Japanese Tea Ceremony. In this ceremony, guests silently approach the sanctuary; weapons are left outside as the tea room is a house of peace. They bend low and creep into the low room symbolising humility. The host enters the room when the only sound is that of the water boiling in the kettle singing as the iron arranged in the bottom echoes of a distant sea breaking against a rocky shore.

The teapots used are beautifully ornate and highly valued. According to legend, a 15th century Shogun broke his treasured teapot and was devastated. Japanese artists invented a new method, Kintsugi, using gold dust mixed with lacquer to seal the cracks giving new life to damaged goods recognising

the value of broken things. As soon as you see a piece has been broken and repaired you know that piece has been loved and valued from the beginning.

It is so easy to throw away something that is broken or damaged, or imperfect in some way. As we experience the ups and downs of life, our history is written into our minds and bodies and it is these imperfections that tell who we are. As our feelings are hurt or our hearts are broken, as we fall and get scars, are we less than perfect? No, we can repair our cracks with gold and become all the more beautiful.

Working with Rob and the team here has been a real privilege. We have found plenty of cracks to be sure! I wouldn't begin to scrape the varnish away to show you where, but the transformation is well and truly underway. We now have the IPC to bring vigour and freshness to teaching and learning; purpose driven assessment and tracking procedures; enhanced SEND provision; new staffing structure and training galore; an open door policy for parents and weekly celebrations of success; residential visits, speakers and

performers, PTA events and sport have brought interesting highlights for the children. We are now starting to reap the rewards in terms of academic progress and more experienced teachers join us in September. They are the Japanese artists coming to share their talents and help make this place more vibrant and more successful. The future is bright here, and I'm humbled to have been a part of the picture for the start of the journey.

There is so much we need to know in order to help children reach their potential. Some children seem to enter education having been dealt a truly awful hand of cards. It's the *raison d'être* of everyone in the Trust, to work together to help them transform their future by teaching them the skills of filling the cracks with gold. My work is done here as I'm going on to do Doctorate in Educational Psychology building on my experience and our collective knowledge to empower others in the future to do what we all do best, even better.

Jill Simpson

Interim Deputy Headteacher,
Yewdale Primary School

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'DAY IN THE LIFE OF' BY YEWDALDE SCHOOL COUNCIL

Yewdale Leadership Team set a challenge to the School Council to find out about The Trust Central Team and one of the jobs within the team. The Council chair, Katie and vice chair, Tyler took the opportunity to interview Nick Polmear the Trust's Infrastructure and Assurance Director during one of his regular visits to the school. No holds barred were the rules of engagement!

Katie - What is your job, what is the most important thing about your job?

NP *"It is quite a varied job, I work for the Trust Central Team and together we help schools to be as effective and efficient as possible, this helps the Headteacher and teachers to be able to focus on teaching rather than worrying about the things that they need to for the school to operate. I think the most important thing about my job is to ensure that schools and everyone in them are safe. The schools need to be good environment too so they are really good places to learn in. Other team members help to make sure that we get the best teachers in our schools, that our IT and equipment work well and that events run smoothly."*

Tyler - What do you need to be good at to do your job?

NP *"Being a good teamworker is really important. In a team everyone needs to know their part so communication needs to be good. Also if you notice if one of your team mates is struggling a bit just helping them out until they catch up keeps the whole team going. Thinking ahead and planning are important too, understanding what you need to do, why you are doing it, how long its going to take and which team member is going to do what and*



when. Being flexible and listening to other peoples ideas helps a lot and understanding that sometimes things may not go to plan but together you can overcome most things"

Katie - What do you like about your job?

NP *"I like the variety of things that I get to do, I get to meet lots of different people in the schools including children, teachers and parents. I was in the RAF before I started this job and not many people realise that it takes lots of support staff to get a pilot in the air flying a plane, engineers to make sure the plane is safe, people to refuel, people to pay wages and so on. I look at teachers a bit like pilots, they have support services so that they can deliver the most important bit and that is helping children learn and giving them the best opportunities"*

Tyler - How old do you have to be to do your job?

NP *"Wow I wasn't expecting that one! ... [Pause] ... I think this year the ideal age would be about 52 and next year maybe 53. Any idea why I would say that?"*

Tyler - Because that's how old you are?

NP *"It just possibly might be"*

Katie - What do you think about Mr Lakin?

NP *"I think he is determined to make sure that everyone in the school really tries to be the best they can be. I really like the way he joins in with everyone on book days, I have seen him dressed as Buzz Lightyear and as Santa Claus earlier this year which was just great. One thing for sure I know he always tries his best. What do you think of him?"*

Tyler - I think he's brilliant I really like him

The interview went on informally for a further ten minutes. All three share the love of dogs, talked about football and both Katie and Tyler stressed how much they have enjoyed their time at Yewdale and will miss it when they move on to Secondary School.

Be the best you can be.

MESSAGE FROM MARTIN SIMPSON, CHAIR OF THE TRUST BOARD

We are coming to the end of our first academic year as a Multi Academy Trust and what a year it has been. The continuous development of the academies within the Trust has been tremendous which reflects the hard work of the staff and the students to ensure they reach their full potential.

There have been a number of significant achievements during the year which has helped the Trust on its current journey. We started off the year at Carlisle Racecourse to share ideas and best practice and for us all to meet up as a family for the first time and we will be meeting again before the start of the new academic year.

We had the official breaking of ground in Workington for the start of the building of the new school which is on schedule to open in February 2017 and the coming together of Southfield



and Stainburn schools at the start of the year was a great success. We have established our Local Advisory Boards for all of our academies which are now working very well.

It is one of my responsibilities to help guide the Trust in its strategic objectives. The plans for the overall strategy of the Trust are being worked on and will be in place by September. The Government expects all Multi Academy Trusts to perform well so that the academies within the Trust also perform at their best and a strategic plan for the Trust

is an important part of this process. We are expecting more schools to join our Trust in the coming years ahead and this is part of our plan and we envisage that this will strengthen the Trust and help us to achieve our goals to become a successful Trust. The Trust Board are really excited about the future for the Trust and the excellent progress of our schools in the last year has enabled us to realise the excellent potential of where we can be and what we can become in the coming years ahead.

I would like to thank everyone for their dedication and hard work over the last year and look forward to the continuing development of the Trust. I hope you all have a good summer you deserve it.

Martin Simpson,
Chair of Trust Board



Enabling every young person to reach their potential



Inspiring
Learning



Achieving
Success



Creating
Opportunities



Empowering
Communities

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