

Welcome...



Welcome to our first Anglian Learning newsletter, where we'll be celebrating some of the fantastic work taking place in our schools and updating you on the work of the Trust. Hot off the press is the news that Vickey Poulter has been appointed as Principal of Bassingbourn Village College – many congratulations Vickey.

This is the first step to improving communications across the Trust. We'll soon be launching an improved website which will explain the work of the Trust and, importantly, will help recruitment.

Over the course of the summer term, I hope to spend more time in our schools and meet as many staff as possible and to see the wonderful education our pupils are receiving. In the meantime, thank you for your hard work this term and all the best for the Easter holiday – and hopefully some decent weather.

Jonathan Culpin
Chief Executive Officer

Youngsters at Bottisham Community Primary School get active

Here at Bottisham School there has been much excitement...



Sophia O'Connor-Flack puts her trust in the pedalling skills of a Grafham Water Centre leader

A sprinkle of snow, two residential trips and a place in the Finalists Concert of the song writing competition, *Sing for Your School* at Cambridge Corn Exchange. Here is an account of the Year 5 classes' adventures at Grafham Water Centre.

Year 5 Grafham Residential

On an icy cold morning, the Year 5 pupils gathered in the hall – some nervous, some excited and some a mixture of the two. Once all the goodbyes were said, we made our way to the warm, cosy coach to start our adventure.

By the time we arrived, the excellent leaders had already adapted the activities to the weather conditions to reduce exposure to the cold weather. The canoeing was twinned with bush craft – including a fire to warm our chilly hands. The sailing was swapped for adrenaline-inducing powerboating and indoor problem-solving games, and the Jacob's ladder was matched with an indoor climbing

wall. Mountain bikers are a hardy bunch, so this remained unchanged. Credit to the children there was no – well, very little – moaning about the weather. Credit to parents for supplying (and probably packing) the required kit to keep their loved ones snug.

The hearty meals fuelled our body-furnaces and energised us to get stuck into our activities – especially the spicy breaded chicken! On the first evening, children were tactically kept busy with the Grafham challenge – a blindfold assault course – and most settled fairly quickly to recharge for the next day's action. On the second night, even less persuasion was needed and Mr Legge got the best night's sleep in over a year!

Huge thanks to Mrs Preston, Mrs Ling and Mrs Thompson for giving up their time to make the trip possible. We were very impressed by the activities and staff at Grafham Water and by the whole of Year 5 – you made it a great residential.

Next stop – Hilltop!

Arts flourishing at Sawston Village College

The arts are flourishing at Sawston Village College. Below, we share a few recent highlights.



Approaching its 50th anniversary, Sawston Youth Drama has a close association with the school, with its 150 membership comprising pupils and former pupils. The school supports the group with rehearsal and performance space in the Marven Centre and enjoys hosting three major musical productions a year. In February the senior group performed *Annie* to much acclaim, with pupils appearing in this having also performed in the Drama department's recent wonderful production of *Oh! What a Lovely War*.

The Marven Centre is a versatile space and also houses the school-run cinema and film-making group. As well as standard screenings, Sawston Cinema shows productions broadcast via satellite through National Theatre Live, and this close proximity to film screenings inspires our young filmmakers, who were shortlisted for this year's prestigious Into Film Awards 'Club of the Year'. The club was one of three secondary schools shortlisted, and members attended the glittering Awards Ceremony in London recently.

Over the February half term, we hosted the Cambridgeshire Area Young Artists Competition, which is sponsored by the Arts Society. It was a record year, with



over 47 schools participating, 167 works submitted for display and over 400 visitors across the two days of the exhibition. Judges included representatives from Kettle's Yard and Norfolk and Norwich Festival Bridge, and all agreed as to the exceptional quality of the work entered. We were also delighted when a Year 8 Sawston pupil won the KS3 category.

The Year 11 GCSE Music class hosts an annual concert at Stapleford

Granary, and this year's pupils continued this tradition, putting on a fantastic evening at the end of January. Pupils gave mature, polished and highly musical performances, and musical genres ranged from tango-inspired saxophone pieces to Chopin and Debussy to Finnish folk songs.

With the West Road Concert, Scripted Performances and the Gym and Dance Show still to come, there is plenty for all to be excited about.



Ken Murphy

I spent most of my working life in the city of London, initially working for a large insurance / fund management group, then 30 years ago I joined with another partner to set up a wealth management business. Having developed the business, it merged with another firm in 2003, and then the merged business was sold to a large city bank in 2007.

At the time of sale, the business employed 150 people and looked after over £4.5 billion in assets. Having been with the business more or less from the start to the sale in 2007, I have been involved in most areas of business management, including HR, financial controls and compliance. I decided to retire after the sale, and now manage our own property company. I also occasionally help out with a local Riding for the Disabled group.

I live just outside Cambridge with my wife and our various animals, including a dog and two horses. We have two children, one who is in the 3rd year of his PhD in biological sciences at the University of Leeds and the other is studying a Masters in Bioinformatics at the University of Birmingham.

I play golf at the Gog Magog club (my wife would probably say too often!). We enjoy travel and are also fortunate enough to have a house in the South of France which allows us to enjoy our other favourite pastimes of skiing and mountain walking.

I was a governor at Bassingbourn Village College for 6 years – including 3 years as Chair – and led the successful conversion process to an Academy in 2011.

I joined the Board of Anglian Learning at inception and am the Chair of the Finance and Audit committee. It has been a busy and positive two and a half years, where to name but a few achievements we have seen Netherhall School attain a 'good' judgment from Ofsted, the addition of three primary schools to the Trust and the development of The Wing Primary school.

Bottisham Village College celebrate the best

This special evening took place in February and gave us the opportunity to acknowledge and celebrate the exceptional talents and achievements of so many of our students, some of whom we feel go unrecognised.

Students and their families packed the Evans Auditorium to enjoy an evening of dance, drama and musical performances – as well as a music video featuring all the award winners' names. Refreshments were made and served by Year 9 students in the new dining hall where there was also a fantastic display of art and sculptures from our GCSE art students.

The prizes awarded covered a broad range of qualities such as engagement, attitude, endeavour, progress, leadership, enthusiasm and dedication. Prizes were also awarded to the top scoring boy and girl in each house and Power for Good certificates for reasons such as 'helping new students settle into the school' and 'Fantastic all round contribution to the college and wider community'.

The special award for inspirational support for students (Hannah Roberts trophy) was presented to Matilda from Year 11 for setting up SafePlace. This is very popular by students in younger years and is overseen by Year 11 students. Students can meet at break and lunchtime away from the hustle and bustle of the main school, eat their lunch, talk, get some support, play games and make new friends. The Year 11 students who run it have had a variety of training including safeguarding and some are anti-bullying ambassadors.

The evening was such a success we hope to repeat it again later in the year.



Fantastic all round contribution to the college and wider community

BVC student voice is loud and clear

Bassingbourn Village College students have been awarded a Commendation as runners-up in the English Speaking Union's (ESU) Debating Culture Award – a prize that recognises the efforts and initiatives that schools put forward to cultivate a long-term debating culture within their school community.

BVC was praised for introducing debating and public speaking into the school as both part of the curriculum and as student-led clubs. The launch of a Debate Club was so popular that two lunchtime clubs were quickly formed to encourage both junior and senior speakers.

Principal Duncan Cooper said: "I am so proud of our students receiving this award from the ESU – this is an amazing achievement. It's fantastic to see our students in action debating against each other. Students as young as Year 7 are gaining confidence from learning these skills which will be useful throughout their lives."

Former BVC student Iain was awarded the *Cambridge News* Student of the Year Award 2018 for his work in promoting oracy amongst young people. Iain's public speaking experiences whilst at BVC included

competing in the final of PIXL's *Up For The Debate* competition at Eton and the ESU Mace and Churchill competitions, as well as being invited to Parliament to take part in an all-party committee on the subject of oracy in schools.

The current Year 10 and 11 teams have successfully taken part in a number of public speaking events in recent weeks, reaching the area finals of the Rotary Youth Speaks Competition and the ESU Churchill schools public speaking competition.

The Youth Speaks competition saw the Bassingbourn A team – Katie, Ciara and Beth – speak on the motion *Why feminism is something to be celebrated* whilst the year 11 team – Ed, Cassie and Becca – spoke on *It is not the role of Art to entertain, but to critique and debate* for the Churchill event.

Working with the Joyce Frankland Academy, Newport

We are currently working very closely with colleagues from Joyce Frankland Academy, across the border in Essex. This partnership has developed over the past 12 months and has included hosting staff from the school to share best practice in leadership, SEN, safeguarding and much more.

Alongside this, we are also beginning a process of due diligence with a view to the academy joining Anglian Learning for September 2019. Due diligence allows both parties to test whether such a partnership is viable and appropriate before proceeding to consultation with the staff and community at Joyce Frankland Academy.

We are certainly excited about what the school can bring to our Trust. Its core aims and values are very much aligned with our own and, should the due diligence, consultation and application to the DfE be successful, we are confident that the additional capacity brought to Anglian Learning will be of huge benefit to Joyce Frankland and all our schools.



Junior debaters celebrating their ESU award with Principal Duncan Cooper and teacher Amy Daniels



Stapleford Community Primary School

The arts are central to the experiences and learning opportunities of pupils at Stapleford Community Primary School, a small one form entry village school. Our motto is *Aspire, Challenge, Discover* and our vision is to deliver high quality, inspirational teaching and foster a love of learning.

We see the Arts as central to achieving this in both principle and practice reflecting and reinforcing our core values of having high expectations – having happy, positive and forward-looking thinking pupils; providing an engaging, purposeful and enjoyable learning environment; respecting each other and ourselves and being an inclusive and supportive community. All children are actively involved in new arts projects such as the Art Council and half term Big Make projects. At Stapleford we see children as individuals – we believe in developing the whole child.

Children at Stapleford have many opportunities to work in and explore the arts. We have projects devoted to the arts, as well as many cross-curricular opportunities, such as big draw, big make, arts clubs – some run by children for children – STEAM activities as well as welcoming performers, artists and illustrators to school.

We were delighted to be inundated recently with many pieces of artwork that children wished to have entered into the CAYAC art competition, sponsored by The Arts Society. The children whose work was selected for display at the exhibition were bursting with pride, and the display at SVC which was open to the public was a huge success.

Ofsted...

Our original intention was to get a Trust newsletter ready for December but unfortunately that deadline slipped which meant we weren't able to celebrate, as a Trust, the achievement of The Netherhall School and Oakes College Cambridge in the award of its 'good' judgement by Ofsted in October.

The school has been on an improvement journey since becoming part of BMAT first, and then Anglian Learning, and we were delighted that the inspectorate recognised the hard work of Chris Tooley and his whole staff team in delivering increasingly strong outcomes for young people at a time of challenging financial pressures. Our congratulations go to all those at the school as it now builds upon this judgement.

Fen Ditton Primary School is an inclusive school at the centre of the community with 175 pupils on roll. Our four main values are respect, kindness, courage, and resilience and we aim to provide children with a rich and varied curriculum and offer a wide range of experiences and opportunities.



Headteacher Mark Askew



As well as aiming for academic excellence, we also aim to develop pupils' social emotional well-being. The school's success is built on strong home school partnerships with a supportive culture. This is evident through a strong PTFA who contribute so much towards helping the staff achieve their aims.

We have other strong partnerships with the wider community including Horningsea and Fen Ditton Parish Councils and the Abbey People. In addition we also have strong links with the Perse independent school and Cambridge United football club.

All these partnerships help the school provide children with a range of opportunities to support their learning. Recently children have undertaken STEM projects with Marshalls or were part of art projects with Kettles Yard to inspire them further. All of our Year 4 children are learning to play a brass musical instrument, which is just one of a range of musical opportunities we provide. We also provide a forest school experience weekly and in the summer we open our very own heated outdoor swimming pool.

We have a wonderful dedicated team who are continually outward looking to provide the best for all the young people in our community.

Message to all staff from HR

Staff are the most important asset in any organisation and especially in schools, where so much of the education and care of pupils depends upon dedicated and skilled staff, so caring for your employees is both the moral thing to do as well as making sound business sense.



Kathryn Oliver

Anglian Learning is working on many different areas to try and improve the working conditions and job satisfaction that staff can enjoy. These range from introducing initiatives for wellbeing such as the free Sports Centre membership, free health checks, eye care vouchers and the cycle scheme, through to promoting training opportunities

and improving CPD structures for staff at different stages in their careers. At the moment, we are discussing with the Anglian Gateway Teaching School Alliance how they can help facilitate this career pathway structure and in the next newsletter we will be covering this in more detail.

We are also doing a lot of work to promote diversity in our workforce. Diversity is often measured by ethnicity, gender, sexual orientation, etc. However, diversity is the celebration of differences and we are all different! It is easy to group people together and to stereotype but while this may help with processing information it can also be perilous basing decisions on such information.

For these reasons creating an environment where there is a two-way flow of communication has to be a priority. For the Trust to work as a team and get things right, each individual member of staff needs to have the opportunity to feed into the wider picture, to inform Human Resources as to what does engage them and motivate them at work and how the Trust can support their physical and mental wellbeing.

To achieve this Anglian Learning will be requesting increasing information and feedback from staff. In addition, we would welcome ideas and suggestions from staff as to initiatives and strategies which would benefit the workforce overall. If any member of staff has a suggestion please e-mail hr@anglianlearning.org.

Kathryn Oliver

Director of Human Resources

“Diversity may be the hardest thing for a society to live with, and perhaps the most dangerous thing for a society to be without

William Sloane Coffin Jr

Introduction to Charity Main, Director of Finance



I joined Anglian Learning in January after spending the last 14 years at Cambridge City Council.

I trained as an auditor with KPMG and qualified as an accountant in the mid-1990s. It gave me the chance to see lots of different organisations and although a whole career in external audit wasn't for me, it's been invaluable throughout my career as someone on the receiving end of many audits!

Whilst working for KPMG I became involved in training and really enjoyed it, which led me to leave to pursue a full time role training other accountants across East Anglia and managing a large programme of government apprenticeships – including students, employers, funding providers, and awarding bodies.

In 2004 I moved to work for Cambridge City Council. My roles there spanned preparing the annual accounts and advising on the accounting for major projects. These included the development of the Grand Arcade shopping centre, the new community centres at Clay Farm in Trumpington and Storey's Field at Eddington, the creation of a housing company and a joint venture with a local house builder.

I also led on the accounting for business rates for Cambridge, interpreting what funding this bought to the City under the arrangements with central government and forecasting future growth.

It's my love of working for local communities which attracted me to the role at Anglian Learning. I've lots of skills and experience from a variety of areas to help the Trust to develop financial processes as it consolidates and grows.

I live locally with my husband and daughter, who attended a Trust school. I enjoy walking and play badminton regularly, although not to any great standard. My skills may be more valued on court as an accountant as for some reason I'm trusted to do the scoring!

Oakes College Cambridge

Oakes College Cambridge, established in September 2018, is Anglian Learning's own Sixth Form. Now, six months on from the launch, we reflect on a very exciting period of development.

The planning for The Oakes began in the summer of 2017. There followed workshops with members of staff, parents and students from all four Trust secondary schools. We wanted to define the 'flavour' of sixth form sought by our students, providing continuity from the high standards of education they received at each of our schools whilst providing the additional freedoms which students expect from post 16 education.

The result is the sixth form we now have at The Oakes:

- Positive academic results leading to excellent progression rates of students moving onto university, apprenticeships into the world of work. A far higher proportion of students progress to the Russell Group of top universities than the national average.
- High quality teaching and learning in the classroom delivered by

passionate, experienced subject specialists in smaller than average class sizes.

- Exceptional pastoral care, where students feel safe and staff understand and treat them as individuals.
- Students leave being 'world ready' with the skills, results and resilience needed to succeed in the modern world.
- A structure that ensures students keep up, not catch up, through providing ongoing access to live data to parents and students.

And now the development continues. We have just finished interviewing over 600 students for September's intake and have received significantly more applications from each of our Trust partners. The curriculum is developing with the introduction of A-Levels in Law and Criminology proving highly popular

and we were delighted that every one of our students retaking their English GCSEs passed first time.

We have also hosted our first Russell Group preparation evening and our students are making great progress as they grapple with the challenges of A-levels under the close support of their specialist teachers.

Finally, we were delighted that Ofsted recognised the quality of our provision, grading The Oakes as a 'good' provider of education in all categories, within the Ofsted framework.

Over the next few weeks we will be sending out offer letters to our applicants and then keeping in touch to offer support through their revision period. We really enjoyed getting to know the students behind their personal statements in interview and look forward to welcoming as many students as possible from our Trust schools in September.

