

Welcome...



Welcome to the Autumn edition of the Anglian Learning newsletter. You'll find the usual mix of articles – including a student who's been shortlisted for an award on how to improve hygiene in third world slums, a gold medal won at the World Transplant Games and a rival to the *Daily Mail* being produced at Stapleford Community Primary School.

And which member of staff is an expert in jive dancing? Read on to find out...

A more detailed article from me outlining the achievements and developments across the Trust this term can be found elsewhere in this newsletter, but please keep your articles coming – send them to Sarah Golding – and have an enjoyable and well-deserved Christmas break.

Jonathan Culpin
Chief Executive Officer

Skating on thin ice at Fen Ditton Community Primary

All Key Stage 2 children, accompanying staff and some parent volunteers became the first school to visit Cambridge Ice Arena earlier in the term.

It was a sight to behold as a hundred pupils made their way to the arena on foot, wearing woolly hats and gloves, on a pleasant sunny September day.

The children all had the opportunity to spend time on the ice and for some of them, on their backsides. Unfortunately, the planned figure skaters were unable to make it, but the children were inspired by some of the Ice Arena staff – and also by some of the Fen Ditton staff.

We believe as a school it is important to provide our pupils with as many different experiences and opportunities that we can. Sometimes these activities involve developing children's risk-taking skills and ice skating certainly achieves that. Ice skating also promotes a healthy lifestyle, but it also fits in with our school values, in particular courage and resilience.



Onwards and upwards at Anglian Learning

This has been an extremely busy but rewarding term for the Trust. Firstly, we received DfE approval for Joyce Frankland Academy, Newport (JFAN) to join the Trust, which is due to happen on 1 January 2020.

It has been a long process to get to this point, though it has enabled us to develop strong relationships with Principal Duncan Roberts and his colleagues and we are excited now to be close to where we can officially say that JFAN are members of Anglian Learning.

Our staff across the Trust will also be aware that in September the Chilford Hundred Education Trust (CHET) voted to begin due diligence on joining Anglian Learning. As a consequence of this, both parties have been interrogating areas such as educational performance, finance, land issues and much more, to make sure that such a transfer is to the benefit of pupils and staff in each Trust.

This has also involved us visiting each of the CHET schools to consult with staff and parents, a process which has been very rewarding. Trustees in both organisations are now considering the outcomes of this consultation process and the due diligence before agreeing to the next stage of this proposal.

While the growth of the Trust is very pleasing, as it provides us with greater capacity in leadership, knowledge, and resources, it is important that we make sure we have the systems in place to support all our schools.

In October we made a bid to a DfE fund to support the growth of small to medium

size trusts like ours and were successful in being awarded funding. This will be used to update our finance systems, training for leaders and governors, and the sharing of best practice in English, Maths, Science and Computer Science through the appointment of Trust System Leaders, to be recruited from current staff within the Trust.

Another bid has also been submitted for support for the Early Years curriculum. In the meantime, our Trust working parties continue to develop our approach to the curriculum; teacher standards and professional learning (with AGTSA); SEND and vulnerable pupils; and safeguarding. My thanks to all those colleagues who contribute to these groups and our two Trust System Leaders – Sam Abbs and Phil Church – who are leading on safeguarding and strategic assessment respectively. I would also like to congratulate two colleagues from Bottisham Primary School, Diana McGrath and Fay Childs on gaining their NPQML qualification this term.

It just leaves me to wish everyone a relaxing and enjoyable Christmas break and to thank you all for your hard work and commitment to our pupils over the past term.

Jonathan Culpin
Chief Executive Officer

Spotlight on...

the Chair of Trustees



Dr Claire Lawton

I have been fortunate to be the Chair of Anglian Learning for the last 2 years and I am very proud of all our staff and pupils.

As a new organisation we have made a lot of progress and I hope that all our schools feel the benefit of our coming together in a locally based, inclusive Trust that offers the best possible education to all our pupils.

I am delighted that we are set to grow in size over the coming year as the schools joining us – the Joyce Frankland Academy and the 5 schools of the Chilford Hundred Education Trust – bring new energy and expertise and will themselves benefit from the work we have done and the great work already going on in our schools. The co-operation and support between our schools is vital for the well-being and success of our pupils and staff.

I was a school Governor at Bottisham Village College and then was delighted to be asked to join the Anglian Learning Board. My background is in health. I was an NHS consultant psychiatrist, for the greater part of my career in Cambridge. I have been able to bring my experience as a doctor, postgraduate dean and senior manager in the NHS to the educational sector and have learnt a great deal over the last few years. I live locally and I am married with three grown-up sons.

Stapleford Primary publishes its first Chronicles

A new publication hit the desks at Stapleford Community Primary School this term, with Catrin and Georgia (English Captains) creating a regular newsletter for the children to enjoy.

Each week the *Chronicles of Stapleford* highlights items including features on the learning across the school, crafts, and activities to name a few.

In Edition 1 the lead article focussed on the spooky pumpkins the class carved, as well as the pumpkin soup the class prepared and ate. Edition 2 included items on 'reuse, reduce, and recycle' that Year 4 are learning about and the amazing birds of prey who recently visited from the Raptor Foundation. Well done Catrin and Georgia – we might have future editors in the making here!



Muller Building officially named

The Netherhall School and The Oakes College have been celebrating the naming of their technology faculty as the Muller Building. The building was opened by Mike Muller, founder member of ARM Holdings, the multinational semiconductor and software design company.



(l to r) Principal Chris Tooley, Anglian Learning CEO Jonathan Culpin, Mike Muller, Founder Member of Arm Holdings and pupils

Both The Netherhall School and The Oakes College Cambridge have a long history of working with ARM, collaborating on technology development projects, hosting the national launch of the BBC Micro-bit and supporting their pioneering work on mental health across Cambridge.

Thanks to a generous donation from Mr Muller, the school has been able to invest in advanced software and computer-aided design machinery, which is already transforming the creative work of students.

Principal Chris Tooley said: "Mike Muller has been with the company from the beginning and his story brings together all of the characteristics we are looking to foster. We were therefore delighted that he agreed to the naming of the Muller Building in his honour.

"It is crucial that our school curriculum inspires students and connects them with the local community. Our ongoing relationship with ARM reflects that desire – developing students' creativity, entrepreneurial drive and determination.

"We look forward to deepening this relationship as we move into a time where there will be an ever increasing focus on the harnessing of human creativity to develop the technologies needed for our futures."

Refurbishment and building work across the Trust

The summer holiday and early autumn term was extremely busy with projects funded by the Anglian Learning School Condition Allocation.

Although many projects were not visually noticeable, they provided much needed safeguarding improvements and essential works, such as replacement boilers, roofs, re-wiring including lighting and ceilings of teaching blocks.

We were able to complete the works for the construction of the new nursery at Stapleford which will open in February, providing a fantastic new facility for local parents.

In total there were 20 projects running simultaneously over the summer break. The larger projects were overseen by Claudine Bateman, Trust Director of Operations, together with Paul Dunn, Head of Premises and Operations at Sawston Village College and the Anglian Learning Primary School Hub, and Kevin Cornwell, Premises Manager at Bassingbourn Village College. We are now planning for the 2020-21 allocation, and the emerging projects include those to replace inefficient and inadequate heating for the benefit of staff and pupils, meeting spaces for parents and further safeguarding improvements.





Bottisham Primary on the ropes

In the first week back after half term, Y6 children from Bottisham Primary attended a 4-night residential at Hilltop Outdoor Centre in Sheringham, Norfolk. This trip provided the children with the opportunity to try a range of exciting and outdoor adventurous activities.

This year the activities included high ropes, team games, rock pooling and bush craft. The children were encouraged to try new things and challenged to push themselves out of their comfort zones. It was fantastic to see pupils achieving things that they didn't think they would be able to at the start of the week and the positive impact that this had on their self-esteem.

They returned home tired but extremely happy and proud of their achievements. A huge thank you to the staff – Clair Palmer, Diana McGrath, Helen Swift, Lesley Ling and Pam Thompson – for their hard work and dedication to ensure that the trip ran smoothly and successfully.



Gold for Sawston's Amy at Transplant Games

Sawston VC Year 11 pupil Amy Graham took part in the World Transplant Games in Newcastle this summer and won a gold medal for table tennis.

Amy had a kidney transplant 11 years ago but only started playing table tennis 2-3 years ago, taking up the sport because she has good hand / eye coordination.

She has previously competed in the British Transplant Games in Liverpool, Birmingham, Newport and Lanarkshire, winning medals for long jump, sports stacking and for 3,000 metres, as well as for table tennis.

However, in the past, the timing of the World Transplant Games has not worked for Amy so she was delighted that, this year, she was selected to compete and was able to do so. The Games are open to anyone who has had a transplant, and participants compete in age categories. Amy enjoys the support of her family at competitions and says she was ecstatic to win a gold medal. The next World Transplant Games will take place in Houston, and Amy very much hopes she will be able to take part in these.

Professional Learning at Sawston Village College

Having spent the last two years undertaking an in-depth, whole-school exploration of the latest cognitive science research, to better understand how people learn, we have now moved to the next phase of our teacher professional learning programme.

These last two years have led to new practice, informed by some fundamentals about how people think, including a greater emphasis on 'practising remembering' and explicit teaching of revision techniques.

Now, as these approaches continue to be embedded, subject departments are pursuing their own investigative enquiries, to deepen professional expertise in their particular subject area.

So, for example, one department might be investigating the role of reading in improving writing in their subject, while another might be exploring better means of assessing pupils' learning and providing them with meaningful feedback. Others might be boosting particular aspects of teacher subject knowledge, to inform updates to their curriculum.

This approach ensures that we continue to respect the distinctive contributions that each subject makes to the whole curriculum at Sawston and recognises that each subject has its own disciplinary conventions and complexities when it comes to designing a curriculum. By dedicating time to this department-led professional learning, we will sustain our rich, broad curriculum, built upon subject-specific teacher expertise.





Jon's vision for improved third world hygiene

Bassingbourn Village College year 11 student Jon Cheeseright has been shortlisted for a national Industrial Cadet Award.

The ceremony will take place at the Institution of Engineering and Technology in London, followed by a celebration reception at the Savoy Hotel.

Jon's participation was part of an outreach program run by the Cambridge-based technology company ARM, which saw him spend a week working with other school students from across the region.

He said: "We were challenged to find solutions to problems such as how to keep track of refugees and improving access to clean water in slums. My group's idea was to attach a light to a tap that would highlight the dirt and grime on people's hands, which could be used in slums to try and improve hygiene.

"The groups then presented their business solutions to ARM employees, and everyone else in the program. My team's idea was considered objectively the 'most likely to succeed in the real world', which meant that we earned 'money' from our 'business'.

"On top of this, it turned out that I had made the best investments, which meant I made the most 'money' from the program, and therefore won!

"I would like to thank the sustainability team at ARM for giving us all an absolutely amazing experience on the program, and to the company as a whole for inspiring me to go into engineering," added Jon.

“ ... I had made the best investments, which meant I made the most ‘money’ from the program, and therefore won!

Jon Cheeseright

Adult Learning Classes – discount for Trust staff

Don't forget that as a member of staff within the Anglian Learning Trust, you are entitled to receive staff discount (20%) if you book any Adult Learning Course for yourself at Bottisham Village College or Sawston Village College.

Please visit our respective websites to find full details of the courses we offer.

www.bottishamvc.org/adultlearning

www.sawstonadulted.org



This term has been busy for careers with the delivery of a wide array of events, all aiming to support our students to develop a career-ready mindset.

The College hosted its annual Post 16 evening where a number of 6th Form organisations and vocational colleges, employers and training providers were able to help with information and advice to support effective, impartial decision making.

Earlier in the day, Year 11s had an apprenticeship assembly, delivered by Form the Future and the company also gave a similar presentation to parents on the evening. Additionally, later in the month, CV writing workshops – delivered by the Skills Service – aimed to help Year 11 students to craft effective CVs, which they can then bring to their mock interviews due to take place in January 2020. A great opportunity to get feedback from real employers!

Another Year 11 activity was provided to students when they had an in-class talk from someone with a pharmaceutical background. This shows how careers advice is being embedded in the curriculum.

The importance of STEM cannot be underestimated, and a group of Year 9 students were able to gain first-hand knowledge by talking to a variety of companies at the Form the Future 'Opportunities Ahead' event. Feedback included comments such as: "we got to speak to people with different jobs", "they told you how they got to where they are now", "I was told more about apprenticeships" and "I didn't realise how many jobs / apprenticeship options there were". These students can take this timely knowledge forward as they begin the process of choosing their GCSEs.

The Cambridge Launchpad initiative gives young people the chance to visit an organisation and take part in an employer-led challenge. Six Year 10 students from Bottisham went to Horizon Discovery, along with students from other participating schools, where they had to examine a crime scene, collect a 'blood sample', extract the DNA and analyse it to find out who was the culprit.

They were using real life techniques and guided by volunteers from Horizon who work with these processes every day. During the course of the day, the students also had to prepare and give a presentation, take part in a quiz and answer questions about DNA extraction.

We are delighted that the Bottisham team were judged to be the winners – a fantastic achievement.

Again, to help our Year 11 students gain an understanding of the plethora of prospects that could be available to them, the whole year cohort attended a Careers Fair at Ely Cathedral. The majestic surroundings really made this event special and our students returned to school having gained a wider perspective of the opportunities available.

The very next day, all Year 9s participated in the Young Enterprise Learn to Earn activity, supported by volunteers from the world of work. Our visitors praised the way students responded to the activities and applauded those who were brave enough to stand up in front of their peers and state their career aspirations.

One member of staff observed: "For many it has been the first time they have thought about income and expenditure in relation to their chosen job". It was an eye-opener for a lot of students – "I learnt about the cost of living" and "reality check for life", and one comment summed up the event with: "today was an opportunity to allow us to see what

the real world is like – especially dealing with money and jobs".

The Careers Leader has been working to update the careers webpage to ensure the information remains current and meets the needs of the whole school community. To this end, she is delivering assemblies to raise awareness of this valuable tool and urging students to embrace it as their own careers resource. Our open and transparent ways of working have been noticed by many local organisations who are delivering assemblies to our students, to raise their awareness of the possibilities available to them.

We are excited that our Year 7 students will be working with the Skills Builder Programme which aims to develop eight core employability skills including listening, presenting, teamwork, problem solving, creativity, aiming, high, leadership and staying positive. Form tutors will deliver the activities during form time and students can consider how they use the skills learnt in their lessons and other areas of their lives.

Finally, in the summer we launched our Bottisham Alumni and invited past students to join so they can discover what is happening in the College and also to offer their support through careers-related activities.

In January our Year 7s and 8s will be taking part in 'world of work' workshops hosted by Future First and alumni volunteers. We firmly believe those who support such events can be powerfully motivating as they share their career stories with our young people.

Going forward, the new year will continue to be busy and very exciting for careers at Bottisham!



Introduction to Kathryn Oliver, Director of Human Resources

I sympathise greatly with our pupils who do not know what career direction they wish to pursue. I chose to do a Business Studies degree at Coventry University for precisely that reason.



On graduating I still had not found my niche and I worked mainly in the information technology sectors in roles which required customer care skills as well as a certain amount of intelligence.

I then left England for the sunnier climate of Tenerife, only to return as a single parent four years later. On returning I recognised that I needed to earn money in order to improve our life chances and an opportunity came up with Education Personnel Management which, although not well paid, involved professional training in HR which was a career path I had always wanted to pursue.

I worked hard and my daughter learnt from an early age that studying leads to a better income and nicer things like dance lessons and holidays. As a result I have never had any issues with her not doing her homework!

At EPM I undertook a high number of complex HR situations and cases which I could learn from but by June 2016, I needed a fresh challenge and wanted to feel as if I was actually having a real long-term impact on one organisation. I was lucky enough to be offered the post of HR Director at Bottisham Village College and I have worked for Anglian Learning ever since – strongly believing that excellent pupil outcomes depend on all our excellent staff, who require respect, acknowledgement and care.

Two years ago I discovered modern jive dancing and I am as passionate about dancing as I am about Human Resources. Learning to dance has many benefits – it improves your fitness, your worrying is concentrated purely on where to put your feet and the learning process exercises the mind, apparently warding off dementia.

It also provides an excuse to buy a whole new wardrobe of clothes and shoes, is a very social activity and has led to me meeting my fiancé. Our wedding is next year during the summer holidays, at which there will be a lot of dancing!

Academies Leadership Group (ALG)

Each half term, headteachers from all the Trust's schools come together to contribute to the development of our policy and practice.

Drawing equally upon experience in both primary and secondary sectors, ALG have worked on a wide range of issues including staff workload, health and safety, GDPR, curriculum design, budget planning and peer review.

The philosophy of the Trust is to avoid a top down approach to school improvement but instead to identify and then share what is working, while also being mindful of the

need to ensure equality of opportunity across our schools – that the core experience for pupils and staff should not be dependent on which school you happen to study or work at.

The mutual support and challenge that exists within the group of heads is a real strength, and which is now being replicated via the other professional working groups being established across the Trust.