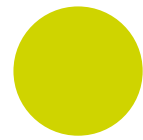


STAFF NEWSLETTER

ETHOS ACADEMY TRUST

Welcome



Dear All

As we approach the end of the first half of the autumn term, it feels like the right time to share some of the many highlights of the last few weeks from across the Trust. Despite the challenging circumstances we currently find ourselves living and working within, there has been so much to celebrate over recent weeks, with all of our academies and strands of provision continuing to grow, develop and achieve amazing progress and outcomes. We intend to publish Trust newsletters on a half termly basis this academic year, so if you have some great news, please do not hesitate to let me or your Heads know, so that we can ensure that it is shared through this forum.

Personally, I have found it very difficult not being able to visit our academies regularly due to current Covid-19 guidelines, but fully support and recognise the importance of us all continuing to work hard to limit contact with each other in the interests of everyone's health and safety. Under normal circumstances, my favourite part of the role is seeing first-hand our pupils and staff at work, witnessing the outstanding difference made to pupils' engagement, aspirations and outcomes during their time with us. I have been delighted to see increasing numbers of staff engaging with Twitter to share and celebrate achievements across the Trust and would encourage you all to follow our Twitter accounts:

@EthosAcadTrust
@EthosCollegeUK
@ReachAcademyUK
@EngageAcademyUK
@EthosOutreach



At Trust level we have been busy this half term working alongside colleagues at The Priory Centre in Wakefield, progressing towards them joining the Trust later this academic year. We are also looking forward to the appointment of the two new Central Team roles (Director of Finance and Operations and Finance Officer) over the weeks ahead in order to further enhance our leadership and support capacity. I hope that this newsletter lifts everyone's spirits ahead of the half term break. As always, thank you for your continued hard work and support.

Wishing you a restful, enjoyable half term break with plenty of time to recharge those batteries.

Jayne Foster
CEO



Pen Portrait: Victoria Del Giudice, Chair of Trustees

Thank you for inviting me to feature in this term's staff newsletter; who knew writing about yourself could be so hard! I know that as you go about your work across the Trust you'd be forgiven for thinking the Trustees have disappeared, but I can assure you that although we cannot currently visit your schools and see first-hand the great work that happens on a daily basis, we are still very much invested and involved remotely where possible. Due to our physical absence, we thought a little insight into who we are and how we got involved in the Trust, would help you to get to know us and I was picked on, I mean invited, to go first!

I have been involved with Engage, Reach and Ethos for four years now and I still remember my first meeting, at what was then Westfields. The Management Committee oversaw the running of the three schools, as the Trust Board do now, but it was a very different makeup of people to the board we have today. Funnily enough, at that meeting was the very first discussion about forming Ethos Academy Trust, and what a long way we have come together.

I have to say I was hooked from my first visit to Ethos College at its old home in Rawthorpe. After a tour of the calm, friendly and safe learning space that the staff team had managed to create, alongside the passion and dedication that Jayne was able to convey over a coffee, I was in! I look back now and think how lucky I was to be turned down as a governor at my children's school and seek out another opportunity in Kirklees after that crushing defeat!

My day job is running a hospitality business (aka pubs). I know that may seem an odd job for the Chair of the Board, but prior to that I have held different roles in finance, project management and recruitment. What those

positions didn't prepare me for was the education sector. It very much has its own way of doing things and even a language all of its own, boy have I learnt a lot! My commitment to the Trust is very much spurred on by a desire to connect with people who want to share their expertise and passion with causes that need help to support the most vulnerable in our communities.

I hope that helps you to understand a little more about me, but I would just like to finish by saying thank you. This Trust and all the staff and pupils in it have given me more by way of inspiration and motivation than I will give you, and for that I will always be grateful.

Victoria Del Giudice
Chair of Trustees



HR Update

Wellness Action Plans (WAPs)

We will shortly be asking all staff to complete a Wellness Action Plan ("WAP"). WAPs are widely endorsed as a personalised and practical tool to help us to identify what keeps us well at work, what causes us to be unwell and how issues or problems around mental health can be addressed at work, should you be experiencing this. It is hoped that by completing a WAP, dialogue is opened up between staff and managers so that needs, experiences and support can be better understood, which will hopefully lead to increased job satisfaction, productivity and performance.

We feel that completing a WAP at this time is especially important and we hope that you find it useful in opening dialogue and openness across the Trust.

Health Shield

October saw the Trust launch a number of services provided by Health Shield which forms part of our employee benefits package. The organisation is one of the UK's largest providers of wellbeing initiatives for employees and employers.

As an employee of the Trust you and family members have free access to numerous confidential services, guidance and support programmes provided by Health Shield.

Access to webinars, health MOTs, counselling, physiotherapy, health programmes, debt and relationships advice are just a few of the resources. These services can be accessed through an online portal using the following details.

Website: healthshieldeap.co.uk

Username: [healthshield](#)

Password: [wellbeing](#)

Please contact HR at HR@eat.uk.com if you have any questions.

A Warm Welcome to All our New Staff

Matt Naylor – Business Support Manager – Outreach Team

Matt is originally from Liverpool but recently moved from the North East to Leeds after working 17 years at Gateshead Council. Matt held several early years and school finance positions within the Council, his previous post was Childcare Support Officer (Communication and Data Systems). Matt was appointed to the new role of Business Support Manager (Offsite Provision), this involves supporting the Outreach Service based at Reach Academy, in all financial and administrative matters. Matt's personal interests include following Liverpool FC, playing football, music and reading.



Claire Guest – Senior HR Advisor – Central Team

Claire has worked in HR for over 20 years in both private and public sectors. Claire began her HR career undertaking the payroll and HR administration for a recruitment agency and decided she would like to progress her career in HR. Claire subsequently obtained her CIPD qualification from the University of Huddersfield. Claire joined the Central Team on 7 September 2020 as Senior HR Advisor, extending the current HR support within the Trust. Claire's personal interests include running and cycling, supporting Leeds United and socialising with friends and family.



Paul Millar – Estates Manager – Central Team

I am a Yorkshire lad, born and bred and a follower of the mighty Bradford City, for my sins. My career path has been partially in industry (mainly plumbing, heating supplies and ventilation) and for the latter half working in secondary schools in behaviour management, facilities and estates. When I am not working I enjoy good food and travelling to new destinations.

I look forward to being able to make a significant contribution to the Trust in the future.



Abdurrahman Kazi - Finance Apprentice - Central and Outreach

My name is Abdurrahman Kazi and I'm the new Business/Finance Support Apprentice. I'm completing a Level 3 Accounting apprenticeship and will work for the Trust and Outreach Provision. I'll mainly be based at Reach Academy, so any finance/business queries - I hope to assist you.



Julie Townend - Business Support Officer

Hi, I'm Julie and have recently started working as a Business Support Officer at Ethos College. I have previously worked as an administrator at a Junior School and a Data Quality administrator at a University. Outside of work I have two young children and I am also a piano teacher and assistant director of a choir. I am very excited and proud to be working at Ethos College.



Ryan Taff - Inclusion Manager - Engage Academy

Ryan is from Sheffield and has been working in Sport and Education for the last 13 years. Previously a PE teacher, Ryan worked in secondary schools in South Yorkshire before moving to a PRU near Chesterfield. Ryan's most recent position was National Operations Manager role for a children's sport charity. Ryan is now Inclusion Manager at Engage Academy with responsibility for safeguarding, health and safety, online safety, attendance and behaviour and attitudes. His interests include playing a variety of sports, health and fitness and watching films and TV. He has been saving his cinema tickets since the age of 12!



ETHOS ACADEMY TRUST

EXCITING STORIES FROM ACROSS OUR SCHOOLS



Engage Academy News

Return to School

Pupils were excited to return to the structure and routine of the school day and following a transition week at the start of term, most are now accessing full time. Although some children found the return more challenging than others, they have settled in well and are enjoying accessing learning both in the classroom and in the outdoor area.

School Council

Each class now has a representative that attends the weekly, virtual school council meetings with a nominated minute taker. Pupils are really enjoying this role and they are getting more confident in discussing their ideas and the ideas that they have collated on behalf of their class.

School Council

To celebrate World Mental Health Day and raise money for Young Minds, all staff and pupils came to school dressed in yellow on Friday 9th October. We discussed how we could improve our own mental health and participated in a variety of activities, both indoors and outside, including cooking and art throughout the day.



Get Talking in PRUs

We were thrilled to be accepted on Voice 21's Get talking in PRUs oracy project which is a year long research project funded by NESTA into the impact that an oracy based curriculum has on both the SEMH and academic progress of pupils. We have already attended some virtual learning and have begun to share this information with both staff and pupils. Staff demonstrating what a bad discussion looks like was a great way to introduce schoolwide discussion guidelines.

Forest Schools

Throughout the half term, pupils have been taking part in some brilliant outdoor learning activities. Dolphins class has thoroughly enjoyed learning how to be safe around fire, ignite their own and even toast marshmallows as a reward for all of their hard work in the classroom. They have also enjoyed whole class games of hide and seek in the forest area although we aren't sure whether it was the staff or the pupils who had the most fun!

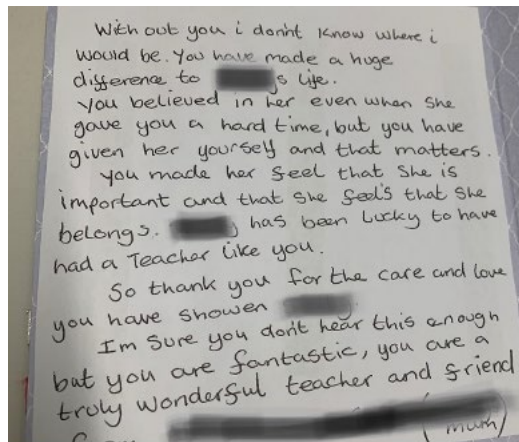
Celebrating Success

There has been some amazing work completed over the last few weeks and all pupils, especially ones that have been out of school for significant amounts of time, have impressed us with their resilience and positive attitude towards work. Many have already earned all twelve steps in the Head Teacher reward system and have ordered prizes, whilst many others are well on their way. In addition to the Steps to Tesco, pupils have also been exceptionally proud to add their work to our Frames of Fame celebration wall.



Positive Feedback

It is always lovely to receive and share positive feedback. We have recently had several transitions from Engage into other settings and have been thrilled with the amazing appreciation shown by parents. The comments are a credit to staff that have worked extremely hard with pupils to enable them to be ready for their next phase in education.



Message from our new Inclusion Manager – Ryan Taff

I have just finished my 6th week at Engage Academy and all the staff have been very welcoming and supportive. It has been great to get to know pupils across the school and learn about the values that are embedded here. I have seen some excellent writing skills, maths work and story telling as well as some wonderful art creations and cooking classes. It is fantastic to be part of a collaborative and motivated team that support and nurture pupils at Engage. As I begin to dive into the detail of my role, I look forward to the challenges ahead and developing the work and responsibilities within my role and beyond!



Ethos College News

Forest School

Our students have taken ownership of our Forest School site, developing ideas based on individual interests. They are building self-confidence, resilience and developing teamwork skills through activities including preparing, lighting and cooking on a campfire. They are developing their skills using tools and have made swings, bird boxes, jewellery and have many more ideas which we can't wait to see come to life over the months ahead. We have been amazed by the progress our students are making and look forward to continuing to see them develop further.

Royal Society of Chemistry Project.

Ethos College had their grand plans to educate the local community on climate change put on hold due to the pandemic. However, we have not let this stop us and have come up with a new way to spread the word and give people in the local community practical tips on what they can do. The whole school has been involved in producing a leaflet and we are really excited to be making a short film which will be distributed via our social media platforms.



Working Towards Awards

We are working towards achieving a number of awards that will further improve Ethos College provision by positively impacting on both pupils and families. We are collaborating with an external assessor to quality assure and refine our policies and processes to be able to further improve parent/carer relationships, so that pupils feel supported to achieve both socially and academically. We are also working to meet the criteria for a mental health award that is supported by Leeds University. This work has enabled our staff to gain a greater understanding of the needs of our pupils and families. Through these awards we will be further improving the core offer for our young people and their families and will embed sustainable systems that meet pupils' SEMH needs.

Exploring Outdoors

Group 6, our new Outdoor Education group, have made a fantastic start to the school year. The young people study English, maths, RSE and Forest Schools on-site and these lessons are complimented by a wide range of outdoor activities in an afternoon. Amongst other things, these sessions help to develop fitness, improve mental wellbeing and nurture a love of the great outdoors.

The group's favourite activity so far has been their weekly mountain bike sessions and this has taken them to Lee Quarry in Rochdale, Leeds Urban Bike Park in Middleton and Calverley Woods near Bradford.

Phil and Sophie have seen great progress both inside and outside of the classroom and are so proud of the amazing start the young people have made! They can't wait to explore more of the local outdoor area!

Reach Academy News

Return to School

Most pupils have returned to school following lockdown and the summer holidays with enthusiasm and have settled back into their groups and learning very positively. For some pupils, the return has been a little bit more challenging and staff have been creative with their curriculum plans to ensure that we have been able to re-engage all pupils as quickly and effectively as possible. Some of the creative plans have included offsite sessions at a local forest school and computer school called 'Geeks Rooms'. The sessions have enabled pupils to re-engage with their key adults and other peers whilst developing their communication, teamwork and resilience skills.

Uniform

In September, Reach Academy students returned to school in their new school uniform. Pupils have all taken to wearing the uniform with pride and we hope it helps pupils to be better prepared for a return to their mainstream school. Each pupil is provided with a jumper when they start their placement and wear it alongside their normal school trousers/skirt and shirt.

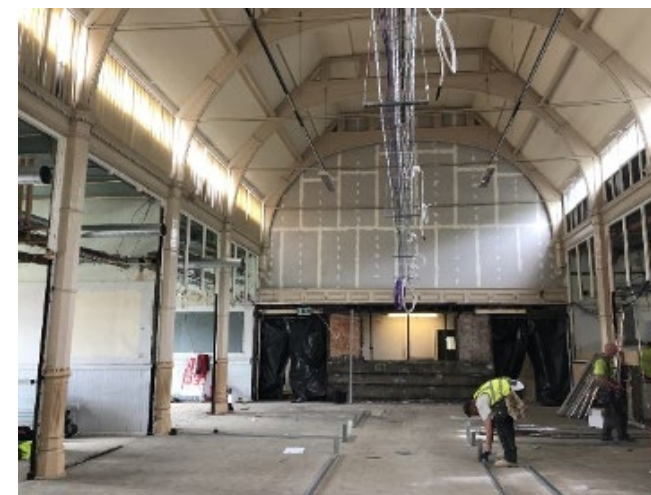


Rewards and behaviour expectations

At Reach Academy, we have implemented a new behaviour and rewards system to support and encourage pupils' engagement with learning and personal development. The system is working effectively, with pupils receiving plenty of positive postcards and phone calls home. Attendance rewards are also being introduced to celebrate improved and increased attendance and weekly celebration assemblies are being delivered virtually to celebrate all successes across school. Additionally, each week one pupil per group is being nominated for a 'hot chocolate' celebration session with Mrs Lord where their achievements of the week are celebrated, alongside a focus on developing their speaking and listening skills.

Hall developments

At the start of the summer holidays, the building works on the hall re-development got underway. The space is looking very different now as you can see from the photographs and we can't wait to see the finished results. Hopefully by mid-November the new classrooms and other learning spaces will be ready for pupils to access. Staff are looking forward to being able to use the new rooms and are busy planning how the rooms will look.



Black History Month

Across school, one of the topics covered in PSHE has been Black History Month. We have used our lessons and our social time to discuss why it is important to raise awareness. We have learnt about some key figures in black history and considered civil rights injustice.

We have celebrated diversity and discussed how Britain has become a multicultural society. We researched and sorted words that we use in our daily language, into their origin languages and looked at a historical timeline. Pupils were keen to explore more about their own family history in their own time.



Can Reach Academy walk 100 miles in a week?!

Pupils have recently been taking on a very worthy challenge. Due to Covid restrictions, groups have had to think outside the box and find ways to raise money for MacMillan without hosting a coffee morning. Each group has the target to walk a total of 20 miles, this can include walking that takes place in and out of school. For our Enrichment lessons this week we will be taking the children to complete some miles in the local woodland at Oakwell Hall. We will be collecting sponsor money during October, so please dig deep!



World Mental Health Day

On Friday 9th October, staff wore something yellow in support of World Mental Health day. Pupils and staff took part in various lessons and activities linked to raising awareness of the importance of mental health and why it is vital we talk about our mental health to support each other.

ETHOS ACADEMY TRUST

MORE INFORMATION



Finance Update

Covid 19 Risk Assessments

All staff should now be familiar with the risk assessments that the Trust has put in place to minimise the risk of staff and pupils contracting Covid 19, both within our settings, in other schools and in pupils' homes. If any staff require support regarding risk assessments, please do not hesitate to contact your line manager about this.

Covid Catch Up Grant

The Trust has been awarded a grant from the Department for Education totalling **£24,960** for the 2020/21 academic year to support pupils who have fallen behind in their studies due to the Covid 19 lockdown. Headteachers are currently putting plans in place to maximise the impact of this funding.

Grants

Matt Long successfully applied to the National lottery fund for a £35K grant to improve the outdoor learning space at Reach Academy. Well done to Matt for securing this funding to improve the learning environment for our pupils.

Capital Works

The Trust has recently updated its 5-year capital plan which plans for the ongoing management and improvement of the Trust estate.

If you would like to know more about the capital plan, please contact [Tracy Jackson](#)

The Academies Financial Handbook

The Academies Financial Handbook 2020 has been recently released which governs the way that the Trust manages its financial and operational affairs.

Pay Awards

Pay awards for both teaching and support staff have been agreed at a national level and have also been approved by the Board. The support staff pay award was paid in October, backdated to April 2020. The pay award for teachers will be paid within December's pay, backdated to September 2020.

Ethos Academy Trust – Outreach / Exclusions Update (October 2020)



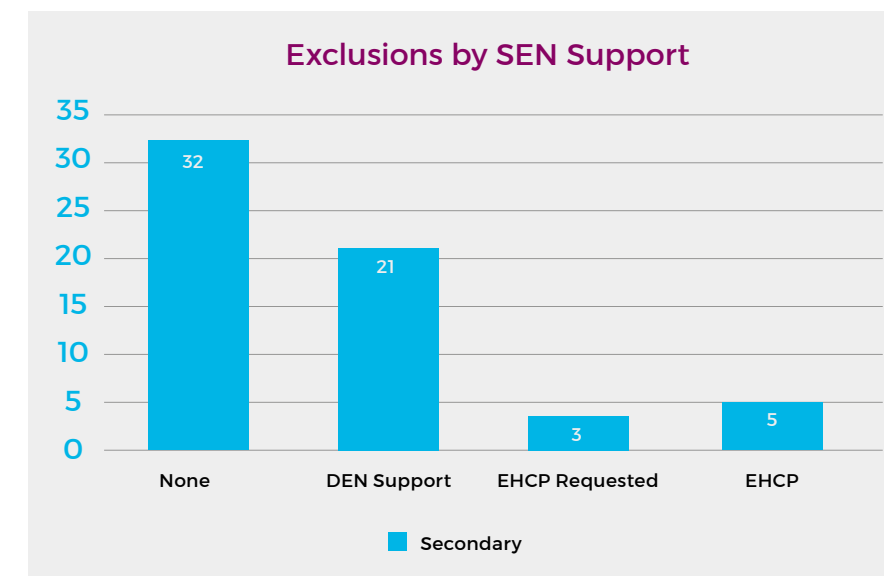
Supporting permanently excluded children in their transition back into mainstream has been a key focus for the Outreach Service this half term. The 'service' has developed bespoke transition plans in order to support children returning to mainstream settings. The team have overcome many barriers, often related to Covid restrictions, in order to develop strong relationships with schools, children and families supporting settings to improve their 'nurture' offer.

The national picture around exclusions for 2018/19 was reported in August 2020. Kirklees remain above average in terms of permanent exclusions. Our leaders have developed a 'dashboard' to target intervention and training to schools with disproportionately high exclusion rates and lower referrals for early intervention.

Exclusions have risen sharply over the last few years. Our Inclusion Managers have managed exclusions over the last half term, resulting in many exclusions being withdrawn and alternatives found. Over the last two years we have supported schools to find alternatives ([Within Primary 2018/19 – alternatives found for 50% of permanent exclusions / 2019/20 – 39%; Within Secondary – 2018/19 – 24% / 2019/20 – 21%](#)).

NPQH

As part of the NPQH course, Sue Wight will be focusing her improvement project on working with the five key secondary schools in Kirklees who have had above average permanent Exclusion rates over the last three years. Sue will work collaboratively with key partners in the Trust and LA to reduce permanent exclusions from these schools and support with strategies and SEN advice.



The aim of the project is to increase provision in schools and ensure that early and effective processes are in place for the identification of SEMH needs.

Trauma-informed practice

The Evening Standard shared an interesting article about eight pioneering schools in London who are trialling the trauma-informed approach to transform outcomes for up to 1000 students who are at risk of exclusion. Each school will receive a grant of up to £150,000, payable over three years, to create and staff their own on-site inclusion units. All of the schools have stated that, as a result of the pandemic, there has never been a greater time of need for targeted support for vulnerable pupils. —>



The Excluded campaign: 1,000 pupils and a game changing shift in tackling exclusions | London Evening Standard

News > Education The Excluded campaign: 1,000 pupils and a game changing shift in tackling exclusions The damage to life chances of students barred by heads is well known.

www.standard.co.uk

Below is an article The Guardian shared on other schools’ practice in relation to the trauma- informed approach and eradicating zero-tolerance behaviour policies: —>

'We're always there for them': is the tide turning against zero-tolerance in UK schools?

More teachers are rejecting cruel school culture and opting for 'trauma-informed' behaviour management, based on children's emotional needs



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ACADEMY TRUST

Nurturing inclusive learning communities

Ethos Academy Trust

c/o Reach Academy
Field Hill Centre
Batley Field Hill
Batley
WF17 0BQ