

BDAT Briefing Note for Schools and Governors: April 2018

Welcome back to summer term 2018... lets hope it brings a little more sun and a little less snow. Keep reading to find out the latest news from BDAT.

Who is Damian Hinds??

The New Year commenced with a reshuffle of the Cabinet, including the appointment of Damian Hinds MP as the new Secretary of State for Education.



Our new Secretary of State has already tackled a number of difficult areas since taking up his post. At the ASCL conference in March - his first major speech since his appointment - he spoke of the need to reduce teacher workload and pledged to avoid introducing new exams or major reforms in this parliament. However, he has already faced discontent from Head Teachers in England over school funding levels when his comments that funding was tight for schools because of high staff turnover were met with rumbles of disbelief.

“The strongest Trusts have a clear vision and strategy for how they improve standards” according to National Schools Commissioner

David Carter set out his thoughts on what makes an effective MAT in TES last month stating that the MATs that were most succesful are the ones that encourage collaboration through schools and the share the same vision for education. <https://www.tes.com/news/school-news/breaking-views/a-mat-be-truly-effective-all-schools-need-share-a-clear-vision-and#> This article comes hot on the back of the latest model of thinking David Carter has been promoting challenging Trusts to look at where they standardise, align and allow autonomy of practice. Over the next few months the team at BDAT will be doing a lot more thinking on articulating our approach to school improvement and why we operate like we do in advance of our next meeting with Vicky Beer, the Regional Schools Commissioner for Lancashire and West Yorkshire in May.

Well done to Bradford Forster – OFSTED GOOD in first inspection

On 14th and 15th March, **Bradford Forster Academy** had their first ever OFSTED inspection since opening as a new school in 2015 and was recognised as a GOOD category. Comments in the report include:

"The head teacher and executive head teacher provide very effective leadership. Over the last two years, they have established a culture of high expectations. Strong relationships between pupils and staff help pupils to feel secure.... Pupils are rightly proud of their school"

"Senior and subject leaders are passionate about ensuring that the quality of teaching is consistently strong across the school. They have robust systems for checking and improving the quality of teaching, learning and assessment".

"The trust provides effective support. Leaders work across the trust schools to ensure that pupils' progress is checked rigorously. Governors are professional and knowledgeable"

A huge well done to everyone involved.



In the News....

Bradford launches new programmes to attract and invest in teachers



BRADFORD TEACHING DIVIDEND

We have all heard about how teaching jobs are difficult to fill in Bradford. The new Bradford Dividend seeks to address this by demonstrating how we can invest more in education and teacher development because Bradford is a DfE Opportunity Area. Perks for teachers currently on offer include access to scholarship funding to gain fully funded NPQs and reimbursement packages for student loans. Check out and help us promote the Bradford Dividend today because we all know Bradford is a great place to work and live.

<https://www.bradfordteaching.org/bradford-dividend/>

Plus leadership coaching pledge for women leading in education

Women teachers at all stages of their career are being invited to develop their leadership skills through coaching. The coaching pledge is managed by the Teaching Schools Council (TSC) and coaching is at no cost to participants. Aspiring women leaders looking for a coach can sign up and access the coach directory via the TSC website. Coaches can be women or men and we encourage all leaders to register as a coach via the above link and to signpost women teachers to the website. For more information, email WLEcoaching@tscouncil.org.uk

New statutory report requirement for all schools and academies

From January 2018, maintained schools and academies will be legally required to **give education and training providers the opportunity to talk to pupils in years 8-13 about technical education qualifications and apprenticeships**. This will ensure pupils are aware of all routes to higher skills and into the workplace. Schools will be required to publish a short policy statement on their website to set the framework for requests from providers. DfE will publish further guidance before the requirement comes into force, but schools are encouraged to act during the autumn term to prepare to comply with the new law. BDAT will be developing and consulting on a new Trust wide policy in coming months so you can have your say (and it saves you a job).

Don't miss out on your visit to Eden....

New Church of England Teaching School website now live.

<https://edentsa.education/>

Eden Teaching School was designated in 2012, driven by Baildon CE as the lead school, All Saints Ilkley as a National Support School partner and in partnership with the Diocese of Leeds, Leeds Trinity University and BDAT. The TSA website launched last half term and is a great place to start learning about the partnership and the offer. Whether it is teacher training, school to school support or education research you are interested in, there is something for everyone on offer and lots of information about how you can get involved.



BDAT News

BDAT growth to 18 schools confirmed with 4 more academy orders



In March 2018, BDAT received final confirmation that 4 further schools have now been granted Academy orders to join BDAT. The four new primary schools are **Heaton St Barnabas** and **Cullingworth Village Primary** who convert in to BDAT in early Autumn 2018 and **Wycliffe CE** and **Shipley CE** who will join BDAT early in 2019. This is likely to be all our planned growth for 2018-19 in line with the BDAT growth principals of sustainable and measured growth. We look forward to welcoming all four schools, their staff and pupils in to the BDAT family.

Gender Pay – the facts in the education sector

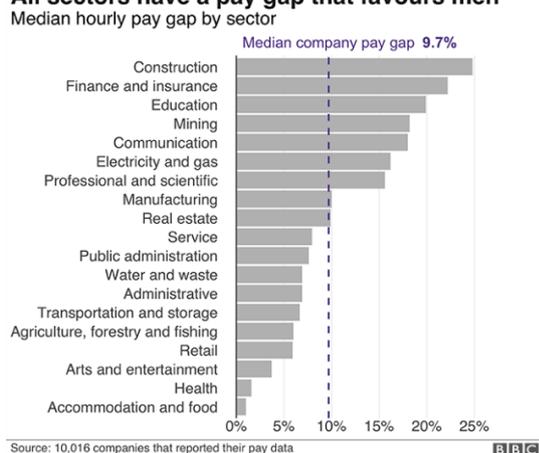
From March 2018, all employers with more than 250 staff are required to publish information on their gender pay gap. BDAT falls in to this category and has now published our data for 2016-17 <http://www.bdat-academies.org/about-us/gender-pay-gap-report/>

As a Trust we do have a mean pay gap of 23% and median pay gap of around 44%. This picture is replicated across a large proportion of the education sector (education has the third largest sector pay gap in the UK, see right). It largely reflects that most the staff in BDAT are women (88%) and that there is a substantial skew towards the majority of the lowest paid roles in the MAT being occupied by females.

For more information on the gender pay gap in education, the BBC has published an interesting article highlighting why gender pay gap exists in our sector <http://www.bbc.co.uk/news/education-43460998>

Please do remember that gender pay reporting is different to equal pay reporting and BDAT is an equal pay employer.

All sectors have a pay gap that favours men



Over £1million available for capital improvement work

BDAT has received confirmation of our **SCA allocation** (for capital building improvements) for 2018-19 of **£883,435**. In addition to this we received a further £84,938 from the Healthy Pupils Capitals Funding (one year only fund) and we have a total carry forward from last year's SCA of £71,771. This brings out total Trust capital pot to in excess of £1million for the next academic year for the 14 academies either in the Trust as of 1st September or with academy order at that time. As per the process last year, the first bidding round is currently open and we will be able to provide confirmation of funding allocated at the next Board. A second round will run in September. To date we have allocated (and spent) in excess of £680K for capital works across the Trust.

Movers and shakers

- **Ruth Hartley** will join us as Head of School at **Buttershaw** from May 2018. Ruth was previously Deputy Head Teacher at Immanuel College.
- Following Mary Copeland's decision to retire at the end of this academic year, we have appointed **Steve Mulligan** as Head Teacher at **Belle Vue Girls** from Sept 2018.
- **Olivia Kelly**, our new Deputy Director of Teaching and Learning, started working with us in the **Central MAT Primary Team** last week.
- **Barbara Blackham** joined as **PA to the CEO** in March 2018.

Further to the confirmation that **Wycliffe Primary** will join BDAT, the Trust is leading the appointment of the Head Teacher this month to start for September 2018.

School news

Keith Vickerman retires after 17 years as a Governor at Immanuel College

Keith Vickerman has retired after a lifetime of public service to schools in Bradford, Shipley and other parts of the country. Most recently he has been a valued member of the Governing Body at Immanuel college for 17 years. More than 50 years ago he was part of the Shipley Education Executive under the West Riding Education Committee. The first decision he was involved related to whether to go comprehensive or not and Keith very much pushed the agenda that the quality teaching seen in grammar schools must be replicated in comprehensive settings. More recently, Keith has served as a Governor at Immanuel College since 2001 and has been constant in his support of the school. We wish to thank Keith for all his wisdom and commitment over the last 17 years.



Academy at St James' Pupils have a blast at rocket themed science event



Primary school pupils at St James enjoyed an out of this world experience designed to inspire them to take up careers in science as part of the Rocket Kids tour of the UK. The tour is run by community enterprise STEAM Co, which is working with National Careers Week and British Science Week, and aims to get young people more engaged in STEAM subjects (Science, Technology, Engineering, Art and Maths). St James was the only school in Bradford to be part of the tour and the children celebrated by learning how to set up a rocket launch!

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