

## **BDAT Briefing Note for Schools and Governors: September 2019**

Welcome back to a new academic year. We hope you have had a relaxing and enjoyable break and have come back refreshed and ready to start the new school year. This newsletter brings the latest news and updates from BDAT, a bit of an insight into our new Ministers for school and summarises some of the stories from our academies last term. We have also focused a little more on our employer offer and some of the CPD opportunities and wellbeing ideas we will be introducing this year. Happy reading.

### **Who is Gavin Williamson and what is he planning for education?**

Gavin Williamson was announced as the new education secretary, in Boris Johnson's first cabinet line-up in July. Williamson is 43 years old, was born in Scarborough and has a **strong voting record in favour of greater school autonomy** – voting in favour of more freedoms and to support the academies programme 100 per cent of the time.



As of the end of August, Williamson has yet to make a major speech or announcement, but the "Times" has reported Williamson will put three Fs – **funding, further education and free schools** – at the heart of his education policy.

This announcement, coupled with the pledge from Boris Johnson on entering number 10 to "*prioritise immediate work to boost school funding*", suggests the Autumn spending review may bring more positive news than in recent years.

Nick Gibb, the long-serving schools minister who has been at the heart of education policy for the best part of a decade, also continues his tenure at the Department for Education.

### **People Power – new report from the Ambition Institute considers the role of Multi-Academy Trusts (MATs) in developing and retaining the school workforce**



44% of the school workforce now works in an academy, and over 50% of children are educated in one. This makes the academy sector, including Academy Trusts, a very significant employer in the education system. The new report "**People Power**" published by the Ambition Institute in June 2019, looks at workforce trends in MATs and draws on interviews with Trust CEOs to identify approaches that can improve educator development, progression and retention. It also uncovers six approaches that the most effective Trusts can take to retain and reward staff, keeping them in the education sector and tackling the recruitment and retention crisis. These approaches include ways to facilitate upward progression within the MAT utilising career ladders, developing specialist staff across the MAT and managing talent. It is well worth a read <https://www.ambition.org.uk/research-and-insight/people-power/>

### **Five minute read.... New OFSTED inspection framework – what schools need to know**

As OFSTED has published their new inspection framework this month which will govern how all schools are inspected moving forward, this short article, courtesy of *Schools Week*, provides a helpful refresher of everything you need to know. <https://schoolsweek.co.uk/new-ofsted-inspection-framework-what-schools-need->

### Putting People First

At BDAT we have always said that our staff are our biggest asset. We can't run our schools without you and our students certainly wouldn't learn very much without great teachers in front of them. We also recognise education while a rewarding job, isn't always an easy one.

We have also talked about having an ambition to be an employer of choice and leading the schools of choice in Bradford. This academic year we want to make that ambition a reality and to do that we want to hear from you about what that would look like.

### **What have we done so far?**

Well first of all we believe that no matter who you are in the Trust, we should be able to help you discover what the next steps could be for you in your career – whether that be developing your existing role, becoming a specialist in an area you enjoy or progressing up the career ladder. With the help of the BDAT Talent Management workstreams we are really pleased to have launched the **BDAT Career Map** for teaching staff – an easy to use document mapping out the opportunities you might be interested in next. Visit <https://www.bdat-academies.org/employer-of-choice/leadership-and-career-progression/> to find out more. A second career map for non-teaching staff will be available in the Autumn.



Linked to this we are also pleased to have published our **primary CPD offer for 2019-2020**. Covering a wide range of subject networks including Attendance, SIAMS, Pupil Premium and SEND, plus subject networks in areas including Maths, English, Year 6 and EYFS, there really is something for everyone in our BDAT primary schools to access. Visit <https://www.bdat-academies.org/bdat-cpd-and-network-programme/> to find out more and book a place on a CPD session.

For our ITT students, following the introduction of our **ITT strategy** last year, we will be continuing our preferred partnership arrangements with GORSE Academies Trust, Birth to 19, Leeds Trinity and Teach First. We are also pleased to confirm we are looking to extend our agreement with Birth to 19 to continue to push and deliver our ITT offer through Katie Waring, and early in the new academic year we will be looking to appoint a **new Director of Professional Development** to join the central BDAT Executive Team to drive forward our ITT and staff development offers.



Finally, we will also be looking to continue to roll out our successful **BDAT Leader of Education (LE)** programme across both primary and secondary phases this Autumn. The aim of the award is to recognise people who have/are contributing to the cross-Trust agenda by going that extra mile above and beyond their core role. It recognises talent within the Trust, spots future leaders and can often be a precursor to the nationally recognised Specialist Leader in Education (SLE) award. To find out who are current BDAT LEs, or to find out more about the process and how you can get involved, visit <https://www.bdat-academies.org/working-for-bdat/>

## What next?

Alongside our staff development programmes, we have also published a **staff wellbeing strategy** setting out what you can expect working at BDAT: <https://www.bdat-academies.org/employer-of-choice/staff-wellbeing/> and we will be looking to establish a **staff voice workstream** made up of representatives from across our schools to find out what you think we should do to make us a good place to work and to help us draw up our staff wellbeing offer. If you are interested in getting involved in this group please email [peter.thompson@bdat-academies.org](mailto:peter.thompson@bdat-academies.org) to find out more and to register your interest. In order for this offer to be meaningful and to really add value, we want your help to tell us what will make the most difference.

## And don't forget BDAT Benefits..... our employee benefits programme

Whether you want to save money on your shopping or childcare, take care of your wellbeing through discounted gym membership or be a bit more environmentally friendly by cycling to work, you can get exclusive discounts and savings by visiting [www.mybdatbenefits.org](http://www.mybdatbenefits.org)

Plus, from September 2019, BDAT Benefits is also available, completely free for all our Governors and Trustees! Just our way to say a little **thank you** to you for all your hard work and support too!



## BDAT Business

### New Scheme of Delegation updated for September 2019

The BDAT scheme of delegation has been updated again for 2019. As part of our duty to annually update and review this document the new version for 2019 is now available online at <https://www.bdat-academies.org/bdat-business/our-articles/>

### New Business Management Tool available to support schools managing compliance more easily

The number of different rules, regulations and checks in schools seems to be growing month on month – keeping check on the checks needed seems to be a job in itself! A couple of years ago we invested in the Asset Management module of the Every suite of compliance and management tools. This year we have added the Business Management module to the system which will enable schools to track compliance contracts, compliance checks and includes a help desk facility for recording issues and defects with the buildings and equipment in the school. This will ease the burden for our Business Managers in the increasingly complex regulation and compliance environment and offer the opportunity to have an online system to manage day to day issues across the school.

*Save  
The Date*

### BDAT Annual Conference 2019: Tuesday 12<sup>th</sup> November 3.30 - 6.30pm

BDAT will be hosting our annual conference for senior leaders and governors in November. This year's event will launch the next 3-5 year strategy for the Trust, look at ways to support staff wellbeing and celebrating our successes.

Please hold the date in your diary and invites and further information will follow shortly.



## Movers and shakers in our schools

We have appointed two new staff to the BDAT central team:

- **Rachel Van der Boon** will join us as part-time Governance Compliance Officer with effect from Tuesday, 3<sup>rd</sup> September 2019. Rachel is currently Head of Years 12 and 13 at Beckfoot Oakbank having previously been a TA. She holds a BSc Hons in Polymer Science and Technology. Rachel will join our central governance and clerking team and will clerk for a number of our Academy governing bodies.
- **Kerry Bateman** who has been providing clerking to cover Danielle Carter's maternity leave will leave us in early September as she has successfully secured a teacher training place with Gorse. We will however still see Kerry around as one of her placements will be at Buttershaw this year. Good luck Kerry!
- We have also appointed **Jason Kenneally as BDAT Secondary Director** starting on December 1<sup>st</sup>. Jason joins us from Rodillian Trust in Leeds where he has worked as an Experienced Head of School and Leadership consultant across their secondary schools. Jason will replace Helen Griffin who is finally hoping to retire at the end of December.

**Welcome to all the new staff who join BDAT working throughout our schools this September.**

## News from our schools

### Morton Maestros take on the Saltaire Dragon Boat race

The Bradford annual Dragon Boat Festival in Saltaire is the biggest one in the UK, taking place over 3 days with thousands of visitors attending the event. Saturday is Lord Mayor's Day, and all the teams taking part raise money for two charities: Sue Ryder Manorlands Hospice and Nightstop Bradford.

The East Morton CE Primary school entry was organised by Year 3 teacher, NQT Jake Shepherd, who managed to persuade most of the teachers, several TAs, the Head, Deputy, our EBM, Office Manager and even Reverend Gareth from St Luke's Church to join the team, boosted by four friends and family volunteers on the day. After just one brief and nervous practice session at Doe Park earlier in the week, the Morton Maestros were delighted to finish in 20<sup>th</sup> place out of 43 teams and are already aiming to beat their time and position next year. With the help of a non-uniform day on the Friday and generous on-line donations, they raised over £850. To cap it all, the team were interviewed about the event by BBC Yorkshire and appeared in a feature on Look North!



### Three steps in the right direction

Summer two was a busy week for staff across the Trust after OFSTED visited three times over the course of three weeks. All the inspections were eye opening, as particularly in the case of the two-day inspections at Westminster and Buttershaw traces of the new Education Inspection Framework ran throughout the course of conversations. Heads also had the opportunity to have extended conversations with inspectors before they joined us on site.

The first inspection took place at **Westminster primary academy** on 11-12 June with the school being graded **requiring improvement** at the end of the second day. This was a fair judgement bearing in mind that the school was designated as a sponsored academy due to low performance back in 2016. Inspectors noted that while *"Pupil outcomes have declined over time, recent actions by Trust and school leaders have stemmed this decline and pupil outcomes are beginning to improve"*. Similarly, inspectors noted that the quality of teaching was improving across school and picked up some real strengths in areas such as science and nursery.

**Buttershaw Business and Enterprise College** was inspected in the following week and was again graded **requires improvement** (which is a significant improvement from its previous inadequate judgement). Again, inspectors noted that while more work needs to be done, overall there was an improving picture. Ruth Hartley was praised for accelerating improvement since taking up post as Head of School last year.

And finally, in week three, Oxenhope primary school (right) had a one-day short inspection and were delighted to retain their good judgement. The lead inspector commented *"Effectively supported by the local governing body and BDAT, you have successfully steered the school through uncertain times. You lead with clear moral sense and a determination that every child will achieve the very best"*.

**Well done to the staff and central team members who took part in all three inspections.**



**Finally, two Westminster pupils finish top out of 1 million competitors in the FrogPlay World Championship 2019!**

Click here to find out more:

<https://www.frogeducation.com/community/inspiration/case-studies/fpwc?hsCtaTracking=85462d0a-d9e4-454c-8166-cbd668a85427%7C92b015f2-2e03-4560-8cb6->

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