

## **BDAT Briefing January 2021**

**Hello colleagues and friends of BDAT**

**Well following an eventful start to 2021 with announcements around BREXIT, tier restrictions, vaccinations, and mass testing, I am pleased to start the New Year BDAT Briefing with three big thank you's for the staff across our schools.**

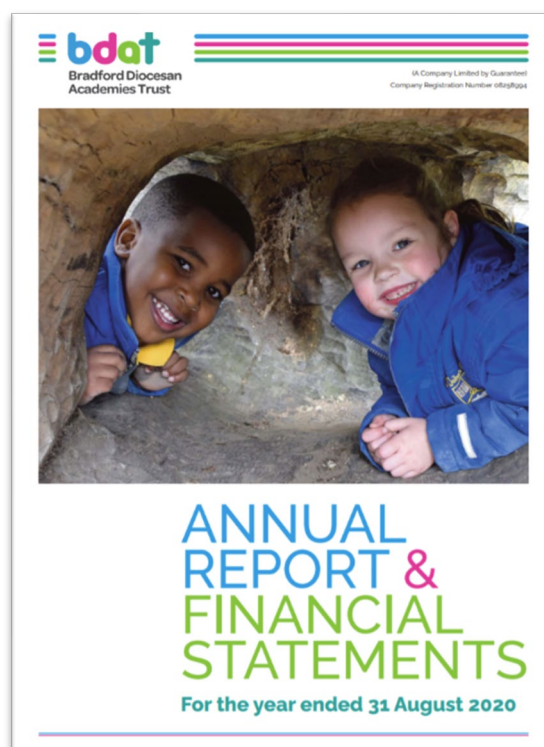
*First of all, a huge thank you to all of you who have supported both getting remote learning set up and on-site teaching for vulnerable children, nursery children and the children of critical workings. The amount of flexibility and resilience you have shown already this term is amazing and I am so proud to see BDAT schools continue to provide such outstanding provision for the children and families we serve. Welcome back and Happy New Year.*

*Secondly thank you to all our staff who took part in our "Staff Temperature Check" last term. Our short survey designed to get your thoughts on the school wider-reopening process and work during COVID was completed by 578 colleagues (45% of total staff) and produced some really interesting data and anecdotal evidence on what has gone well and what we can do better. Keep reading to find out some of the highlights.*

*Finally, a huge thanks to our business managers and school leaders in our schools who helped pull together a huge amount of detail for our Annual Report and Financial Statements. Both the external auditors and Trustees were very impressed by the detail and the good financial and operational management across our schools (particularly during the pandemic) and asked me to pass their thanks on directly.*

*To read the full document, including narrative for last year visit:*  
<https://www.bdat-academies.org/bdat-business/our-financial-accounts>

*With very best wishes as always,*  
**Carol Dewhurst, CEO**



### **Working for BDAT**

This term we will be showcasing some brilliant video clips developed in conjunction with staff across our schools explaining why they work with BDAT, the career development opportunities they have had during their time in the Trust and what it means to be part of the BDAT Family.

We will be using them at our upcoming new staff induction events and recruitment evenings. We previewed the first short clip on New Years Eve and if you haven't had a chance to check it out click [here](#)



## What did the BDAT Trust Temperature Check Autumn 2020 tell us?

In October and November 2020, we ran a short survey across all our schools to find out staff thoughts and experiences of schools reopening and management during the COVID pandemic. The survey is a moment-in-time temperature check to gauge staff opinions. We will run a second check around Easter 2021.

### Who took part?

45% of staff (578) filled in the survey with 97% of respondents completing every question. Of those staff who identified themselves there was around 46% teachers and 48% support staff. 51% of respondents were primary; 46% secondary and 3% central team or cross school roles.

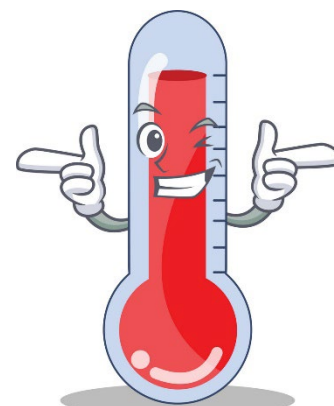
### Highlights

- **79% of staff agreed that school had done everything they could to make the workplace safe and 94% knew who to talk to if they had concerns.**
- **79% of staff also agreed they were happy to be in school**
- **83% of staff agreed communications from the Trust and school had been good**

### Areas for thought

Wellbeing and workload was perhaps understandably viewed as more of a concern – we have been living and working through a pandemic. 1 in 4 staff raised concerns about whether their wellbeing was considered and only 72% of staff felt they had been able to carry out all of their non-COVID duties. Professional and career development also scored less well than usual indicating staff did not feel as able to access CPD and training during the last term.

To read the full survey results click here: <https://www.bdat-academies.org/staff-survey/>



### What next?

Full results of the survey have been shared with the Trust Board and will be shared with Heads in the New Year. Responses that specify schools will also be shared with Heads, so that schools can celebrate areas for success and reflect on their areas of thought.

We will look at schools that scored highly for wellbeing and workload and see if there is anything they can share in their practice and we will be rolling out our findings through the talent management networks.



## Introducing the BDAT Faculty of Professional and Career Development: BDAT People

BDAT are pleased to launch our new Faculty of Professional and Career Development. The Faculty's Mission is to drive school improvement by *recruiting, developing, and retaining* highly competent and confident staff to deliver high quality education so every child can fulfil their potential and goals.

**bdot-people**  
Investing in our school workforce



The BDAT Faculty of Professional and Career Development will bring together all that we do to recruit, develop, and retain our staff in one place online.

The Faculty will ensure that our professional and career development supports school improvement and will drive our vision of BDAT as an employer of choice.

By bringing all our work in this area under 'one umbrella' it will help all our staff know about BDAT's development offers and how they can be accessed.

We will keep you informed with our first termly newsletter, which is coming soon! Follow us on Twitter [@BDAT\\_CPD](https://twitter.com/BDAT_CPD)

## BDAT ITT set to launch for 2022

A central pillar of the BDAT Faculty of Professional and Career will be our initial teacher training programmes. From 2022, we will be launching our own ITT programme to train our own teachers in the "BDAT way". This will support us in recruiting great teachers to teach in our classrooms. GORSE Academies Trust will still be supporting us with the programme as our accredited provider which means we can still work with them to share good practice; quality assure provision and facilitate cross-trust placements and tutoring as we both need.

Having our own ITT programme has a number of benefits for the Trust, our schools, our existing staff and our trainee teachers. It will allow us to recruit, train and shape our own trainee teachers and it is excellent CPD for our staff. We can offer placements across our family of schools, develop and deliver our own training programme using BDAT school-based colleagues and importantly it will ensure a smooth transition for those trainees that join BDAT.



If you are interested in training to teach or being part of the development of this programme, please email: [faculty@bdat-academies.org](mailto:faculty@bdat-academies.org)

**bdot-itt**  
Training tomorrow's teachers

## News from our schools

### Wycliffe spread the Christmas joy

This Christmas time, students at Wycliffe wanted to share some joy with people in their community who have had a particularly difficult year. Some of the children took part in the "Hearts for Homes Campaign", creating some beautiful messages of joy and hope to send to three local care homes. The care homes to receive these heart-felt messages were Wellington House, Formations Care Services and Czajka Care Group. Well done Wycliffe!



### Christ Church secure lottery funding for a Local School Nature Grant

Colleagues at Christ Church were delighted to announce to hear that after applying for a Local School Nature Grant over the summer holidays, they have been awarded a grant thanks from the People's Postcode Lottery to improve their outdoor space and wood. Pupils will be benefitting from loose parts and den building equipment which will be used to enhance the use of the woodland area at school. In addition, staff will receive training to help children learn outdoors. Good work Christ Church!

### A couple of farewells.

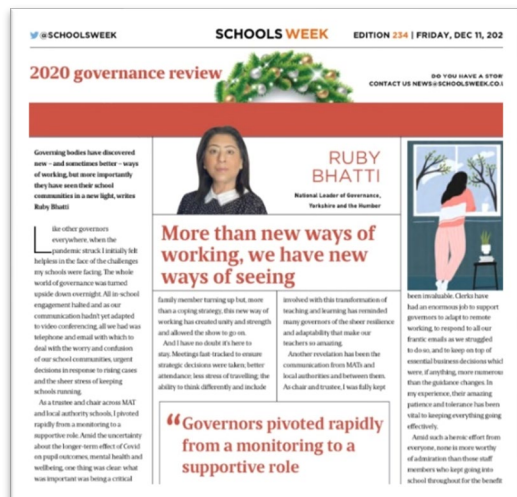
First of all, after a number of years serving as Headteacher at Shipley C of E Primary School, **Angela Smith** has decided that it is the right time for her to leave the school. The Trust would like to thank Angela for her support leading the school through its early years with BDAT. The school will continue to be led and supported by Olivia Kelly and Reem Briggs whilst plans are put in place to secure a new Head teacher.

And secondly, **Jane Tiller** has now confirmed that after being Headteacher for 15 years, at the end of this year she will be stepping down as Head teacher of Immanuel College. Jane will continue to support both BBEC and Immanuel once the Head is appointed as a part-time Consultant Head with BDAT. **Janet Inglis** will also be retiring at the same time as Jane having supported the school for 20 years. We have all seen the school develop over the years and it is now flourishing with a successful Post 16 provision which is a credit to them both.

Last but not least our very own **Beth Holmes** departed the central finance team at Christmas. What a success story! Beth went to school at Immanuel College, then joined us in Autumn 2017 as our receptionist and business and admin apprentice. Over the years she has gone from strength to strength most recently joining the finance team on a full-time basis as Finance Support Officer and she passed her AAT level 3 with a distinction this week.

☺ Beth left to take up a promotion within the Catholic Trust so no doubt our paths will continue to cross.





## Read all about it: 2020 Governance Review highlights the need for agile governance.

Writing for Schools Week, our very own Trustee Ruby Bhatti, set the tone for flexible and for responsive governance. The full article is well worth a read: <https://schoolsweek.co.uk/the-year-in-governance-new-ways-of-working-and-new-ways-of-seeing/>

Congratulations to Ruby for also being recognised as one of Bradford's most influential people in Bradford this month by the Asian Standard.

## And finally a word on remote learning for Governors and school leaders

Following the restrictions to on-site school attendance to the majority of pupils across primary and secondary schools from 4<sup>th</sup> January, all our academies have had to move to the wonders of remote teaching and learning. All our academies did a brilliant job at responding flexibly, with very little notice and continue to work to support those children at home and those children on site, as and when they need it.

BDAT are aware that questioning the quality of teaching and learning provision is very different in these new, brave ways of working. We have therefore produced a quality assurance document, which links to school COVID catch up plans and Academy Improvement plans: <https://www.bdat-academies.org/curriculum/> The intention is this paper will be helpful for:

- School leaders to help them think about how they will impact the nature of the provision, the impact it is having and how they know this through monitoring and evaluation
- Governors and Trustees, by providing exemplar questions to help Boards scrutinise school remote provision and its effectiveness.

**Please keep sharing your stories and thank you for all you are doing – email [info@bdat-academies.org](mailto:info@bdat-academies.org)**

**Keep up with the latest news and share your stories [#wearebdat](https://twitter.com/wearebdat)**

