

BDAT Briefing February 2021

Hello colleagues and friends of BDAT. Welcome back to Spring 2.

At the time of writing, we have just had confirmation that schools will now fully open to all pupils from the 8th March, after the Prime Minister set out his roadmap for the wider reopening of society following the third national lockdown. We very much look forward to welcoming all our students back to school.

Last half term was certainly long and eventful with schools opening to all and then closing within days at primary and the launch of mass testing dominating the Christmas break for secondary schools only to be paused as we entered lockdown 3.

This term the only certainty is that we are likely to experience further changes and the need for agile leadership, balancing the demands of remote learning and engagement, with on-site attendance and COVID secure demands.

In advance I want to take the opportunity to thank every staff member, student, parent, Governor and Trustee who works alongside us to make the best of the current situation and to continue to support the education of our pupils.

Best wishes,

Carol Dewhurst, CEO



Pure Accountability 2020 and beyond

BDAT, and our schools, pride ourselves in providing a great experience and a good quality education for our pupils, improving outcomes and being an employer of choice. We have achieved this by driving sustained education outcomes, quality first teaching and learning and recruiting and retaining high performing staff. We have traditionally evidenced this by measuring attendance, progress and attainment outcomes; improved OFSTED's, by narrowing the disadvantage gap; by analysing recruitment and retention data and by considering staff satisfaction.

The question we face in 2020-21 is how we can demonstrate impact when most of our traditional success measures are, at best, now heavily skewed due to COVID or, at worst, completely meaningless as comparators during the pandemic?

This think paper sets out the impact measures against which the Trust will measure our success in 2020-2021 and as we look to the future. The constraints against each measure are explained as well as the insights we can draw from the information and data we can still collect. The paper draws on some thinking by Michael Pain at Forum Strategy on *Pure Accountability* and builds on lessons we can learn from other industry sectors when considering accountability and impact. Most importantly this paper sets out how we will provide a great experience for our students – because as the BDAT mission states “every child only has one chance at a good education”.

To find out more click [here](#)

Focussing on Inclusion: celebrating diversity and difference

Inclusion: “understanding everyone is equal, without exception, valuing and encouraging diversity and difference and proactively seeking to learn from others.” (BDAT 2016)

COVID-19 was not the only story to hit the press and profoundly mark our lives in 2020. All of us were affected by the tragic circumstances surrounding the death of George Floyd and the spotlight it put on both the unintentional and intentionally systematic racism which runs through modern society. It is a stark reminder of the inequity and bias which affects all of us, and all of our students, to different extents and in different ways in every-day life. It has prompted us as a Trust to reconsider the importance, effectiveness and sustainability of how we tackle issues like racism and other types of discrimination across all areas of our MAT and within each of our schools.



BDAT is a Trust which is proud to have strong underpinning Christian values which influence everything we do – from how we teach, to how we work together to how we operate our business. BDAT has a Trust value of inclusion which we define as “understanding everyone is equal, without exception, valuing and encouraging diversity and difference and proactively seeking to learn from others.”

Throughout this year we are committed to ensuring that we unpick this value and really ensure it is embedded across what we do as a Trust and our family of schools. What is clear is that we need to ensure that inclusion runs through all our practice;

from how we teach a broad balanced curriculum to our students; to how we recruit, train and retain our staff to how we treat each other every day. Inclusion also needs to cover the full range of protected characteristics including gender, ethnicity and religion for instance. Our approach needs to build and learn from the contexts and demographics of the schools we serve. Most importantly everything we do needs to be meaningful, impactful and sustainable.

Objectives

- ✚ To raise the profile of the importance of inclusion, equality and diversity in everything we do so that difference is celebrated rather than discriminated against.
- ✚ To ensure that inclusive practices are embedded in everything we do
- ✚ To ensure that our communities, our Trust Board, our staff, parents, and students have confidence that we hold inclusion as a central core value of the Trust and understand the importance we place in doing so.

Ultimately, we need to be abundantly proud of the communities we represent bringing together the rich tapestry of the BDAT family of schools to ensure every one of our students grows up excited to be unique, special, and different.

To read the full BDAT Inclusion Strategy click [here](#)

If you would like to join our Inclusion Workstream and help shape this exciting project please email hayley.budge@bdot-academies.org

National Teaching School Hub Network Confirmed

In February, the Government announced the full list of 81 new teaching school hubs which will roll out across the country. The teaching school hub programme will create a network of 87 centres of excellence for teacher training and development. This programme replaces the previous network of around 750 teaching schools, which will end in August 2021.

Teaching school hubs will provide high-quality professional development to teachers at all stages of their careers. They will be expected to play a significant role in delivering:

- ✦ [school-based initial teacher training \(ITT\)](#)
- ✦ the [early career framework](#) when it is available nationally from September 2021
- ✦ the new [specialist national professional qualifications \(NPQ\)](#)
- ✦ [leadership NPQs](#)
- ✦ [appropriate body services for early career teachers](#) - schools that are not currently appropriate bodies will need to register as an appropriate body after becoming teaching school hubs



Teaching school hubs will also promote and deliver other high-quality evidence-based professional development to school leaders and teachers.

We are pleased to confirm that our ITT partner, Morley Academy part of the GORSE Academies Trust has been chosen to run the Leeds Teaching School Hub. This means that BDAT remains well placed in local provision sitting as a strategic partner working with Gorse and sitting on the Bradford Teaching School Hub board led by Copthorne Exceed. The full list of hubs can be found [here](#):

For more information visit <https://www.gov.uk/guidance/teaching-school-hubs>

BDAT Book Group

Following the success of BDAT's year of reading, the Trust have created a BDAT book group. The group will read novels that celebrate diversity and explore issues of inclusion. The aim of the BDAT book group is to encourage informed debate between colleagues and ensure that inclusion and difference are at the forefront of all thinking. The group will also seek to build relations across schools, whilst supporting staff wellbeing and mental health. The BDAT book group is open to all colleagues within the Trust, including Governors and Trustees.

The next meeting is taking place virtually, via Teams on **Tuesday 9th March at 4.15pm**. The club will read two books per half-term. These books will be collectively chosen by members of the club. The first books that group decided on were *The Beekeeper of Aleppo* and *The Last Train To Istanbul*. If you would like to join, please do get in touch, we would love to hear from you – faculty@bdat-academies.org



Movers and Shakers

We have seen quite a lot of movement this term across our school leadership teams which we wanted to update you on:

Westminster Primary Academy: We are delighted to confirm that **Liz Whetham** (top right) will join **Westminster** as Executive Head from September on a one year contract through to summer 2022. Liz is a really experienced school leader and LLE who has been supporting the school this year. As part of her role Liz will also lead on some cross-Trust development work supporting us in implementing some of the EEF projects such as workload management and also upskilling staff who are interested in becoming pupil premium reviewers. To listen to Liz's latest podcast on "Doing Less Better" click [here](#):



Immanuel College: Secondly, we are pleased to confirm that after a very rigorous two day interview process **Sean Pickles** (left), has been offered the role of Headteacher at **Immanuel** from September 2021. Sean is currently a long-serving deputy at Immanuel.

ShIPLEY Primary: We are currently in the process of advertising for the Head Teacher post at **ShIPLEY**, and I am pleased to confirm we have already had a lot of both internal and external interest. We will be interviewing early in March.

Woodlands Primary Academy: We are sad to confirm that headteacher **Karen Webster**, has handed in her notice for September. Karen is looking to return to teaching for the last few years of her career, possibly within the Trust if the right opportunity tempts her. **Sarah Gibson** the current deputy is going to step up to Head of School for 12 months and will be supported by **Michelle Hargreaves** as Executive Principal.

Cullingworth Primary Academy: Last and certainly not least **Kate Sutcliffe** has also handed in her notice as substantive Head at **Cullingworth** from the end of this academic year. As we have previously agreed with **Jane Tiller** at **Immanuel**, we will be looking to work with Kate to determine how she can potentially support BDAT for part of the next academic year. We will be looking to advertise this post after half term.

We would like to take this opportunity to thank all our outgoing staff for their hard work and support at school and for the Trust. We wish them all the very best for their futures.

We have a fellow amongst our midst:

And a huge well done to **Katie Waring** (right) who has been awarded Fellowship status for the **Chartered College of Teaching**. Great work Katie and fabulous recognition – what an achievement.



Please keep sharing your stories and thank you for all you are doing – email

info@bdot-academies.org. Keep up with the latest news and share your stories #wearebdot