

STEP Bulletin

EDITION 1
JANUARY 2016



The STEP Bulletin has been established to ensure that staff, governors and trustees are kept up to date with key STEP developments.

Following the four points of the STEP Compass, each edition contains brief, bullet-pointed items of the very latest information from across our Trust.

The STEP Bulletin will be issued half termly.

STEP First We are all one team

- To remind us all that we are STEP First, one team, a range of branded items have recently been produced and distributed across our Trust. These include: thermal cups, travel wallets, lanyards and name badges, umbrellas, coasters and pens. Additional items will be purchased as and when the need arises.
- Following the highly successful STEP Support Staff Inset Day held at Angel Oak Academy in September, PUPAC statements have been produced. During the morning, attendees considered how our values—Passion, Urgency, Positivity, Aspiration and Commitment—applied to catering, premises, ICT, admin, midday supervisors and STEPZone. Converted into PUPAC Posters, they will be displayed in all STEP Academies.
- In recognition of the enormous commitment of STEP teachers, the Board of Trustees recently agreed to exceed the national pay award of 1%. Instead from September, teaching staff received a 2% salary increase.
- STEP will also be implementing the London Living Wage increase to £9.40 per hour from April and there is a commitment to review arrangements for support staff salaries in line with NJC requirements.
- From January, all staff are able to have a school dinner from the menu without charge, providing that it is eaten with the children in the dining hall.
- The STEP Summer Party has been arranged for Friday 8th July at Mitcham Golf Club—further details will follow nearer the time.

STEP Way

We agree to do things like this

- In order to extend Trust networking opportunities, Deputy Headteacher/Assistant Headteacher meetings will be held every half term. With a clear focus on teaching and learning, the group will support the creation of the STEP Way.
- Our thanks go to Ben March and the Academy Business Managers for all their hard work in producing the STEP Financial Accounts, 2014-2015. The STEP Way for finance, which is now well established ensured annual audit went extremely smoothly.

STEP Up

We all succeed together

- We are delighted to welcome Tom Scrace to the Central Team from April. Tom, whom many of you will know, has supported STEP for a number of years through Croydon's HR Service. His appointment as STEP HR Business Partner will be a real asset for our Trust.
- The Central Finance Team has been strengthened with the following appointments:
 - Sam Talbot has become STEP Accountant having previously worked as Business Manager at Applegarth and La Fontaine;
 - Denise Imbriani has transferred from Finance Officer at Applegarth to STEP Finance Officer;
 - Tayyiba Fazal has transferred from Junior Admin Officer at Gonville to become STEP Finance Assistant.
- Massive thanks to Donal Daly from Angel Oak who last term supported Wolsey Junior and to Jo Sparks, Deputy Catering Manager, who has also been supporting Wolsey Junior during staff sickness. Consistent with our STEP First ethos, both are good examples of STEP Up being provided when required.
- Thank you also to Angela Barrett for procuring the donation of cereals to all Academies—as we know, breakfast is the most important meal of the day. For the many children who attend our STEPZone Breakfast Clubs, the donations will provide a really nutritious start to their school day.

STEP Ahead

We invest in our future

- Claire Slade has now taken up appointment as STEP Head of Teaching and Learning. Our thanks go to Claire for twelve great years service at David Livingstone, the latter four as Headteacher.
- From the start of this term, Nadine Bernard became Acting Headteacher of David Livingstone, with Paul Glover providing Executive Headteacher support.
- John Halliwell, has now taken over from Paul Glover to become Acting Executive Headteacher of Wolsey Junior, working closely with Headteacher, Ryan Arde, to build on the Academy's recent good improvements.
- Welcome to Jeremy Meek, our newest STEP Headteacher from January. Initially based at Applegarth, he will lead our next partner academy.
- The Board of Trustees have agreed that all CPD activities, if relevant to Trust roles, will be funded by STEP. This reflects STEP's commitment to invest in its workforce. We are pleased that a number of teachers across STEP are completing their Masters, whilst Tim Mills, Headteacher of Angel Oak, is undertaking his Doctorate!
- One of the many benefits of working for a multi-academy trust is the increased career development opportunities. To ensure equal access, all STEP job vacancies will now be displayed on the STEP Academy Trust website, please do check this page regularly if you are looking to progress further in your career— <http://www.stepacademytrust.org/career-opportunities/current-vacancies/>