

# STEP Bulletin

EDITION 2  
April 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.

## STEP First We are all one team

- Following a thorough and robust recruitment process at the end of last term, Nadine Bernard was successfully appointed as substantive STEP Head Teacher at David Livingstone Academy with effect from 1st April 2016. Paul Glover will continue to provide Executive Head Teacher support until the end of the academic year. Ian Rogers has been successfully appointed as STEP Head Teacher with effect from September 2016. Ian's deployment will be confirmed at a later stage. Congratulations to both Nadine and Ian who we are confident will both go on to be successful in their roles as STEP Head Teachers.
- John Halliwell will continue as Acting Executive Headteacher of Wolsley Junior Academy, working closely with Headteacher, Ryan Arde, continuing to build on the Academy's recent improvements.
- The STEP Graduation Day for Year 6 has been arranged for Tuesday 12th July —further details will follow nearer the time.
- Claire Slade, Head of Teaching and Learning, will be leaving STEP at the end of this academic year. Claire will be taking up a position as Head Teacher at The Hayes Primary School in Croydon, a school that she has had close association with, for many years. Our thanks and best wishes go to Claire for the years she has been at David Livingstone and STEP—she will be greatly missed by the children and staff. Claire will continue working with Head Teachers to create the STEP Way and the Board are considering options moving forward to ensure the strong focus on teaching and learning is maintained.
- Following an excellent suggestion from Roy Wildy, there will be signposts at our Academies, detailing distances to the other STEP Academies. With a bright, innovative design; the signs will be an excellent reminder that we are all part of one community—STEP First.

## STEP Way

### We agree to do things like this

- Following agreement by the Board, the company name has now been changed to read “STEP Academy Trust”. All documentation, emails, letterheads, order forms, etc will be amended to reflect the change over the next few weeks.
- Thanks to Suzanne Martin, with support from Tammy Curtis and Kim Lee, for organising catering pages to be placed on the Academy websites. These include the current menu, recipe sharing, information, on staff, parent and pupil surveys, and blogs from Jo and Suzanne. Coming shortly will be photos, video clips and policies; as you will see, the STEP Way for catering is going from strength to strength.
- A variety of STEP Policies have been agreed showing the STEP Way for our Academies. Whilst the body of the majority of these are uniform, the appendices for Behaviour and Attendance will be personalised for each Academy. Additionally, please ensure the appendices/proformas in Anti-Bullying, Behaviour, Intimate Care, Positive Handling and Off Site are used from now on for recording. These are available on the Academy and STEP websites and on Fronter.

## STEP Up

### We all succeed together

- On 10th February, Wolvey held their own talent show—Wolvey’s Got Talent! Based on the format from the popular TV show, the children and staff had a great time strutting their stuff. Congratulations to the winners—Diamond Delight (featuring Black Shadow). Other notable acts included: The Whippers, All Stars, Dragons, and 2 Stars. Thanks to Selina Boshorin, Charlotte MacKechnie and Alex Farley for judging the competition.
- At the end of last term, approximately 120 of our children from Applegarth, David Livingstone and Gonville Academies performed at the last CSMA (Croydon Schools Music Association) Infant and Junior Choir Festival at the Fairfield Halls, with soloists from David Livingstone and Gonville. Below is a link from YouTube of the finale of the Junior Festival, when the children gave an emotional tribute to the venue, which will close in July, and has been a home to the CSMA for over 50 years. The choir sang 'Thank Fairfield For The Music' - you may recognise the conductor under her cloak and coloured Stetson! <https://youtu.be/RFD1uNs-bII> It was a very enjoyable and memorable evening—a massive well done to all the children and members of staff involved!
- Being part of a Multi-Academy Trust means that we can negotiate savings which individual schools would not be able to. For example, with support from Academy Business Managers, Mark Pinnock has successfully negotiated reduced costs for our utility bills; savings of £1,000’s each year which can be reinvested in teaching and learning. Additionally, Mark has led a successful bid for funding of some major works at Gonville.
- As part of STEP’s commitment to invest in staff CPD, a training suite for staff has been created at Applegarth. This has been achieved by making use of the previous ICT suite, redundant following a significant investment in iPads to allow learning to take place in the classrooms. Our thanks go to Applegarth for allowing the space to be utilised on behalf of our whole Trust and to Dinesh Seegobin and Jason van Luipen who project managed the refurbishment.
- STEP has been represented at a variety of recruitment fairs, eg Croydon Recruitment Fair, Spring Graduate Fair, Future Leaders. We are pleased that there has been a lot of interest in our Trust and several appointments will be made for September. Our thanks go to the staff who have given their time to attend these Fairs and promote STEP!

# STEP Ahead

## We invest in our future

- We would like to inform you of a growth opportunity, following a request by the Regional Schools Commissioner to sponsor two vulnerable schools in East Sussex. Following a thorough due diligence process, Trustees are pleased to advise that Meeching Valley Primary School in Newhaven and Hawkes Farm Primary School in Hailsham will be sponsored by STEP. Aligned with STEP's mission—to improve the life chances of all children, where we have the capacity, we are morally bound to do so—we are confident that this opportunity will be beneficial to all of our STEP Academy communities. Further information regarding the sponsorship will follow.
- A warm welcome to all new employees at STEP:
  - Applegarth
    - Naomi Walters—School Business Manager
    - Louise Tomlinson—Senior Admin Officer
    - Jennifer Williams—ELP Teacher
    - Megan Fraser—Class Teacher
  - Gonville
    - Judith Simms—Class Teacher
    - Helen Archer—Mid Day Supervisor
    - Luckmini Kumarasamy—Mid Day Supervisor
    - Dipti Shah—Mid Day Supervisor
  - Wolsey
    - Karen Harrison—Inclusion Leader
    - Sarah Tallack—Class Teacher
    - Helen Sellars - Kitchen Assistant
    - Lisa-Marie Durling—Kitchen Assistant
    - Nicole Griffiths—Kitchen Assistant
    - Pamela Headley—Cook
    - Graham Tetlow - Assistant Caretaker
    - Luke Edmonds—PE Teacher
  - David Livingstone
    - Vanessa Gordon—STEP Zone Manager
    - John Sutton—Class Teacher
    - Shaun Palmer—Learning Mentor
    - Geofine Nzelo - Class Teacher
  - La Fontaine
    - Vikki Barrowcliff—Class Teacher
    - Rapheen Thompson—Breakfast Support Worker
  - STEP Central Team
    - Thomas Scrace—Head of HR
- All STEP job vacancies are 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/>