

# STEP Bulletin

EDITION 3  
July 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

- The STEP Compass has been updated to include the Values of our Trust. This important addition will assist in our aim to ensure that all stakeholders are communicating the language of STEP across our Trust. The STEP Mission, Vision and Values are an integral part of our Trust; everything we do for our children stems from this point.
- We are pleased to advise that in recognition of the enormous commitment of STEP support staff, the Board of Trustees recently agreed to exceed the national pay award of 1%. Subsequently, from April 2016, support staff received a 2% salary increase to be paid in June and July. For those support staff receiving the London Living Wage, this is assessed separately and an increase to £9.40 per hour was made in April 2016.
- We are sad to lose the following members of staff who will be leaving their Academies/STEP after 12 years or more service:
  - Angel Oak  
Jackie Croasdaile, Senior Midday Supervisor—29 years.
  - Applegarth  
Eileen Spriggs, TA—21 years; Neena Dave, Bilingual Support Assistant—19 years;  
Elizabeth Ware, TA—12 years; Deborah Trimm, TA—13 years;  
Carolyn Wilson, TA—19 years; Tina Wicker, TA—21 years  
Marion Adams, TA—16 years; Gill Danton, TA—30 years.
  - David Livingstone  
Janet Tooke, Admin Assistant—26 years;  
Lisa Saunders, Assistant Headteacher—19 years.
  - Gonville  
Roy Wildy, Sites Manager—12 years.
  - Wolsey  
Jennifer Broder, Learning Mentor—21 years; Susan Connor, TA—21 years;  
Jacqueline Harris, TA—19 years; Gillian Pledge, TA—15 years;  
Helga Robinson, TA (SEN) - 18 years; Teresa Melia, HLTA—14 years.

Thank you all for your commitment to STEP; we wish you all the very best for the future.

## STEP Way

### We agree to do things like this

- As part of our branded items, we have arranged for all staff to be provided with STEP diaries for September 2016. These will be circulated at the end of term.
- Our Academy cooks have been visiting each other's kitchens to go through their signature dishes with each other which has been a great success, sharing tips and ideas. A STEP Way Recipe Book is being produced which will showcase some of these dishes.
- STEP Uniforms have been designed by the premises team for our Site Managers to ensure that, like the other members of staff, have a smart appearance whilst being practical.
- Tim Mills, Headteacher at Angel Oak Academy, has been appointed Acting Head of Teaching & Learning with effect from September 2016. Tim will be combining this role with his Headteacher role at Angel Oak Academy to ensure the children and community continue to receive his invaluable support.
- To ensure that children achieve their potential and to raise standards in STEP, we have employed a Head of Standards with effect from September 2016. Jennese Alozie will be working alongside Tim and the Executive Team to increase the focus on teaching and learning in our Trust.
- Also, from September 2016, John Halliwell will join the Executive Team by virtue of his role as Executive Head Teacher of Applegarth Academy and Wolsey Junior Academy.

## STEP Up

### We all succeed together

- A massive well done to all of the staff and children at Applegarth Academy who had their first Achievement Awards Ceremony at Fairfield Halls on Friday 1st July. The event which celebrated the hard work of the children at Applegarth was well attended by the parents and local community, it was a great success and was enjoyed by all who attended.
- On 12th July, we held our second STEP Graduation at Applegarth Academy. We were fortunate that the weather held out and a fun filled day was had by both children and staff alike. Events included Mickey's Assault Course, bouncy castles, sumo wrestling suits, ice cream, samba drumming, singing, etc for our Year 6 children in celebration of their years at our Academies. Thank you to Claire Slade for putting this together and all of the staff who assisted in making this day a truly memorable event.
- David Livingstone held a Rio Carnival celebration with the staff and children taking part in a parade in the local community. Steel pans, singing, dancing all contributing to an excellent carnival atmosphere!
- Several of our children have represented their Academies at the Croydon Athletics Championships. A huge congratulations to all who took part and showed passion and enthusiasm during the events.
- At the end of June, Year 5 students from some of our Croydon Academies performed at the Fairfield Halls as part of the We Sing U Sing Summer Song. An inspirational event, it was wonderful to see our children singing and dancing on stage with other Croydon schools.

# STEP Ahead

## We invest in our future

- We would like to inform you of a development opportunity, following a request by the Regional Schools Commissioner to sponsor four further schools in East Sussex from January 2017— Hailsham Academy, Marshlands Academy, Newhaven Academy and White House Academy. 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 this exciting development opportunity for our Trust will follow at the beginning of next term.

- A warm welcome to all new employees at STEP:

### Angel Oak

Karen Aseidu—Kitchen Assistant  
 Frances Hulley—Receptionist  
 Van Anh Pham—Nursery Nurse  
 Omar Green - Sports Coach  
 Melek Souleiman—Class Teacher

### Applegarth

Lisa Greer – NQT  
 Hannah Simpson – NQT  
 Amanda Stocco – Class Teacher  
 Ryan Leggatt – Class Teacher  
 Jonathon Prime – Class Teacher

### La Fontaine

Astrid Kirkgaard—PE and Fitness Leader

### Gonville

Gilberto Fabio Carneiro De Sa—Premises Manager

### Heathfield

Tracy Austin—Admin Officer  
 Zoe Vasiloudis—NQT

### Wolsey

Helen Morton—NQT  
 Izzie Gorman—NQT  
 Holly Barnes—NQT

- Congratulations to the following members of staff who have taken advantage of some career development opportunities within STEP from September 2016:
  - Samantha Daly, Deputy Headteacher, AOA, will be Head of School at Applegarth;
  - Donal Daly, AOA will be STEP Deputy Headteacher based at David Livingstone;
  - Catherine Hewitt, Deputy Headteacher will be Head of School at Angel Oak;
  - James Gibbs, DLA will be Assistant Headteacher at Gonville;
  - Alex Farley and Caroline Johnson will be taking on their permanent roles as Deputy Headteachers at Wolsey;
  - Karen Todorov has joined the office team at Gonville, after transferring from her TA role;
  - Vicky West has joined the office team at David Livingstone, after transferring from her TA role;
  - Lynn Bruce and Louise Tomlinson will be joining the STEP Governance Team as STEP Clerks.
- 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/>