

# STEP Bulletin

EDITION 4  
September 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

- Welcome to Breakwater Academy and Hawkes Farm Academy who joined our Trust on 1st September. We look forward to working with you to provide the best possible education for our children.
- A warm welcome to all new members of staff who have joined our Academies and a welcome back to the existing staff. We would like to thank everyone for their hard work in ensuring that our children have had a great start to the new academic year.
- At the end of August, following refurbishment works, there was a need to deep clean Breakwater Academy. Organised by Paul Harris, Site Manager at Wolsey Junior Academy, a team of cleaners from some of our Academies spent a day at Breakwater Academy with their existing cleaners and did a fantastic job to ensure the Academy was ready for the children to start in September. Headteacher, Ian Rogers, commented: "The term at Breakwater has started really well and the parents have been really pleased with the new look of the school. This would not have been possible without the hard work and commitment of your cleaning staff; please pass on my huge thanks!" An excellent example of STEP First—We are all one team—our thanks go to:
  - ◆ Cathleen Hyde, Applegarth Academy
  - ◆ Jo Lurkins, Applegarth Academy
  - ◆ Jodie Suarez, Applegarth Academy
  - ◆ Jack Gilbert, David Livingstone Academy
  - ◆ Michaela Ballard, Wolsey Junior Academy
  - ◆ Pat Lock, Wolsey Junior Academy
  - ◆ Melanie Young, Wolsey Junior Academy.

Thanks also to Paul for driving the team to and from Breakwater Academy and overseeing the works.

### STEP INSET

On Friday 10th February 2017, we will be having a STEP Inset meeting. Based at Croydon Conference Centre, arrangements are being made for a day where all staff will come together to reaffirm the mission, vision and values of our Trust. There will also be the opportunity for different groups of staff to meet and work together to pool ideas for future collaboration between our Academies. Further details of the day will follow nearer the time.

## STEP Way

### We agree to do things like this

- Thank you to everyone who participated in Refugee Week in the summer term. A total of £1648 was raised for Edulmino, the charity STEP agreed to support in 2015/2016. This will go towards the hard work that Rory Fox and his team are doing for refugee children.
- From September, there have been some changes to the STEP Central Team. The majority of the team is based at Applegarth Academy, thereby enabling closer collaborative working and sharing of ideas. Mark Ducker, CEO and Ben March, Chief Finance & Operations Officer will be based at Applegarth. Paul Glover, Deputy CEO, will be based in East Sussex for the Autumn Term. Tim Mills, Acting Head of Teaching & Learning and Jennese Alozie, Head of Standards, will be based at Angel Oak Academy. Thomas Scrace is now Head of HR and Governance, overseeing the STEP Governance Team and all STEP personnel issues. Dinesh Seegobin is now Head of ICT, overseeing ICT throughout STEP. Mark Pinnock, based at Walsey Junior Academy, as Head of Premises and Estates will also be overseeing the catering teams in STEP. Thanks for John Halliwell for making the central team welcome at Applegarth.
- A new version of Keeping Children Safe in Education statutory guidance came into force from 5<sup>th</sup> September 2016. A key point from the updated version is that anyone working with children should have read and understood the guidance from the document. It used to be that staff should have read the document. Now, the emphasis is on the fact that staff need to have **understood** the document.

The document is available here:

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/550511/Keeping\\_children\\_safe\\_in\\_education.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/550511/Keeping_children_safe_in_education.pdf)

The section all staff need to read is Part 1. Each Academy will be taking measures over the Autumn term to ensure that all staff have understood the document.

Should you require a hard copy, please contact your Academy office who will arrange for a copy to be given to you.

## STEP Up

### We all succeed together

- During the summer, several of our premises staff undertook the painting of our dining halls, corridors, classrooms, etc to ensure the children came back to a fresh, new start. In order to ensure that our Academies are maintained on a regular basis, premises teams will be set up to undertake work across our Trust. Led by the Premises Support Development Officer, this will allow our sites to be cared for by STEP staff who believe in providing our children with a clean, safe environment.
- Congratulations to Suzanne Martin and the STEP catering team who have been working hard to achieve the Catering Mark for five of our Academies. We are proud of the fact that we provide freshly made, tasty meals for all of our children. STEP Academy Trust is the only multi academy trust in the country to have achieved this award by providing an exemplary in-house catering service.

# STEP Ahead

## We invest in our future

- STEP is delighted that both Hawkes Farm and Breakwater Academies in Newhaven and Hailsham have officially joined the STEP family. Both Headteachers, Jeremy Meek and Ian Rogers, have made a great start and with the support of STEP, improvements can already be seen.

In January 2017, four other academies in East Sussex, Hailsham Academy, Marshlands Academy, Newhaven Academy and White House Academy, will also join the Trust, previously supported by Lilac Sky. As we have done previously, senior members of STEP staff are supporting these four schools during this transitional period. Our thanks go to John Wentworth, Consultant Executive Headteacher, Alun Evans, previously Headteacher at Applegarth Academy and all of the other members of staff for their hard work during this period.

- 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/>