

STEP Bulletin

EDITION 5
December 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

- A warm welcome to all new members of staff who have joined our Academies. We would like to thank everyone for their hard work this term in ensuring that our children continue to thrive and have a rewarding educational experience at our Trust.
- During half term, a group of STEP premises staff spent some time away from their homes and families on a redecorating project at Marshlands Academy, East Sussex. They made a real difference to the school, practically redecorating the whole school inside 2 weeks including putting new doors on all classrooms and carpeting the walkway. Alun Evans, Headteacher at Marshlands and his staff really appreciated the professionalism of the group of site managers/caretakers. This is a great example of STEP First—We are all one team—our thanks go to:

- ◆ Robert Bebe, Applegarth Academy
- ◆ Blake Eardley, STEP Central Team
- ◆ Jack Gilbert, David Livingstone Academy
- ◆ Paul Harris, Wolsey Junior Academy
- ◆ Tony Haslett, Wolsey Junior Academy
- ◆ Alan Maher, Angel Oak Academy
- ◆ Richard Maher, Angel Oak Academy
- ◆ John Shell, La Fontaine Academy

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

STEP INSET

We would like to remind you that on Friday 10th February 2017, we will be having a STEP Inset meeting at The Amex Centre, Brighton. Members of staff will be travelling by coach from their academies arrangements are being made for a day where all staff will come together to reaffirm the mission, vision and values of our Trust. Please ensure the Business Managers are aware of any specific dietary requirements before the day. Further details will follow in the New Year.

STEP Way

We agree to do things like this

- As you will be aware, the STEP Catering Team have been awarded the Bronze Catering Mark – STEP is one of the few multi academy trusts to receive this by providing in-house catering. As you will have seen from our school meals menus, many are creations of our own cooks, indeed their signature dishes. As these meals are very popular with our children, we have designed a recipe book to share these with parents and staff; these will be sent out in the New Year.
- During the autumn term staff were asked to complete the 2016 STEP Staff Survey. Thank you to everyone who took part in this, we had an overall response rate of 78% which is fantastic! The results are currently being analysed by Tom Scrace who will be producing a report for the individual academies which will be shared in January.
- Ricardo Oliveri, ICT Technician, has been working on updating the STEP and academy websites to give them a fresh new look. These will be more accessible to parents, stakeholders and anyone with an interest in our academies. Our thanks go to Ricardo for his hard work in updating the websites; we hope to launch them in the New Year.

STEP Up

We all succeed together

- Congratulations to Applegarth Academy, named 2016 Croydon Council Primary School of the Year. A fantastic achievement for Applegarth which demonstrates their relentless pursuit for excellence for the children and community. Many thanks to John Halliwell and the staff at Applegarth for their continued hard work and dedication.
- Early in November, Jennese Alozie arranged the first STEP Up Weekend for Headteachers/Deputy Headteachers/Assistant Headteachers. Taking place in London over 2 days, the main focus was on preparation for Ofsted, staff found the session very useful and informative and the opportunity to have brainstorming sessions away from their academies was very beneficial.
- Thank you to everyone who provided support to Wolsey before their recent Ofsted inspection. As soon as the call was received, members of staff from across our STEP academies gave up their time to help with preparations for the inspection. Having staff who were willing to STEP Up (support), made the inspection less nerve racking.
- Congratulations to John Halliwell on his designation as a National Leader of Education (NLE). This is in recognition of John's hard work in improving standards in vulnerable schools. John joins Paul Glover and Mark Ducker as NLEs, all providing much needed support to other schools in need of assistance.
- Congratulations to Tim Mills on his appointment as substantive Head of Teaching and Learning. Tim had taken on the role in an Acting capacity since September and has been working with Jennese Alozie and the Executive Team; having a positive impact on the teaching and learning in our Trust. Tim will combine the Head of Teaching and Learning and Executive Headteacher role at Angel Oak Academy to ensure the children and community receive his support.

STEP Ahead

We invest in our future

- STEP is delighted to be able to offer career opportunities to several younger members of staff through apprenticeships. Working with various teams across our Trust, the following have added support, capacity and fresh ideas to our expanding workforce. We would like to warmly welcome the following to STEP:
 - ◆ Kieron Blades—Business Administrator
 - ◆ Nicole Harmon—Teaching Assistant
 - ◆ Zeeshan Palmer—Business Administration
 - ◆ Hannel Pinnock—Finance
 - ◆ Destiny Stear—ICT
 - ◆ Ryen Stork—ICT
- In January 2017, four other academies in East Sussex, Burfield Academy, High Cliff Academy, Phoenix Academy and White House Academy, will join the Trust, previously supported by Lilac Sky. Our thanks go to Paul Glover, Deputy CEO, who has been based in East Sussex for three or four days a week since September, working closely with John Wentworth, Consultant Executive Headteacher, to provide support during the transition period.
- Isabelle Tickner is currently on secondment from Angel Oak, leading High Cliff Academy. Our thanks to Isabelle, Tim Mills and the team at Angel Oak for supporting this move.
- 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/>

Finally, we would like to wish you all best wishes for the season - Merry Christmas and a Happy New Year!

