

Mark Wilson's March Message

Mark Wilson, CEO

Wellspring Newsletter – March 2019



WELLSPRING
ACADEMY TRUST

We Make A Difference

I think a lot about the culture of our organisation and want to begin by talking about that a little. Cultures exist everywhere, either by design or otherwise. It is incredibly important to me that everybody: staff, pupils and families within Wellspring enjoy a positive and celebratory culture.

You are a difference maker. You are the one that makes it happen.

You are a vital part of our team. I am very hopeful that:

- ✓ We celebrate first and we celebrate, loads.
- ✓ We smile first and we smile, loads.
- ✓ We listen first and we listen, loads.
- ✓ We care first and we care, loads.
- ✓ We seek to understand first, and loads.
- ✓ We use language to enable and empower first, and loads.
- ✓ We put relationships first and we reinforce, loads.
- ✓ We think about what we do, how we do it and the impact it has on others first, and loads.

We all have a responsibility for the culture that we enjoy or endure in our every setting.

We all make an important contribution to it. We create cultures... individually, in groups, in teams, as a collective whole.

**Make your
contribution.
Make it a very
strong and
positive one.**

Strategy Group Developments

Dom Fenner, Organisational Development Lead

The four Strategy Groups (Recruit and Retain, Workforce Wellbeing, Professional Learning Community and System Influence) have been tasked with developing thinking and strategic plans.



Each group comprises of colleagues from the School System (from different settings and geographic locations), the Trust Support Centre and the Trust CEO. Each Strategic Group appointed a Chair, as follows:

- ✓ **Carrie Green** – Recruit and Retain Strategy Group
- ✓ **Amy Portier** – Workforce Wellbeing
- ✓ **Verity Watts** – Professional Learning Community
- ✓ **Sarah Wilson** – System Influence

The Strategy Groups were formed in June 2018 and meet on half-termly basis. To date the Strategy Groups have developed the following Trust-wide plans.

Recruit and Retain Strategy Group

HR Toolbox

Consisting of recruitment brochures and recruitment events material as well as HR recruitment documentation (template adverts, job application, shortlisting forms, interview questions, etc.) outlining the culture and values of the Trust. The HR Toolbox is available to Academy Leaders and Office Managers, accessible on Wellspring Digital. <https://sites.google.com/wellspringacademies.org.uk/wat/sup-cen/human-resources/hr-toolbox>

Staff Induction Portal

Staff induction portal is now live on Wellspring Digital (HR section)! <https://sites.google.com/wellspringacademies.org.uk/wat-on-boarding/home>

All Academies/Support Centre Team will have access for induction of new starters from Easter. The Induction Portal covers key compliance aspects of working in education and it's designed to enhance induction experience, not replace school-specific induction.

Recruitment Activities

Opportunities for sharing best practice and costs of recruitment events (regional leads agreed). Developing a map of strategic relationships relevant to recruitment to enhance access to talent pool for all academies/Trust.

Apprenticeships Strategy

The Group agreed Apprenticeship Levy Coordination Process Map to enable effective use of apprenticeship levy funding. The levy funding can be used on upskilling existing staff and appointing new apprentices. The WAT Payroll Manager will be able to clarify funding available for each academy. Additional funding may be granted through Chief Information Officer were required to maximise levy spend.

Strategy Group Developments (contin)

Dom Fenner, Organisational Development Lead



Workforce Wellbeing Strategy Group

The Wellbeing Charter

The Wellbeing Charter is live on Wellspring Digital.

<https://sites.google.com/wellspringacademies.org.uk/wat/sup-cen/human-resources/wellbeing>

The Charter outlines the core standards agreed by the Strategy Group to proactively address staff wellbeing as agreed by the Strategy Group.

The Wellbeing Policy

The Wellbeing Policy is now live on Wellspring Digital

<https://sites.google.com/wellspringacademies.org.uk/wat/sup-cen/human-resources/wellbeing>

Wellbeing Champions Network

The network to consist of a Wellbeing Champions from each Academy. The Wellbeing Champion role and training package were developed and agreed by the group available on Wellspring Digital (<https://sites.google.com/wellspringacademies.org.uk/wat/sup-cen/human-resources/wellbeing>). Lisa Forge – Psychological Welfare Lead, Phoenix Park Academy will lead development of the network.

Trust-wide Wellbeing Survey

The group agreed a Trust-wide wellbeing survey to support monitoring of wellbeing across the Trust and identifying strategic focus for the group.

Professional Learning Community Strategy Group

Enquiry Walks

2-3 enquiry walks/year for groups of max. 5 people with a specific focus. First one was held in January 19 at Greenacre School. For more information about participating/holding enquiry walk at your school contact Amy Hinchliffe on admin@positiveregardtsa.co.uk Positive Regard will co-ordinate.

Wellspring Digital

Wellspring Digital intranet platform is now live! (<https://sites.google.com/wellspringacademies.org.uk/wat/home>). The link to Wellspring Digital will be available on Academies individual websites. The platform will enable singular access to Trust-wide networking opportunities, CPD, information, resources and aims improve communication across the Trust.

System Influence Strategy Group

Feedback to the DfE

The group has provided feedback to ministers through a range of networks on matters including funding, qualifications, recruitment and retention. The group has also responded to formal consultations on SEN, CiN and exclusions.

OFSTED Consultation

The group are currently formulating a Trust response to the consultation on the new EIF. If principals would like to support this work there is an open document for thoughts and suggestions in the Strategy Group folder.

The Wellspring Voice

The group will shortly be launching the Wellspring Blog; a platform through which the Trust can comment on topical matters and share its vision and values. Mark will be launching the platform in the very near future (with Jonny's support)! If you would like to contribute, please contact Sarah Wilson for further details.

Congratulations to Littlecoates

Dear Mr Wilkinson,

We would like to congratulate you, your staff and your pupils on the very high standard of achievement demonstrated in the mathematics Key Stage 2 assessments last year.

Your school's results, as published on 13 December, show that 100 per cent of your pupils reached or exceeded the expected standard in mathematics at the end of Key Stage 2. This means that for achievement in mathematics, your school is in the top 1% of primary schools in England.

We want to equip every child with the fluency in mathematics necessary to prepare them for successful secondary education and beyond, and your school has provided this to all your pupils.

Thank you for producing such high standards through your hard work and professionalism, and congratulations again to you and your staff for all you have achieved.

With best wishes.

Yours sincerely,

Rt Hon Damian Hinds MP, Secretary of State for Education
Rt Hon Nick Gibb MP, Minister of State for School Standards



Thank you for producing such high standards through your hard work and professionalism, and congratulations again to you and your staff for all you have achieved.

Class of 2019: Wellspring Academy NQTs

Emma Beveridge, Associate Principal

The second Wellspring NQT event for the class of 2019 had a lively start and an even livelier end. Teachers from across the Trust were joined by Phil Hutchinson, Emma Beveridge, Lisa Forge, Luke Mitchell, Jacob Lawton, Ash Lucas, Helen Clowrey and Amy Brooke in a day of celebration and development. The design of the day came directly from the feedback following our first event in November and included sessions on understanding parents, attachment and trauma, Mastery Maths, SEND and input from our Positive Regard Behaviour Specialists.

**The event was a huge success!
Thank you everybody involved.**



The day was kicked off by Phil Hutchinson, who engaged NQT's in a speed-dating-style session to share their journeys so far. Our teachers shared their successes and beautiful mistakes. These networking opportunities are so important and are always strongly encouraged. Next up Emma Beveridge led a session on understanding parents. Acting with unconditional positive regard and an ethos of kindness when approaching parents was discussed and explored. The NQTs got the chance to roleplay how they would work with parents using the PACE model (Playfulness, Acceptance, Curiosity, Understanding) as a framework. Just before lunch, the leadership forums for Behaviour, mastery maths, SEND and KS1 took place.

This gave the NQTs a chance to ask subject specific questions that were personalised to their context. There was a buzz of activity in the room.

After Lunch, Lisa Forge educated all of us on trauma and attachment. Lisa outlined the varying attachment types and how they may present in the classroom. NQTs got the chance to identify the different types using some Harry Potter themed character analysis.

“The most valuable resource that all teachers have is each other. Without collaboration our growth is limited to our own perspectives” – Robert John Meehan.

Lisa also worked through research and information relating to Adverse Childhood Experiences and how to support some of our most vulnerable pupils in the classroom. Follow this link for more information on ACEs <https://www.youtube.com/watch?v=YiMjTzCnbNQ>

Finally, we had magic and mayhem from our Positive Regard Behaviour Specialists. Luke Mitchell set us off with some magic tricks and even let us in on the secrets to how they work. The afternoon continued by watching and analysing Care Team interactions with students to enable NQTs to better support children when they are finding it difficult to engage in learning. Jacob and Luke then continued the afternoon with some Theraplay games which I think the staff enjoyed far more than they children will. Further proof that teachers are just big kids!

The day was fantastic, and the feedback was even better. One of our NQTs left the following comment on a feedback form to outline what they enjoyed most, ‘Literary everything, I didn’t stop writing, I can’t pick one thing’.

Once again, a huge thank you to all involved and we look forward to hearing about the positive impact that this day has had on your practice in the classroom.

Creating Great Futures Together

Clare Stevens, Strategic Project Manager



Springwell Lincoln
City Academy

The Free School programme in Lincolnshire is moving at pace to provide the pupils of Springwell Lincolnshire amazing facilities to learn in, be creative and thrive.

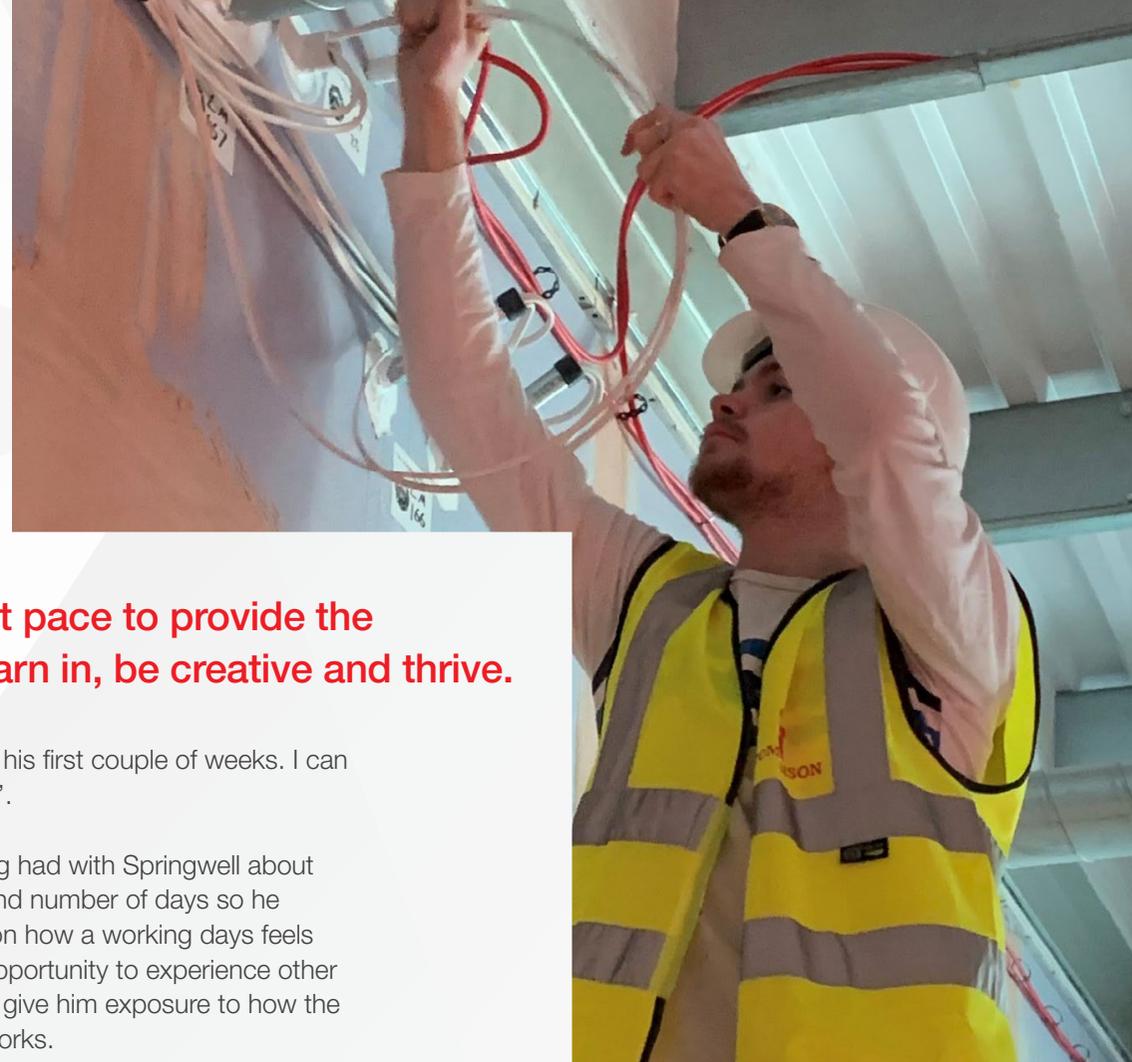
Being built in partnership with GFT, they have taken time to understand how we operate as a Trust but also how vital it is to get the environments right for pupils in Alternative Provisions. They have not stopped there and have also opened their doors to give work placement opportunities to some of our Year 11 pupils that will have a massive impact on their journey to post 16 pathways.

Following an interview process, Luke Harte, a Year 11 from our Lincoln site successfully secured a long term work placement with GFT, working on the Springwell Alternative Academy Lincoln site. Luke will be working alongside on site electricians helping with the installation through out the building and will be there until building completion. Gary Spencer, Site Manager said 'Luke came across really well at the interview stage, you could see the passion and excitement he had for this placement opportunity.

Luke has settled in well in his first couple of weeks. I can see a bright future for him'.

Discussions are now being had with Springwell about increasing Luke's hours and number of days so he really gets to experience on how a working days feels but to also give him the opportunity to experience other areas of construction and give him exposure to how the management operation works.

Luke (pictured above) has grasped this opportunity with both hands and wants to use this experience by enrolling on an appropriate electricians college course once he has completed his GCSEs.



Luke said "I am really enjoying working on site and getting the opportunity to learn from experienced guys within in the trade. Hopefully I will get to spend my last few weeks in the new building I have assisted to get to completion".

Snappy Happy in Bramley

Amy Spivey

Year 5 children at Bramley Park Academy were last week 'snap happy' as Whitebox Photography popped into school for an exciting photography workshop.

Based on their drive to foster a love of reading, "Get caught reading" is the idea that reading can happen anywhere, captured in photographs.

The photography course taught the children all about exciting composition and the complicated camera mechanics. Most importantly it also taught them how to take a great photograph!



Year 5 Class teacher, Amy Spivey said: "The workshop allowed children to collaboratively and learn new vocational skills. My sincere thanks to The Whitebox Photography company for their time, patience and expertise. The children had an amazing time and were keen to share all they had learnt about taking the perfect snap!"

The specialist photography classes were very worthwhile and enjoyable. The day allowed the children to produce lovely photographs that are special to each one individually. It provided many reflective and collaborative opportunities that the children will benefit greatly from.

We look forward to the upcoming workshop and exhibition on World Book Day.

