

Wellspring Newsletter

June 2020

Mark Wilson's Message

Mark Wilson, CEO



WELLSPRING
ACADEMY TRUST

We Make A Difference



Welcome. In the pages that follow you will see the energy, dynamism and spirit that are the standout features of this brilliant organisation.

The stories and images in our newsletter attest to the passion, creativity and joy that are features of every Wellspring Academy. A school is a place where children go to learn to be giants.

I am incredibly proud of every member of our school community who strives towards this crucially important goal every day.

We aim to help every child/ young person to achieve to the absolute maximum of their capabilities. We want them to grow up confident, independent, resilient, safe and resourceful. You will see these ambitions writ on every page... through the opportunities we create, through the relationships that we foster, through the genuine care that we nurture, through the trust that we engender and through the ambitions that we share.

Brilliance isn't easy. We have to work hard to be as successful as we are. As ever, my sincere thanks to every member of our team who gives the level of commitment that they do to improving young lives. Truly, there is nothing more important in the world.

As this is the last newsletter of the school year, I must register my absolute and sincere thanks to everyone who has contributed to our teams' successes this year, to everyone who has contributed to the young lives in our care and to their families, to everyone who has worked so hard through the very difficult months of the COVID-19 lockdown in support of their school, their colleagues, their families and their children and young people.

Thank you and do have a restful summer.

As ever, my sincere thanks to every member of our team who gives the level of commitment that they do to improving young lives. Truly, there is nothing more important in the world.

The Wellspring Twitter Community...

Share. Share. Share.

We love seeing what each of our academies is up to... in school and at home. Here is what June looked like for Wellspring.



....continued

Joseph Norton @JosephNorton001 · 19 Jun
Nail polish, pebbles and look what we can make! #gardenfriends #makingmemories

4 12

Phoenix Park Academy @PhoenixPark_ · 16h
So today week 4 @ParksPPA we completed our bug hotel and made a start on cute little tin can bees for our school garden #tincanbees #bughotel #gardenfeatures #evirontment @PhoenixPark_ @PhilBurns_ppa @PRU_Leader #thisisAP #perseverance #respect #recycling

3 16



Sevenhills Academy @Sevenhills_ · 18 Jun
Another fantastic day at school today students made Chicken Korma and rice for lunch it's great to see their chopping skills improving and learning how to cook a meal from scratch. this afternoon was Maths and English nice to see them get into back into a routine #thisisAP

1

LaceyField @LaceyFieldLouth · 22 Jun
It's a beautiful day here at LaceyField! We're so grateful to have such a beautiful outdoor space! #BeGrateful @WellspringAT

1

Joseph Norton Retweeted
LaceyField @LaceyFieldLouth · 18 Jun
Our grab and go breakfast station is all set up for our families #CommunitySupport #StayWellTogether

9 19

Phoenix Park Academy Retweeted
MrWilliamson @MrWilliamson11 · 15 Jun
Filled out the 26th application for our young people today fulfilling my careers leader role. Proud of this young man who's won a competition through the college & also accepted onto his course #success #careers #applications @PhoenixPark_ @ParkCareers

1

Littlecoates Academy @LPAcademy16 · 19 Jun
All is now revealed....tissue paper and glue, along with pop bottles made fantastic fishes for our class underwater scene. Well done year 1. They look amazing

1

Oakhill Primary Academy Retweeted
Chloe Goodman @ChloeGoodmanPE · 19 Jun
What a lovely week of virtual sports! We've had boot camp, physical challenges, tik tok dances. Pom Pom making and even pouring bottles of water over our heads! @Oakhill_Primary @WellspringAT

1 3

Springwell Retweeted
Mrs B Y7 Springwell @cbritton34700 · 22 Jun
A new reading area in Key Stage 3 to welcome our pupils back. Read and relax like royalty!!! @springwellc

3 12



Debby Tinker Nominated for Inspirational Mentor Award

By Jonathan Gibbons



Positive Regard Teaching School Alliance has led School Direct for many years and we could not have been successful without the dedication and hard work from our mentors. We were delighted to be informed that Debby Tinker has been nominated for an Inspirational Mentor Award.

Sheffield Institute of Education trainees complete evaluations at the end of their placements, where they are given the opportunity to nominate a mentor for an Inspirational Mentor Award and to comment on how this person has been influential to their training.

Debby was nominated by Jonathan Gibbons who Debby mentored through his School Direct training at Greenacre School.

Jon said: "Debby has provided me with exceptional support throughout this process. No issue has been too much for her to sit down and speak to me about. The supportive nature she has provided has given me confidence to get on and do the job. She understands the pressures of this process, she relates to what you are going through, and gives you clear, honest, and constructive advice. The process isn't always about being a perfect teacher 100% of the time, it's about giving you the opportunities to learn your craft in a positive, caring, and nurturing environment. Greenacre epitomises this, and the whole SLT and staff team are remarkable. I have learned so much from so many amazing people, who care so much about one thing; getting it right for the amazing young people that attend the school.

Thank you Debby, you have been truly fantastic, and I thank you and all your colleagues for everything you have done for me."

If successful, Debby will be invited to the prize-giving event of this year's Graduation Ceremony at Sheffield City Hall where she will sit with the platform party to celebrate the students' successes.



The Positive Regard team would like to congratulate Debby and thank all our School Direct mentors for their dedication and commitment they have shown to training the next generation of teachers.

Are you interested in becoming a mentor and would you be interested in our Advanced Mentor Training course which is accredited by Leeds Beckett University? Then please email

 events@positiveregardtsa.co.uk

with an expression of interest.

Level One Leadership Development Programme - A great success!



October 2019 saw the first cohort of delegates commence the Wellspring Level One Leadership Development Programme. Six school leaders from across the Trust introduced themselves to the new cohort in Session One and from the very first session new and exciting professional links began to develop.



Andrew Wilson – The programme has been an opportunity to network with other like-minded colleagues and see the value in what we do daily and often in challenging circumstances. The programme allowed us to explore the different ways in which problems can be addressed and resolved with the right approach and by accepting that we are all human. Exploring leadership styles and developing the belief in your own style was a personal highlight. Opportunities to network and collaborate with colleagues in different settings. Confidence and belief in my own leadership style. That no one person is ever truly isolated and that when dealing with challenging situations support is always available from the senior leaders within school and from the Trust.

Over the four taught sessions subjects such as 'The Leader in Me', 'What Type of Leader am I', 'Fierce Conversations' and 'How to swallow a Frog' were openly discussed and debated.

The course was facilitated by: **Debby Tinker, Phil Willott, Neil Swain, Sarah Parker, Lisa Ashcroft-Day and David Mills.**

Debby Tinker, Greenacre School, spoke passionately about the cohort and her experience of leading the programme:

'The engagement from the cohort astounded and humbled all of the leaders as people opened up about their professional and personal circumstances. The engagement was particularly noteworthy during the residential element of the course as we all enjoyed a post dinner quiz.

In the final session delegates presented their learning to the group in the form of a presentation. The enquiries that had taken place in peer partnerships, supported by Mentor conversations led to an amazing afternoon of powerful, thought provoking and moving presentations. Everyone of the leaders commented on what a privilege it had been to be a part of developing the next phase of Wellspring Leaders.'

Miriam Reynolds – The course provided great opportunities to network with colleagues from other academies across the MAT, including some from similar settings and those in mainstream. It was a great opportunity to share good practice and visit other schools. It also provided the arena to discuss the current educational challenges and how these are being addressed in different settings. It was great to be able to get to know and converse with leaders at all levels and develop relationships for future growth. The networks that have been developed to share good practice and to take advice from. I remain in contact with my mentor, David Mills and it's great to have someone to talk to and seek support from when necessary.

Craig Skirrow – Getting to know myself as a leader and learning from a range of colleagues who have a wealth of experience to share. Visiting other settings working with staff from different settings on practical tasks. The course was not preaching 'the correct way to lead' but allowed individuals to discover their own leadership style. Extra confidence in myself as a leader. I will certainly be looking to gain as much leadership experience as possible to further my development.

Lindsey Wheater – I appreciated having the opportunity to collaborate with other Wellspring Colleagues and really enjoyed leading an enquiry, not just in my own school but also working with another school in the Trust. The sessions on leadership styles and difficult conversations are something I significantly remember. This programme made me reflect on the type of leader that I am and the qualities that make good and successful leaders. Going forward I will retain this knowledge to support me in my new role as KS1 Lead and Assistant Head.

Congratulations to the following colleagues for successfully completing the programme:

Lindsey Wheater The Forest Academy

Nick Peace The Forest Academy

Jeremy Lonsdale Greenacre School

Andrew Wilson Greenacre School

Neal Watts Phoenix Park Academy

Kirsty Greenwood Bramley Park Academy

Michelle Ward Bramley Park Academy

Craig Skirrow Springwell Leeds South Site

Rebecca Buckingham Springwell Leeds South Site

Jayne Sausby-Gallimore Springwell Alternative Academy Spalding

Matthew Barnes Springwell Alternative Academy Lincoln

Miriam Reynolds Springwell Alternative Academy Lincoln



Watch this space for the next year's programme!
Register your interest at events@positiveregardtsa.co.uk

New Resource Provision at Bramley Park

By Carrie Green



Bramley Park Academy is to be the host of a Resource Provision for ASC pupils from September 2020 in conjunction with Leeds City Council. This is an exceptionally proud moment for the school, Wellspring and the whole community, due to the rapid improvement journey of the school to date.

We are overjoyed to be able to provide this essential care to young people in the west of Leeds and our very own community of Bramley. What a journey it has been, to finally get to the stage of planning. Our relentless approach to ensuring we can offer this provision has been whole-heartedly supported by Josh Greaves, Deputy CEO and Scott Jacques, Chair of Governors. We certainly could have not done it without them!

Our school is an inspirational hub of first class teaching, nurture, care, kindness and inclusivity. This will now be widened to our 'Launch Pad' pupils to ensure they are given the best possible opportunities on a daily basis, whilst supporting their individual needs.

We are working in close consultation with Leeds City Council and our fabulous Estates Team, led by Amie Goodyear and Steve Boldy. We will be able to offer a bespoke approach for our newest pupils, accessing first class immersive space and provision within our classrooms.

We are delighted to have appointed a Centre Leader. Sally-Ann Akitt will lead and develop the provision at Bramley and throughout the community. She brings a wealth of experience and provenance to the role, having worked in provisions across North Yorkshire. We are delighted to be welcoming her to the team.



Sally-Ann said: 'I am thrilled to be joining your forward thinking and caring school from September 2020 and cannot wait to meet the school staff, the children and their families.'

As Centre Leader I will be joining Bramley Park Academy at a particularly exciting time. The setting up and establishing of a Specialist Resource Provision within your school will help ensure that children living in the west of Leeds are able to access specialist support closer to their own homes and community. The provision will be at the heart of BPA which itself lies at the heart of the local community.

My core values reflect those of BPA. I believe that all children should have access to first class school provision. Every child should learn and grow in a safe, nurturing environment where the potential for that child can be developed and realised as fully as possible, cultivating a positive and happy self-image that encourages them to dream big, work hard and be kind.'

In addition, our workforce will be greatly enhanced with the appointment of five additional support staff. The provision is destined to offer so much more to our wider community at Bramley, not only the physical recourse but the understanding and tolerance of diverse needs within our society and community. The introduction of this provision is a simple testimony to the hard work, dedication and aspirational approach of the team at Bramley in their quest for ensuring the best possible provision for everyone. Over the coming months we will continue to be in constant contact with you to keep you fully informed of next steps and when we will be welcoming our newest pupils... watch this space... exciting times lay ahead.



Our school is an inspirational hub of first class teaching, nurture, care, kindness and inclusivity.

ICO Audits: Summary Report

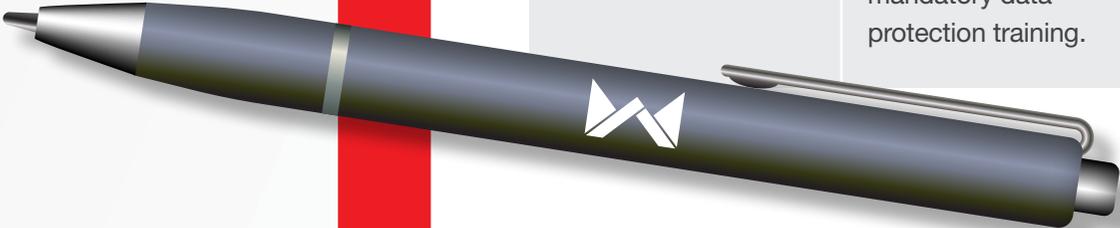
By Jonny Wathen

The Data Protection team have recently considered the contents of the ICO audits that have already been conducted on academic institutions.

Overall the ICO has found limited compliance and often recommended areas for urgent improvement. Common themes that ran through the audits included issues with:



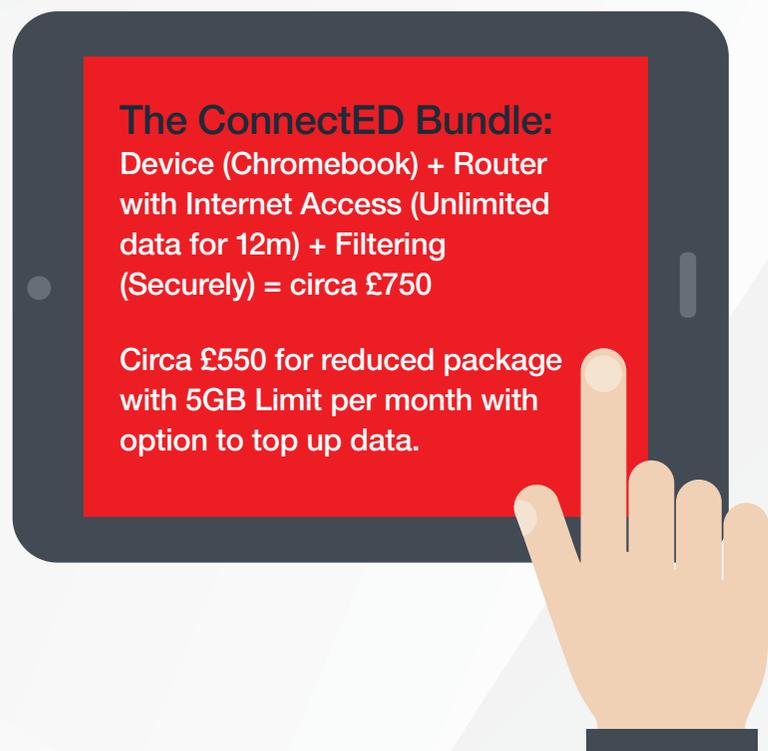
Record Keeping	Training	Data Sharing	General Compliance
Ensuring that an adequate record of data processing has been maintained.	Introducing KPIs around record management, security, requests and governance.	Implementing a quality assurance process for adhoc third party data sharing requests.	Ensuring consistent practice for all academies that are part of the group.
Ensuring that it has been possible to identify and record the legal basis for processing.	The provision of annual refresher training for all staff on GDPR.	Ensuring that Data Sharing Agreements are in place where required and that all of these are signed off by senior management in each organisation.	The introduction of robust compliance checks on processors to ensure the effectiveness of data handling and security controls.
	Introducing a formalised follow up process for non-attendees at mandatory data protection training.	Logging the Data Sharing Agreements centrally with a review process in place.	



Digital Inclusion Strategy

By Matthew Lindsay

Our digital inclusion strategy aims to ensure that all pupils have access to technology that supports learning beyond the classroom. The current pandemic has seen a number of government-backed initiatives launched to support this endeavour and ensure that we do all we can to minimise any digital disadvantage.



The ConnectED Bundle:
Device (Chromebook) + Router
with Internet Access (Unlimited
data for 12m) + Filtering
(Securely) = circa £750

Circa £550 for reduced package
with 5GB Limit per month with
option to top up data.

Many of our academies were already established users of cloud platforms such as GSuite, however the use of tools such as Google Classroom has further enabled staff and pupils to seamlessly transition to online learning as a response to COVID19 and the closure of schools.

A recent DfE platform provisioning grant was secured and helped ensure all Wellspring academies have the capability to automatically create pupil accounts once a pupil is added to Arbor MIS. A further enhancement courtesy of Primary ICT is a free one year service for all Wellspring schools that enables the automatic set-up of Google Classrooms through a Wonde MIS connector.

In addition, we are also progressing an order as part of a DfE funded connectivity scheme for disadvantaged year 10 pupils. This will provide some hardware and internet access to those who need it most.

Wellspring academies have also implemented a range of strategies to ensure our pupils can access learning from home.

Strategies include a 1-2-1 device strategy at Elements, the use of digital surveys at Greenacre to assess what access pupils had to technology and the issuing of some mobile devices to ensure home learning can take place. Digital Champions were used at The Forest Academy to improve the digital literacy of families within their community.

Despite this fantastic work, it is also acknowledged that some pupils are in need of further assistance to bridge the gap. Primary ICT have worked at pace to provide Wellspring academies with a cost effective, bespoke solution that ensures no pupil is left behind.

Wellspring Festival of Learning Returns

16 venues. 40 sessions. Over 1500 colleagues. 1 movie. WATFEST2020 was a day to remember. The inaugural Wellspring Festival of Learning proved to be a showcase of talent and inspiration. It demonstrated above all the power of collaboration and the possibility of collective transformation that lies within our schools.

“What an amazing day! I was blown away by the amount of talent, inspiration and creativity we have in our schools!”

“So many people coming together, enjoying different experiences, connecting, building new relationships & deepening existing ones!”

“Colleagues learning from each other, sharing their experiences, making

new friends, building new bonds, relationships and forming professional networks. It's a wonderful thing.”

We have no guidance yet on the likely impact of COVID-19 on INSET/Training Days for the year 2020-21. Given the success of the Wellspring Festival of Learning however, we feel that it is essential that we continue to build on the positive momentum of the event in 2021.

Our next Festival of Learning will be held on Friday 12th of February 2021



Supporting Wellbeing from MindSpace

The MindSpace team have been working non-stop during lockdown supporting young people and families across Barnsley, including staff across the Trust. Since lockdown, Jade from the MindSpace team has provided the wellbeing champions with daily affirmations to share across the school community. Thank you for all the appreciation we have received.

The MindSpace team have been running Relax and Revitalise sessions every Wednesday and Thursday. Sessions started 1st April, initially we offered two sessions of the same topic every Wednesday to all Wellspring staff from 1:30 until 2 and 2 until 2:30, with a Wellbeing Q&A on Thursdays 10:30 until 11:00. The sessions are now available Wednesday 1:30 to 2 and Thursdays 10:30 to 11. From the information kindly shared by staff who attended, we listened to your needs and gave each session a theme to support health and wellbeing

Topics covered so far

- The benefits of journaling
- Wellbeing quiz covering sleep, diet, exercise and hydration.
- Positive thinking and distraction
- Understanding the importance of self-care
- 5 ways to wellbeing
- Positivity bucket list
- Remaining positive in a pandemic

Please visit the Wellspring website and look for the ConnectEd button in the top right hand corner to find the latest themed ses-



A great day starts with a great attitude. Make it a great day!

Let your dreams be bigger than your fears and your actions be louder than your words.

Wellspring Free Counselling Service

Our Counselling service is available to all Wellspring staff and parent/carers of children and young people attending a Wellspring Academy Trust school. For further information and the flyer with all the details visit the ConnectEd page at <https://sites.google.com/wellspringacademies.org.uk/connected/home>

Staff can access counselling via email support@wearemindspace.com or call and text 07985 112044

“Working with O’Neil really helped me to shift my mindset and helped me with the sense of powerlessness I’ve been feeling due to various circumstances.”

Testimonial from a member of staff who decided to access the counselling service

Support Centre News

Recent Appointments

Welcome to
Wellspring

Executive Assistant



Karen Davis

Karen is the newest addition to the Central Administration Team, joining us in March 2020. She previously worked primarily in the legal sector for over 20 years as a Barrister's Clerk in 3 major cities and brings her vast experience of dynamic diary management, multi-layered communication skills and problem solving to the role at Wellspring. Karen will be working closely with Natalie Hardman and as Personal Assistant to Josh Greaves, and will be the primary contact for all diary management queries on behalf of Josh.

Information Governance Officer



Matthew Lindsay

Matthew is the newest member of the Information Services Team, joining us as Information Governance Officer. His previous experience is predominantly in the legal services sector, where he has worked as a Solicitor on behalf of Claimants for regional, national and multi-national firms in private practice. Moving away from advocacy and claims, he brings with him a wealth of knowledge and experience in statutory assurance, interpretation of legislation and case management. He will be working closely with Jonny Wathen and all of our nominated data protection leads. If you have any concerns or questions in respect of GDPR and data protection Matthew will likely be your first point of contact going forward.



Wellspring Wellbeing



Wellbeing at Sevenhills & Phoenix Park.
By Ash Lucas, Wellbeing Champion

The wellbeing of staff and students has been at the forefront of what we at Phoenix Park and Sevenhills have tried to achieve during lock down. Everyone has had their own fair share of difficulties throughout the pandemic and during times like these, the power of community can never be underestimated to support wellbeing.

When I've taken a step back and looked at all of the wellbeing initiatives people have been running across the sites I've been astounded.

Initially a lot of it was run through Google Meetings where staff have been hosting quizzes (I think our Phoenix site will challenge anyone in the UK in a pub quiz!), different forms of bingo, Wellspring Does Countdown plus simple catch ups where people have enjoyed a cup of tea with the (virtual) company of a friend. Some of these events have included a little bit of fancy dress too.

You'd be amazed how many of our staff have a secret stash of Tiger King memorabilia, random pieces of Disney attire and face paint. A little company, especially in these climates, goes a long way and when the Mad Hatter or Rambo turns up, you can't help but smile. It was also great to see staff families join in with the events too.

These kinds of activities haven't just been for staff though. Colleagues on each site have run similar activities for the students. Park and Sevenhills have regular Friday quizzes and Phoenix staff also play some hilarious games with students on a regular basis too. Jibber Jabber has to be a personal favourite of mine!

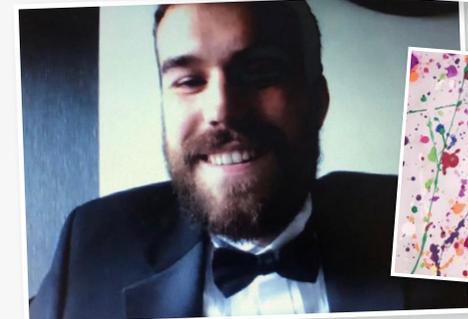
A few staff have been going over and above too, with our PE Teacher sharing a 'Daily One Minute Challenge' to get the more competitive of us up and moving.

Another member of staff, has also offered his confidential expertise as a qualified Psychotherapist to the staff team.

As things are slowly returning to normal and more students being invited back on to site, our challenge is now to continue these kinds of events in a physical manner, albeit at a social distance. Already we've got staff organising all manner of activities for our eventual return to site, with staff painting pictures to decorate the staffroom, socially distanced picnics and runs etc. Watch this space...



Making a Difference
Phoenix Park Academy





Wellspring Wellbeing



5K Interschool Running Challenge By John Mansfield

The staff at Phoenix Park and Sevenhills Academy have been spending their lockdown period keeping active and taking part in a series of physical activity and PE themed '1 minute challenges'.

Staff have been able to submit as many entries as they wish with the aim of scoring as many points as possible. All of the challenges are able to be completed with basic household items and range from juggling potatoes to creating a 'mouse trap' with a laundry basket. These have been sent to staff who could challenge members of their household during the early stages of lockdown and also demonstrated to learners via our online learning platforms. The response has been incredible, with a total of 361 entries sent in from a wide variety of staff, learners, family and close friends.

As the '1 minute challenges' have entered the final stretch and are approaching the final 50th challenge, we have decided (in collaboration with Beacon Academy after their successful PE department marathon) to roll out a 5K challenge (FA5T) for all across the four sites to re-encourage some friendly competition and further promote physical activity and personal wellbeing.

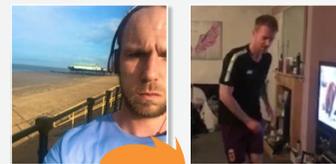
The response and interest has been astounding with so many taking advantage of the great outdoors of Cleethorpes and Grimsby and with still a further 2.5 days remaining in the challenge (at the time of writing) we have had a combined 188 entries from 65 different members of staff with a total of 940km covered already!

We would welcome additional schools wishing to join us in the fun for future events to get in touch.

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Making a Difference
Phoenix Park Academy



Wellspring Runners By Dom Fenner

In current times it is especially important to maintain positive mental health and wellbeing.

Physical activity releases endorphins, which assist in making your mood better, raise your energy levels, self-esteem, reduce anxiety and can even help you to have better sleep. All of these help to maintain a good emotional and mental health.

At Wellspring we have our own inclusive community of runners connected on Strava app. If you would like to join us please contact Dom Fenner – d.fenner@wellspringacademies.org.uk





Wellspring Wellbeing



Wellspring Adult Mental Health First Aiders
By Dom Fenner

Wellbeing is a key strategic priority at Wellspring Academy Trust.

We've been working really hard with MindSpace and Mental Health First Aid England on the delivery of online Adult Mental Health First Aid training for our Wellbeing Champions and Leaders across the organisation.

We're really proud to say that a large cohort of 48 people across the Trust will be completing the Adult Mental Health First Aid training in June and July 2020 to enable us to support the mental health of our staff through this challenging period and thereafter.



MHFA England



Trauma Informed School Award.
By Sarah Jones, Wellbeing
Champion, Springwell Lincolnshire



Just before lockdown, Springwell Grantham and Spalding became the 13th and 14th schools in the country to receive the Trauma Informed Schools award.

Our reports highlighted in particular our work on staff wellbeing, and praised how we focus on creating a culture of wellbeing by working towards real systematic change to address workload and make a significant financial investment required in providing supervision from qualified counsellors for staff who want it.

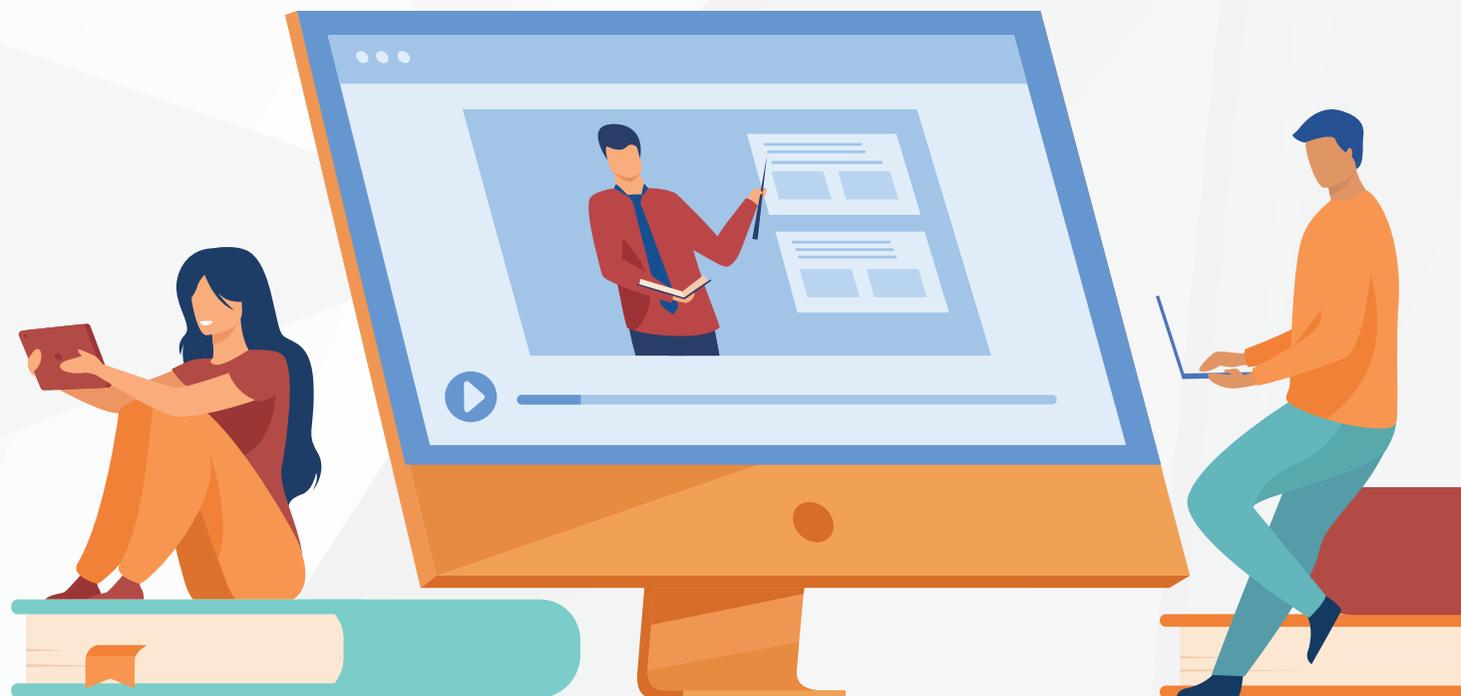
Securing Success following Lockdown: Behaviour Strategies

By Judith Smith

As the Regional SEND Lead for East Midlands, South Yorkshire and the Humber region for Whole School SEND/Nasen, I organise regional CPD events together with the Deputy (Jane Starbuck).

Traditionally these free events (funded by DFE) have been held across the region and have engaged and strengthened our Community of Practice by attendance of colleagues from all sectors and phases of schools, LA's, parents and carers.

Given the difficulty of planning for these events in the current climate, we decided to take a big breath, and a very scary dive into the world of webinars.



On Tuesday 16th June, Luke Mitchell delivered a webinar for us, focussed on re-engaging with pupils as they transition back into school following lockdown.

Over 500 colleagues from across the region signed up for this event and 390+ logged in for the hour long event and what a success!

We were delighted with this record number (the largest sign up so far nationally) and everyone agreed it had been a roaring success. Luke said: 'I feel honoured to be able to put on these sessions for so many schools. The response from attendees has been overwhelmingly positive.'

It was a privilege to share thoughts around how we can support children and young people upon their return to school. I'm very much looking forward to the next session.

All in all, we are very proud to have taken this massive leap forward and are now planning further webinars focussed on SEND issues. Please get in touch to share ideas of focus for these and any contacts you might have to contribute to our programme of events.

Happy Hampers

By Phil Burns



At Phoenix Park and Sevenhills Academies we have been focused on ensuring the welfare of our students and their families is at the forefront of our thinking. During the Covid19 lockdown our staff have contacted every student and family on a daily basis in order to check in, offer support and promote our online educational offer.

Through these important liaisons we were able to identify a number of vulnerable families who were struggling with the additional pressure of providing food on reduced incomes and who needed additional assistance.

In response to this, Mr Williamson, Park House Care Team, contacted a number of local businesses and supermarkets for donations to help us create food parcels to share amongst our school community. Mr Williamson gave context to our settings and how families of our students would benefit from and be grateful for any support. We were not disappointed by the response!

The manager of Tesco had previously worked in a PRU and really wanted to get behind this initiative and we were blown away by their generosity and that of local Spars who donated a total of £160 along with a trolley full of food items.

During half term Park House staff spent a day sorting through the items and organising personalised hampers to best suit identified families. After a lot of hard work we created a total of 33 food hampers!

I am immensely proud of the actions of the staff team who have proved yet again that they are determined to make a difference to our communities and to help in any way they can.



Making a Difference

Phoenix Park Academy



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Aspirant Teacher Programme



Positive Regard are excited to be offering the Aspirant Teacher Programme. The course has been designed and will be delivered by Sarah Jones, Executive Vice Principal, Springwell Alternative Academies Spalding and Grantham.

Sarah says “Across Springwell Spalding and Grantham we have lots of amazing TAs, HLTAs, and unqualified teachers, who are so brilliant at building relationships with children and young people, so empathetic, so fun, and so creative. They have the potential to be truly incredible teachers, but many don’t have a degree, and aren’t able to take the time off work to go and do one, so can’t access the more formal teacher training routes.

Speaking to staff in my two schools, I realised there is a big appetite amongst support staff for training and development that introduces them to the basics of teaching and other material they have missed out on by not yet having done QTS.”

[Click here to view the Flyer](#)

Aspirant Teacher is a year-long course that focuses on pedagogy - how do we plan our time in the classroom so that children will learn? How do we construct tasks that will engage and excite them, and lead to powerful learning?

How can we find out what they have understood? How can we make sure we are challenging them at the right level, and giving them the support they need?

In the aspirant teacher programme we explore what research and evidence tell us about these questions, and participants work together to put their learning into practice in their own classrooms. Then we come back together and reflect on how it went and what we can learn from that.



If you are interested in the programme for your staff and want to find out more about the content, or put forward a member of staff for the programme please email Theresa Di'Iasio director@positivereagrdtsa.co.uk

Recently, Sarah ran a virtual taster session for people who might be interested in participating in this programme next year and we were delighted that over 30 colleagues from across Wellspring joined the session, all as excited about an hour’s conversation about the purpose of learning objectives!

Many of these staff have since expressed an interest in being a participant next year. It is fantastic to see staff so committed to their own development, to building their skills so they can make even more of a difference.

Mind Matters Podcast with a principal and a psychologist

Episode 5 is a conversation with Executive Principal, Emma Beveridge on the LaceyField Journey and relational approaches to education.



View episode 5 here
<https://www.youtube.com/watch?v=I26IRGNU8ps>



Mind Matters
Episode 5

Hosted by @TheNurtureLady & @Hannah_Albery
with guest @EmmaJBeveridge of @LaceyFieldLouth

Google Classrooms at LaceyField

By John Noden

Setting up your classroom from scratch...



I remember dreaming in my first few years as a teacher (and beyond) of how I might lay out a brand new classroom. It wasn't just me – my colleagues at the time would sit and discuss everything from the exciting shape of the rooms and colour schemes down to the trivial but crucial location of sockets and whiteboards. Recently, the LaceyField team, as with a number of Wellspring (and beyond) schools, have set up classrooms from scratch, but not maybe the kind we'd dreamed of!

As a staff team we were already using some elements of the G Suite for education; drive, docs... but we were all at different stages and had definitely not dipped into Google Classroom. To say that the team have done an amazing job would be the biggest of understatements. Within a week, we went from children not even having accounts set up, to online

classrooms populated with a carefully considered balance of activities to ensure the wellbeing of our children and families was supported in the best way we could remotely. This is just one arm of our approach currently, but has been crucial.

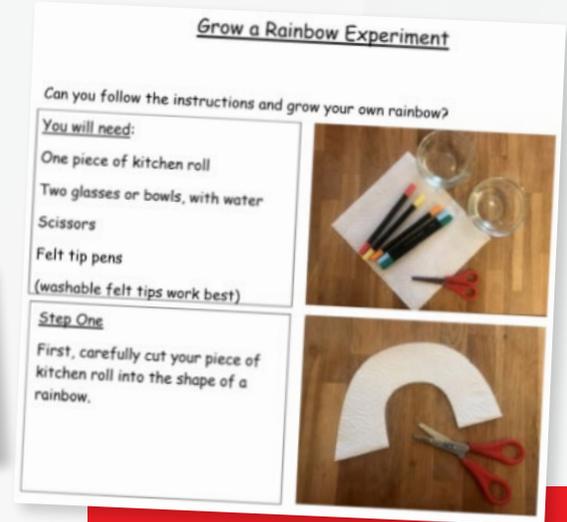
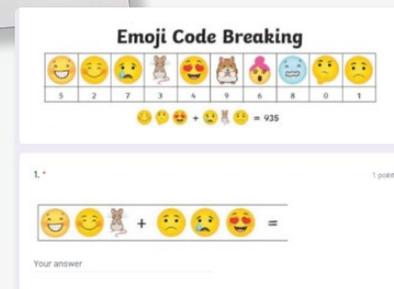
For me, one of the greatest strengths has been the in depth discussions we've held about the 'why' and the 'how'. Looking at research from across the world, we've considered what opportunities our families are most likely to be missing / missing out on, and how to best present these activities to support and scaffold both children and the adults at home that may be helping them. This is of course having a further CPD benefit for life back in school as we welcome the return of more and more of our LaceyField family.

I know we are not alone – I know many other schools have been doing very similar things, but I cannot sing the praises enough of the staff team who have dived in head first and embraced new technology, new applications and new



approaches. I am so very grateful for our wonderful team who have continued to be **#BusyBeingBrilliant**.

Please take a look at some of the wonderful things that have been on our learning menu...



I cannot sing the praises enough of the staff team who have dived in head first and embraced new technology, new applications and new approaches.



A Legend at Laceyfield

Best of luck for the future from your friends and colleagues at Laceyfield.



As we move into the end of the school year, Laceyfield will be saying goodbye to our longest serving member of the teaching team. Alison Fox will retire after 35 years at Eastfield Infants and Nursery Academy.

She has been treasured by children, families and colleagues for her enthusiasm, commitment and dedication to the school she has served. Not one to blow her own trumpet, Mrs Fox has been an inspirational teacher, leader, mentor and member of our community, whose involvement runs throughout our town. This is apparent in her support of the local church, leading a Guide group and not to mention her talent as a beautiful pianist.

Staff would agree it has been a pleasure to work alongside Alison and she is held in incredible high regard and affection. She will be sadly missed but friendships made over the years will last forever.

Her legacy will be remembered through the huge number of lives she has impacted throughout her career. We wish her the very best in the next stage of life's adventures.



Springwell Academy Leeds achieves Artsmark Silver Status

By Adam Bell



Following a two year process Springwell Academy Leeds was delighted to receive the news that the school had been awarded Artsmark Silver status on 18th May this year.

This Award recognises the development of our Arts curriculum so far and the tangible impact it is having on the children and young people at Springwell Leeds.

In March 2018 the school submitted a statement of intent, outlining a number of ambitious objectives to develop and raise the profile of Arts subjects across the three sites. This in itself was a challenge, as the school was going through a significant period of transition having only opened the East site weeks earlier whilst the North site was still under construction.

Over the past two years nine Arts staff have been recruited to work across the three sites and they have all worked hard to cater for students' needs and help them to gain valuable skills in Art, Design Technology and Music. In turn many have fostered an enthusiasm for these subjects. Our staff are constantly looking for new ways to nurture and inspire our pupils in class, through extra-curricular activities or in partnership with external agencies and we are delighted that this has been recognised by a national organisation.

Earlier this year we submitted our 'statement of impact' to Artsmark. In this document we were expected to discuss the progress we had made in promoting the Arts in detail and provide evidence of the journey we had undertaken as a school since we submitted our 'statement of intent'. As this document was being developed it became apparent that there is much to be proud of in terms of the Arts provision we provide and that many of our staff regularly go over and above the call of duty for the benefit of our students. Going forward we aim to continue to develop our skills as a team and embed much of the good practise that is already taking place.

Below is the summary statement sent to us by Artsmark on confirmation of our award:

'Springwell Leeds Academy is to be commended for its commitment to developing artistic and cultural experiences for pupils. You have laid down well considered and firm foundations across the school, which will provide an excellent basis for growth and development of staff and pupils across the Arts. CPD has been a key foundation and your weekly staff meetings to discuss the Arts are a great way of sharing experiences and resources. The guidance and subsequent cascading of knowledge from training sessions led by the Head of Arts is a valuable way of continuing to inform your future planning. You have also provided a range of performance and exhibition opportunities for pupils to celebrate their work, which has helped raise the profile of the Arts across the schools and wider community. A range of rewarding partnerships have been established with organisations offering a range of creative inputs for staff and pupils. You have successfully identified future areas of development in your Statement of Impact and it will be good to read how these progress as you continue your Artsmark journey.'



Littlecoates in Lockdown

By Nigel Lowther, on behalf of Littlecoates



Lockdown at Littlecoates has “brought the best out of a wonderful team of dedicated professionals” said its Principal Neville Wilkinson.

New skills have been learned, challenges met and friendships forged through an extraordinary time. Throughout it all, there has been a focus on the best interests of the children and their families. After health and safety, Neville’s biggest priority was to ensure communication with stakeholder groups was as good as possible.

“We’ve used every means available to ensure messages have got through to parents. We have drafted staff in to support the office team with making phone calls to parents. We have gone the extra-mile to keep them informed of all of our decisions, to be there to answer their questions and to give them support and reassurance. Similarly, keeping staff involved, supported and informed during this time apart has helped to maintain morale and a sense of togetherness.”

Teachers Kate Cowdroy, Tom Cadman and Dan Birkett were appointed as the online learning team at the onset of lockdown. They got to grips with Bug Club, TT Rockstars and Numbots and launched Google Classroom to pupils within a week. They established weekly links with the ConnectED team across Wellspring, sharing ideas and resources. Virtual staff meetings were held through Google Meet and CPD organised to ensure staff were confident with the Google apps. The online offer has been continually improved and teachers given more responsibility for creating resources while the online team looked at marking and providing feedback to the children. They worked on Screencastify and filmed further videos to make the Google Classroom more engaging, including assemblies. Video lessons are being taught across Maths, guided reading, phonics and writing every day. Topic and science are being introduced. A whole staff quiz for the children offered a prize for the winner.



Kate felt they had built a “fantastic offer” for their children learning from home. **“Collaboration is key in these unprecedented times and it is fantastic to have the support from my own team and the Wellspring community too,”** she said.

Computing lead Tom said: “We had to make huge steps very quickly to ensure we could offer our pupils quality and consistent home learning. I have had a tremendous amount of support from the staff at Littlecoates, particularly Kate and Dan, to make this possible. I feel confidence among the staff team in that Google suite has come on leaps and bounds during this period.”

Dan was proud of what had been created as a team and a school. He said: “We have an active core of children who rely on the online platform for their education and school-interactions (with their peers and teachers) that we have built up in a short period of time. Members of staff have been very supportive to each other, with weekly and adhoc meetings to tackle any issues, problems and to check-in with each other as we are mostly working from home.”

In the actual, rather than virtual, classroom, Annette Sapsed kicked off the teaching rota, leading a mixed group of Nursery, Reception and Year 1 children.

“We had to make quick decisions about how we would shape the days ahead, so that the children were busily involved, actively learning, but finding lots of time for much-needed fun. We decided to start the day with half an hour of exercise and soon became devotees of Joe Wicks. Over time, this has evolved and, now involves a mixture of action songs and dances. Thanks to Go Noodle and Just Dance, amongst others.”

They had made the most of warm weather, with daily walks or runs around the school field. “As an Early Years teacher, initially I felt deflated by the sudden withdrawal of resources key to our everyday provision, such as sand and playdough. Since those first days, I feel much calmer about the classroom environment as it stands, although I, like everyone, would like ‘normal’ to return. The main reason has been the children’s capacity to cope.”

Teaching assistants have contributed to Google Classroom, paper work packs, and working in school. One of them, Julie Hacking, said support from the online team had been “amazing”.

“One of our main tasks from home has been to keep in touch with children on Google Classroom and via telephone to offer support and encouragement,” she said. Not all children have access to the internet, so it’s been our job to put together the weekly work packs ready for distribution.” Being in school once a week as part of a rota to support the children attending on site has been really important.

“Of course, the best thing has been seeing the children. One of the accidental benefits of the rota has been the opportunity to work closely with other members of staff you wouldn’t normally work with. No one has been put under pressure to do more than they are able to, and I think that approach has got the best out of people. Everyone has kept in touch and support for each other has made me realise what a great team I work with. I’ve really appreciated being able to see everyone altogether and have a catch-up at our weekly briefing on Google Meet. We all look forward to the Principal’s light-hearted emails each evening rounding up everything that’s been going on.”

The Academy’s had public support from its parents. Comments have included:

“Thank you Mr Wilkinson and all Littlecoates staff. You all doing wonderful job.”

“I hope that you Mrs Howes, Mrs Morgan, and all of the other wonderful teachers and staff at Littlecoates, are all taking care of yourselves. The girls are all, very much, missing you all.”

“Our daughter’s loving your Year 6 offer. Thank you for this.”

“How lovely you all are. Thank you for taking care of our children.”

“Well done to everybody there who’s done incredibly well during this pandemic.”

“Thank you for helping out my son and checking on him when you can, it’s much appreciated.”

Neville said: “I am incredibly proud of all the staff, for their indefatigable spirit throughout this crisis, and I believe we will emerge from it even stronger than before.”

People buy into the ‘Why’ of education that we provide

By Chris Jessup

How our communities are strategically investing in our workforce - despite the challenges of Covid.

The Covid situation has had a number of consequences for schools across the country - not least an increased challenge to recruitment and retention. Fewer opportunities and vacancies have been advertised than normal, and routes into schools have been affected by a general uncertainty around future financial planning and workforce requirements.

However, Wellspring leaders across our communities have shown a commitment to strategic, innovative and inclusive recruitment and retention practice. This assurance and long term investment demonstrates our values in being a people centred organisation that provides equality of opportunity.

Across the Ebor and Victoria Primary Academies, five salaried Schools Direct trainees have been recruited. The administrative process involving application, selection and interview was handled by the Schools Direct team, with Executive Principal Sam Bailey being able to recruit virtually. The whole process was “incredibly efficient”, says Sam “and enabled me to get to the core of who was being interviewed, assess their potential and make swift decisions”.

Sam has a well established and sophisticated recruitment process in her other schools that comprise the Barnsley Primary Partnership (BPP). Seven unsalaried trainees will begin in September along with a Graduate Teaching Assistant role. The training takes place across Forest, Oakhill and Oakwell Rise and is a win/win for both trainers and trainees. It provides what Sam describes as “massive capacity. It is a great opportunity for teachers within the schools who are responsible for the training. The CPD they receive as a result of articulating the practice is exceptional. The trainees grow by having a significant coach and mentor at the start of their careers”. The programme requires access to alternative provision pedagogy - with the BPP able to reciprocate in kind - and helps to coordinate the thinking and culture.

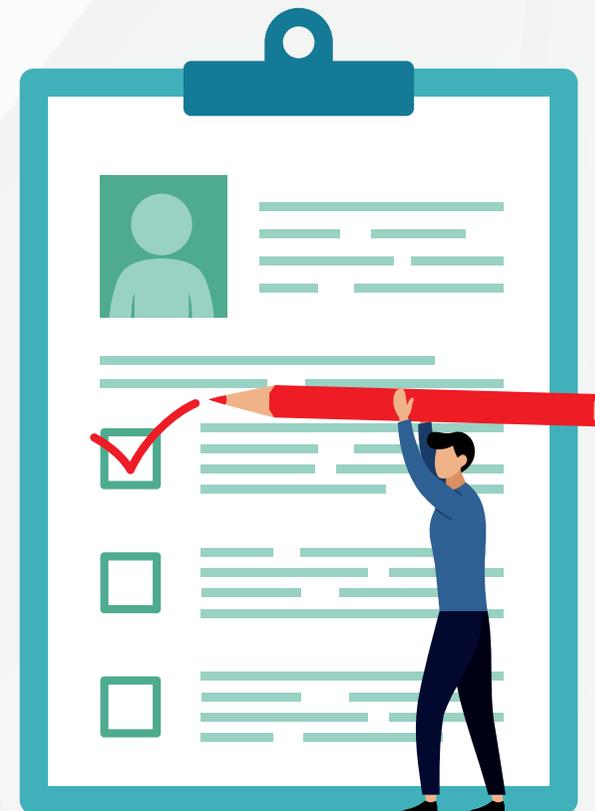
Beacon Academy in Cleethorpes has had an incredibly challenging few years in terms of recruitment. A school that, three years ago, was literally counting to ensure that there were enough teachers to start the term is now enjoying a renaissance and is in the happy position of selecting from fields of candidates for posts. Last September, Beacon welcomed eight new members of staff to the team.

This year, a further nine will add to the growing curriculum offer. “For us,” Jason Thurley the Headteacher explains, “people subscribe to the ethos above all - we all want to make a difference to the lives of children”. By recruiting for culture, Beacon is able, for example, to offer 43 extra-curricular activities in a school of less than 400 pupils. The school places itself apart from traditional Secondary schools. It stresses ‘human-scale education’ with a breadth of curriculum that is growing every year. New teachers feel supported in their career ambitions.

“People buy into the why of the education provided here” continues Jason. “The chance of joining a school and a Trust that offers opportunities, treats professionals as professionals and believes education is built on relationships is a powerful magnet for new and established teaching colleagues”. Just as with Sam’s schools in Barnsley and Leeds, Jason has been able to slash the supply budget and reinvest the money, helping to secure the long term viability of the school.

For Sarah Jones, Executive Vice-Principal at Spalding and Grantham Alternative Academies, the key to a continued pipeline of excellence lies in inviting colleagues who work as Teaching Assistants or HLTAs onto an Aspirant Teacher programme. Sarah inspires those lacking the formal qualifications - but displaying the skill and the will in class everyday - with an entry level programme dealing in many of the key aspects of pedagogy and classroom practice.

So, for example, part of the course interrogated Learning Objectives, researching how they are used, looking at their bespoke use and evaluating impact. The one year course leads to deeper understanding and further accreditation via QTLS. This innovative approach has been promoted widely via ConnectEd leading to colleagues from other Trusts expressing an interest in joining - a true example of system led school improvement.



Three differing and creative approaches with one common aim. What connects them is a clear strategic direction from the leaders and the determination to recruit to the values of the school and the Trust.

A compelling vision is clearly articulated from the depths of rural Lincolnshire, to the coast of Cleethorpes and across cities in Yorkshire. Leading on recruitment is just one area where Wellspring is at the forefront of education: wherever our communities of practice flourish, we have innovation, assurance and inclusion at our heart.

The Wellspring Twitter Community...

....continued

Springwell Retweeted
Stephen Tighe @stighe9a · 17 Jun
 Excellent creative work going on @springwellLC with our childcare group today.

4 21

Springwell Grantham @SAA_Grantham · 12 Jun
 This week P1 @KBurrows240617 started a topic based around George's Marvellous Medicine by Ronald Dahl. Everyone enjoyed making their own messy magical mixtures using ingredients they found at home. Apologies parents for the mess 😊 #allgoodfun 🍌

1 4 9

Springwell Leeds Academy Retweeted
Springwell Leeds South Primary @springwell_4 · 18 Jun
 Nurture breakfast is well underway in Blue 1! We are having fun, catching up on what we have been doing and working on our speaking and listening skills. #semh #wemakeadifference @Springwell_Lds

Springwell Leeds Academy @Springwell_Lds · 15 Jun
 Well done to William from our North site who continues to complete his home learning activities every week.

Chicken Spies	POKE
DANCE	QUICK
BRUSH	ROCKET
FEEDING	SWIFT
GARDEN	THUNDER
MIRACLES	UNUSUAL
TO SPIN	VEGETABLE
FARM	WE WILL
KATE	X
LET IT GO	YOU
MARVELOUS	ZAYN

Springwell Alternative Academy @SAA_Spalding · 19h
 AF and his siblings, planning, designing and making a fort in our session today-wow!

4

Springwell Learning Community Lincolnshire Retweeted
Springwell Lincoln @SAA_Lincoln · 12 Jun
 What a week! Primary have been working hard and playing hard (that Daisy Made Ice cream looks good!) and the flower beds are starting to look a little better!

This week in P1 & P2

2 15

The Forest Academy @ForestAcademy_ · 5 Jun
 More marvellous creations- KS1 are on a roll!

1 7

Victoria Academy @VPALeeds · 27 May
 The first crop of veggies from our VPA key worker children's vegetable patch at @EborAcademy. Lovely Radishes.

1 8