

December 2023

Newsletter



Children First Academy Trust

'Thrive and Achieve Together'

Inspection dates : April 2023 to September 2023

Overall effectiveness

Outstanding

The quality of education

Outstanding

Behaviour and attitudes

Outstanding

Personal development

Outstanding

Leadership and management

Outstanding

Early years provision

Outstanding

Above is my summary of the five Ofsted inspections which took place between April and September this year. I am extremely proud of the reports for each of the schools. There is a real recognition that our determination to give children the very best education and the very best personal development opportunities shone through in them all. Well done to all of you for the part you played in this achievement.

People Strategy

I spoke to you all at the beginning of term about our work to develop a People Strategy. The strategy is our approach to recruiting, retaining, training and engaging the very best workforce.

Circulated with this newsletter is the draft strategy, please do give feedback to your leadership teams if you think we have missed anything.

The Headteacher Board and I have been working with some external support to start to bring the strategy to reality. You may remember that we started this work with a staff survey and this has helped us in our planning.

Progress to date

We have improved appraisal systems to ensure that all staff are able to celebrate the work they do and also discuss their ambitions and next steps.

We have looked at ways of ensuring leave requests are treated in the same way in each school and we have tried to build in ways that we can add some flexibility into what is inevitably a fairly inflexible workplace.

People Strategy Cont'd

We are now advertising the option of part time working on all of our job adverts and we are part of a Flexible Working hub where schools share their ideas on this topic.

We have bought into the full professional development package from Haringey Education Partnership and are working with them to sort out career pathways for staff of different experience and with different ambitions.

We have bought into the enhanced Employee Support Programme for all our staff. You should hear more about what they can offer from your leaders. There is a lot in the package so do make sure you use it when required. Posters etc should be appearing in staff rooms, if they were not there before.

In the new year we will launch an employee benefit scheme. The scheme will enable you to access vouchers and discounts at various places and includes a cycle to work scheme. More details to follow.

The biggest challenge suggested in the survey was more joint working as a whole Trust. On February the 19th you will be able to attend a joint training day for all five schools. We hope this will become a more regular event and that as well as training and sharing good practice you enjoy a day meeting each other.

Wilbury is an Early Excellence Partner school and we now have three 'Outstanding' Early Years provisions across the Trust. Mrs Chaloner (DHT Wilbury) leads on Early Years across the Trust and she works very closely with Early Excellence to provide exceptional training for staff at all levels. Wilbury hosted a very well attended training roadshow for staff across the local area in early November. Mrs Chaloner and Mrs Sengonul (Science Lead) also took part in a podcast for Early Excellence about high quality leadership and science in the Early Years.



The children at Fleecefield can do amazing things in computing. Here they are programming their own micro-bit computers and bringing their sustainable creatures to life.



We are very proud that...



Galliard is our first school to be judged Outstanding in every area and it is a testament to the hard work and determination of Caroline and her team. Galliard have also been asked by the DfE to be an Attendance Hub. This will require them to share their strong practice in this area with other schools.



Galliard school Parliament met our local MP Kate Osamor.

Raynham Primary School is proud to have one of their Eco-Ambassadors representing us in the first-ever World Children's Parliament . The online session took place on the 29th of November 2023, and included children representatives from across the globe . Our Eco-Ambassador was invited to share his opinion on micro plastics' impact on the food chain.



Out and about with Children First



Wilbury children are such great artists they ran their own art exhibition.

Children from Galliard choir visited Sunbridge care home and sang some Christmas carols for the residents.



Wonderful performances took place in all of our schools—thank you and well done.



Raynham and Brettenham children enjoyed a residential in Suffolk. They went sailing and did archery.

I would like to take this opportunity to thank you all for your hard work and commitment and I hope you all have a relaxing holiday and a wonderful Christmas if you are celebrating.