

# esteem

## Multi-Academy Trust

*Stronger Together...*

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## SCHOOL IMPROVEMENT NEWSLETTER

Welcome Back! We hope you are all well and rejuvenated after the summer break. We are thrilled to have you back on board, ready to embark on another exciting academic year at Esteem Multi-Academy Trust.

First and foremost, we would like to extend a warm welcome to our new colleagues who have joined us since our last newsletter. We're delighted to have you on our team and are confident that your valuable contributions will enrich our educational community.

As we step into the new academic year, we're filled with optimism, enthusiasm, and the shared goal of empowering our students to reach new heights of success. The trust and dedication you've shown throughout the years have consistently created an exceptional learning environment for our students, and we are certain that this year will be no different.

As we reunite, we have exciting plans and initiatives lined up that are designed to elevate both our professional growth and the overall educational experience for our students. These include enhancing our professional development offer, further improving a digital technology provision for the Trust and Academies and continuing to support our communities and staff across the Trust in the best interests of the pupils we serve.

Once again, welcome back to work! We're looking forward to accomplishing great things together in the coming months. Let's make this academic year one of growth, learning, and excellence.

Best wishes for 23/24 - *Julian Scholefield CEO.*



### September 2023

- ✓ Good news stories across Esteem MAT
- ✓ The Esteem INSET Day - May '23
- ✓ Academy in focus - Stanton Vale
- ✓ Elmsleigh; phonics and reading
- ✓ Expert Team and Targeted Specialists update
- ✓ Professional Learning and Development update
- ✓ Research corner
- ✓ Esteem MAT news update

# Good News across Esteem

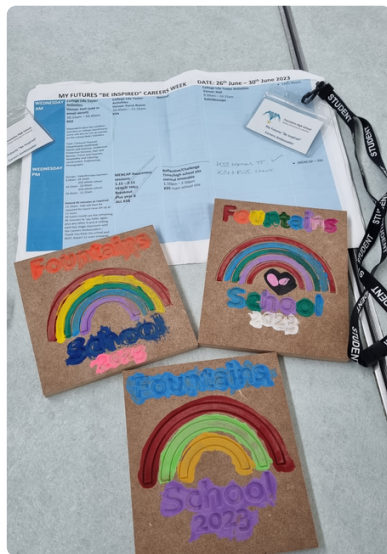
## Fountains High School - Careers

Fountains High School continues to improve their Careers & Destinations offer in school with a varied, innovative and purposeful strategy. So much has been completed this year but here is a highlight from the 'Be Inspired' - Careers Week led by Lee Webster - Expert Team.

*Something magical happened at FHS recently when our school was transformed into the World of Careers for the whole week!*

*Our amazing student and staff teams were immersed into the future with a little help of course from some incredible companies and our education partners. Our young people were involved in many workshops and interactive activities including Theatre, Hobbycraft, Box to Box, Groundskeeping, Travel Training, Hair and Beauty, Technology, Severn Trent Water and the Environment and the National Forest!*

*A huge thank you to all of our of guests and visitors who made the week really special for our students in helping them to create new memories and we hope, inspiring experiences...*



## Holbrook - Behaviour Hub

Behaviour Hubs is a one-year programme for schools, with the option to extend for a second year if needed. The programme is fully funded by the Department for Education (DfE) and provides schools with bespoke support, training and advice aimed at improving behaviour culture, which is tailored to each individual school. We are delighted to announce that Holbrook's application to be part of the project has been accepted and the Academy is one of the core partner schools starting from September. It will be really exciting to find out who and where Holbrook will be sharing their expertise with in 2023/24.

## St Clare's - Outstanding!



Laura Russell - Head Teacher at St Clare's School in Mickleover was delighted to share the news with parents/carers in June '23 that the Academy was officially graded 'Outstanding' by Ofsted. The inspection was carried out over two days, scrutinised various aspects of the school's provision, including Safeguarding, the Quality of Education, Behaviour and Attitudes and Personal Development. The inspectors were deeply impressed by the school's dedication to fostering an inclusive learning environment and promoting individual growth and development. They are quoted as saying 'Pupils thrive here'.

One aspect that inspectors really commended the Academy for was their approach to personal development through the curriculum and in particular the Outdoor Learning provision and Duke of Edinburgh Scheme.





# Good News Stories across Esteem MAT

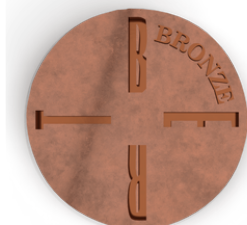
## RSE / PHSE Accreditation at Bennerley Fields – Anna Shelton (AHT)

At Bennerley Fields, we recognise that PSHE is at the core of what we do and enables our pupils to become independent, confident, healthy and responsible members of the community. It is the golden thread woven throughout the curriculum providing knowledge, skills, understanding and breadth of experience allowing pupils to develop independence, to be valued, respected and be the best that we can be, "As Together we achieve amazing things."



To further enhance our offer, we embarked on the 'Corriell Award'. The aim of this award is to review the school's approach to drugs and alcohol education. Using their eight point whole school scale, as laid out in, 'Promoting children's and young people's health and wellbeing,' resources and support has enabled the school and staff to develop this area. Also, it is necessary that our pupils have the knowledge, skills and understanding so that they will be grounded in knowing how to look after themselves, how to access support and how to keep themselves and others safe. This includes the ability to recognise what a healthy relationship looks like, and that their bodies and feelings will change as they grow up. We developed our RSE curriculum to ensure that the parents and staff were consulted. A parent and carer meeting was held and very positive feedback was received.

We have also developed the policy and curriculum and have achieved the bronze 'BERT award'. Obviously, we are now striving for silver and gold. Both of these awards have been supportive as a subject lead, but most importantly have had a positive impact for our pupils and have ensured that parents have had a voice and a better understanding of the curriculum.



## St Clare's expansion

St Clare's Special School has exciting plans which will improve classroom and sporting facilities for local young people with SEN. Proposals for a new building and extensive refurbishment of the existing school including plans for nine additional classrooms, a state of the art activity hall, a new enlarged MUGA, breakout spaces for pupils and a dedicated staffroom. The consultation is now complete and proposals will be submitted to Derby City Council this summer.



## The Kevin Dean Scholarship

We are delighted to announce that Jolene Carter – Head of Centre at Esteem South has been awarded the Kevin Dean Scholarship in term 3 of 2022/23. Many of you will remember Kevin who was previously the Chair of Trustees and a key driver behind the formation of Esteem. Kevin sadly past away in 2022 but his legacy will live long and Jolene is the first Esteem collogue to receive this award to complete the Masters in Education – SEND which will be part funded by the Trust in partnership with Nottingham Trent University.

We hope this will be the first of many that will take this route to Higher Education via the Esteem Fellowship Research Project.

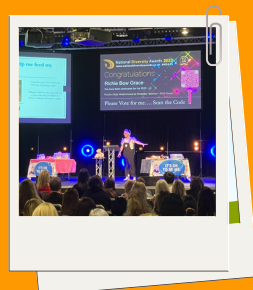
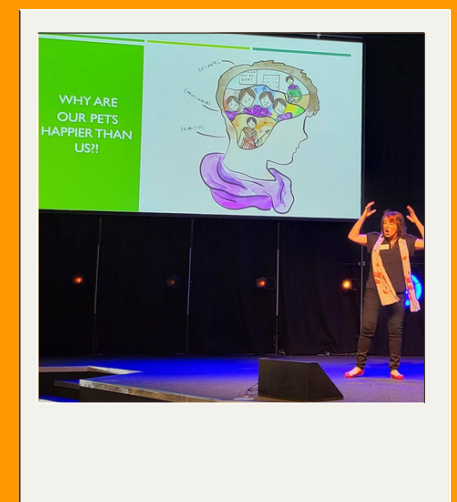
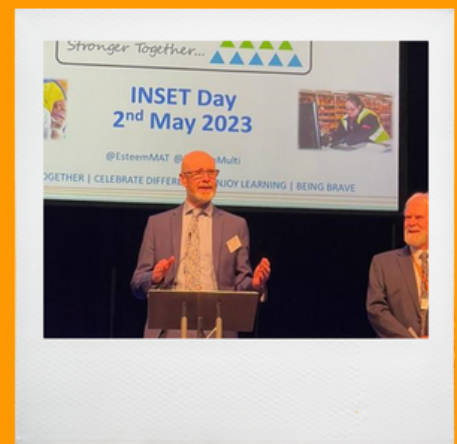
# The Esteem MAT INSET

We welcomed all of our Esteem MAT schools to Trent Vineyard in Nottingham on Tuesday 2nd May 2023. The first in our 5-year history was a really opportunity to take some time, reflect on our journey and listen to some incredibly insightful keynote speakers who gave useful practical tips to take away. We were privileged to be joined by:

- Dr Pooky Knightsmith - enabling today's children to flourish
- Nerys Hughes - using role modelling in relational practice
- Adrian O'Malley - authentic leadership
- Catriona Hudson - how to get out of your own way / creating the conditions for success
- Westfield Health - supporting mental health
- Simon Knight - in pursuits of a life well lived (maximising the impact of education beyond school)
- Emma Kehoe - comprehension research
- Jolene Carter - effective CPD
- Richie Smith - a million blankets

We have been overwhelmed with the positive feedback given by colleagues from the day and also also for the constructive ideas for future INSET days which are provisionally planned for 2024/25

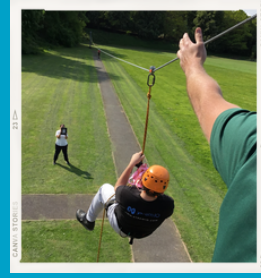
We hope you are continuing to put those practical strategies in to place at our schools and once again, thank you for your contributions on the day.



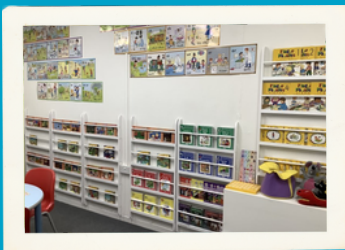


# Academy in focus – Stanton Vale

Stanton Vale Special School, Long Eaton continues to go from strength to strength and very recently has enhanced its provision and will be expanding to 110 young people from September '23. This includes two classrooms with two large additional rooms for each class and a shared sensory room. There will also be a new kitchen with sinks and hobs that are height adjustable and accessible to everyone. Coupled with the above, the Academy will be supported by a new medical area and office as they look forward to further support from colleagues in the NHS to continue to meet the health needs of our pupils. Exciting times ahead and it is a pleasure to share some of the amazing highlights that have happened at Stanton Vale in the 'Academy in focus' page.



**Outdoor Education:** The last two weeks of terms were very busy at Stanton Vale! We took 3 groups of students to Lea Green on extended trips and residentials. The first group of students visited Lea Green for two days from the morning until late into the evening. They abseiled; took part in bushcraft and had some time in the soft mobility stretching and completing physical activities. The second and third groups stayed overnight and were away from their parents and carers for 3 days and 2 nights. All of the students challenged themselves in a variety of ways from completing zip lines and high ropes, to sleeping in a room with their friends. They all behaved excellently on the trip and were a credit to the school and themselves – it was amazing to see a different side of our students and to watch them develop resilience, teamwork and friendships outside of the classroom. We cannot wait to do it again!



**Phonics/Reading;** Stanton Vale began a successful one-to-one and small group literacy tutoring programme last academic year and the provision has grown and developed even further. The Jolly Phonics based sessions are a tailored approach to literacy not only focusing on phonetic sounds, blending and segmenting but also incorporating grammar, comprehension and a new focus on inference. Each session is adapted to the pupil's individual needs by using intensive interaction techniques and encouraging transferable skills, for example, they can opt for computer-based typing to assist with their learning.

Our pupils really enjoy their Reading Room sessions and we are excited to be adding numeracy interventions to the tutoring programme in the new academic year.



On Thursday 27th April, Stanton Vale pupils competed in the East Midlands Regional Cricket Competition and came a fantastic 8th overall. More of the same next year, lets hope we can aim to compete at Lord's cricket Ground in London.

# Elmsleigh – Reading and phonics

Elmsleigh Infant and Nursery continue to lead the way in supporting not only their own pupils, but also sharing their expertise through training others across the County. Most recently, Catherine Smith has been working on the reading transition project which the Year 2 staff have just completed with Derbyshire. The main focus of the project was;

- To help build links with a junior school, so that children experience greater continuity in content, pitch and sequencing of the reading curriculum as they move from Year 2 to 3.
- Implementing evidence-informed approaches to curriculum design in Years 2 and 3, with a focus on reading fluency and comprehension.
- Ensuring that reading provision meets the needs of all Year 2 and 3 learners and accelerates progress for children who need additional support.

Parents and staff feel that it has had a positive impact on reading this year in year 2 and reading lessons will take on a slightly different structure next year as a result. Below is the 1-page project summary.

Elmsleigh Infant and Nursery School is a 2-form entry mainstream school set in the suburbs of Swadlincote, in South Derbyshire with 169 children on roll. We converted to Academy status with Esteem Trust in April 2020. We have a mixed catchment with 50% pupil premium and 40% SEND. Primarily White British with 7% EAL. We also have an Enhanced Resource (ERS) that supports 16 children with varied diagnoses of special educational needs with autism. A prime focus for our Nursery is language and communication, as many pupils start with poor speech. We endeavor to provide a wide range of opportunities and experiences for our children, this includes reading for pleasure and phonics, as majority of our children have limited exposure and opportunities at home. It has taken many years to build a learning culture where staff thrive from delivering excellence.



Springfield Junior School is a 2-form entry mainstream school set in the suburbs of Swadlincote, in South Derbyshire with 202 children on roll. We converted to Academy status with QEGSMAT in June 2017. We pride ourselves on our inclusivity having a mixed catchment with 56% pupil premium and 46% SEND. Primarily White British with 6% EAL. We also have an Enhanced Resource (ERS) that supports 15 children with varied diagnoses of special educational needs. Our prime focus is to develop a culture of reading as this underpins all curriculum learning and we understand the positive impact the acquisition of increasingly complex vocabulary has on our children's future life chances. We use our knowledge of cognitive science and Rosenshine Principles to support our children to learn more and remember more through a structured, sequenced curriculum enriched by planned for experiences and educational visits.

## To develop a shared, cohesive approach to teaching fluency (automaticity and prosody) so that pupils become more fluent readers and develop a love of reading.

### What we did

In November, Elmsleigh hosted a reading café for year 3 children. There were many activities including an opportunity for children to read and recommend books in mixed ability pairs, read in the school library and watch an author read aloud.

We implemented the Fluency 5 strategy in classrooms (5 minutes a day of speed reading Common Exception words in different voices) This in turn enhanced the children's recognition and writing/spelling of these words.

All children in both year groups had an initial visit to the local library. We had a discussion with the librarian who also read a popular book to the children.

There are more opportunities for echo/choral reading when reading aloud with the whole class and in small groups –especially within foundation subjects to apply reading skills across the curriculum. We also introduced the idea of "Give it some welly" where we encouraged children to repeat the modelled intonation of the focus text.

We implemented focused skills weeks within group reading for a block of sessions, which were then applied throughout the curriculum.

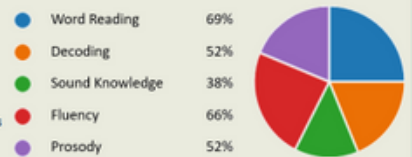
In Year 2, all children have had the opportunity to take home a reading rucksack to share stories with family at home and review books together.

### What we found

All of the Y3 children are now members of the library and a fifth of Year 2 have become members with their families. We have tracked the children's progress of reading and writing CEW across the year and found that all children improved with the reading and writing of CEWs.

Children are more inclined to ask to read a text aloud in the classroom, regularly ask for reading for pleasure time and look forward to their class reader at the end of the day.

We surveyed parents about their views on reading in Year 2. 100% of parents surveyed stated that their child had made progress with reading this year and most children enjoy reading at home. All children enjoyed reading with Year 3 and their library visit. The chart to the left shows the areas that parents believe their children have made progress in this year. Fluency, automaticity of word reading and prosody have strong results.



### How to sustain this

We will continue to develop links with the local library throughout the year across both schools, along with joint reading sessions between year 2/3.

We hope to meet with Literacy leaders in school to further develop reading sessions by investigating the reciprocal reading strategies that were discussed on the programme. We are hoping to implement Fluency 5 strategies across school to improve outcomes further. We are also going to discuss fluency assessment across school.

We will be continuing with the successful whole class reading sessions using the echo/choral reading and 'Give it some Welly' strategies.





## School Improvement Team

**Clive Lawrence** has been appointed as Chief Education Officer from September. He brings with him a wealth of experience and expertise across the education sector. Clive's CV includes leading as Head & Executive Head Teacher at a Special School in Derby City, being a Strategic Director of SEND for a large Multi Academy Trust and also as a serving Lead Ofsted Inspector. Clive also was awarded an OBE in the Queens New Years Honours list in 2022 for services to education.

**Barry Mangham** joins the Trust central team as Data Lead. Barry will be working closely with schools as part of the Digital Strategy to bring to life how we as a group of Academies and Trust utilise data and EdTech more effectively. Barry, a former teacher and experienced leader in schools has already set up meetings in all schools and has created a Trust dashboard.

**Kerry Ollett** also joins the Central Team as School Improvement and Development Advisor. Kerry has a wealth of experience in SEN (KSI-4) and Primary mainstream provision. Kerry has been an Expert Team lead for one year allied with being a Phonics Champion for the Trust and DCC previously.

## Trust football

It was a fantastic evening on Friday 23rd June when SEN UTD took on the mighty Esteem FC. The first game for the Trust team was a tough challenge against a very well drilled team. The final score a respectable 5-3 to the hosts. However, it was fantastic to see so many colleagues from across the Trust come down to Ilkeston Town's ground to support. We look forward to further games in the future.



## Esteem MAT Award Evening

This year also marks the first time we have had the Academy and Trust Awards. Colleagues were awarded first, second and third for the following areas:

- Innovator of the Year
- Collaborator of the Year
- Learning is Power
- The Unsung Hero
- Kevin Dean Rising Star



Trustees had the pleasure of handing out the Academy level awards in schools during the last few weeks of term and then on 14th July, we held the Trust Awards Evening at Goosedale in Nottingham. Well done to all staff who were nominated and in particular the winners, Ellen Collins, Doroteja Grcic, Julie Addison & Jolene Carter.

## Fundraising

In the week starting 18th September, Jenni Wright's husband, Steve, will be doing 5 ultra marathons round all the Esteem schools. Please take the time to watch the '5 for 50' campaign video which explains what is happening:



<https://youtu.be/dhtljQvDOX0>

We also have a Just Giving page: [https://www.justgiving.com/crowdfunding/5for50?utm\\_term=bNvPM4yva](https://www.justgiving.com/crowdfunding/5for50?utm_term=bNvPM4yva) GOOD LUCK STEVE!

Date	Morning / Afternoon	School
Monday 18 <sup>th</sup> September	Morning	Esteem Valley Academy (Bennerley Site)
	Afternoon	Esteem North Academy (The Green, Hasland)
Tuesday 19 <sup>th</sup> September	Afternoon	Peak School
Wednesday 20 <sup>th</sup> September	Afternoon	Holbrook School for Autism
Thursday 21 <sup>st</sup> September	Morning	Derby Pride Academy St Clare's School
	Afternoon	Fountains Primary School Fountains High School
Friday 22 <sup>nd</sup> September	Morning	Esteem South Academy Elmsleigh Infant and Nursery School
	Afternoon	Stanton Vale School Bennerley Fields School

## Day-6 Provision

From September 2023, Day-6 Provision for pupils who are out of school comes under the Esteem MAT umbrella. The Inclusion Pathways Team (IPT), work countywide to support and provide education for children and young people. The IPT's multi-disciplinary approach ensures support to young people and their families, often facing exceptionally challenging circumstances, with a shared focus on re-engagement with learning and a successful return to education. We look forward to welcoming our new colleagues to the Trust from September.

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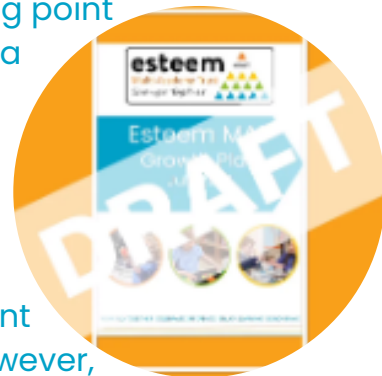
## School Improvement 23/24

As a Trust, we are continually striving for new ways to support our schools to continually improve. The introduction of Full Academy Reviews (FARs), in 22/23 has made a real difference in supporting Leaders in a detailed way to confirm / know precisely where their school is on it's journey, whilst also forensically identifying links to the SIPs and what needs to happen next. The next stage in the improvement/development process is to provide a greater level of depth with the introduction of a FAR+ and Fountains Primary School will be the first to trial this in September. This two day approach will include a team of between 3-5 specialists who will work with leaders over the course of the 48 hours to mirror that of a graded inspection, with between 3-5 Deep Dives, 2-3 Shallow Paddles and a full review of Safeguarding, Behaviour & Attitudes and Personal Development.

Additionally, during term 3, we will be trialing an Academy - Development & Improvement Priorities (A-DIP) day which is purely developmental and research driven to support a focused area of school improvement. We look forward to seeing the impact of this approach and sharing it across the Trust in 23/24.

## Trust Growth

We are at a really exciting point in our 5-year journey as a Trust. We are in the final stages of confirming when two schools will be joining Esteem this term. Both of these schools really compliment our specialist nature, however, we are looking to expand our Trust footprint which also includes growing our primary mainstream offer in the south of Derbyshire and working in closer partnership from Burton-on-Trent down towards Birmingham and Worcester.



## Inspection update

Nine inspections this academic year has supported our ability as a Trust to understand the current framework whilst allowing leaders in school to navigate inspection with confidence. Ofsted have recently released a number of key changes for September 2023 to include:

- Safeguarding; returning to schools within 3-months if they received an inadequate
- A review of the complaints process
- Timings of inspections; Schools will find out if they are to be inspected within an academic year
- Draft report; who the Head Teacher is able to share this with
- The language used in the report

The new inspection handbook will be released early September.

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## Digital Strategy

Research and development continues with our Digital Strategy. We are in the final stages of a procurement process for a single MIS across the Trust.



# Professional Learning and Development

## Expert Team & Targeted Specialist

We are delighted with the impact the Expert Team colleagues have had this academic year. Not only have they added over 70 days of capacity supporting Esteem and external academies and schools, we are now also pleased to expand this offer to targeted specialists also. The team covers the length and breadth of NEEDs and now specific aspects are available to support CPD in all it's guises from September. Our team is:

## Expert Team

- Jolene Carter – Head of Centre; Esteem South
- Sam Barker – Lead Teacher; Holbrook
- Abi Wilburn – Assistant Head; Fountains Primary
- Andrew Bunney – Deputy Head; Stanton Vale
- Lucy Hunt – Deputy Head; Holbrook
- Lee Webster – Lead Teacher; Fountains High
- Richard Jackson – Deputy Head; Holbrook
- Abigail Carr – Deputy Headteacher & SENCO; FHS/ESA
- Alison Bruce – Assistant Headteacher & SENCO; DPA

## Targeted Specialists

- Ruth Webber – Science and whole school curriculum development (St Clare's)
- Wendy Skelton – Maths & ECT support and development (Fountains High)
- Rachel Beckett – The creative curriculum (Stanton Vale)
- Ben Taylor – English (Esteem Valley Academy)
- Anna Shelton – PHSE (Bennerley Fields)
- Leigh Locker – Risk and Response (Esteem South Academy)

We look forward to utilising their expertise in the coming year to benefit the Esteem provisions.

## Reserach Corner

Our Research Fellows new and old are embarking on a project led by Nottingham Trent University. The NTU-SIG Group are working in collaboration with Esteem Colleagues on research across the sector.

In other news, a few key articles caught our eye in the last term which may support your pedagogy in the classroom:

- 1) What does effective play look like in Early Years; [www.tes.com/magazine/teaching-learning/early-years/what-does-effective-play-look-like](http://www.tes.com/magazine/teaching-learning/early-years/what-does-effective-play-look-like)
- 2) Pupils with special educational needs and/or disabilities who have fallen behind with reading; [www.educationinspection.blog.gov.uk/2023/03/02/pupils-with-special-educational-needs-and-or-disabilities-who-have-fallen-behind-with-reading/](http://www.educationinspection.blog.gov.uk/2023/03/02/pupils-with-special-educational-needs-and-or-disabilities-who-have-fallen-behind-with-reading/)
- 3) Four ways to improve CPD in schools; [www.schoolsweek.co.uk/four-ways-to-improve-teacher-cpd-and-make-it-impactful/](http://www.schoolsweek.co.uk/four-ways-to-improve-teacher-cpd-and-make-it-impactful/)
- 4) EEF; Top publications of the year: <https://educationendowmentfoundation.org.uk/news/end-of-year-round-up-2023-top-resources-and-publications>
- 5) How DJing can support attendance; <https://www.tes.com/magazine/teaching-learning/specialist-sector/how-dj-lessons-helping-raise-student-attendance-semh>

## Outstanding Leaders – Cohort 2

As part of the Outstanding Leaders Program, we are really pleased to announce the commencement of cohort 2. Two groups will focus on Senior and Curriculum Leadership respectively and 18 colleagues from across the Trust have embarked on this 12 month program which is being led by the central and Expert Team. For the first time, each colleague will be paired with an Expert Team mentor so we are really excited to see how this develops in 23/24.

If you would like to share any news articles, Teaching and Learning tips, advice around Leadership pedagogy or good news stories across the Trust, please contact [mlucas@esteemmat.co.uk](mailto:mlucas@esteemmat.co.uk)



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