



FEBRUARY 2023

STAFF NEWSLETTER

ETHOS ACADEMY TRUST

CEO Update

What a busy half term we have had yet again, during which we have had our first experience of Ofsted inspections since Ethos Academy Trust formed. Ethos College was inspected on 12th and 13th January and Engage Academy was inspected on 2nd and 3rd February. We will look forward to sharing the reports when they are published over the weeks ahead. It was our first experience of being inspected under the current Education Inspection Framework and it has been useful to share our learning from this with Reach Academy senior leaders, who are also preparing for an imminent inspection.

Unfortunately, we have experienced further delays in the conversion of The Springfield Centre (KS4 Alternative Provision in Wakefield) linked to premises matters and we continue to work closely with Wakefield colleagues to secure a conversion date as soon as possible. Upon conversion, the academy will be called Enrich Academy. Thank you to everyone who got involved in choosing the new name.

Towards the end of the Autumn Term, senior leaders from across the Trust attended the PRUsAP Annual Conference. We were thrilled that Ethos Academy Trust had been nominated for an award: AP Team of the Year 2022. Whilst we did not win the award, it was great for the work of the whole staff team to be recognised. PRUsAP as an organisation is very much aligned to our strategic priorities, seeking to challenge the stereotypes associated with AP and promoting the success of young people in AP settings.

As we approach the February half term break, I hope that you will be able to take some time over the holiday to switch off and relax. The cold dark mornings and evenings will soon be behind us and I will look forward to the busy and exciting second half of the spring term that lays ahead for us all.

Take good care.



Jayne Foster,
CEO



Nurturing inclusive learning communities



HR Update

Focus on resilience

Working in schools means entering a profession full of change, whatever your role. Change can happen weekly, daily and hourly and sometimes even more often in our Academies and across the wider Trust. Change can sometimes be within our control, but often outside of it.

We're all resilient to this to some extent but this can vary depending on what's happening in our lives at the time, the situation and place we find ourselves in at that moment. There are certainly times we can all feel more vulnerable. There are lots of great resources out there for increasing our resilience.

Try out the following:

Education Support - Ask yourself what you need

twinkl.co.uk

Education Support - Looking after yourself

Remember that if you need support or someone to talk to about resilience, you can contact the HR team who can signpost you to a number of organisations and resources.

Health and Wellbeing Podcasts to try

Podcasts are a brilliant way to educate yourself, self-reflect, and at the bare minimum liven up mundane chores like cleaning or grocery shopping. We've listed a number below that you might want to try:

1. Happy Place with Fearn Cotton

Fearn takes a deep dive approach to explore the sometimes difficult journeys her guests have been on. The aim of Happy Place is to understand how they've overcome their difficulties, and to inspire listeners to take away their own learnings.

2. Feel Better, Live More with Dr Rangan Chatterjee

"Health has become overcomplicated. I aim to simplify it". In this podcast, you can hear stories from leading health experts and exciting personalities who offer easy health life-hacks and expert advice.

3. Unlocking Us with Brené Brown

"We don't have to do life alone. We were never meant to." Number one New York Times bestselling author Brené Brown has just launched a podcast to explore some of the deepest questions that concern us. In her own words: "I've spent over 20 years studying the emotions and experiences that bring meaning and purpose to our lives, and if there's one thing I've learned it's this: we are hardwired for connection, and connecting requires courage, vulnerability, and conversation. I want this to be a podcast that's real, unpolished, honest, and reflects both the magic and the messiness of what it means to be human."

4. Happier with Gretchen Rubin

From the impact of one-sentence journals to the joy of music, each episode provides a wonderful way to combat stress and anxiety with practical solutions.

5. How to Fail with Elizabeth Day

A really uplifting choice, How to Fail, hosted by the author Elizabeth Day, explores why moments of failure can actually lead to ultimate success. Day brings on a stream of ostensibly self-evidently "successful" guests, and discusses key moments of their life that they consider a failure.

Kirklees Schools Corporate Gym Membership: KAL corporate membership

This offer is open to all Kirklees based schools within our Trust. If you have any questions, please contact KAL in the first instance. Any further questions, please email hr@eat.uk.com

All Kirklees Teaching & Support staff in Schools & Academies receive discounted Corporate memberships with Kirklees Active Leisure and are able to call the Contact Centre on 01484 766131 & select Option 5 to join up.

The cost is £25.50 for all KAL Centres excluding the Stadium in Huddersfield or £29.95 for all Centres including the Stadium.

A one off £10 joining fee is applied to all memberships.

Or you can join on an Annual membership at £281 or £329.45.

Proof of ID is required and can either be an email from their school email address which shows the employees' details or a wage slip dated within the last 3 months.

We are currently looking into equivalent membership for Wakefield and Rotherham Academies.

New Starters

Naomi Davies

Teaching Assistant – Elements Academy

Hello. My name is Miss Naomi Davies and I am a newly employed Teaching Assistant at Elements Academy. I really enjoy sports and outdoor activities, I especially love playing football!



Jo Scott

Learning Support Mentor – Elements Academy

I'm Jo Scott, I'm working as a Learning Support Mentor with Y7 at Elements Academy but enjoying spending time getting to know other year groups too! This is my first job in SEN and something I've wanted to do for years after previously working as a mainstream Performing Arts teacher. In my spare time I love doing anything creative, swimming and spending time with my family. Looking forward to getting to know you all and thanks for being so welcoming!



Equality and Diversity and Inclusion (ED&I)

Jo Shwe

I hope you have had a chance to cast your eyes over the wonderful calendar I emailed out to you all, detailing many days of importance and interest.

I currently have mine up in the classroom to support me to weave ED&I through my curriculum offer, and for the students to have a visual representation of all the differing ways we can celebrate diversity, and promote inclusion.

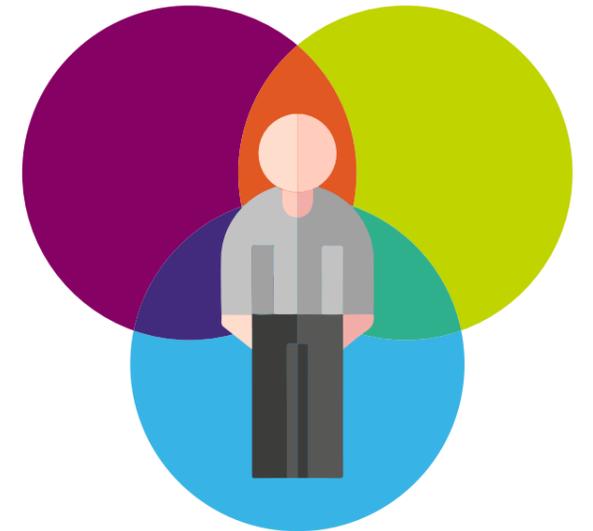
I would like to draw your attention to the section entitled 'Intersectionality' and the reminder of how a person's identity is made up of a range of characteristics which may encompass more than one of the highlighted sections.

I had the pleasure of meeting with the Academy Liaison Group in December to create a survey for the students to determine their level of understanding of ED&I, and to gain their views and opinions surrounding ED&I. All academies should have received a link to the survey to share with their students. I look forward receiving the student feedback and continue to develop their experiences within their academy further.

In February I will be sending out an invite to join an ED&I focus group. Should you feel passionate about ED&I and would like to be your academy representative. I would love to hear from you.

Intersectionality

We recognise the importance of intersectionality, and how different experiences have shaped the lives of people. Although we have colour coded the awareness days into protected characteristics of the Equality Act, it is important to be mindful that aspects of a person's identity combine and this means they may face discrimination based on a number of characteristics that make up their identity.



“Diversity is having a seat at the table, Inclusion is having a voice, Belonging is having your voice being heard.”

Unknown



ETHOS ACADEMY TRUST

EXCITING STORIES FROM ACROSS OUR SCHOOLS



Follow us!

 @EthosAcadTrust

 @EvolveAcademyUK

 @EngageAcademyUK

 @EthosCollegeUK

 @ReachAcademyUK

 @ElementsAcadUK



Engage Academy News

Health and fitness

Engage Academy continues to have a focus on health and fitness and healthy eating. Some of the activities that our pupils have enjoyed are included below...

Boxing

Pupils have been attending boxing sessions at The Training Cave in Birstall to learn about discipline and respect in sport. A number of pupils have engaged in exciting fitness activities, sparring sessions and boxing routines to improve their physical and mental health, learn something new and develop social and sportsmanship skills in an authentic boxing ring and training space.



Swimming

Each week, pupils engage in swimming lessons at Batley Sports Centre, taking part in structured swim sessions and free play opportunities. Pupils have developed their skills and abilities in a variety of ways including: confidence in the water, swimming techniques and safety in and around the swimming pool.



Structured play times

Using our redesigned outdoor space, staff have been working with pupils to deliver structured games during playtimes. Developing their social skills, learning new games and offering a competitive opportunity, our pupils continue to develop their health and fitness and resilience, enabling them to engage positively within the school and wider community.



Staff development

Two inclusion workers have been promoted to Senior Inclusion Workers with responsibilities for Safeguarding and Intervention. Recognised for their work ethic and outstanding commitment, Ella Wray-Holmes and Daniel Petts will now be taking on more responsibility to support pupils in school.



Daniel Petts
Senior Inclusion Worker



Ella Wray-Holmes
Senior Inclusion Worker

Ethos College News



Sarah Heathcote Celebration – Football Tournament

Our young people and staff took part in a football tournament at Kirklees College to honour a colleague's friend, Sarah, who sadly lost her life last month.

The football tournament was arranged as a way to celebrate her life and all her achievements, and all fundraising will go to the palliative care for kids' unit at Huddersfield Royal Infirmary. Our students were an absolute pleasure to be with and represented the school in a really positive manner.

We made it to the Semi-finals and came 3rd out of 8 teams (all teams were 2 to 3 years older than our students).

It was a really lovely event and Sarah's son, Cohen, joined the competition and received the award at the end!



Delve Deeper

We have been given an exciting opportunity for some of our students to become involved with a Home Office funded creative arts project, Odd Arts – Delve Deeper. Groups 3 and 5 are taking part in the project.

The project incorporates 7 creative workshops designed to explore feelings, emotions, vulnerability and grievances, as well as acknowledging contributing factors to young people's own belief systems. Themes covered include exploring identity, online safety, discrimination & racism, dealing with challenging emotions and adult influences (including exploitation); explored through a range of activities including role play, creative writing, debate & team work. The project will end in a creative showcase where the young people will share their learning with peers, parents & carers.

Outcomes of the project will be: an increase in understanding of vulnerability to radicalisation, increase in resilience and the ability to recognise protective factors, developed use of critical thinking and an increase in personal emotional awareness/non-violent communication skills.



Laura Griffiths Award

Proud staff, parents, carers and special guests (including Luna, the school dog) gathered at Ethos College at the end of the autumn term to celebrate our incredible students' achievements and to commemorate a much-loved member of staff at its Christmas event.

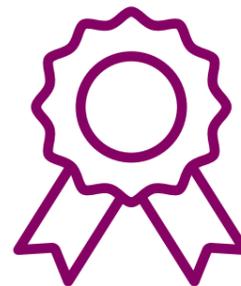
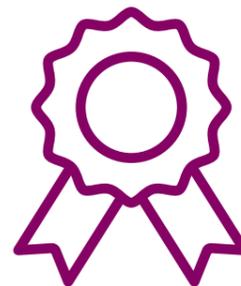
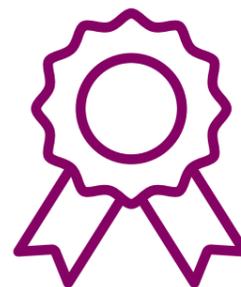
The bi-annual award ceremony, in memory of Laura Griffiths, is held in December at Ethos College's Christmas celebration event and in July at the summer prom.

The award recognises personal achievement, overcoming barriers, SEMH (social emotional mental health) development, personal growth, development of character and personal excellence.

Laura Griffiths was a beloved member of our team – she was adored by everyone, staff, pupils, parents and carers - and a power force behind our approach. When Laura sadly died three years ago it was fitting that we created this award in her memory – it is a legacy that will always be part of the care and education provided at Ethos College and across the Trust.

The worthy winner was Amy, a truly remarkable young woman who returned to a school environment after three years of limited education at home due to difficult personal challenges and circumstances.

We have watched her flourish from a shy, timid and reserved young person into the witty, clever and hardworking pupil that she is today. She has become a fantastic friend to her peers, an enthusiastic and delightful pupil to teach and a wonderful role model to all inside and outside of school.



Reach Academy News



Delving Deeper Project

Pupils have been working with the Kirklees Prevent team as part of the Delving Deeper Project to develop their understanding of the factors that make someone vulnerable to radicalisation. The aim of the project is to increase critical thinking and awareness of pupils' own belief systems and improve personal emotional awareness and skills to deal with different emotions. This is achieved through group sessions combining games, role play, debate and team work. Thank you to Hayley Glover for being instrumental in organising these sessions.



Developing Art Curriculum

David Urwin has started as a teacher at Reach Academy this term. David will be leading on the teaching of art and food tech, alongside being a group lead. David has some exciting art topics planned for the pupils including developing pupils' skills and ability to use a 3D printer and creating different pieces of earthenware. This half term pupils have been focusing on Mesoamerican art, using Modroc to create their own Aztec masks, before using armatures to build more complex Modroc figures.



PEAK Project Award

Reach Academy became the first school to complete, and receive a letter of recommendation, in the PEAK (Positive Engagement Against Knives) programme. This was delivered by West Yorkshire Police and The Huddersfield Town Foundation. The course supported pupils with:

- making the right choices in situations out of school;
- knowing how to develop positive friendships;
- making healthy lifestyle choices.

6 pupils engaged in the sessions and were rewarded for their resilience with a £20 Amazon voucher each from the leaders of the project.



Winter Warmers

We have been successful in our application for a £500 grant from 'Let June Make a Difference'. The grant was awarded to allow us to purchase coats, hats, gloves and other winter essential for our most vulnerable pupils. We have already had pupils benefitting from the grant with new coats purchased for them, which have been much needed over the last few weeks! Thank you so much to 'Let June Make a Difference' and to Hava Farooq for making the application – the money certainly has made a difference!



Offsite Sessions

Pupils at Reach Academy have been utilising the refurbished climbing wall at ROKT as part of their personal development sessions. They have been working hard to develop their communication and team work skills, as well as overcoming their personal fears of heights and new spaces. Great work everyone!

Evolve Academy News

English

Students in Integrity have been focusing on creating their own horror themed stories, adding speech and a range of adjectives and nouns as well as designing their own book covers.



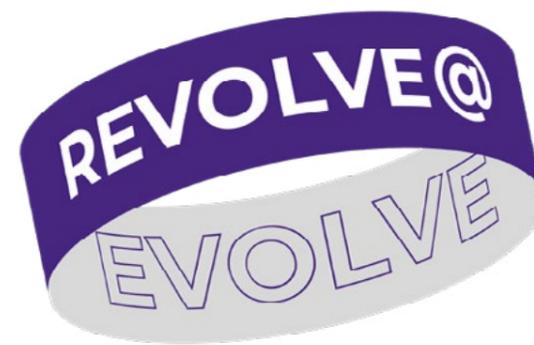
Life Skills -Cooking

Students have also been focusing on a range of chicken dishes this half term. They have made their own pasta dishes, curry and wraps.



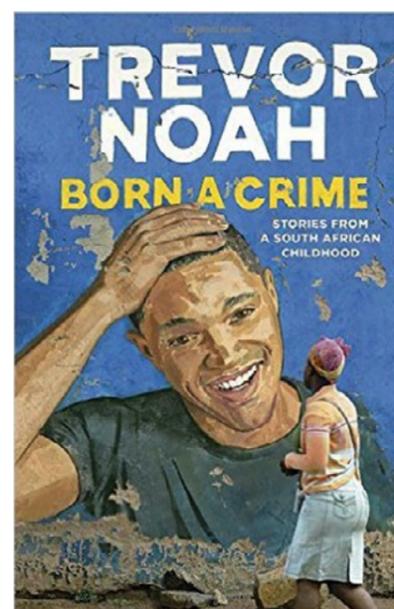
Therapeutic Arts

In Therapeutic Arts, Students have been focusing on the theme of South Africa. They have identified a wide range of facts about South Africa in Wider Curriculum studies as well as linking in their own perception drawings of South African animals using free hand and light boxes.



This half term the centre has focused on Black history, introducing the students to prominent people of colour and the impact the colour of their skin has had on their lives.

The students have researched the comedian and author Trevor Noah. Learning about his past and the impact on his birth being illegal. The students have started to read his biography 'Born a Crime'. This project has also encouraged exploration of Apartheid and learning about Nelson Mandela, and opened up many thoughtful conversations between our young people.



We are always keen for the students to give back to their community and support the reduction of climate change on Earth. Staff and students took the opportunity to team up with Wakefield Council and participated in their 'Community Tree Planting' session, planting a mixture of native tree saplings that will create a range of habitats for wildlife and help tackle climate change by capturing carbon.



To celebrate the Chinese New Year, pupils cooked up a delicious meal of sweet and sour chicken and vegetable stir fry.



We have had an influx of interest in the game of chess, with students even playing each other online when not at school.

Elements Academy News

We are officially open!

On Monday 16th of January, Elements was officially declared open by The Mayor of Rotherham. We are so very proud of how far we have come in a few short months and look forward to building on the success of these very early days. Thank you and well done to all our amazing students who welcomed our visitors on this exciting day.



Above: Jayne Foster CEO of Ethos Academy Trust with Headteacher Mrs Victoria Woodrow and The Mayor Of Rotherham



The Mayor with Julie Day, Head of SEND



The Official Opening

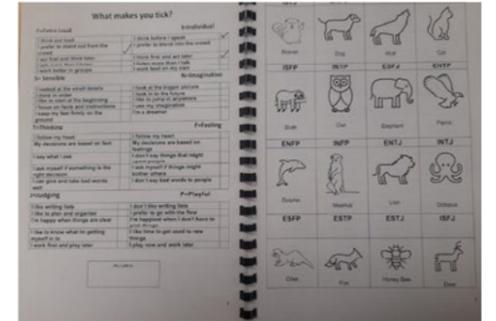
Getting "Job Ready" With the DWP



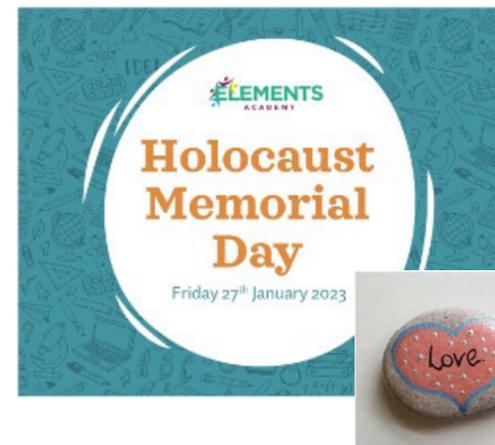
Students in Year 10 and Year 11 have begun a 12-week Employability Programme to get them "Job Ready". Our students will be taking a deep dive into their own skills with a view to future career options. Students will develop the vital skills required to complete a CV and fill in an application form. They will also be supported in preparation for interviews over the coming term and will be coached on how to safely present themselves for employment, via their social media platforms.

“Apparently, I'm a Lion?...makes sense when you look at my qualities.”

Year 10 Pupil



Some of the engaging "Skills and Qualities" activities from the first session



Whole school Enrichment

On this very sombre date (27/01/23), students studied the dreadful events of the Holocaust and explored how this happened. We listened to witness testimonies from the Holocaust and learned how discrimination can develop into atrocity.

Children made lanterns to remind us that there is always light in the world and painted pebbles in remembrance.

Mental Health & Wellbeing at Elements

Our entire curriculum is built around meeting the individual needs of our students. We aim to develop projects which nurture the whole child. This is especially true in Art.

Year 8 students looked to the work of Kandinsky, who suffered from synesthesia, where he felt and saw colours and shape when he heard music. He used this to inspire his artwork. Students have been listening to music and producing free paintings inspired by the music played.



ETHOS ACADEMY TRUST

MORE INFORMATION



Finance and Operations Update

Central Finance

In a continuation of last term's newsletter where we introduced the central HR team, we would like to take the opportunity in this newsletter to talk more about the central finance team.

The finance team is part of the Trust Central Team, based at Reach Academy, and we provide support to all of the Academies and services within the Trust. The team has developed and stabilised over the last few months and is now comprised of Shameeha Mohammed (Finance Lead) and Abdurrahman Kazi (Finance Officer). The growth of the Trust recently has necessitated the move to making these Central roles both permanent and full time and this provides the Trust with some much-needed extra support in this vital area. In addition to the Central team, we have Owais Shahid (Finance Apprentice) who provides on-site finance and admin support mainly to Ethos College.

Every decision that the Trust makes at every level of the organisation has a financial impact. Our finance team ensures that the trust maintains a strong focus on the financial aspects of our decision making. The team support the local admin and finance teams within academies to manage their budgets and operate with sound financial controls and management. We also work closely with our Finance Audit and Risk Committee (chaired by Gary Cox, Trustee). Our Trustees are very experienced in the private sector and hold us to account in alignment with the Trust's overall strategic objectives and development priorities.

We work closely with a number of external partners as well as our academy admin teams and senior leaders. Our external audit partners play a key role in assisting us with our statutory responsibilities which include producing our consolidated statutory accounts report. We liaise closely with our audit partner on matters of a technical nature to ensure that our financial reporting complies with the complex rules for Academy reporting. In addition, we report additional financial and other key performance data to the DfE on an annual basis to facilitate cross sector benchmarking statistics. The

finance team also liaise with our internal audit partners to assess the key management controls and working practices of the organisation and to ensure that we identify areas for improvement. Many of these audits also review areas that are not of a financial nature (e.g. safeguarding, Governance or Cyber security). Our role in these cases is to facilitate the work, ensure that findings are progressed and report back to Trustees.

In addition to annual statutory reporting, the team compiles monthly management accounts reports that allow the Exec Team and Trustees to clearly view the current and future financial position of the Trust. The current economic environment makes these regular financial updates more important now than ever.

Part of our role is to support the Executive Team with Trust growth opportunities and major strategic projects. We are involved at every stage of any growth opportunities, from carrying out due diligence to onboarding new academies and colleagues into our systems, processes, vision and values.

We are currently working on a number of developments including making incremental improvements to our management reporting and developing the way we manage our capital expenditure and Trust reserves. In the current difficult economic circumstances, we are also supporting our academies with cost saving initiatives, making central cost savings and providing some long-range forecasting to assist with key Trust financial decisions.

If you need to contact our team or would like to know more about what we do, please email finance@eat.uk.com



Shameeha Mohammed
Finance Lead



Abdur Kazi
Finance Officer

Operational finance

Every action we take has a financial impact and sound financial management ensures that we use our funding in the most beneficial way for our pupils and families. Our team work closely with our academies to ensure effective and efficient financial management. We assist with procurement efficiencies and cash flow management to ensure that the Trust gets the most out of the funding it receives. We also constantly monitor the potential for additional funding streams and assist in any extra funding bids that the Trust can take advantage of given our charitable status.

Strategic finance

The Finance team work with Trustees and our executive team to ensure that we manage our reserves and capital projects in the most cost-efficient manner. The team work with key partners to unlock external funding for capital projects and support the implementation of the projects to ensure we get the most out of this additional funding. The team also support in the preparation of business cases submitted to trustees for approval.

A major aspect of the team's role is to coordinate the consolidation of the forward budget projections. Every summer we are required to submit a three-year forecast to the DfE for the Trust and this must follow a number of specific rules and have a consistent set of assumptions. The process starts quite early as the approval process and review mechanism is very robust and complex with a lot of moving parts.

Risk management

The finance team plays a pivotal role in our risk management system. The system is a key strategic tool for ensuring that the major risks experienced by our academies and the Trust are managed and mitigated as much as possible. Having good visibility of our risk environment helps the Trust to manage the issues that could cause us the most harm.

Continuous Improvement

The team has a constant focus on improvements with some key projects ongoing at present. These include improvements to payroll controls, additional training for our admin teams in terms of finance techniques, developing improved balance sheet reporting, moving payroll for new academies and completing further work to automate our processes and reporting.

H&S Reminders

I would like to take this opportunity to stress a couple of areas previously communicated. Please record any near misses you see in Every as "issues". We need all staff to record all near misses and unsafe acts, no matter how minor and even if they are immediately resolved by the individual, as is often the case. H&S is everyone's responsibility and improving our near miss recording will help us to make everyone safer across Ethos Academy Trust.

Cyber crime

We continue to see high levels of e-mail phishing and other cyber threats in our sector. Training, information on prevention measures, and communication to increase awareness will continue to be circulated to your SLT in addition to the regular news articles that we see across national, local and sector specific articles. As ever our personal vigilance remains our best defence so please be on high alert for e-mails that may not be genuine and alert our IT provider should you see anything of a suspicious nature. Better safe than sorry!

Many thanks for your continued support.



Dewi Bennett
Chief Finance and
Operations Officer

Ethos Academy Trust – Kirklees Outreach / Exclusions Update

The Outreach team continues to work in collaboration with Kirklees Specialist Provision, keeping very busy with new allocations fortnightly. This academic year we have already supported 102 pupils with 43 current open cases. The team continues to offer a mixture of SEND consultations, SEND specialised mentoring support, observations with advice and feedback, in school 1:1 support, targeted interventions, modelling and the writing of reports that contribute towards the evidence around provision and need supporting the SEND Graduated Approach for those pupils needing EHCP requests and assessments.

Resources, Training and Sharing Good Practice.

Ofsted have delivered several free webinars on the inspection process recently. Below are lines of enquiries and links to access this information:

kirkleeslocaloffer.org.uk

Kirklees Universal Offer of Inclusive High-Quality Teaching

This is an audit tool that can support teachers' self-reflection and continued professional development; it can be used by individuals around their own practice and by SENDCOs and school leaders to support constructive and supportive auditing of CPD needs.

padlet.com

SEND & Inclusive Education: Training Resource

This link will take you to a SEND and Inclusive learning training resource that has a mixture of reading materials, pod casts and online training available on a range of areas such as ADHD, Tourette's Syndrome, Developmental Language Disorder, etc. It is a simply organised website that really supports a 'dip in and out' approach of the different areas of need that you may find pupils in your class experiencing but also allows that start for you as an educational practitioner in building greater depth around specific areas and your own knowledge. Well worth a look.

adhdfoundation.org.uk

The Umbrella Gang - ADHD Foundation

Have your pupils met 'The Umbrella Gang'? These are a set of comics created in collaboration with Dekko Comics that feature a collection of Neurodiverse Pupils. Celebrate Neurodiversity in your classroom by sharing and learning about these individual characters with your pupils. Easy to download colourful simple comics with inspiring messages.

callscotland.org.uk

Posters and Leaflets

Are you meeting your obligations in supporting pupils of SEND with adaptive technology?

This link is from the 'CALL Scotland Website' an organisation funded by the Scottish government to support research and development in education to overcome barriers. I have used this website for a number of years and find some of the research and resources they share extremely valuable, complementing some of the more well-known sites such as NASEN. The link takes you to one section of their website where you will find a collection of downloadable posters, sharing a large number of apps that support pupils of SEND in a number of different areas. (Supporting both Android and IPAD).

We know that pupils with Neurodiversity are most likely to have co-occurring conditions.

Take a moment to look at these - could these apps be beneficial for the pupils you support?

Governance & Strategy Update

Introducing the Board

The last newsletter featured our first governance and strategy update in response to feedback through various conversations and surveys that highlighted an appetite to better understand the work of the Trust Board. The article last term was an overview of governance in a multi academy trust, the various layers and overall purpose. Following on from that, I'd now like to introduce colleagues to what governance looks like at Ethos Academy Trust, starting with the Trust Board.



Victoria Del Giudice
(Chair)



Jem Greenwell



Gary Cox



Graham Dewhirst
(Vice-Chair)



Karen Bennett

The Trust Board is the decision-making body of the academy trust and is accountable and responsible for all the academies equally within the Trust. We are currently a Board of five Trustees, sometimes referred to as directors and our ugly mugs can be seen above! Academy Trustees are both the charity trustees and company directors of the academy trust and act as the employer of the trust's staff amongst other things. We must operate and make decisions to further the academy trust's charitable object, which in most trusts is 'to advance for the public benefit education' – and this is also the case for Ethos.

We also have statutory duties to exercise care, skill and diligence and our main remit is as the strategic leader of the academy trust. Now I know we don't actually work alongside you, so we execute our duties via our Board meetings (last year we had 9 of these, each lasting between 2 and 3 hours) and support Jayne, Dewi, Ann-Marie, Lesley and Shameeha to deliver our strategy through their work with you. Sometimes it is hard, even for me, to successfully articulate what it is we do! So, I thought it would be helpful to highlight some of the key decisions and involvement we have had recently...

- **Developed the capital plan to support the continued development and improvements of the Trust estate to support ongoing curriculum developments in all academies. This has resulted in over £1.6m investment in capital works to improve the quality of our academies' indoor and outdoor environments for all staff and pupils.**
- **The Board champion and promote the development of systems for talent mapping and succession planning, supported by investment in relevant training opportunities for all colleagues across the Trust.**
- **The Board respond to requests to address the acute need of our academies when a bespoke offer is needed, most recently the approval of temporary offsite provision for the vulnerable cohort in Reach Academy to support reintegration/ re-engagement with learning.**
- **Trustees took part in the Trust's first strategy day with senior leaders to define EAT 'Big Moves' (below) ready to focus further in 2022/23.**
- **Trustees have also taken part in lots of training across various topics, including; Ofsted, safeguarding and EDI.**
- **Formed the first tier of local governance to support Evolve and (more recently) Elements APRCs.**
- **Took part in the recent LA SEND and academy Ofsted inspections.**
- **And my favourite... joined Engage Academy and Ethos College staff and pupils for their Christmas celebrations!**
- **The Trust Board approved the sponsorship of Evolve Academy, with a priority focus on improving the quality of provision and outcomes for pupils.**
- **Protected the financial health of the trust by supporting the introduction of key metrics, KPIs and reporting frameworks to enable Trustees to make informed spending and growth decisions.**
- **The Trust Board approved the development of a new SEMH Special Free School with Rotherham MBC, resulting in the new Elements Academy being part of the Trust from September.**
- **The Board approved and supported the recruitment of new Central Team appointments secured in readiness for 2022/23, including new full time Director of Education, HR and Finance to increase capacity, expertise and support for all our academies.**

I hope that brings to life a little of what we do. Next time our Chair of the Finance, Audit and Risk Committee (FARC), Gary Cox, will share more about how FARC support the Trust to achieve our Big Moves.

Have a fantastic half-term break.



Victoria Del Giudice
Chair of the Board of Trustees
vdelgiudice@eat.uk.com

Become leaders in inclusive practice.

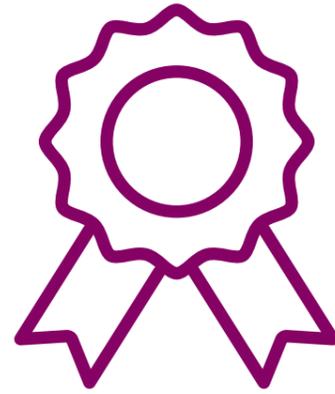
Change the wider public narrative regarding SEMH pupils and provision.

Develop expert practitioners in inclusive, SEND practice.

Staff Recognition Awards

Spring Term 1

Awarded to those staff who excelled in our core value 'Improving Continuously' this half term.



Sara Featonby

Ethos College

Sara is proactive in supporting the pupils in her group; always seeking ways to engage and support them to meet their vast range of individual needs. Sara has provided consistency to the pupils during a period of change, which has helped to settle the group and has enabled them to feel safe and secure to begin to engage in learning effectively.

Jennifer Watterson

Reach Academy

Jen has been incredibly adaptable and resilient through the year so far, showing a willingness to adapt her approach to support pupils' varying needs. She seeks support to further develop her professional knowledge and uses advice to continually develop her ability to support all pupils.

Danyaal Hussain

Engage Academy

Danyaal hasn't been with us very long but, within a short time, he has developed his skills and ability and has grown in confidence. He is always calm and professional whatever the circumstances and he has built excellent relationships with both staff and pupils. He is a great asset to Engage and is well deserving of this award.

Katie Kaye

Evolve Academy

Katie is always striving to develop and is a very proactive member of our team in ensuring that our young people's needs are met. She is a real asset to both Revolve@Evolve and Ethos Academy Trust. Katie continuously goes above and beyond to support our Academy, holding a role of DSL within Revolve@Evolve.

Katie shows a level of professionalism that is commendable. She continues to improve greatly in her role, showing a complete commitment and dedication to ensuring the students are given the best opportunities.

Danielle Crookes

Elements Academy

Danielle has developed fantastic relationships with students through her commitment to understanding their needs. Danielle is flexible and will step in to support in every situation, often stepping out of her comfort zone. She has grown in confidence and her practice has developed because of her dedication and determination to develop into the best practitioner she can be. We are very privileged to have her as a member of the Elements team.

Shelley Brydon

Central Team

Shelley has done a fantastic job of coordinating all aspects of the recruitment to our recent Exec Head role appointment. Throughout the process which spanned two months, Shelley streamlined and refined the way in which we have previously planned and organised recruitment to Exec Team roles, ensuring that all aspects of the process were efficient for both the candidates and Ethos Academy Trust colleagues.

Safoora Maniar

Outreach Team

Safoora not only continuously refines and improves the data reports and tracking for the Outreach and Exclusions Teams, she has also recently supported the Central Team with other data developments leading to improvements in SLA reports to local authorities, the development of new data dashboards and outcome reports.

Amreen Liaqat

Medical Team

Amreen is always a positive and proactive voice on the medical team and for Ethos College as a whole. She has been our SMSC advocate for a number of years and continues to develop new and innovative ideas to raise awareness of different cultures, traditions and celebrations to spread joy, whilst increasing the cultural capital of our learners. Amreen continuously endeavours to improve community links and enhance our reputation as an educational setting.



ETHOS



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ACADEMY TRUST

Nurturing inclusive learning communities

Ethos Academy Trust
c/o Reach Academy
Field Hill Centre
Batley Field Hill
Batley
WF17 0BQ