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Unity of Purpose: Diversity of Practice

Winter Edition

Julie and Dr Barnes' Welcome

Welcome to the winter edition of the Thomas Deacon Education Trust (TDET) newsletter, where we share information about the Trust and the achievements of those who are a part of it. This newsletter also provides a great place to learn more about our vision and values, the people and support networks we provide, and the benefits we offer you as members of staff in our schools.

As we celebrate the achievements and activities of the autumn term, it is also important to congratulate our schools on their results this summer! Fantastic progress has been made across the Trust and it is very rewarding for all involved – students, colleagues and members of the community – to see the hard work of previous years come to fruition.

Last term also saw the opening of a £2 million expansion at Thomas Deacon Academy by the Regional Schools Commissioner, Sue Baldwin. Following a four-year project, we were delighted to see the building finally open to staff and students. Additionally, as a result, the Trust central team have now moved into our new offices in the old sixth form. Both spaces provide brand new facilities for colleagues to get together and collaborate, whilst demonstrating the Trust's commitment to creating inspiring and productive learning environments for our students. We would love to hear what you think of the new spaces and how you have used them so far.

Looking ahead, we hope 2019 will be a year of growth and consolidation for TDET. We would like to truly embrace the benefits of being part of a multi-academy trust and the opportunity we have to work together and change the lives of the young people in our care. There will be many exciting opportunities for colleagues and we hope

that the schools within our Trust will begin to fully appreciate the benefits and opportunities of being part of our unique community.

The new year will also bring two new members of our Trust. We are pleased that Welbourne Primary School in Werrington, Peterborough, and Warboys Community Primary School, Huntingdon, are planning to join us in the Spring and we look forward to welcoming their staff and pupils on board. Please join us in extending a warm welcome to them all.

With the new term on the horizon, all that is left to say is that we wish you a happy new year and look forward to seeing what exciting opportunities the new year will bring.

Julie Taylor and Dr Richard Barnes



About Thomas Deacon Education Trust

The Thomas Deacon Education Trust (TDET) is a multi-academy trust that unites and empowers like-minded schools to achieve the very best for their students and communities.

We are unashamedly proud of our links to the city of Peterborough and its surrounding areas. We share the city's ambitious vision for growth and believe that our schools and the education of young people need to be at the heart of these plans.

As a Trust, we work across all key phases of education to provide every child in our community with the best life chances and high aspirations.

By focusing on the city of Peterborough and its immediate surroundings, the Trust's schools are in close proximity to one another. This close working partnership and understanding of the local context enables real and meaningful

collaboration between our schools, teachers, students and with local business leaders.

We want to actively encourage our schools and staff to share best practice to benefit all children within the local area.

All members of our Trust – our schools, members of staff, students and communities – are united in purpose through a set of common values and expectations:

-  **Trust** – we are honest and supportive
-  **Diversity** – we celebrate individual differences and needs
-  **Excellence** – we want the very best and never give up
-  **Transformation** – we embrace innovation and collaboration

Through experience we know that there is no such thing as a one-size-fits-all approach to education. Our schools are individual members of the Trust community – united by values and purpose, but free to innovate and adapt to the needs of its students and local community.

We firmly believe that the Trust as a whole is more than the sum of its parts. Therefore, all of our schools are equally valued and contribute to the development and direction of the Trust as we grow together.

The Trust currently includes:



Stories from across the Trust

Welcoming new faces to TDET

We are delighted to announce that Welbourne Primary School in Werrington, Peterborough, and Warboys Community Primary School, Huntingdon, are set to formally join TDET in Spring 2019. Both schools are currently rated 'Good' in all areas by Ofsted and bring with them a wealth of knowledge in all areas that our schools and colleagues can draw from and share. Many of our colleagues have already begun working with Welbourne and Warboys informally and we look forward to continuing this work and welcoming them into our community formally in the new year.



TDET headteachers forge educational partnerships in China

This term, we were thrilled that students and school leaders from Thomas Deacon Academy, Queen Katharine Academy and Iqra Academy joined five schools from across the country to visit China as part of the Schools of Tomorrow (SoTo) international delegation.

One of the key successes of the project is the new long-standing formal partnerships with Bilingual Primary School and Huangdao Hongde Middle School in Qingdao. These will provide meaningful two-way learning opportunities for both students and staff as we share best practice and learn more about their vision, values and education systems.

At TDET, we embrace innovation and collaboration, and these new relationships will provide opportunities for mutual staff continued professional development. The trip was a fantastic experience for all involved.



Centenary Commemorations

In November, many of us watched with pride as schools from across TDET came together to commemorate the Centenary Armistice Parade and Service.

Since returning from the summer holidays, students and staff had meticulously prepared for the event, with the Combined Cadet Force, Police Cadets and Mini Cadets practicing their drill, whilst other students created thousands of poppies for the Peterborough Cathedral art installation. Representatives from our Army Cadets also completed the Centenary Battlefield Tour in Belgium and France, which made for a very moving and motivating visit. You can read more about this on Page 8.

On the day of the Service, almost 100 years after the end of World War One, students and staff gathered on the balconies of the Thomas Deacon Academy building for the annual Remembrance Day Service. This was a poignant example of us all coming together to deliver a very special event and remember the fallen.



Our People - Trust Primary Leaders

In this edition of the newsletter, we are meeting some of our trust-wide Primary Leaders. These colleagues are a shining example of the opportunities within our Trust for schools to collaborate and work together, with the aim of improving opportunities for the young people in our care. Read on to find out more about Sarah Carnes, Primary Trust Sports Premium Lead, and Bob Duddridge, Primary Science Champion.



Sarah Carnes – Primary Trust Sports Premium Lead

Can you tell us about your career history?

“I studied to become a secondary school teacher at home in Australia,

specialising in PE, health and business. Once I qualified, I worked as a business and PE teacher at an Australian school for two years, but I was keen to see how another education system worked and I also wanted to travel. I started looking for teaching opportunities in England and when the position came up, it seemed the perfect option for me.”

How did you decide to become a PE teacher?

“I knew when I was 10 that I wanted to be a PE teacher. I have always loved sports and have tried most sports that you can think of but my favourites are basketball and swimming. Becoming a PE teacher was a natural fit for me and I love sharing my passion with the children.”

Can you explain a little bit about what your role entails?

“I lead and advise on the delivery of the sports curriculum across the primary schools in the Trust. I oversee two sports coaches and we work together to support teachers with PE lessons and developing student sports leadership opportunities.

We also provide lunchtime clubs at Gladstone Primary Academy and Thomas Deacon Academy

Juniors, including cricket, dodgeball and netball, and afterschool clubs, including football, gymnastics, tag rugby and multisport. Through these activities we try to get more pupils involved and raise the profile of PE.

Our overall aim is to involve more children in physical activities and show them that this does not have to involve the stereotypical versions of sport they automatically think of. We want our pupils to build leadership and teamwork skills, see the importance of physical activity for their health, and that it can be fun and enjoyable for them.”

What excites you most in your role?

“The most exciting part of my job is when you find the sport or activity that a child really connects with. It is so rewarding to see how much they enjoy it. Watching our children progress, gain skills and build their confidence is the best part of my job.”

What are the benefits of being part of TDET?

“The relationships between the schools is a definite highlight for me. It is great to get people together and come up with innovative ideas. Sharing best practice across the schools is vital and it is great to see that if something is working well in one school, we are able to quickly adapt it for all our schools so every child can benefit.”

Do you have any hobbies?

“I love to travel and I have a list of 30 places I want to visit before I turn 30. I hope to see as much of the UK and Europe as I can while I am here!”



Bob Duddridge - Primary Science Champion

What is your career history?

“I was a secondary school science teacher for 40 years and have worked with pupils from Year 3 to Year 13. I held a wide number of roles - Head of Science, Head of Year, Head of Outdoor Pursuits, and finally as STEM Lead at TDA. It was as a supply teacher, following my retirement, that Simon Martin presented me with the opportunity to take on my current role as Primary Science Champion at the Trust.”

How did you become interested in Science?

“I have always been interested in science. I was also interested in the Army and was a Cadet instructor for a few years before deciding to study Science at London University. With my teaching experience in the army, becoming a science teacher was a perfect fit. I have never looked back.”

Can you tell us about what your current role entails?

“My job is to work with primary school teachers across the Trust to champion science education. I help teachers to devise lesson plans and design challenging investigations. I go into lessons to support the staff in delivering the activity. My aim, and the Trust’s aim, is to get more pupils engaged and interested in science and to build their investigation skills so that they are prepared for science at secondary school.”



My support allows primary teachers who have limited time and might not specialise in science to create brilliant, engaging lessons.



What excites you most in your role?

“I want to support primary teachers and enable them to engage their students in Science and to develop their student’s investigation skills. I really enjoy helping teachers to produce an investigation in a topic that they didn’t think it was possible to do one. For example, I have recently suggested workshops where synthetic stomachs were demonstrated, and students simulated Meteors. In other classes they saw how to make boats float, how magnets work, and a wizz, pop, fizz electricity experiment learning about static and moving electricity. It is very varied and so rewarding to see the children so excited about science.”

What are the benefits of being part of TDET?

“In my new role, I have seen that primary school teachers are incredibly busy and hardworking, and the Trust enables expertise and resource to be shared which can support them. My support allows primary teachers who have limited time and might not specialise in science to create brilliant, engaging lessons. The teachers can also develop professionally, and we can build great relationships. This type of resource wouldn’t be possible for a single school and makes the Trust special.”

Can you tell us a fun fact about yourself?

“I have been fortunate enough to have travelled to every continent apart from Australia in my school career with students on expeditions. I love walking and mountain climbing and have explored many places including China, America, Antarctica and Africa with the Duke of Edinburgh Award scheme. I have taken part in over 100 expeditions. I also have 25 science themed ties which the children find fun!”

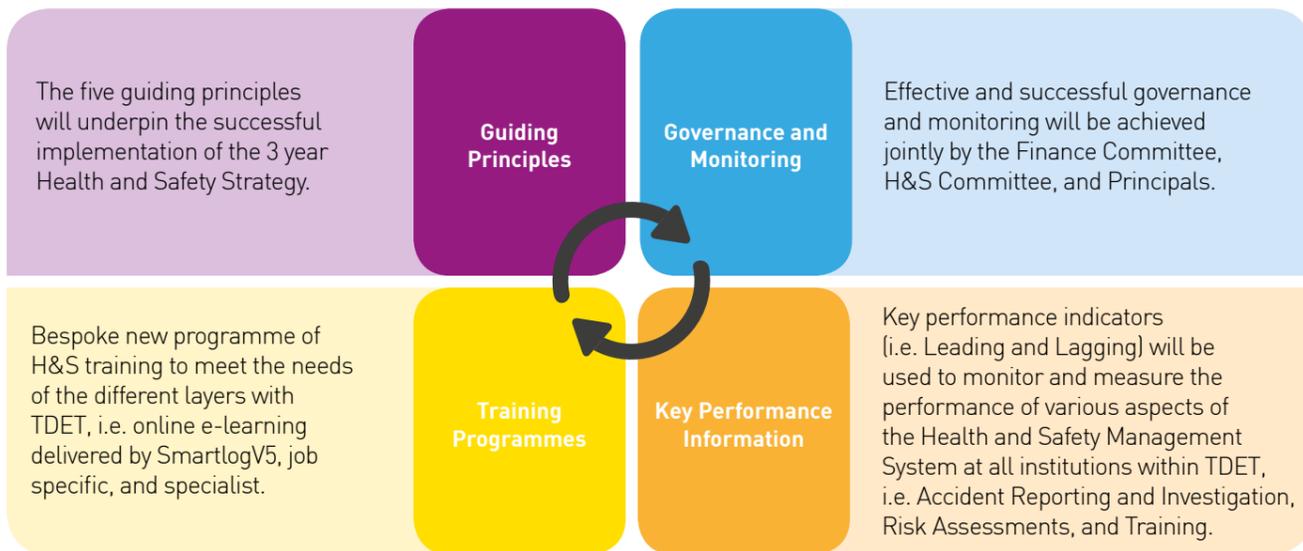


Health and Safety at TDET

We are launching a new Health and Safety Strategy to enable a robust health and safety culture within TDET. To ensure the success of the Health and Safety strategy, all systems, processes and procedures will be underpinned by the following five guiding principles.



For the successful implementation of the H&S Strategy, TDET will be focusing on four key areas as illustrated in the model below. These are part of a three year plan and will be based on the Health and Safety Executives' Plan-Do-Check-Act model of their Safety Management System (HSG65).



In 2019, TDET will be launching the following initiatives:

- Our own revolutionary, tried, tested and approved online accident reporting and investigation process via TDET's Office365 web based platform.
- Online e-learning modules delivered by SmartlogV5 software and developed by SafeSmart.
- A Health and Safety Committee that will be chaired by TDET's Director of Resources and consist of a broad spectrum of people with different skills, knowledge, and expertise. Individuals that are interested in participating should make their interests known to TDET Health and Safety Manager [harvinder.rajput@tdet.education]

Our People



Tessa Wenn – TDET Bookings Coordinator for External Lettings

What is your work history?

"I was a professional dancer for many years but after having my own children I went to work with children and adults with learning disabilities. I found this so rewarding that I decided to pursue it further and went on to train as a learning mentor and autistic specialist for Huntingdon Regional College, where I worked for many years.

During this time, I studied for a Degree in Psychology and an event management qualification. I then went on to hold various administrative roles across various sectors, which has led me to my current position as bookings coordinator for TDET."

What does your role include?

"My role is very varied dependent on the bookings that are taken – these range from long-term sports bookings, dance and exercise groups and one-off specialist events and concerts.

I show potential clients around the facilities and liaise with both the hirer and the facilities staff at each site to ensure everything runs smoothly and that their requirements are met. Working across all sites within TDET and managing all aspects of external lettings, whilst ensuring that education is not disrupted poses its own challenges."

What is your vision going forward?

"My vision is to fully utilise the amazing facilities we have across our schools and for TDET to be known as the 'go to' trust for external hire. I want to ensure that we have an excellent reputation for both staff and facilities."

What do you do in your spare time?

"In my spare time I dance professionally. I am also a motivational speaker, body confidence advocate and coach. I teach workshops for all ages and hold regular events for various charities each year."

Working across all sites within TDET and managing all aspects of external lettings, whilst ensuring that education is not disrupted poses its own challenges.

Investing in Learning Environments

In September, TDET marked the official opening of a new extension to Thomas Deacon Academy's South Entrance and we were delighted that our Regional Schools Commissioner, Sue Baldwin, formally opened the new space for us.

Thomas Deacon Academy's £51m building first opened to students back in 2007, as three city-schools – Deacon's School, Hereward Community College and John Mansfield School – merged into one. At the time, the Academy was one of the largest secondary schools in the country and, over ten years later, continues to accommodate more than 2,500 students.

In 2016, Thomas Deacon Academy agreed the final design for their extension, before Peterborough City Council joined as a partner to the project. After a successful procurement process, and with the support of Rider Levett Bucknall, Coulson Building Group were awarded the contract in September 2017 with work starting on the 50 week programme the same month.

Despite the harsh winter and hot summer testing everyone on site, the project came in on time and on budget. It took four years in its development but the new extension at Thomas Deacon Academy will enhance the working and education environment of all staff and students in the Academy, incorporating a fully revamped dining experience, a professional learning centre for staff, and a new study area for our Sixth Form.



Professional Learning Centre

Colleagues had previously fed back to us that there was a lack of space in the Thomas Deacon Academy building for collaboration and quiet time, where disruption is minimised and real focus can be given to specific tasks. The new Professional Learning Centre gives all members of the team the space and IT facilities to focus on marking and reading or collaborating with other colleagues. We are hopeful that this will significantly reduce teachers' workloads and improve staff wellbeing.

New Dining Experience

We all know that a relaxing and refreshing lunch break is important to a happy and productive working environment. Our refectory area has been fully revamped to improve the dining experience for all students and staff. We have introduced new décor and design to the refectory, brightening the space and making it a more fun place to be. We have also introduced biometric scanning to help speed up queues, allowing students to spend more time catching up with their friends and recharging ready for their afternoon lessons.

Sixth Form Study Centre

Our Sixth Form pupils previously had their own study building but as a result sometimes felt separated from the rest of the school and their teachers. The new Sixth Form Study Centre gives a new identity and focus to our Sixth Form, complemented by their new name, brand and uniform.

The new space will provide them with the ideal study environment but within easy reach of their Sixth Form advisers and course tutors.

Trust Updates Trust-wide CCF opportunities

A variety of our schools across the Trust offer the opportunity for pupils to take part in the Combined Cadet Force (CCF). We now have over 200 cadets from Year 8 through to Year 13, as well as pupils from Thomas Deacon Academy Juniors and Gladstone Primary Academy, who take part through the Mini Cadets.



At TDET, we value discipline, aspiration and trust and it is important that these qualities are instilled in our pupils. The CCF is a unique experience that helps our pupils to develop these qualities, find their voice, increase their confidence and self-belief, and develop the right attitude. Building these traits also helps to improve pupils' attitude towards learning at school and supports them in later life.

“ I am a Cadet Regimental Sergeant Major at Thomas Deacon Academy and I was given the once in a life time opportunity to lay a wreath at the Menin Gate Ceremony. To begin with, I was nervous because I didn't want to mess up, but it was something I knew I had to do to show my appreciation towards the soldiers that served and are currently serving. Knowing they gave up their valuable time in order for us to be here today really helped settle my nerves. There was a large TV crew there which was overwhelming, but everyone was respectful and I'm so glad I got to take part in such a significant ceremony. It is something I will never forget. ”

The CCF offers our pupils the chance to take part in a huge variety of experiences and trips. This year, some of our cadets were extremely fortunate to visit the Battlefields where they retraced the steps of lost comrades from their schools. They also attended the Menin Gate Ceremony in Belgium and laid a wreath to honour the fallen as part of the World War One 100-year commemorations.

The cadets in the RAF and Army sections also had the fantastic opportunity to attend a variety of events, including Recruit Camp and water sports at Rutland Water. Pupils also attended the RAFA Colour Chaos Run, challenge Cup at RAF Wittering, and flying and gliding lessons at RAF Wittering. One cadet attended the Regimental Sergeant Major Conference at Frimley Park.

However, there is no better way to appreciate the opportunities given by the CCF, than straight from the mouths of our cadets themselves:

“ Staying at Cadet Training Centre, Frimley Park, was a really positive experience for me as it pushed me out of my comfort zone and allowed me to meet new cadets. The senior cadet conference was designed to bring the highest ranked cadets from all around the UK together to talk about ways to improve cadet involvement in more activities, alongside their training syllabus. Throughout the three-day camp, we were split into groups and talked about situations that prevent the army from creating these opportunities for younger cadets. We were also given the opportunity to attend a three-course meal in which I accompanied the Regimental Sergeant Major of Frimley park. I would like to thank the Thomas Deacon Academy CCF team for giving me this once in a lifetime opportunity. ”

SEND Updates

A trust-wide approach to dyslexia

Did you know that Queen Katharine Academy operates as a centre of expertise for Specific Learning Difficulties (SpLD), primarily dyslexia? As part of this, the centre offers advice and guidance to local schools and professionals across Peterborough.

In the annual SENDCo survey for Peterborough, the centre was voted as a useful hub resource and a hub base that people would recommend to other SENDCos within the city. Last year, Queen Katharine Academy hosted seven training opportunities and visited a further nine locations to provide advice and support. This academic year, the centre has already provided three training sessions, which have included external expertise from the likes of Cricksoft, the Local Physical Disability Team and Eastern Dyslexia.

The Centre of Expertise Lead has worked hard to successfully raise awareness of Neurodiversity

Mental Health and Wellbeing

Anxiety, depression, feelings of worry and poor self-worth are becoming increasingly commonplace among young people. That's why as a Trust, the social, emotional and mental health needs of our pupils remain a key focus for our SENDCo teams. Each of our academies has invested in vital training to support these issues.

Thomas Deacon Academy is working closely with Peterborough Educational Psychology Service and are implementing a pilot scheme called "Me, My Brain and I." This is a teaching tool that helps young people from ages 10 to 14 to recognise their emotions and solve problems in everyday situations. It provides them with skills that they can use throughout their childhood and into adulthood; developing their resilience. It begins

and SpLD in local academies. During Dyslexia Awareness week, Jean Bloye, SENDCo at Queen Katharine Academy, delivered an assembly to students about the learning power of dyslexia. Emma Gowers, SENDCo at Thomas Deacon Academy Juniors, also delivered an assembly on learning differences. This was followed by a 'No Pens Day' where all pupils took part in a range of multi-sensory learning activities throughout the day, exploring different and creative ways to record their ideas and demonstrate their knowledge.

As a Trust, we strive to provide the best SEND provision possible. This academic year, teaching staff at Upwood Primary Academy and Thomas Deacon Academy Juniors are working towards the silver accreditation for Literacy Leap. This award is accredited by the British Dyslexia Association to raise awareness of dyslexia in schools and ensures that possible dyslexic traits are identified early, and effective and tailored provision is implemented as soon as possible.

by giving them the language to talk about their feelings and behaviour.

Queen Katharine Academy and Gladstone Primary Academy are also introducing similar schemes. Both schools have enrolled colleagues in the highly recommended and nationally recognised Emotional Literacy Support Assistant training. This equips staff to support young people through difficult times and gives them the key skills to deliver emotional literacy, social and therapeutic stories, bereavement support, coping with trauma, recognising and managing feelings and to develop a range of counselling skills.

To find out more about SEND provision across the Trust, please contact Alex West, TDET SEND Lead, on Alex.West@tdet.education.

School Updates

Iqra Academy

"We have celebrated success in a variety of areas this term, from GCSE results to football championships. We were particularly delighted to see that our Progress 8 score was +0.88, well above the national average. In the summer, 89% of our pupils achieved five or more GCSE passes, with four girls achieving 10 or more GCSE passes. Excellent results were seen particularly in English Language, Science, Religious Education, Arabic and Urdu.



Later in the term, our football team made history by becoming the Association of Muslim Schools National 7-a-side champions in 2018, retaining their 2017 crown. The team were also the first ever Muslim school in the country to win the Midlands Interfaith School Championships.

This was topped off by our Deputy Head Girl, Hannah Houghton, winning the Charity and Community Integration Gold Award at the Annual Peterborough City Education Awards Ceremony. A fantastic achievement that was well deserved."

Gladstone Primary Academy

"We have had a fantastic first term this academic year. We were delighted when one of our Year 6 pupils, Zahra, won a Jack Hunt Primary School Partnership Sport award for the hard work and dedication that led her to swimming 500m in Year 5. Zahra demonstrates the Olympic values of excellence, friendship and respect in everyday school life.



Our Year 6 English team also came second out of seven schools in a inter-school challenge this term, which was particularly impressive considering their team was half the size of that of the other schools. The GPA pupils were particularly commended on their fantastic knowledge of book characters.

Finally, we were also excited to start running our Family Cafes again during the last few weeks of term. The Family Cafes allow parents to spend time with their children in class to see some of their fantastic learning in action. The cafes were really well attended by parents and their children this year and it was amazing to see the academy's community come together to celebrate learning."

Queen Katharine Academy

"Following the release of the provisional progress 8 scores, we were delighted to see that we had made the largest improvement in the city. It has been fantastic to see the hard work that has been done to improve leadership, behaviour and teaching having such a positive impact on helping our pupils to achieve their best.

One of our Maths teachers, Liam Oliver, was also chosen as one of only 100 high-potential future leaders to be accepted onto the prestigious Leadership Legacy Project by SSAT, the Schools, Students and Teachers network. Liam was nominated by our Head of School, Lynn Mayes, for having already shown the potential to become an outstanding school leader. The project is a year-long initiative to develop and support teachers like Liam to become a future member of their school's senior leadership team.



Finally, we were delighted that one of our Year 12 students, Tamzyn, was able to attend the prestigious LPN Summer School this summer. The summer school is run by the University of Cambridge colleges Christ's College, Sidney Sussex and Murray Edwards College. Achieving a place on the programme is a huge success. With over 640 applicants applying for one of 120 places on offer, only students with the very highest outcomes are selected each year. After the summer school, researchers will continue to provide academic support to Tamzyn for the current school year, with the aim of her making a full application to the University in a year's time."

Thomas Deacon Academy

"We were delighted to welcome the Regional Schools Commissioner for the East of England, Sue Baldwin, to officially open our brand new expansion project at Thomas Deacon Academy. We hope you all agree that the changes are a great development and asset for our school and we look forward to seeing how it continues to positively impact teaching and learning next year!

We were also thrilled to host the Institute of Physics 'PhysicsFest' - a fun-packed family day of physics. Visitors to the PhysicsFest were able to participate in a range of experiments, some of which appeared to defy all logic, such as the Hoover that appeared to launch marshmallows and the bridge made of five unsecured sections that could hold the weight of a man.

We were thrilled that Ahmet Kucuk in Year 12 was awarded an Arkwright Engineering Scholarship



to further his knowledge and experience in the world of engineering. The Arkwright scholarship is the most prestigious scholarship scheme of its type in the UK with over 5,000 Scholarships awarded to date. Ahmet battled through a rigorous process to be allocated the scholarship and will be sponsored by Arm Limited, his dream sponsor. Ahmet has promised to return to coach this year's and next year's Arkwright candidates from Thomas Deacon Academy so that he may be the first of many Arkwright scholars from TDA to inspire more engineers."

Upwood Primary Academy

"In August, Upwood Primary Academy celebrated not just the start of a new academic year but the start of a new era as we joined the Trust. We had been working with the Trust for a while but we were very excited to formally join TDET and for the new opportunities that being part of a multi-academy trust can bring. We are particularly enjoying working with other schools in the trust to further improve standards for our children as we strive towards becoming an 'Outstanding' school. TDET has provided a collaborative platform for shared learning and resources which will benefit all children and young people within the Trust, enriching the lives of all stakeholders.



This term, we have also been raising money for the Anti-Bullying Alliance by celebrating Anti-Bullying Week with an Odd Socks theme to celebrate uniqueness. Our children came into school wearing odd socks for a voluntary contribution of 50p and our children cooked up a storm for our Great Upwood Bake Off, with our School Council choosing a winner per class. The children also designed their own odd socks that have been decorated around our school hall and created sock puppets!"



