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TDET
Thomas Deacon Education Trust

Unity of Purpose

Trust | Diversity | Excellence | Transformation

Winter 2022

Welcome

Welcome to the Winter edition of the Thomas Deacon Education Trust (TDET) Newsletter - and a very Happy New Year to everyone!

Having started as CEO in September, I am absolutely delighted to be leading the Trust at such an exciting and challenging time. Covid continues to blight our landscape but the resilience being demonstrated by students, staff, and our Academy Principals has been exceptional. I am delighted to share and celebrate their tremendous achievements with you.

I would also like to introduce you to Adam Stevens who has joined us as Director of Resources. Adam has significant financial and commercial experience and will lead all our Business Services teams. Working alongside Scott Hudson, our Director of Education, we will see both teams focusing extensively on delivering high quality support and service to all our academies.

Much of the Autumn term has been spent discussing and mapping out the future strategy and direction for TDET. From our discussions, we have been clear that our core values - Trust, Diversity, Excellence, and Transformation - must drive our priorities and actions. The Spring Term started with a whole staff visioning event and consultation on our key priorities and actions moving forward. A heightened focus on achieving excellence and sustainable transformation will help to ensure our 'future-focused' approach delivers high quality educational experiences and prepares all our students for a world of the future. To that end, we are focusing on what it truly means to be a student at TDET and matching it to the skills, knowledge, and personal attributes that are deemed essential for the future. TDET will be unique in its approach and will set the direction for others to follow.

Within the newsletter you will read of the tremendous achievements across all our academies, from the stunning achievement in receiving the Pearson Gold Teaching Award to outstanding success in girl's football, to superb citizenship and fantastic fundraising through a sponsored mini-marathon.

What is clear is that the drive and commitment of all our staff, despite the ongoing pandemic and restrictions, has continued to provide our students with exceptional learning experiences.

This term will also bring a change to the Trustee Board as Dr Richard Barnes will be handing over the Chairmanship of the Board, a position that he has held for 14 years. The Trust owes Richard a huge debt of gratitude for steering us in such a positive and forward-thinking direction. He has brought great leadership, wisdom, advice, challenge, and support to the Board, and has always held a deeply-rooted passion and commitment to doing the best for our students and families, making a difference to their lives, and improving our local area. Richard has committed so much to the Trust that saying thank you does not seem sufficient - but we are all extremely thankful and recognise and truly value beyond words his contributions. I am, however, delighted that the Board will continue to benefit from his input as a Trustee for the remainder of the year (and hopefully beyond!). We will be welcoming Mark Potter (currently one of our Vice-Chairs) as the new Chair of the Board in January and know that the Trustees, under his leadership, will continue to thrive and deliver our new strategy for the future.



Mick Gernon
Chief Executive of TDET



Dr Barnes
Chair of the TDET Board

About the Trust

TDET is a multi-academy Trust and charitable organisation dedicated to raising educational outcomes across a range of primary and secondary phase schools and academies in the East Midlands.

We are a Trust that unites and empowers like-minded schools to achieve the very best for our pupils and communities. At the heart of our vision is a profound belief that difference is a strength to be valued and celebrated.

TDET academies are connected by a common set of values to empower every pupil, every member of staff, parents and the community through high quality education.

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

Trust
We are honest and supportive

Diversity
We embrace individual differences

Excellence
We want the very best and never give up on doing what is right

Transformation
We work together to make a positive impact

We work across all key phases of education to provide every child in our communities with the best life chances and high aspirations. All TDET schools strive to give our pupils the very best education possible and we insist upon the highest academic standards.

Our academies work closely together, taking part in real and meaningful collaborations between teachers, pupils and local business leaders. We value our local communities and actively encourage our schools and staff to share best practice to benefit all pupils within each local area.

Through experience, we know that there is no such thing as a one-size-fits-all approach to education. Our academies are individual members of the Trust community and are connected by a common set of values including Trust, Diversity, Excellence and Transformation, but are free to innovate and adapt to the needs of their pupils and the 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:

TDET Thomas Deacon Education Trust
Thomas Deacon Academy
Queen Katharine Academy
Richard Barnes Academy
Welbourne Primary Academy
Gladstone Primary Academy
Warboys Primary Academy
Upwood Primary Academy

We also have two nurseries; one at Gladstone Primary Academy and one at Queen Katharine Academy.

Stories from across the Trust

QKA wins prestigious Gold Pearson National Teaching Award

The team at QKA was awarded with a Gold Award in the Pearson National Teaching Awards in November, an annual awards ceremony that recognises and celebrates excellence in education.

The award was for its work to understand and support its Gypsy-Roma community. The school has a strong ethos of community and collaboration and has been working with other organisations locally, nationally and internationally to share good practice and raise awareness.

Some aspects of the team's work include hosting, and providing training for, informative workshops for education, healthcare and community organisations to help raise aspirations for young Roma individuals in our community.

The team also founded a regional English as an Additional Language (EAL) hub to share best practice and provide regular training to support Roma education.

The award reflects the inspirational work the entire QKA team does to raise levels of education and attainment for all students - amazing work everyone!



Honouring Remembrance Day trust-wide

We were honoured and proud to celebrate Remembrance Day across the Trust on Thursday 11 November, to remember those who have lost their lives in military service.

Many of our academies held virtual ceremonies which were live-streamed to staff and students within classrooms, or outdoor services, due to Covid restrictions.

Our pupils and students across the Trust's academies played a significant part in the services and showed a great level of respect for this important event.

At the heart of our Remembrance services were our Combined Cadet Forces, who were a credit to their academies and did a fantastic job leading the ceremonies.

At Thomas Deacon Academy all students and staff had created poppies with messages of remembrance on them, which were used to create a spectacular 'waterfall of poppies' in the school's atrium for the ceremony, similar to the Tower of London display.



Warboys pupils race to the finish in Mini London Marathon

Our Warboys pupils enjoyed a fun and active November taking part in a sponsored Mini London Marathon around the village. Every child had the opportunity to participate in the mini-marathon by completing a 2.6 mile route - either running, walking or a combination of both!

As well as being a great way to get lots of fresh air and exercise, the children raised £3,505.50 through sponsorship - a fantastic achievement! The money will be put towards new playground equipment.

Our local community gave us some amazing support, with parents helping as Race Marshalls and Group Supervisors, and families and local residents cheering the children on from the sidelines.

The pupils all had a fantastic time and it gave them a flavour of what running the official London Marathon might be like! Thank you to all the children for taking part, their parents and families for their enthusiasm and generous donations, and to the local community for their support.



Phase two roll-out for Transform iPad project

Last year we began the innovative Transform project across the Trust, to develop pupils' learning using iPads. This project eventually aims to provide each child with their own iPad to use during the school day. The children will also take their iPads home each day to help support their learning outside school.

The iPads have special learning software installed on them to bring learning to life for the pupils in a fun, interactive and visual way. They also have restricted content and a range of safety measures to ensure that they are safe for the children to use at home.

Since September we have been rolling out Phase Two of the Transform project and have been providing iPads to pupils in a number of Key Stage 2 classes across the Trust.

Our pupils are so excited to be having this resource to help with their learning and it is fantastic to see such enthusiasm for this project.



Welcome to TDET's new Chair of the Board

We are delighted to welcome our new Chair to the TDET Board, Mark Potter. Mark has been one of our Vice Chairs since 2021 and takes over the position of Chair from Dr Richard Barnes, who will remain on our Board as a Trustee.

We would like to take this opportunity to say a huge thank you to Dr Barnes for his fantastic, long-standing leadership of our Board. Dr Barnes became Chair of Thomas Deacon Academy Education Trust in 2007 when TDA opened, and then went on to become Chair of the TDET Board in 2017 with the formation of TDET.

Dr Barnes has led TDET through many changes, playing a key part in improving educational outcomes and attainment across our academies and in establishing TDET as a thriving, successful multi-academy trust.



> I am proud of working to create an effective, values-driven academy trust in which every pupil and every member of staff is valued as an individual.

Looking back with Dr Richard Barnes...

What are you most proud of from your time as Chair of the TDET Board?

I am most proud of working with colleagues to manage the integration of three completely different schools into a single effective academy, and of working to create an effective, values-driven academy trust in which every pupil and every member of staff is valued as an individual. I am so proud that we have succeeded.

What did you enjoy most from your time as Chair?

I enjoyed visiting the schools in the Trust in the company of their highly dedicated and inspirational teachers, and meeting the students. I particularly enjoyed one initiative which was a special after-school session for students to talk about non-curricular topics which interested them, and for us to then challenge them with projects based on their interests. Their responses to these lateral thinking projects were so impressive. I also enjoyed meeting so many devoted and capable educators who grew in knowledge and confidence as they worked their way up the Trust leadership structure.

What was your biggest challenge as Chair?

The biggest challenge has been balancing the encouragement of aspirational ideas with the more practical realities of life. We have also worked hard on some financial and organisational challenges across our academies which, through the expertise of our senior leaders, we have managed to overcome.

What will you miss the most and what are you looking forward to in your next role?

Working with the Trust has helped keep me thoroughly grounded and I will miss the educational insights and knowledge my colleagues provide. I look forward, in my role as Trustee, to continue to visit our academies and hopefully help make a difference to the lives of our pupils. I also look forward to seeing the direction in which our new CEO, Mick Gernon, and our new Chair, Mark Potter, take us. I could not wish to be leaving the role of Chair at a better and more exciting stage in our development.

Welcome to Mark Potter...

What are you looking forward to in your new role as Chair of the Board?

It will be an absolute honour to be in the privileged position of leading the Board of Trustees through the next phase of the continued development and growth of Thomas Deacon Education Trust. With the expertise of the Board, the Executive Team, the Central Team, the high-performing teams of our academies and all who will be supporting the Trust's vision, I firmly believe there are exciting times ahead for our Trust.

What aims do you have for your new role?

Quite simply, my aim is for the Trust to continue to perform at the highest level across all areas. Our raison d'être is to ensure the best possible outcomes for all children and young people in our academies. Thankfully, we have terrific people in the right places so that we can continue to develop further, both as a Trust and for each of our individual academies. Covid regulations permitting, I aim to become a regular visitor to all areas of the Trust so that I can see first-hand all the outstanding work that is undertaken for the benefit of our children and young people.

> Our raison d'être is to ensure the best possible outcomes for all children and young people in our academies.



What do you think will be your biggest challenge to your role as Chair?

Taking on this role in the midst of a global pandemic will bring its own particular set of challenges and I sincerely hope that travel restrictions between the UK and Europe will relax once again very soon. Virtual meetings have effectively enabled the Trustees to meet to discuss strategic outcomes and objectives with the Executive Team during these uncertain times. However, our academies thrive because of the nature of the relationships all stakeholders have within them and all relationships are better developed and strengthened in person than via a screen.

Where do you hope to see TDET in the future?

These are exciting times for the Trust and I anticipate that TDET will continue to grow, develop and become a leading example of all that can be achieved in education when every stakeholder is aiming for the same thing - namely, excellence for every one of our pupils and a strong and committed Trust community.

Enhancing our learning environments

Our Facilities and Estates team, led by Mick Crossley, has been undertaking an intensive programme of works across all our academies.

Our aim is to develop, maintain and manage the TDET estate in safe, efficient and sustainable way, and to continue to enhance our world-class teaching and learning environments.

Much of the major work, as well as a full programme of preventative maintenance work, was carried out over the summer. Some of our highlights are:

Queen Katharine Academy

Improvements to the outdoor area, including three canopies to provide students with more seating at lunch time and a permanent covered seating area.

Thomas Deacon Academy

Upgrades to the sixth form area, creating a dedicated office space and relocating the staff rest area.

Queen Katharine Academy

Creating three additional teaching spaces by dividing two existing large classrooms, and fitting a movable wall in the library to create further teaching space.

Gladstone Primary Academy

Completing a major program of replacing windows, soffits and fascia boards, and all rainwater pipes.





Upwood Primary Academy

A complete upgrade of the KS1 toilets and a refurbishment of the KS2 cloakroom communal areas.

Richard Barnes Academy

A new science lab at the Fitzwilliam campus, and creating additional teaching rooms. At our Trinity campus we have created three 1:1 counselling rooms.

Warboys Primary Academy

At Warboys we have removed some of the outdated classroom dividers and replaced with permanent walling to make better use of the space.

Welbourne Primary Academy

Refurbishment of a communal teaching area and one of the SEN classrooms.

The team has done a fantastic job completing these major improvements. They will enhance the environment we provide to our children and young people, as well as for our staff, across TDET and we have received very positive feedback.

We have lots of exciting new plans for further improvements and developments in the future and look forward to updating you all as they progress!

Developing leadership across the Trust environments

One of our focuses at TDET is to ensure all Trust employees have opportunities to develop their potential - and this includes our leaders.



Ben Wilson (GPA), Sarah Bucknall (TDA) and Andy Carles (TDAJ) prepare a recipe for CD success.



Becky Ford (WPA) and Mandy Wright (Central Team) consider important aspects of CD.

Effective leadership helps ensure that our academies have a clear purpose, that we develop a positive working culture and ultimately that we achieve the best possible learning environment for our people and our young learners.

John Hinch, Executive Coach with a focus on Leadership Development, is working across the Trust to empower leaders in all our settings. His role focuses on the diverse development needs of leaders and their teams across our individual academies and work teams.

Day-to-day this includes designing and delivering learning opportunities, including individual and team coaching, helping leaders to reflect on their practice and developing leadership teams.

Last year John designed and implemented TDET's Foundation Coaching Programme and Leadership for Continuous Development course, both three-day courses supported by ongoing coaching.

Our aim is to use these courses and coaching to create a 'coaching culture' across the Trust, using leaders who have completed these programmes to deliver similar material to teams across our Trust.

This organic growth model is proving successful and, following last year's Foundation Coaching Programme, we now have nine coaches working across the Trust to develop our leaders and their teams.

These courses interlink and complement our existing leadership workshops and executive coaching, and together help to grow development and ensure our focus on leadership coaching continues to be sustainable.

As well as our courses, we will further expand our leadership development in 2022 with some of our Principals and Trust leaders studying for the Institute of Leadership and Management Level 7 Executive Coaching and Mentoring Award. We also plan to develop dedicated 'People Strategy' online pages to make training resources more accessible.

It is fantastic to see the impact these bespoke training programmes are having across the Trust, and we look forward to sharing their positive impacts as the courses continue.

TDET's new training kitchen

We are pioneering a new training kitchen to help develop and support catering teams across the Trust's seven academies. This exciting venture will be a fantastic opportunity to offer training in a safe and relaxed environment.





Our catering teams will have opportunities to use the training kitchen, located at TDET's Head Office, to try out new menu ideas, upskill their own development, and access support and training sessions.

The training kitchen is an important aspect of our commitment to providing healthy food for children and young people, which we see as an essential aspect towards students' wellbeing and educational attainment. All meals provided across our academies are freshly prepared on-site each day using high-quality, locally-sourced seasonal produce.

Our catering teams do an outstanding job preparing and serving food to thousands of students each day, catering for many different religions as well as individual dietary requirements.

Having a dedicated training kitchen will ensure teams from all academies can share knowledge, ideas, and best practice. It will also enable staff to further develop their skills and extend the variety of meals offered to students across the Trust.

Another aim is to offer students a greater variety of multi-cultural food, to reflect the diversity of cultures across the Trust. We aim to encourage all students to respect and taste foods from around the world and already offer custom menus to mark religious festivals such as Chinese New Year, Diwali and Christmas.

The sessions will be led by Mandy Wright, Training and Development Lead, who has a wealth of training experience and is looking forward to supporting staff towards their own personal development goals.

As the sessions progress, we hope to use the training kitchen to showcase to parents, visitors and other students the varied food options we provide to our students - as well as offering tasting sessions!

TDET Apprenticeships

We are proud of our thriving apprenticeship scheme at TDET. As well as providing valuable training and employment opportunities for our apprentices, it is also a fantastic way for us to grow and develop our own talent.

Apprenticeship funding from the government became accessible to all organisations in 2017 to support growth in quality apprenticeships, and our HR Team, led by Jodie McDonald, is working hard to develop and expand the apprenticeships offered across the Trust.

Our aim is to attract, engage and enable apprentices, supporting them to learn specific skills for their role as well as transferable skills for the future. Our apprenticeships provide structured learning pathways as well as valuable work experience. At the end of their course, all TDET apprentices receive a recognised accreditation.

We currently have 15 apprentices across TDET in areas such as ICT and QKA's nursery, as well as teaching assistants. Of these, eight are taking their apprenticeship as further development within an existing role.

As well as training, we are proud of the employment opportunities we have been able to offer our apprentices after their courses. We have successfully secured many permanent roles for our apprentices, particularly in IT and our pre-schools, and are hoping to adopt this apprenticeship route for our teaching assistants and Early Career Teachers.

Another exciting development is our forthcoming TDET Apprenticeship Programme, which will enable current employees to apply directly for apprenticeships while continuing to work in their existing role. Apprenticeships range from entry level to the equivalent of a university master's degree, providing employees with opportunities to develop existing skills and progress their roles.

Our TDET Apprenticeship Programme will also enable us to offer different programmes to strengthen employees' capabilities in strategic areas. This will ultimately benefit the Trust and ensure we are well-equipped with dynamic, talented employees to lead us into the future.

We're looking forward to bringing you further updates on our Apprenticeship Programme as it develops!

Early Career Framework update

New teachers across our academies are benefitting from a new government initiative, called the Early Career Framework (ECF).

The ECF provides funding for structured, two-year packages of professional development for Early Career Teachers (ECTs), previously Newly Qualified and Recently Qualified Teachers (NQTs and RQTs).

These reforms aim to improve training and development opportunities available to teachers and give them the best possible start in their new careers.

The ECF sets out what all ECTs should learn during their first two years. Developed by education experts and independently reviewed by the Education Endowment Foundation it includes five core areas: Behaviour, Pedagogy, Curriculum, Assessment, and Professional Behaviour. Parallel training will be delivered to mentors to understand the ECF and develop their mentoring and coaching skills.

Our ECT and Mentor training combines face-to-face and remote learning. Provided by the new Cambridgeshire and Peterborough Teaching School Hub, it uses local facilitators such as the Peterborough Teaching School run from Arthur Mellows Village College.

Within the Trust, Carolyn Massey, Professional Tutor and Professional Development Leader at Thomas Deacon Academy, is coordinating all ECT provision.

Carolyn is working with colleagues across the Trust to integrate the provision of the Early Career Framework across our academies, and to share expertise and best practice.

Moving forward we hope to hold trust-wide events and networking opportunities for ECTs across TDET, ensuring our new teachers have the best possible opportunities and support in their careers.

Our fantastic teachers are one of our most valuable resources and the ECF links through to further professional development for senior and executive leadership roles.



School updates

Thomas Deacon Academy



Eight green-fingered Year 9 students were invited to support environmental services company Aragon, to help plant the winter flower beds around the Willow tree in Central Park.



A Royal Helicopter used our school field as a landing pad! Junior pupils, senior students and staff watched as the helicopter landed and HRH Princess Anne gave us all a wave!



It was time for the adventure of a lifetime when ten students had the fantastic opportunity to sail a yacht as part of the Tall Ships Youth Trust project.

Queen Katharine Academy



We welcomed a visit from a Director of the Korean Embassy. He met students in our Korean Club and was impressed by the opportunities for them to learn about new languages and cultures!



We launched Anti-Bullying Week by training 75 of our student leaders as anti-bullying ambassadors. The students will help ensure that peer support is always available to anyone who needs it.



This term we launched our first Eco-Week. Our Eco-Leaders did a fantastic job organising eco events, including Meat-Free Monday, eco-themed tutor activities, a light-switch sticker competition and a local litter pick.

Gladstone Primary Academy



Year 3 had a fantastic trip to Flag Fen. They saw a Bronze Age wooden causeway and boats, a reconstructed Bronze Age round house, made clay pots and explored historical artefacts.



Year 4 had lots of fun on a themed Roman Day, they took a tour through a bath house, touched real Roman artefacts and battled each other with Roman swords!



Our Reception children have settled in so well, they've confidently explored and got to know their new learning environment and have made lots of new friends - we're very proud of them!

Upwood Primary Academy



KS1 children enjoyed an activity learning about different pumpkins and squashes. They compared which were the heaviest and lightest, which were the biggest and smallest and how to carry them safely.



We enjoyed this activity studying the human body and learning the names of bones. The children made their own skeletons with hinged arms and legs and labelled the individual bones, great work everyone!



The children enjoyed organising their own shop, selling fruit, vegetables and food to each other. They had lots of fun scanning the items and asking for the money for payment!

School updates

Richard Barnes Academy



Our learners enjoyed making poppy seed bombs out of clay for Remembrance Day. These are environmentally friendly and are designed to be thrown anywhere that needs a splash of colour!



One of our learners had a fantastic time at the Gauntlet, a charity that teaches motorbike and quad-biking skills. He was very brave, getting straight back on when he fell off!



We all had a fantastic time at our Christmas craft morning with lots of fun, festive activities! Our older learners enjoyed helping our primary cohort and staff joined in the fun too.

Welbourne Primary Academy



The pupils learned about the United Nations Convention on the Rights of the Child, and created a series of tableaus, or still scenes, to illustrate some of the rights they learned about.



We had a visit from Peterborough United and their mascot, rabbit Peter Burrow! It was a fun start to the day for all the children - plus they all received free football tickets!



In our Design & Technology Week Year 5 built Titanic ships, Year 6 made items from recyclable plastic, Years 3 and 4 built Icarus wings and Year 2 made London landmarks!

Warboys Primary Academy



Anti-Bullying Week was a great opportunity to embed our school value of 'warmth'. We kick-started the week with Odd-Sock Day and the pupils designed anti-bullying superheroes using our new Transform iPads.



All our pupils had a delicious bonfire lunch of hotdogs which finished with a yummy cupcake! Pupils from our after-school club, The Hideout, provided some wonderful bonfire decorations.

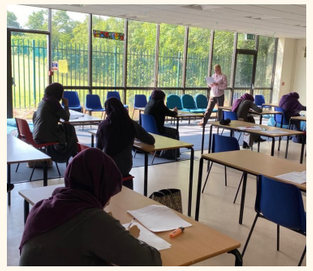


We celebrated Black History Month with a series of whole-school lessons and activities. We were proud of all our pupils for their participation and great discussions around this important topic.

Iqra Academy



In 2021 Iqra Academy became the Association of Muslim Girls National U15 Football champions for the fifth year in a row. The team has played in over 160 matches and won 13 trophies!



A record twenty students were winners in the National Young Writers 'Imagine' English Competition and as a result have had their short stories published in a book.



Councillors Shaz Nawaz and Ansar Ali visited Iqra Academy to celebrate its community work, which has included providing a soup kitchen for homeless people and work with the Lantern Initiative.

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