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 TDET
Thomas Deacon Education Trust

Unity of Purpose

Trust | Diversity | Excellence | Transformation

Winter 2022-2023

Welcome

Having completed my first full term as Chief Executive, I am absolutely delighted to be leading the Trust at such an exciting and challenging time.

As we begin to return to normality this academic year following the pandemic, I must pay tribute to the resilience and optimism demonstrated by students, staff, and our academy principals. I am delighted to share and celebrate their tremendous achievements with you.

This year we are celebrating the 300th anniversary of the opening of the first Deacon's charity school. The school was opened following a bequest in Thomas Deacon's will for: "...teaching and instructing twenty poor boys...to read, write and cast accounts." Thomas Deacon's act of kindness resonates very strongly today as we experience societal challenges linked to the current cost of living crisis. We firmly believe that we are rooted in our local communities and are committed to working with our pupils and families who may be experiencing difficulties. In some small way, our commitment to acts of kindness, and active work with a range of charities, supports those most in need.

Much of the autumn term has been spent mapping out the future strategy and direction for TDET. The Trust will continue to focus on embedding its four core values; Trust, Diversity, Excellence, and Transformation - but with a greater emphasis on achieving excellence and driving transformation. We have a clear and ambitious desire to perform even better, providing high quality, value-for-money central services designed to support school improvement and enhance pupil outcomes. At the heart of our future work is a commitment to ensure that students are prepared for a world of the future, providing a balance of knowledge, qualification pathways and future-focused skills which are personalised to each student. This process includes re-aligning our strategy and re-visioning TDET's future moving forward. Through meaningful collaboration and discussion with key leaders across the Trust, three key strategic intents have been identified:

- To offer the highest quality educational **Provision**, so that every child is empowered to be a confident learner successfully prepared for their future.
- To develop meaningful and high-leverage **Partnerships**, that actively and directly support our goals as a strong multi-academy trust.
- To become an employer of choice by investing in our employees so that we have the best **People** working for us, who are fully engaged and empowered to achieve our collective goals.

Within our newsletter you will read of the fantastic achievements by the wonderful pupils and staff across our academies. A newsletter can only capture so much, but what is clear is that the drive and commitment of all our staff continues to provide our pupils with an amazing range of learning opportunities and experiences.

I am also delighted to welcome two new Trustees to our Board; Darren Bridger and Lucy Jones. The Trust Board is responsible for setting general policy, adopting an annual plan and budget, monitoring the Trust budgets and making major decisions about the direction of the Trust, capital expenditure and senior staff appointments. Darren and Lucy's background and experience complements existing Trustee skills and further supports the Board and its commitment to doing the best for our students and families, making a difference to their lives and benefitting our local area.



Scott Hudson
Chief Executive
of TDET



Mark Potter
Chair of the
Trust Board

About the Trust

TDET is a highly successful multi-academy trust and charitable organisation that aims to be one of the leading MATs in the country, dedicated to providing a truly world-class education for our communities in Peterborough and the surrounding area.

We are a trust that unites and empowers like-minded academies to achieve the very best for our learners, and at the heart of our vision is a profound belief that the Trust as a whole is more than the sum of its parts. All our academies are equally valued and contribute to the development and direction of the Trust as we grow together.

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

- Trust**
We rely on honesty as the basis for developing meaningful relationships
- 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, whatever their background or starting point.

All TDET schools strive to give our pupils the very best education possible and we insist upon the highest standards in all that we do.

Our academies work closely together, taking part in real and meaningful collaborations between teachers, pupils and other key partners including parents, business and other education providers. 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 these collaborations we strive to ensure that TDET:

- Offers the highest quality educational **Provision** so that every child is empowered to be a confident learner, successfully prepared for their future.
- Develops meaningful and high-leverage **Partnerships** that actively and directly support our goals as a strong multi-academy trust.
- Becomes an employer of choice by investing in our employees so that we have the best **People** working for us, who are fully engaged and empowered to achieve our collective goals.

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 empowered to innovate and adapt to the needs of their pupils and the local community.

The Trust currently includes:



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

TDET celebrates 300 years of Thomas Deacon's legacy

It's 300 years since the first TDET school opened and we're celebrating this milestone with Acts of Kindness across our Trust. Pupils and staff in all our academies are taking part in activities and events throughout the year, marking Thomas Deacon's legacy to education in our community.

A local wealthy wool merchant and philanthropist, Thomas Deacon died in 1721 leaving a legacy in his will for his cottages and land to be set up as a school, as well as funds towards apprenticeships for pupils afterwards. His school was Deacon's Charity School, which opened in 1722 in Cowgate in Peterborough city centre.

Three hundred years later, Thomas Deacon Education Trust has grown to educate, nurture and care for more than 5,000 children and young people across nursery, primary and secondary schools and academies throughout Cambridgeshire.

To mark this special year, our pupils are spreading kindness across our academies and community. From our Acts of Kindness awards to raising money for charity and helping those in need in our local area, we're so proud of all our children and young people for continuing Thomas Deacon's amazing legacy.

Here are some of the fantastic Acts of Kindness that have been taking place across our Trust!



Our academies have launched their own Act of Kindness awards, with children awarded special certificates for showing kindness to others around school



The TDET Carol Concert took place in Peterborough Cathedral, the place of Thomas Deacon's memorial. Pupils from across our academies were proud to honour his memory and enduring legacy of kindness



On Remembrance Day we commemorated the kindness and courage of all those who fought for our freedom, in special services and assemblies across our academies



Pupils across our academies have shown wonderful compassion and empathy, raising money and donating hampers and food items for charity and those in need in our community

You can find out more about Thomas Deacon Foundation at:

- @ThomasDeaconFdn
- @ThomasDeaconFdn
- @thomasdeaconfdn
- thomasdeaconfdn.org.uk



What is Thomas Deacon Foundation?

Thomas Deacon Foundation is a charity with origins dating back to the formation of Deacons Charity School in 1722.

Today, the Foundation's ethos is to uphold the legacy and values of Thomas Deacon in supporting the education of our children and young people, ensuring his values impact our current students in a positive and long-lasting way.

John Turner, Chair of Thomas Deacon Foundation, said: "Thomas Deacon left an incredible legacy in his will which, for 300 years, has changed the lives of children and young people in our area through education. We are proud to continue his important work, working with the academies within Thomas Deacon Education Trust to support pupils by focusing on their needs and encouraging them to be the best they can be for our future world."



John Turner
Chair of Thomas Deacon Foundation

Our 300-year timeline

- 1722** Deacon's Charity School opened
- 2007** Thomas Deacon Academy opened as a merger of three schools: Hereward, Deacons and John Mansfield
- 2012** Thomas Deacon Academy Juniors opened
- 2016** Thomas Deacon Education Trust (TDET) was formed
- 2017** Queen Katharine (formerly The Voyager) Academy and Gladstone Primary Academy join TDET
- 2018** Upwood Primary Academy joins TDET
- 2019** Warboys Primary Academy and Welbourne Primary Academy join TDET
- 2020** Richard Barnes Academy joins TDET
- 2022** Welbourne Primary Academy Nursery opens

Thomas Deacon bequeathed in his Will, dated 13 January 1719, that:

...My message and two freehold cottages and appurtenances the orchard, garden, yards and barns... assign my freehold farm...all profits from time to time and at all times for ever, however arising and proceeding...to be duly applied for the endowing and setting up of a school and schoolhouse in Peterborough... for teaching and instructing twenty poor boys...to read, write and cast accounts...!

Stories from across the Trust

Upwood celebrates 'Good' Ofsted report

The team at Upwood Primary Academy was delighted to receive the results of their Ofsted inspection, which judged the school to be 'Good' across all five key areas; Quality of Education, Behaviour and Attitudes, Personal Development, Leadership and Management, and Early Years Provision.

This was Upwood Primary Academy's first full inspection since joining TDET in 2018. The report praised the positive and respectful relationships between pupils and adults, the calm and purposeful learning environment, and the provision of enriching learning experiences and activities. The academy's effective safeguarding arrangements, and its support for SEND pupils, were also commended.

Amy Woolner, Principal, said: "I would like to congratulate my team of colleagues, both in our academy and across Thomas Deacon Education Trust, for the hard work and dedication they have shown in achieving this fantastic Ofsted report.

"Together, we are committed to providing the very best education to the children we serve, enabling them to thrive as individuals - and we look forward to building on this success in the future."



Community focus for TDA students

TDA's Year 10 Food Technology students spent two weeks preparing, cooking and serving food at Millfield Community Fridge, a local group that aims to reduce food surplus from supermarkets and businesses to help with food poverty.

The students aimed to serve 300 hot meals to people in need in the local community to celebrate TDET's 300th anniversary. To mark this important year in TDET's history, students across our academies are taking part in many different 'Acts of Kindness' to celebrate Thomas Deacon's original legacy to education in the local area.

The students prepared, cooked and served vegetarian chilli and rice, leek and broccoli pasta bake, mango and pineapple fruit crumble with custard, and hot chocolate with marshmallows.

They did a fantastic job and worked incredibly hard. The food they prepared was delicious - and far exceeded their 300 meals aim. Thank you to our students and to the staff members who supported them.



QKA Eco-Leaders learn about sustainability

QKA's Eco-Leaders have enjoyed taking part in the Erasmus+ project, part of a programme to support education, training, youth and sport throughout Europe.

The Eco-Leaders, along with their visiting Spanish and German partners, planted trees and created wildflower areas in Itter Park, Peterborough. They had a fantastic day learning about sustainability, planting over 60 trees as part of the Forest for Peterborough project in a workshop led by PECT (Peterborough Environment City Trust).

They also visited Cambond Agri-Tech Innovation Hub to learn about more sustainable methods of tackling waste and how everyday household items can be manufactured from biocomposites. The students enjoyed seeing some of the processes used to create these products and were able to take away lots of thought-provoking ideas for their own project work.

Being Eco-Leaders develops students' skills, raises environmental awareness and helps them learn about our environment and community. We're proud of the great work these students are doing.



GPA wins national Spanish Bee for third year running

Three GPA pupils were excited to win first, second and third places in the Spanish Bee National Final at Cambridge University for the third consecutive year.

Over 1,200 pupils had entered the competition from across the country and the Grand Final was between 31 pupils. Six Gladstone Primary Academy pupils went through to the semi-final, with three Year 6 pupils going through to the final. After a tie-breaking round, Fatima won first place, Amnah won second place and Khadijah came third.

Carlota Camara, Subject Development Lead for Spanish and Spanish teacher at Gladstone Primary Academy, said: "We are so proud of our three winners, who worked incredibly hard for this competition. To win, not just first place but also second and third places, is an exceptional achievement and our pupils performed brilliantly.

"This is the third year running students from Gladstone Primary Academy have won this competition, which is phenomenal and highlights the value we place on learning languages."



Discover... Our strategy



Our three P's strategy; **People**, **Provision** and **Partnership**, is central to ensuring our mission of providing a world-class education for all our learners - from our nursery children through to our sixth form students. This collaborative strategy was launched last year and involves working closely with teachers, pupils, and key partners such as parents, businesses, other education providers and our local communities.



People

We become an employer of choice by investing in our employees so that we have the best People working for us, who are fully engaged and empowered to achieve our collective goals.



TDET's **People** strategy, led by Jodie McDonald, Head of Human Resources & Organisational Development, is a dynamic plan to attract, engage and enable people who work across TDET and its academies.

Central to the **People** strategy is enabling our people through influential and inspirational leadership, ensuring that TDET encourages a supportive, ambitious culture for all its employees and becomes an 'Employer of Choice'.

Jodie and her team have five focus areas: Leadership, Professional Learning, Continuous Development, Culture & Wellbeing, and Recruitment & Retention.

Plans are underway to create working groups for each of these five areas, made up of people from across the Trust who will participate in and work on the group's objectives.

Jodie is working closely with key stakeholders and employees across TDET, welcoming their input to ensure our strategy is achievable and able to deliver its aims.

A steering group made up of colleagues from across the Trust has also been established, with meetings held to decide priorities for the **People** strategy - including a focus on wellbeing and continuous development opportunities.

We have lots of plans underway for our **People** strategy and look forward to bringing you more updates in the near future.



Provision

Offers the highest quality educational Provision so that every child is empowered to be a confident learner, successfully prepared for their future.



Our **Provision** strategy is led by Jenny Brassington, Director for Standards and Education, and is part of our three P's approach towards our mission of providing a truly world-class education for our learners.

To deliver our **Provision** strategy, the Education Provision Steering Group (EPSG) has been created. The EPSG will develop TDET's strategic education plan and, together with the Executive Group, oversee its implementation across all TDET academies.

A key focus of our **Provision** strategy is allowing contextualised flexibility for our academies, according to their differing requirements - such as different locations and pupils' needs. The group will determine how to provide this flexibility while providing consistent frameworks to support the provision of the highest quality education to all our learners.

Another focus will be on working together as a Trust to support each other to achieve our educational goals, including considering the role of central team support, academy-to-academy support and linking with the **People** and **Partnership** steering groups to identify areas of shared working.

This is an exciting and positive time for TDET and we look forward to updating you on our three P's strategy moving forward.



Partnerships

Develops meaningful and high-leverage Partnerships that actively and directly support our goals as a strong multi-academy trust.



TDET's **Partnerships** strategy is led by Adam Stevens, Director of Resources. This strand of the strategy focuses on innovative collaboration through The Trust's internal and external partnerships.

These effective **partnerships**, firstly within the Trust, and secondly between TDET and external organisations, will ensure that our Trust is efficient - sharing resources, expertise and ultimately providing additional opportunities for all our learners.

The **Partnerships** steering group has been reviewing focused discussion points from our autumn Leadership Conference. This has included measuring the effectiveness of the relationship between academies and Trust Business Services, a key internal partnership. The group has also been analysing the focus and types of our external partnerships.

We are working closely with Principals and our Provision Steering Group on Trust and academy priorities that could be enhanced by external partners, sharing examples and auditing existing partnerships to understand where External Partners could have the greatest impact for our Trust.

Establishing meaningful **partnerships** will help us fulfil our mission of providing a world-class education for all our learners, by sharing best practice and ensuring the Trust is effective and efficient. They will also ensure we work economically, provide value for money and deliver a demonstrable MAT dividend - where being part of TDET brings benefits to each of our academies.

Harnessing the best expertise from both inside and outside TDET will ensure we move forward as a highly successful multi-academy trust which provides the very best education for all its learners.



Celebrating sport



Becky Ford, Principal at Warboys Primary Academy, has been working to raise the profile of sport and its benefits for children and young people in our Trust, winning Fundraiser of the Year 2022 from The Mintridge Foundation for her fantastic efforts!

Becky has been working closely with The Mintridge Foundation, a charity that enhances life skills in children through positive sporting role models, for two years. Pupils at Warboys have enjoyed exciting visits from the Foundation's sporting ambassadors, including rugby player Justine Lucas, gymnast Grace Harrison and athlete Iona Lake.

This year, the children have a school visit from footballer Fil Kamps to look forward to, as well as welcoming basketball player Marko Backovic and martial art black belt Khadijah Safari.

As well as these inspirational visitors, pupils have had the opportunity to be mentored by the Foundation's ambassadors - and have enjoyed fantastic events such as being mascots in the Women's Six Nations game between England and Ireland.

After seeing the positive impact working with The Mintridge Foundation has had on the pupils, Becky decided to fundraise for the charity so more children can enjoy these benefits. She has raised over £700 by completing the Vitality Big Half run, the TCS Virtual Marathon and the Great Eastern run, as well as organising a curry night, and was proud to be awarded Fundraiser of the Year 2022 at their annual awards ceremony.

Becky is passionate about sport and its benefits for the children: "I believe there is a sport out there for every child. Sport is important because it gives young people the opportunity to develop a wide range of skills and attitudes that support their well-being and all-round success."

"The children love working with the Sports Ambassadors and, through our work with them, they have learned to celebrate difference and overcome challenges. They have been inspired by the Sports Ambassadors' stories and this has raised their aspirations and expectations of themselves, motivating them to work harder and apply more effort to pursue their dreams."

"The Sports Ambassadors are just 'normal' people and this helps to instil greater self-belief in the children, making the perceived impossible feel so much more accessible and achievable. We teach them that the first step in achieving their goals is to believe they are possible and, as a result of this, are seeing greater ambition and drive in our young people. Our pupils have also enjoyed some amazing experiences that have brought this ethos to life."

Becky has always enjoyed sport, riding competitively in show jumping, dressage and cross country until 2014 and has since taken up running, so has seen its positive impact first-hand. She is planning to use the money raised to upgrade Warboys' existing programme with The Mintridge Foundation so two children can have the opportunity to be mentored for six months by one of its ambassadors.

Becky is keen to continue the partnership with The Mintridge Foundation and potentially extend it to other academies throughout the Trust in the future: "It has been wonderful to see the benefits to the children and I am proud to have helped continue this with my recent fundraising. Moving forward, it would be fantastic to develop this partnership further and continue the hugely positive impact of raising aspirations for young people across our Trust."

New nursery receives 'Good' Ofsted report



TDET's newest setting, Welbourne Primary Academy Nursery, opened its doors in September, and the team was delighted to celebrate a 'Good' Ofsted report the following month.

The new setting provides first-class childcare in dedicated facilities, with a focus on fun and educational activities.

Celebrations were in order when Ofsted rated Welbourne Primary Academy Nursery as 'Good' in all areas; Quality of Education, Behaviour and Attitudes, Personal Development, and Leadership and Management, with an overall rating of 'Good'.

Inspectors praised the team's in-depth knowledge of child development, and targeted support for children with special educational needs and disabilities - as well as the nursery's effective collaboration with parents.

The nursery has relocated from its previous base at local secondary school, Queen Katharine Academy, and is now based at Welbourne Primary Academy, enabling the sharing of staff expertise, facilities and activities with the school. This collaborative approach will provide the children with a variety of experiences and opportunities, ensuring a smooth transition into school at the end of their time at nursery.

The team has worked hard to ensure the setting offers a quality environment with fantastic facilities where children feel safe, happy and secure.

A highlight of its provision is a large outdoor area enabling children to 'free flow' from indoor to outdoor play. The outdoor area features climbing equipment, a bug hotel for children to explore mini-beasts and the natural world, and different resources to encourage practical play. Plans are also in place to develop a vegetable garden for children to grow their own vegetables.

Inside the nursery, the first-class facilities include a dedicated baby room, a colourful and fully-equipped indoor play area, a cosy sleep room, and kitchen and changing facilities.

Scott Hudson, Chief Executive, said: "The nursery team has worked incredibly hard to create a welcoming, fun and educational environment. It is wonderful to receive such a positive Ofsted report and I'd like to thank the team at Welbourne Primary Academy Nursery for all their efforts in making the setting such a success."

"Top quality early years provision is key to building a successful foundation for the next steps of education and it is wonderful to see the children learning new skills, making the most of the facilities and activities and enjoying their time at nursery."



Academy updates

Gladstone Primary Academy



The children had a great day celebrating the end of their Roman history topic with a themed Roman Day. They dressed up and took part in battles, games and quizzes.



Three pupils received an award for their progress and achievement, and were presented with plaques at Peterborough City Education Awards ceremony by Jonathan Lewis, Director of Education for Peterborough.



Our Eco Committee pupils explored our local area with Cllr Ansar Ali and discussed ways to improve it, such as introducing more bins. The children thought of lots of brilliant ideas!

Richard Barnes Academy



Our Health and Social Care students have been learning how to monitor different aspects of health, learning how to use a blood pressure monitor and how to record and interpret the results.



Our primary pupils have been enjoying their time at Forest School, taking part in lots of practical activities. They learned about The Gunpowder Plot and made delicious marshmallow s'mores on a bonfire.



We held a careers fair where 12 different Post-16 providers spoke to our students about career pathways. The students enjoyed talking to different employers and discovering what kind of roles they could offer.

Queen Katharine Academy



Our Roma Leaders showed off their culinary skills by cooking some amazing traditional dishes for our community café event, including **Obložené chlebíčky** from Slovakia and **Salată de boeuf** from Romania.



Our Student Leaders have been taking part in leadership training led by our Head Student, Faith, taking part in activities to clearly define roles and support their leadership capacity and skills.



Our Year 8 students enjoyed visiting Jesus College, at the University of Cambridge, to discover what university life is like, what they could study, and which subjects are needed for certain careers.

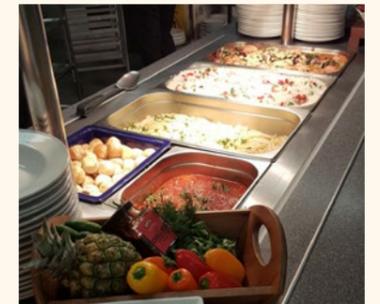
Thomas Deacon Academy



A big well done to our students Rabiah and Ghulaam, who got our collection for Light Project Peterborough off to an amazing donation from PropertyLine estate agents.



Our students Izzah, Ghulaam, Saher, Aiste and Ismail attended the 5th annual Muslim Council of Peterborough Awards to celebrate their progress and achievement in learning, and their community and charity work.



Well done to everyone on our catering team at both our junior and senior academies, and at TDET, for achieving the Food Smart Bronze Award, a brilliant result reflecting 18 months of hard work.

Academy updates

Upwood Primary Academy



We welcomed a visit from Farmer Luke who brought his tractor to our academy, as well as leading sessions with the children about where our food comes from and his job as a farmer.



Our Year 6 class enjoyed their trip to Imperial War Museum Duxford and the American Cemetery in Cambridge this term which linked to our WW2 history topic.



Our Foundation class enjoyed an autumn walk to Fairmead Park, collecting conkers, acorns and autumn leaves to enhance their learning in class. They also baked some lovely banana muffins for an afternoon snack.

Welbourne Primary Academy



The police came to visit us and we learned about how they help us and keep our community safe. The children enjoyed trying on their uniform and seeing their police car!



We all wore pyjamas to school to raise money for Children in Need, taking part in fun lessons and activities throughout the day and raising a brilliant £139.60!



Year 5 used Crumbles mini-computers to wire to a laptop, and used them to turn on a light and change the colour. The children really enjoyed this hands-on computer science based physical computing.

Warboys Primary Academy



Years 3 and 4 visited the local war memorial at the Old Church School as part of our Enrichment Week, where they learned about the importance of Warboys in the wars.



Well done to these Year 5 children who took part in a maths challenge against schools across Cambridgeshire at Laxton Junior School in Oundle - and to Jeremy and Callum who won first place!



These pupils were awarded certificates from Youth Dreams Project (YDP), in a special assembly to celebrate their sporting achievement and attitude. Congratulations to our winners, we're very proud of you all!

