



Winter  
Newsletter  
2024

# Welcome

Welcome to our newsletter for winter 2024. It seems hard to believe that we are fast approaching our festive break; so much has happened in our academies and across the Trust this term. We hope that this newsletter gives a flavour of what we have been up to.

We are committed to delivering the highest quality of education for our pupils and working together across the Trust to ensure all our academies are better as a result of being part of TDET. In a recent Ofsted inspection, Richard Barnes Academy was judged to be 'Good' in all areas. One of the phrases in the report identifies that, *"Since the school joined the Trust, leaders have significantly improved the quality of education."* This provides an element of external validation that our culture of support, collaboration and challenge is having a positive impact. We continue working hard to make further improvements for the benefit of all our academies and pupils.

As an education trust, teaching and learning are at the heart of what we do and, during this term, there has been a real focus on refining and improving our approach. Throughout the past year, colleagues have come together to develop our own, evidence-informed pedagogy model. This new model, which is unique to TDET, was launched on a summer training day and is now being implemented in our academies. More detailed information about our new approach can be found in this newsletter, on pages 6-7. Early indications are showing a positive impact, and we have a further training day planned in January with external experts further supporting our implementation.

Alongside the new model of teaching and learning, we have also adopted new and improved methods for the teaching of phonics and writing in our primary schools. This new approach came from a desire to do even better, with colleagues researching a range

of strategies. Further information about this can be found on page 8, and again early indications from external and internal feedback demonstrate a positive impact already.

As a Trust, we have a centralised model of business service support. This enables us to use sector experts who also benefit from detailed knowledge of each of our academies. As well as supporting colleagues in our academies in a timely and proactive manner, it also allows our principals to focus on their core role of providing a high-quality education. You can find out more about our Business Services team on page 9.

Governance of a multi-academy trust is an essential element of our work. Overall responsibility for governance sits with TDET's Board of Trustees, who utilise their skills and expertise to oversee the strategic direction of the Trust and hold leaders to account. We are always on the look-out for willing volunteers with a keen interest in improving educational provision and standards for pupils. If you are interested, then please don't hesitate to get in touch through our email: [info@tdet.education](mailto:info@tdet.education).

May we take this opportunity to wish you and your families a Merry Christmas and Happy New Year.



**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:



**Gladstone Primary**  
Academy



**Queen Katharine**  
Academy



**Richard Barnes**  
Academy



**Thomas Deacon**  
Academy



**Upwood Primary**  
Academy



**Warboys Primary**  
Academy



**Welbourne Primary**  
Academy

We also have a nursery at Welbourne Primary Academy and a preschool at Gladstone Primary Academy.

# Celebrating Thomas Deacon's legacy at Act of Kindness Awards

At the end of the summer term, we held TDET's second Act of Kindness Awards. Students and staff from our seven academies celebrated another year of kind deeds to mark the historic legacy of our Trust's founder, Thomas Deacon.



TDET's Act of Kindness Awards, held at St John the Baptist Church, Peterborough, are a highlight of our summer term, bringing our academies together and celebrating our history and values.

The students and staff attending received framed certificates during the impressive awards ceremony, for their fantastic array of kind and compassionate deeds. The evening also featured music, speeches and performances from students across the Trust's academies.

The audience was treated to an impressive line-up of performances from students, including an amazing brass ensemble, a recent award-winning speech from Queen Katharine Academy student, Victory, guitar music and singing, street dance, and a British Sign Language performance of the song 'True Colours'.



## Some of the fantastic Acts of Kindness carried out by students and staff!

- ★ Supporting and fundraising for local community initiatives and charities
- ★ Improving the natural environment at school to increase the local bumblebee population
- ★ Learning British Sign Language to include other children
- ★ Organising exciting new trips and learning opportunities for students
- ★ Litter picking
- ★ Running an after-school dance club
- ★ Mentoring younger learners and taking care of new starters



### Mehak Ali, Adam Butt, Falaq Ali and Karolina Styrkacz, from Thomas Deacon Academy

These caring students have provided much needed compassion and friendliness to some of the city’s most vulnerable communities, giving up their weekends for many months to volunteer with Hussain Soup Kitchen and Peterborough Food Bank.



### Claire Poxon, Learning Mentor at Gladstone Primary Academy

Claire has shown warmth and care throughout her many years in education and has had an impact on hundreds of families and children across Peterborough.

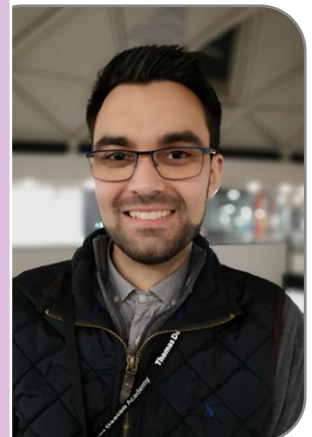


## Thomas Deacon Foundation

The Thomas Deacon Foundation works to continue Thomas Deacon’s legacy. More than 300 years ago, local philanthropist Thomas Deacon left funds in his will to open a charity school in Peterborough for 20 pupils. Today, Thomas Deacon Education Trust (TDET) educates more than 5,000 students across Cambridgeshire.

John Turner, Chair of Thomas Deacon Foundation, said: “It was wonderful to recognise and celebrate Acts of Kindness throughout our Trust at this unique event. Sometimes, it is the simple things that make the most difference and change lives, and it is inspirational to hear about all the kindness that has made such a difference across our Trust.

“Thank you to everyone who was involved in supporting our event, and to our fabulous staff and students for continuing Thomas Deacon’s unique historic legacy to our Trust and local community.”

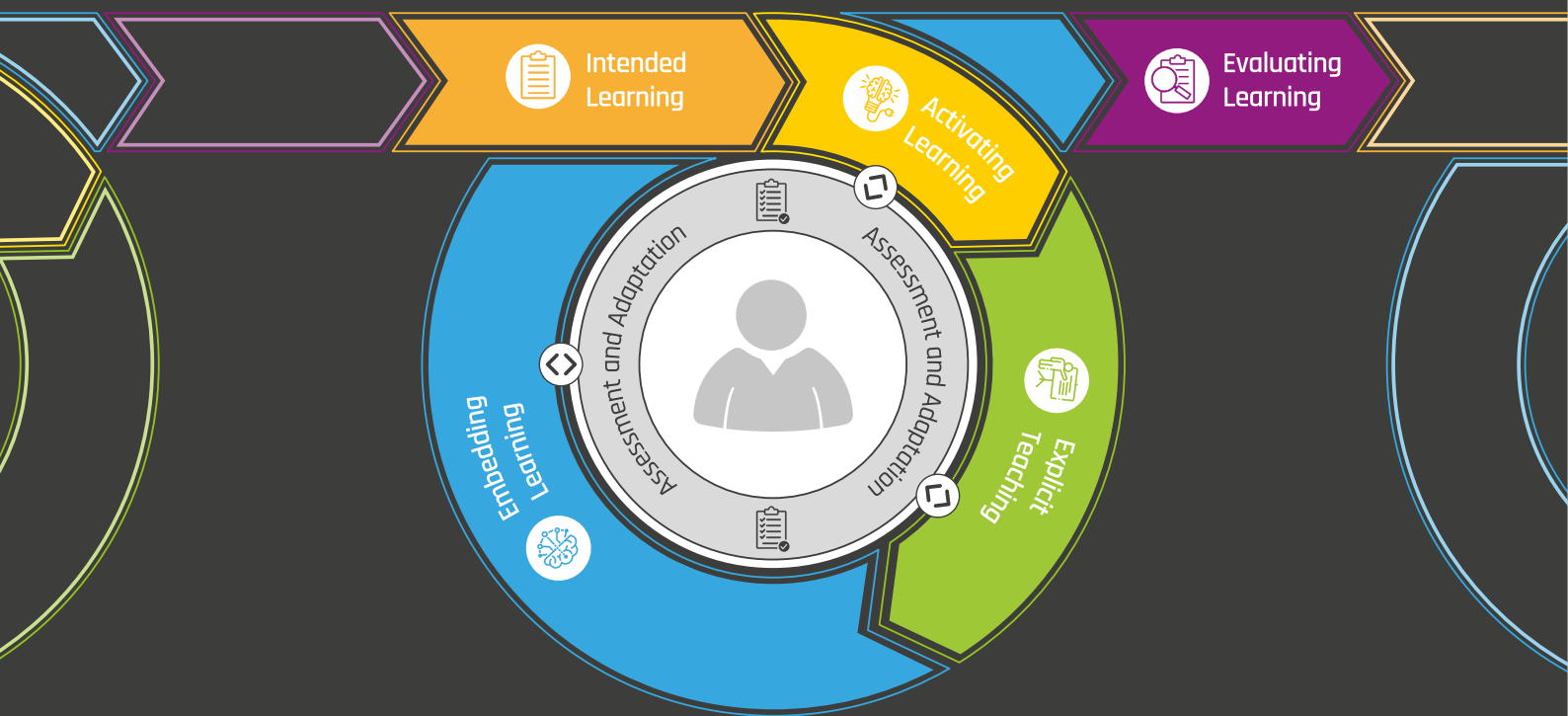


# Introducing the Trust Pedagogy Model:

## A Foundation for High Quality Teaching and Learning

In July, we proudly launched the TDET Pedagogy Model, a framework designed to elevate teaching and learning across our academies. Developed collaboratively by a dedicated working party of teachers, senior leaders, principals, and the Executive Group, the model is firmly rooted in cognitive science and the latest evidence-informed practice.

Each Academy's  Context  Culture  Curriculum



### Intended Learning

Teachers identify learning and what evidence of this will look like



### Activating Learning

Teachers focus pupil attention and motivate them to succeed



### Explicit Teaching

Teachers present new content using a variety of methods



### Embedding Learning

Teachers support pupils to practise new ideas



### Evaluating Learning

Review of the intended learning



The TDET Pedagogy Model represents a unified approach across our academies, ensuring that every student benefits from the most effective teaching strategies, no matter where they are within the Trust.

The introduction of this model is expected to have a profound impact on both teaching and learning. With all staff members aligned in purpose and practice, students will experience more engaging, effective, and supportive learning environments. The consistent use of research-based strategies will not only enhance academic outcomes but also ensure that every learner has the opportunity to excel.

As we move forward, the Trust Pedagogy Model, along with our focus areas, will serve as a cornerstone of our mission to provide world-class education. Together, we are building a future where both educators and students thrive, guided by a shared commitment to excellence and collaboration.

### Sarah Judge has recently been appointed as TDET Pedagogy Model Implementation Lead.

Sarah joins us from Richard Barnes Academy and will lead on embedding our new model further.

“I am very much looking forward to working with colleagues across the Trust to further implement TDET’s Pedagogy Model.

“As part of the initial working group that developed the Pedagogy Model, I know that it will bring many benefits to each of our academies.

“Our Pedagogy Model will make it easier to work together collaboratively, as well as enhancing the educational experience and outcomes for every one of our students.”



Sarah Judge, TDET Pedagogy Model Implementation Lead



# Phonics fun!

Find out more  
about Little  
Wandle here



Little Wandle is making a big difference in our academies...

## Did you know?

Little Wandle is currently the fastest-growing Department for Education-validated phonics programme and is used by more than 5,000 UK schools.



## What is Little Wandle?

Little Wandle's multi-award-winning comprehensive phonics programme draws on the latest evidence-based research from neuroscience, cognitive psychology and educational research into how children learn best. Its innovative methods help learning stay in children's long-term memories and to easily apply their learning, to become highly competent and confident readers.

**We were excited to roll-out Little Wandle, a complete phonics programme, in all our mainstream primary academies from September.**

The new scheme was identified by staff in our Literacy and Phonics Community for Improvement, which worked closely with the team at Little Wandle to deliver training across our academies. Little Wandle was introduced at Warboys from Easter 2024 and, from September, was then implemented across our primary academies.

The programme has already had a positive impact. The children find the learning enjoyable and fun, and the new reading books more engaging.

One of Little Wandle's features is an online assessment tracker, which can be used to identify learning gaps, and to plan detailed EYFS, KS1 and KS2 interventions for individuals, small groups or the whole class.

All our primary academies have also seen progress in their EYFS children's knowledge of GPCs (Grapheme-Phoneme Correspondence), as well as their ability to read words. At Warboys, 64 per cent of its EYFS cohort was already reading books with words by

November, meeting the Little Wandle target for the end of the autumn term.

**The Department for Education's New Wave English Hub has also praised the rapid progress observed in Warboys' Year 1 outcomes, and in Welbourne's Reception class.**

Staff across our other primary academies are also predicting increased percentages for the outcomes of the phonics screening check at the end of Year 1.

**The implementation of Little Wandle is a fantastic example of collaborative working across our Trust.**

Its success reflects the strength of our leadership in embedding the new scheme and ensuring sustained good practice. It also highlights our effective partnership with Little Wandle and the commitment of our fantastic staff!



# Focus on... Business Services



One of the benefits of belonging to our Trust is our fantastic central Business Services team. In recent months, colleagues within its Facilities & Estates, IT Services, and Health & Safety teams have been working hard on improvements across our academies.



## IT update

Our hard-working IT team has also been working on many projects behind the scenes to benefit both staff and students across our Trust, including:

- ✓ Implementing a new Management Information System, Bromcom, which has been rolled out across our academies
- ✓ Upgrading more than 200 Wi-Fi access points across TDA and QKA
- ✓ Setting up the Sixth Form ICT suite at TDA, and various ICT equipment moves
- ✓ Re provisioning iPads and setting up new devices

As well as routine grounds work, maintenance and compliance activities, the teams have also been reviewing policies and risk assessment documentation, assessing new finance systems, streamlining Smartlog training, and looking into new energy contracts.

Thank you to all staff members in our Business Services team for delivering a first-class service and ensuring our buildings and facilities are functional, compliant and safe for our students and staff!

## Academy improvement works



**Thomas Deacon**  
Academy

New carpets, decorating and signage removal



**Gladstone Primary**  
Academy

New flooring



**Queen Katharine**  
Academy

Improvements to Sixth Form catering area



**Upwood Primary**  
Academy

Work on outside play areas and decorating



**Richard Barnes**  
Academy

Health & Safety work and decorating



**Warboys Primary**  
Academy

Safety work around the pond and accessibility improvements



**Welbourne Primary**  
Academy

Work to the guttering and canopy, as well as new carpets and decoration

# Meet our people

Developing and investing in our leaders is an important part of TDET's culture and this year we proudly appointed two internal candidates as our new principals of Thomas Deacon Academy and Upwood Primary Academy.

## Emily Gaunt



I massively value the support and advice of TDET's Central Team in making sure TDA is well run and is successful."

Principal of Thomas Deacon Academy

### Can you tell us about your career history?

I trained at Sheffield Hallam University qualifying with a BSc in Education and Science, specialising in secondary education. I started work at John Mansfield school in Dogsthorpe as a Science Teacher and then took on leadership roles as Deputy Head of Science and then Head of Year. I transferred to Thomas Deacon Academy (TDA) in 2007 as Lead Teacher for Innovation, I was part of a national programme called Fast-Track which supported my early leadership development. In my time at TDA I've held a vast number of different roles, from STEM Leader to PSHE Coordinator to Assistant Principal.

### What are you enjoying about your new role?

Rather than a new role, it feels like a revitalised role! I'm so proud to be part of TDA's history, from the humble beginnings of educating 20 boys in Peterborough more than 300 years ago, to the wonderful all-through academy, from Year 3 to Year 13, that we have today. I'm excited to see what this next phase of our academy will bring.

### What are the benefits of working for TDET?

TDET is a small Trust, and I know almost everyone. The Central Team has the experience and expertise in areas I could never have learned in my career (HR, Finance, Operations Management, Health and Safety) and I massively value their support and advice in making sure TDA is well run and is successful.

### Where do you hope to see TDA in the future?

I very much see TDA continuing as an innovative, responsive and modern academy which continually reflects and adapts. Our strength is in our work as a team and, as we head towards our 20th birthday in 2027, I think there is lots for us to celebrate and continue to develop.

### What do you enjoy doing outside work?

I really enjoy open water swimming, from April to October I swim in a reservoir each weekend. I really miss not swimming during the winter months but even with a wetsuit I don't think I'd manage the cold!

## Ben Wilson



Experiencing this role within TDET is a huge benefit. Its incredibly supportive network of expert colleagues allows me to speak to a specialist whenever I need advice or support.”

Principal of Upwood Primary Academy

### Can you tell us about your career history?

Teaching was always the profession I was going to venture into. From completing the register with a group of my teddies at home, to setting my brother and cousin extra homework (I was very popular in my family!) I knew this was the career I'd thrive in. I started teaching in 2010 and have worked in a variety of schools across Peterborough and Cambridgeshire, spending the past six years as a proud member of TDET.

The first five years of my career were spent as a Reception teacher, and this is often the year group you can find me sneaking back into. The philosophy of the early years and approaches to ensuring children grow and develop are exceptional, and something we can all learn from. After this, I taught across all primary age ranges but started to build up a specialism in Key Stage 1 and early reading. I spent many years working hard on developing early reading practice in my own school, but also across Peterborough in my Local Authority role as a Phonics Champion.

### What are you enjoying about your new role?

Headship was something that I aspired to, and I maximised opportunities to help me build up my leadership capacity. When the interim opportunity arose at Upwood - I knew it just felt right. Upwood is a very special place, and I feel privileged to be leading it through its current chapter. For me, the most enjoyable part of this role is working with colleagues to ensure the very best opportunities are provided for our children. I have an unwavering believe in the importance of people, so being able to work alongside dedicated colleagues and facilitate their development is an honour.

### What are the benefits of working for TDET?

Experiencing this role within TDET is a huge benefit. The incredibly supportive network of expert colleagues allows me to speak to a specialist when I need advice or support with something specific, allowing me to not become cognitively overloaded - and therefore focus on the right priorities to ensure success at Upwood. I would like to take this opportunity to thank TDET's Central Team for their support, as I embark on this new role.

### Where do you hope to see Upwood in the future?

In the future, I hope to see a clear vision and mission for Upwood, focusing on its pivotal role within the community and improving outcomes for all learners. We're currently working on the school environment so that it reflects high expectations and standards. You'll hear us refer to ourselves as 'Upwoodians', as we continue to build a collaborative community that celebrates its traditions and embraces the unknown. The future is bright for Upwood!

### What do you enjoy doing outside work?

Outside of school, I am a proud husband to Leanne, and dad to Jonah and Isaac. As a family, we enjoy spending time outdoors and can often be found exploring national parks and woodland areas. We also enjoy the odd holiday here and there, trying to explore different places and cultures (particularly places with sunshine and great food). I also enjoy coaching a grassroots football team. It's great to get to work with children in a different context and to enable them to develop and achieve in their own passions.

# Academy updates

## Gladstone Primary Academy



The children have been enjoying some lunchtime OPAL (Outdoor Play and Learning) adventures! Our little explorers had a blast using their imagination and creativity to make dens, and play with parachutes and autumn leaves.



Parents and carers of our Year 5 and 6 pupils joined their children in school to dive into the world of maths, tackling challenges together and discovering fun ways to support learning at home.



Our Year 3 children enjoyed a tasty practical science lesson learning about plate tectonics with the help of biscuits and buttercream! They listened well and asked lots of great questions.

## Queen Katharine Academy



We explored different languages, cultures, and traditions on our first World Language Day event. Students enjoyed language workshops, cultural performances such as Bhangra, Flamenco, street dance, drama, and delicious international food.



Our Sixth Form and staff raised over £1,000 for Anna's Hope at the 5km Great Eastern Run. Thank you to everyone who supported our students, we are so proud of them!

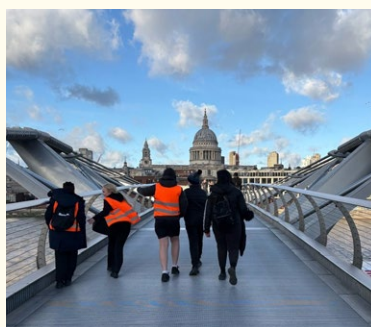


Our Post-16 students enjoyed a visit from indie band, The Mercians, who spoke about the importance of opening up, sharing experiences and talking about mental health, as well as playing some incredible music.

## Richard Barnes Academy



We were proud to receive a rating of 'Good' in all areas, in our recent Ofsted visit! The report praised our 'nurturing, purposeful and friendly environment' and our 'culture of high expectations and exclusivity'.



Our primary Apollo class enjoyed a trip to London. They made unforgettable memories exploring iconic landmarks in the sunshine and had a brilliant day. We were very proud of them all!



We made £260 from cake sales and raffle tickets at our Trinity campus for Macmillan Cancer Support. A big thank you to our students and staff for baking some amazing goodies!

## Thomas Deacon Academy



Our Year 6 children enjoyed an amazing trip to the Imperial War Museum, Duxford, where they interacted with real artefacts from World War I and World War II. A truly enriching experience!



As the Peterborough Hub for the University of Cambridge's HE+ Programme, we welcomed a visit from the University's Vice Chancellor. The HE+ programme develops students' super-curricular knowledge and passion for their subjects.



Our Year 10 drama students had an unforgettable experience with Thunder Road Theatre Company. They learned valuable creative skills in a drama workshop followed by a spine-chilling performance of 'Shock Horror'.

# Academy updates

## Upwood Primary Academy



Our Reception class enjoyed making bread rolls. They learned about the different ingredients, helped to roll out the dough, used cutters to make them into roll shapes and enjoyed eating them after they were baked!



For Anti-Bullying Week our amazing children were given a kindness challenge to complete at home. We also appointed two new Kindness Ambassadors to spread even more compassion throughout our academy.



Our Year 3 and Year 4 children enjoyed visiting St Peter's Church in Upwood! They explored the church and learned about the altar, the font, and the importance of Remembrance Day and Holy Communion.

## Warboys Primary Academy



Our Year 5 and Year 6 football team dominated the Pokémon Football Tournament, winning every group match and achieving an incredible 1-0 victory in the final to become District Competition Champions. Great work everyone!



Our Eagles class has been making mixtures and solutions in their science lessons. They also investigated how to separate the liquids using methods such as sieving. Great science work everyone!



Our Lions class have been taking part in some hands-on science lessons to learn about electricity. The children all enjoyed making their own circuits to power a light bulb and a motor.

## Welbourne Primary Academy



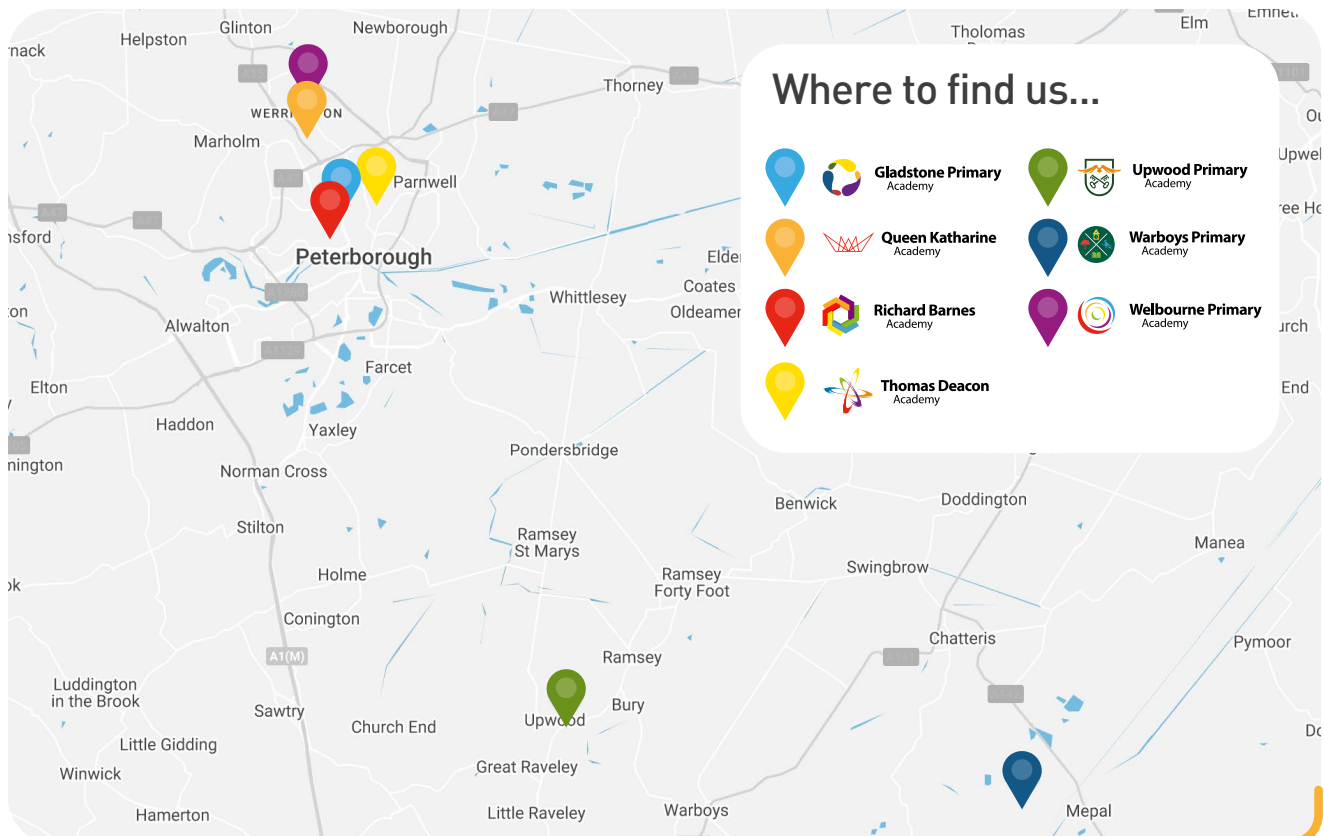
Our Reception class has been learning about people who help us and enjoyed a visit from Police Officer Dan. He talked to the class about the police, the equipment they use, and their work.



Our Year 2 children enjoyed a Julia Donaldson 'Charlie Cook' story workshop delivered by the team from Little Angel Theatre in London. Afterwards, they created some lovely sea creature puppets using everyday objects!



In Literacy, Year 4 have been writing instructions for making talking telephones. After that, they had lots of fun making the telephones and testing them out. What a great hands-on lesson!





**Gladstone Primary**  
Academy



**Queen Katharine**  
Academy



**Richard Barnes**  
Academy



**Thomas Deacon**  
Academy



**Upwood Primary**  
Academy



**Warboys Primary**  
Academy



**Welbourne Primary**  
Academy



Thomas Deacon Education Trust

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