



It has been a

privilege

to be CEO of TCAT, and I will leave with

many happy memories

of my time here. - Dave McCready

Inside:

We wish a fond farewell to our CEO Dave McCready and include an end of year round up from across TCAT.



Dave McCready

CEO

Welcome to the latest edition of News@TCAT

Welcome to the final TCAT newsletter of this academic year, this edition also marks the end of my tenure as the CEO of the Trust.

I have been in post since the inception of our Trust in September 2017 and I have enjoyed the role immensely. It has been a privilege to be CEO of TCAT, and I will leave with many happy memories of my time.

As many of you will know my involvement with the Trust academies goes back much further than 2017. I taught Science at Winifred Holtby as a young teacher from 1988 to 1990, and I was fortunate to be appointed Headteacher of Wolfreton School and Sixth Form College in September 2007, a role I kept until 2018. My association with Wolfreton however goes even further back since both my sons attended the school, Jon, my eldest, started there in 1999. I lived in the local area for 26 years and I am proud to have spent over half my career involved in educating the children and young people of Hull and the East Riding.

Throughout my time at Wolfreton, The Consortium Sixth Form Partnership played a prominent role in the delivery of a high-quality education provision for students living in Anlaby, Cottingham, Hessle, Kirk Ella and Willerby, as well as a good number whose homes were in West Hull. The Consortium offered students an alternative to a sixth form college but it also provided an opportunity for staff from the three schools to work together in a collaborative way developing this provision. The fact that it has been in

existence for well over 25 years is testament to the strong bonds between the schools and the success of the partnership in meeting the needs of post 16 students.

In 2016 there was a drive from government to increase the number of Multi Academy Trusts nationally, and when Sarah Young, Scott Ratheram and myself started to discuss the options available for our schools to work with others, the obvious choice was to formalise the existing partnership through the creation of TCAT. You could say, the rest is history, and since September 2017 we have grown to be the successful MAT we are today.

For most of the time when I was Head at Wolfreton I had little desire to convert the school to an academy but the point was reached when the benefits of being part of a MAT outweighed any concerns I felt. These benefits applied to staff and learners alike and one of the most pleasing parts of my role is to see the impact of the collaborative approach permeating across our Trust.

I accept that being part of a MAT does mean that there is a loss of autonomy for individual schools because some decisions are rightly taken for the greater good. This doesn't please everyone but it must be seen as part of the bigger picture, we are providing education to over 7800 children and young people and each one of them deserves to have access to the highest standard we can deliver.

We are only as strong as our weakest link and if the last 15 months have taught us anything, we must all see that it is that we are 'better together'. The ability to work collaboratively has been vital during the pandemic and through this partnership approach our academies have supported each other

at all levels of the organisation. Colleagues have shared resources, policies and protocols which has reduced workload, they have provided emotional support to those who were struggling and most importantly they have continued to deliver a high-quality educational provision for all learners. This is some achievement and I would like to thank everyone for their commitment, hard work and resilience over the last 15 months. It has been very tough at times but it does finally seem that there is light at the end of the tunnel.

The part you have played in keeping our schools operating and our learners safe has been significant. You should feel very proud of your contributions. My sincere thanks.

As a new chapter starts for the Trust, I leave safe with the knowledge that we have great staff throughout the organisation. I believe that the next few years are going to be challenging for all but the strength of TCAT will ensure we continue to move forward. I wish your new CEO, Lizann Lowson, all the best for the future.

I would like to end by thanking the Trust Board for giving me the opportunity to lead TCAT, also my colleagues in Central Services for their hard work and commitment, and the Headteachers who carry a huge burden of responsibility each and every day.

Have a great summer!





Sarah Young

Director of Education Services

I am drawn to reflect on the positive opportunities that we have been presented with....

those as leaders and building opportunities to retain the very best practice and ideas.

We also say a thank you and farewell to our Academy Improvement Leaders. They were innovators as the first team working across all TCAT schools and I know that those of you who have listened to them at Conference, joined a Teach Meet, discussed the BEAMS project with students or been supported to develop vocabulary will have enjoyed the professional support and challenge provided by David, Stephen and Richard. They will return to their substantive school-based roles (well mainly!) and we, as a professional team across TCAT, are richer for our engagement with them.

As we reflect on the year, I cannot miss the opportunity to thank our Mental Health Support Workers, Andy, Jennie and Justine. Theirs has been an especially challenging time as they have found innovative ways to continue to support staff and learners across the Trust deal with their own concerns. As a remote team they are often working in isolation in our schools dealing with challenges, they do welcome the kind word and hello that greets them in school so please do continue to make them feel part of our wider community across TCAT – it means a great deal. A fabulous addition to the #BetterTogether @TCAT work is the initiative that Jennie and Amanda (HR Business Partner) are leading with our Well-Being Champions to encourage us all to think about our wellness and that of colleagues – can't wait to see what challenges they have in store for us all in the new academic year.

And to the new academic year, after the innovation of the Academy Improvement Leaders we have taken

the best elements of those roles to develop the Academy Improvement team and provide capacity to support across a broader range of areas with a full-time team. We have recruited Richard Hill, who will take up post as Director of English for the Trust working with all staff but especially colleagues leading and delivering English across all phases. His initial focus will be on reading. I am sure as a significant number of us often take the pleasure of reading and the gateway to wider experience it offers as a given, we can appreciate the master skill that this provides for all our learners. From early reading to our specialist A Level students, the ability to read with automaticity is a gift and something we should hold dear as educators. Amanda Welsh will continue the great beginning we have made to providing high quality CPDL across the Trust in her legacy AIL role which she will continue this year. Finally, I am delighted to welcome Dave Waterson to the team as Deputy Director of Education Services, he will introduce himself in his own way in this News @ TCAT edition.

The final thing for me to say is thank you – it has been an absolute privilege and at times very humbling, to work with such professional and innovative colleagues across the Trust in all roles who have worked together and found every way they can to protect and develop our children and young people in such challenging times.

I wish you all a fabulous summer break enjoying making memories with family and friends that may see us through what I suspect may be another challenging autumn term.

With every best wish.

As we approach the end of our second disruptive academic year, I am drawn to reflect on the positive opportunities that we have been presented with to work collaboratively for the benefit of staff and learners across the Trust.

Without doubt the key strength has been the continual improvement of our Blended Learning offer across all phases and stages within the Trust. The CPDL that has been delivered by the Academy Improvement Team has been well received and the feedback has been extremely positive about how we have learned from each other to develop our own skills and confidence. I am sure you will have, like me, enjoyed reading the journey a colleague from Wolfreton wrote about in a News @ TCAT article recently. A particular thanks must go to Alex, in her AIL role who has brought us all together and demonstrated professional generosity in sharing her skills and giving of her time to support colleagues. I am certain that there are many positives we can use from our experiences with remote learning which will develop our quality of education and equality of access for all children and young people. I am grateful for the positive reflections of colleagues to our recent Final Blended Learning Survey – we are listening to

**PS Save the date TCAT Conference
Friday 10 December, all staff are
involved in what is shaping up to be a
fabulous conference!**



Dave Waterson

Deputy Director of Education Services

Working together as part of a Trust is very powerful

the early days of the 6th Form Consortium. The vision of a few teachers nearly 30 years ago, working together to provide improved opportunities for their learners, has developed into what we are trying to achieve today on a slightly larger scale.

became an LLE (Local Leader of Education) and in 2016 a NLE (National Leader of Education) supporting schools across Yorkshire and Lincolnshire.

In 2017, I joined the Trust as the Headteacher of Croxby Primary and I continue to work there two days a week.

As I have visited the schools over the last month, I am in awe of the work our staff have been doing during the most challenging of times. Truly inspiring. I have appreciated the warm welcome I have received from both staff and learners. I look forward to meeting and working for you all in the future.

Taking up the position of the Deputy Director of Educational Services, I am in a privileged position to continue that #bettertogether work. Working together to ensure all of our learners and staff across TCAT benefit from that support and challenge.

I have been a Headteacher or an Executive Headteacher, across the Yorkshire region, since 2007. In 2011, I

Working together as part of a Trust is very powerful.

It enables us to challenge and support the work we do. We work to ensure all of our learners have the opportunity to reach their potential and to have a positive influence on their futures. As an ex-Hessle High pupil, I was one of the first students who benefitted from



David Brooke

Head of ICT

ICT Update

- SalamanderSoft has been purchased across the Trust – this will auto provision users from SIMS.net to the academies network and onto Office 365 – this means Microsoft Teams classes are auto provisioned and updated through the year. In addition, individuals' timetables will be automatically uploaded to their Office 365 calendars. More details to follow.

- Teacher Wall Replacements - **Howden School** had 36 projectors replaced over 4 evenings last month with great success which concludes the whiteboard replacement programme at the school. **Winifred Holtby** have a further 55 SMART Interactive TV screens being installed in the first few weeks of Summer along with 75 teacher PC replacements. **Cottingham High** are having the remaining 15 SMART Interactive TV screens installed in the first week of Summer – this will conclude an install of 57 over the past few months along with a visualiser being installed alongside every teacher pc. Work

is ongoing for **Holderness Academy** which could see up to 67 boards replaced.

- **Keyingham Primary** will see a boost in their wireless solution as it's replaced with modern technology.
- **Winifred Academy's** new network is being installed to provide a better user experience for staff and learners, meaning staff will no longer have to wait five minutes to login and more frustratingly provide credentials on every document a user wants to open on a PC within their Office 365 tenancy.



Claire Gordon
Marketing and Communications
Manager

Marketing Update

After a difficult time for everyone, it was rewarding to support Winifred Holtby to give their students a lasting memento of their time at school - a Yearbook.



I'm a Mental Health First Aider

In June, over the space of two consecutive weeks, nearly two dozen TCAT staff benefitted from a two day Adult Mental Health First Aid Training course.

The training was provided by MindWorks, the training arm of the Hull and East Riding branch of Mind. The course is accredited by Mental Health First Aid England and the Instructors are very experienced, undergoing strict quality assurance processes to ensure the standard is very high. Delivered as part of TCAT's well-being commitment to colleagues the course gave staff:



- an in-depth understanding of mental health and the factors that can affect well-being
- practical skills to spot the triggers and signs of mental health issues
- confidence to step in, reassure and support a person in distress
- enhanced interpersonal skills such as non-judgemental listening
- knowledge to help someone recover their health by guiding them to further support – whether that's self-help resources, through their employer, the NHS, or a mix

More colleagues will be invited to take part in this training next academic year and refresher courses will be rolled out for those who have already attended.



New Catering Provider

After a rigorous procurement process, we are delighted to introduce **ABM Catering Solutions** as the new catering provider for Cottingham, Croxby, Hessle, Holderness, Howden, Keyingham, Penshurst and Wolfreton.

During the final part of the bid process learners from across a number of our schools were invited to take part and provide feedback on the presentations and food offered. Due to COVID restrictions this unfortunately had to take place virtually, however students at Cottingham were lucky enough to

be able to taste test the various samples made available by the providers onsite. The students were delighted to have had the opportunity to take part and comments included:

".....we really enjoyed the day and loved trying the food, it was a brilliant opportunity for us to be independent and make decisions... I really enjoyed the opportunity to be part of the team to select our new caterersit allowed the people who would be eating the food to chose which one was best...."



ABM have two distinct offers for our learners – 'Grow' is ABM Catering's brand in primary and nursery school catering, providing an exceptional personalised experience: "you are what you eat", placing high importance on the food they provide for children in key stages 1 & 2. In secondaries, 'Mint' offers exceptional added value. They are also able to provide interactive assemblies, guest workshops and hands on experience as well as employment opportunities for sixth form students. Over the summer ABM will be working to get everything set up and in place for our learners ready for the new academic year in September.

Croxby Graduate Award

Croxby Primary were delighted to have their first Diamond Graduate Award winner.

Nathan worked exceptionally hard in his own time to achieve 45 graduate awards across a range of subjects! What an amazing effort!



#Better Together with St Anne's

With the wider opening of schools from September, we are hoping to welcome back our friends and colleagues from St Anne's School.



One of next year's themes is to extend the opportunities available for students through volunteering. Volunteering meets so many of our values as a school and links directly into our mission statement to encourage young people to work together as a team and contribute to society.

A key strand of our volunteering will be

that the students develop their horticultural skills to improve the school environment and we have planned for students from St Anne's to be a key element of that programme. Many of us will recognise the benefits that gardening has on our own well-being and we want to take full advantage of this next year

with our students and those from St Anne's. On site we are lucky to have our own greenhouse which will be used to grow our own stock of plants to then plant and look after around the school site. Watch this space over the coming months to see how things develop!

#BrakesKidsWalk



Children at Penshurst joined the 50,000 other children across the country who marched for the right to footpaths, cycle paths, safe places to cross and slow and clean traffic as part of #BrakesKidsWalk for Brake, the road safety charity.

Although due to COVID the walk had to take place on school grounds the children had fantastic time with the event filmed by BBC Look North.



Time for some summer reflection!

Being your true authentic self means who you are at your deepest core.

By living authentically, we are aligning our core beliefs with our thoughts, words and actions leading to feeling more fulfilled.

We all have pressures, to conform or compromise from family, friends, employers and society as a whole. This isn't always a bad thing. It helps us thrive and being a part of something supports our well-being.

Living your authentic life doesn't mean not doing those things, it means living your life to unlock a new layer of confidence and contentedness, so that the pressures are balanced with your authentic you. So how do we know we are being authentic?



Jennie Ellis

Mental Health Support Worker

Jennie.ellis@consortiumtrust.co.uk

Give Challenge

Thanks to everyone for embracing our 'Give' challenge.



The contest was in support of NHS 5 steps to well-being – 'Give'. Over this term you have created some amazing initiatives to promote this and support staff well-being, just some of these being:

- *Outdoor gardens designed and created by staff and students for staff to enjoy*
- *Monthly well-being focused newsletters*
- *Thankyou cards/postcards left in areas around schools to show appreciation*
- *Food bank collections*
- *Swap/Shop donations by the bucketful!!*
- *Staff giving their free time to provide after school clubs for staff – Fitness, Zumba, calligraphy*
- *Secret Friend/random acts of kindness*
- *Staff appreciation schemes*
- *Staff providing baked goods in staff rooms*
- *Mental Health Support libraries set up*
- *Sharing ideas for positive well-being throughout summer*

We are beyond amazed at what you have achieved, however big or small.

The votes are in and you are all winners so this term's award goes to everyone. Amazing effort and a fantastic way to end the summer term. Thankyou to all the Well-being Champions and staff for making this happen. [#bettertogether@tcat](https://twitter.com/bettertogether@tcat)

Have a relaxing summer and take time to spend valuable time on you and your wellness.

I and the Well-being Champions will be back in September with more competitions and challenges and more opportunities for reflection on developing individual wellness.

1) What are your core values? What really matters to you? What elements of your life really matter to you? When do you feel your happiest? For example, maybe you are a family orientated person and find a lot of joy spending time with family? Maybe you're a career driven person and your success in work is what matters. Then think about what values matter to you? Kindness, honesty, loyalty, creativity are just examples. Then try to narrow it down to two or three that are most important to you. Do you allow yourself the opportunity to have these values in your life? Do you align them to the choices you make?

2) What causes you to act? What motivates you? What puts a spring in your step? Our motivation levels can be a signal about ourselves that we haven't consciously noticed before. Lean into what your motivation is telling you.

3) What are you like on your own? When there is no one else around, no one to judge your choices, what do you tell yourself? Where do you find joy?

4) Taking a social media break can reduce the amount of life editing we sometimes fall into doing. It can also decrease the 'shoulds' – I should be doing this.....should implies an obligation based on what others will think of you or respond to you. If you find that the balance is tipped unhelpfully, the goal is to work towards being more authentic not being authentic overnight! When in doubt ask if your thoughts and feelings match your behaviours – that's where the authenticity lies!