

The Consortium Academy Trust

News@TCAT

February 2021

 @ConsortiumTrust



THE CONSORTIUM
ACADEMY TRUST

**We
do**

listen

and

act!

Inside:

*We share with you the results and
some of the actions from our TCAT
Staff and Stakeholder Survey.*



Dave McCready
CEO



This is testament to the professionalism and work ethic across the Trust.



Welcome to the latest edition of News@TCAT

Welcome to the February edition of our Trust newsletter, which as ever tries to provide a mixture of content from Trust updates, details about the services available to colleagues and most importantly, examples of great practice that is taking place across the Trust on a daily basis.

The ongoing national lockdown looks like it will last for a good while yet, but the rollout of the vaccines provides some light for a better Spring and Summer. The lack of clear guidance regarding any potential date for the

wider reopening of schools continues to make planning very difficult for everyone and I know that many colleagues are juggling to balance family and work commitments. The fact that we have well established collaborative working practices at TCAT means that, at the very least, we can share workload and provide support for each other.

The current situation demonstrates that being part of a MAT has significant benefits and thanks to the tremendous contributions from all colleagues, TCAT continues to provide the best possible educational provision for learners and a very high standard of support for staff and learners. This is testament to the professionalism and work ethic across the Trust.

Stay safe
Dave



Professionalism *and* Work Ethic

Collaborative Working...Share Workload...Provide Support

#BetterTogether@TCAT





Sarah Young
Director of Education

TCAT Staff and Stakeholder Survey

Our Annual TCAT Staff and Stakeholder Survey went out later than planned last academic year, in fact it went out in September 2020 (the start of the new academic year).

For those statisticians amongst us, that will pose some debate about the validity of results, as a different pool of staff have been surveyed. However, even with all that taken into consideration, we wanted to share with you the results and some of the actions we intend to take in response to the feedback:

Context

The response rate was **44.4%**, which is high for a survey response and an improvement on 2018/19.

Independent evidence around reasons people respond to surveys suggests that 42% of respondents do so simply to 'express an opinion' while 33% do so because they believe they will be listened to, to effect change (Optimal Workshop – Andrew Mansfield 2013, cited Dr E Halteman). As the response rate has increased at TCAT in 2020 by 9%, we might reasonably assume that the 'you said, we did' feedback has been recognised by staff as acting on your opinion.

Thank you to all those staff who took the time to fill in the survey – it is appreciated and we do listen and act!

44.4%

Survey response



9%

Increased response



Thank you to all those staff who took the time to fill in the survey – it is appreciated and we do listen and act!





Sarah Young
Director of Education

Results and Action

The activities as part of the **CPDL offer** were broken down in response to comments made in the 2018/19 survey.

The responses to 'I value the offer of' were extremely positive to News @ TCAT and Benefits of Working at TCAT and the CPDL wider offer and the Conferences. The least favourable responses were received for the Collaborative Groups/Opportunities and the Time to Talk @TCAT events.

The News @ TCAT and the Time to Talk @ TCAT events were put into place following responses from last year's annual survey. The Better Together @ TCAT document identified as well received, especially in the current climate but staff commented this was a new initiative and needed to be embedded for them to comment.



Action

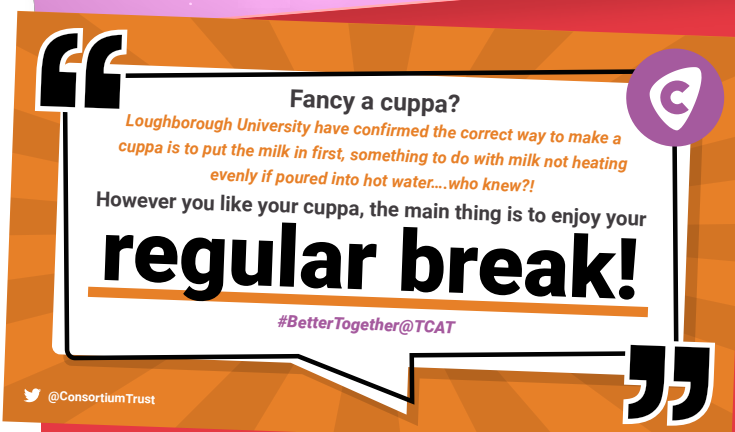
We have extended the working hours of our Staff Mental Health Support Worker, Jennie, to support the well-received Better @ TCAT Commitment.

We have initiated a Trust wide staff well-being group with terms of reference and academy membership, led by Jennie and Amanda (HR Business Partner).

We are using the well-received News @ TCAT to provide a regular feature (along with regular tweets @ConsortiumTrust) from Jennie to promote the well-being of our staff team. This has already received really positive feedback from staff.

We have taken on board feedback from groups of staff about their positivity around collaboration with other Trust colleagues – we are working on a strategy to harness the learning of collaboration through technology to develop further opportunities to build on the positive lockdown aspects of sharing curriculum ideas, sharing resources, moderation and consistent system and processes which early feedback shows us also has a positive impact on workload and well-being.

We have been unable to continue with our Time to Talk @TCAT events but we will alter the format/location of these as a result of the feedback from the survey to ensure they are more beneficial for staff to receive updates from area Directors within the Central Team.



Communication During the Pandemic

We were delighted with the response to the central work done to both support (67% positive response) and communicate effectively (72% positive response) with our staff teams during the pandemic.

This has not always been easy but the range of tools offered for CPDL, self Risk Assessment, full Academy Risk Assessment, support of vulnerable staff and learner groups, working with our Trade Union partners – has been well received.

We do welcome those staff who recognised that our visibility on site, whilst disappointing for colleagues, was a direct consideration of the safety of all in the current climate.

The positive response from Leaders and Governors of the Trust throughout the pandemic resonates with the article below:

The trust in testing times: the role of multi-academy trusts during the pandemic - Ofsted blog: schools, early years, further education and skills



Action

As we move into further uncertain times we will continue to keep our staff teams at the heart of our decision making and communicate this either directly or through the successful News @ TCAT.



We do welcome those staff who recognised that our visibility on site, whilst disappointing for colleagues, was a direct consideration of the safety of all in the current climate.

Wider MAT impact and the service provided



This section highlighted an improving picture of the benefits of being a member of TCAT and the ability of staff to recognise the very practical benefits that 'belonging' fosters.

Whilst our focus on the unique nature of individual academies is a central part of our culture (positively reflected in the survey) we are delighted that staff teams, especially support staff team members, are able to articulate that they feel a stronger sense of belonging with

65% of respondents saying they feel the Trust has a highly positive local reputation and 67% highlighting they feel proud to be a member of TCAT.

With the survey having been conducted in a climate of unprecedented change, back-office functions have inevitably had to work hard to meet need. Although encouraged by the response to the question about the level of service provided by the Central Service Team, we acknowledge that further work remains to be done in this area. We are keen to provide a positive service to our staff and will continue to make this a priority in the coming year.

Action



We will endeavour to maximise, through social and local media channels, the promotion of the positive work done by our staff teams and learners, to reflect the strong culture of the Trust.

We will continue to develop our Trust wide policies in consultation with representative groups to ensure that our service provision is effective.

We will be transparent in our service level commitment indicators and publish for academy leaders and Local Governing Bodies our response times and resolution indicators of performance.

As we approach a time of change for the Trust it is even more important that we provide opportunity to speak to and receive the feedback from our stakeholders, we hope you find the opportunity to engage in these opportunities in the coming months – we value your opinion and it does make a difference.



David Brooke
Head of ICT

ICT Update



I would like to take this opportunity to welcome a new member to the ICT Services Team – Harry Ross, who is based at Hessle High, joined us from 25 January 2020.



DFE Laptop Update

A number of announcements have been made over the last few months in relation to schools getting laptops from the government.

So far, as a Trust we have received over 700+ laptops and 30+ routers for disadvantaged students which have been distributed around all of our academies. At the beginning of January, the government announced a further extension to the scheme in which we could apply for further allocations.

We placed a request for 345 laptops based on surveys completed by academies and we are still awaiting a decision. Some academies have taken the decision to purchase further devices but the issue we are having with this is price vs lead times. Some items of equipment have a 6 week lead time at the moment.



ICT Helpdesk

• With the launch of the ICT helpdesk in September 2020 at a number of academies, we have had a staggering **5772** calls logged. From the 5772 calls, 35 calls were carried over from last term and we currently have 113 active tickets the team are dealing with. The helpdesk gives us a valuable insight into certain types of requests allowing us to improve the services we offer – for example, a 'password reset' is the number 1 reason a ticket is logged followed closely by 'Office 365 / Microsoft Teams'.

Marketing Update



Claire Gordon

Marketing and Communications
Manager



Please provide an outline of what is required and a deadline within your initial request and a member of the team will then respond. Our aim is to provide a service which supports colleagues with high quality materials and helps to bring together all the great ideas and best practice across the Trust.

A recent example of this was the series of weekly postcards for Year 11 students which we facilitated for Winifred Holtby Academy further to a request from Headteacher Mark Brown. Mark said *'The purpose of the post cards was to provide a motivational quote from a member of staff at the academy that*

the students could relate to. In some cases, staff have made up their own quote, others have shared a quote that means something to them. Then, each week, we provide a reason to stay engaged plus a top tip for remote learning. The whole idea is to let them know that we're still here for them. Hopefully, a little reminder through the post each week will help to keep them motivated.'

We were then able to share this initiative across the Trust and offer our other academies the option to create something similar for their own students. Please do get in touch to discuss your ideas and find out how we can help
marketing@consortiumtrust.co.uk

marketing@consortiumtrust.co.uk

The Classrooms to Care Homes Campaign



The Classrooms to Care Homes Campaign gave our young people a fantastic opportunity to show they were thinking about other people in this enormously difficult time for the residents.



Amanda Welsh

Academy Improvement Leader

Many thanks to all of our Trust schools who supported the Campaign and to all of the other schools who supported using their established links in the community.

The Campaign asked young people to send a card, letter, story, message or drawing to a resident in a bid to combat loneliness.

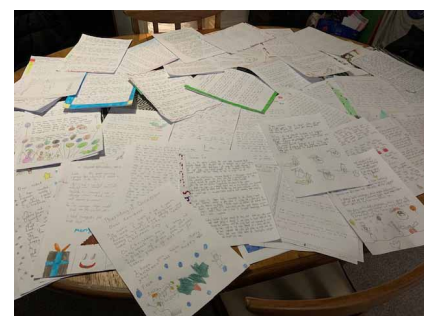
Cottingham High, Penshurst and Keyingham Primary schools all participated and the amount of support was staggering.

'Thank you so much for the wonderful messages we received. We spent many hours reading and admiring all of the fantastic work from your students.'

North Ferriby Residential Home

'The happiest day I can remember in a long time was the day we received our package from your schools. We cannot thank you enough for the time and effort every single one of your students put in to cheering us up.'

Hesslewood House Care Home



'I can honestly say we were stunned by the amount of effort and time that had been spent on these cards, stories and artwork. Thank you so much Keyingham Primary School you made our Christmas!'

Maybury Court Residential Home

The Brilliant Club

is a fantastic opportunity for our young people to complete a mini degree experience with a PHD tutor.

The Club aims to raise aspirations of young people by allowing them to 'picture themselves' in a quality university environment supported by PHD tutors.

The club encourages students to graduate by working

hard and developing their resilience as a learner.

The learners picked by each of the schools are already excellent students and are capable of taking on the challenge! Well done to them!

Our participating schools for Year 12 are **Cottingham**, **Hessle**, **Holderness** and **Wolfeaton** studying medicine.

Our participating schools for Year 9 are **Cottingham** – Social Science–Reducing Re-Offending, **Wolfeaton** – STEM- Lighting up Microbes and **Winifred Holtby**– Arts & Humanities- Decoding hidden messages in the Arts.

A massive well done to all of our students selected!

Part of a thriving team of individuals



I joined the senior team as Deputy Head at Wolfreton in September 2019 and was excited to begin this new role in a school that I had always aspired to join.

Rachel Appleyard

Deputy Head at Wolfreton

Many of my friends had been pupils at Wolfreton in years gone by, and I knew that this was a school that I would jump at the chance to work at, if and when an opportunity came up.



I quickly discovered I was now part of a thriving team of individuals who were passionate about fulfilling our mission statement and this was a chance to make a contribution to the journey whilst learning much along the way. My role was to lead on curriculum which was clearly critical at a time when the focus in education nationally had moved to be firmly routed in securing the quality of education. The school had begun a journey of reviewing our curriculum offer, from courses, to the sequence of content, right down to the detail of the knowledge and skills that are the building bricks of education that our young people need to allow them to fulfil their ambitions.

When starting any new role, I think it takes a little while to settle in and find a rhythm but who knew that this was to be disrupted in such a dramatic way in March 2020?!

So in the last year, together as the Wolfreton staff, we have been on a rollercoaster journey in which we have had to

discover new ways of working, new ways of teaching, new ways of learning and new ways of leading. For me, and I think for others, the most challenging aspect of all of this, has been moving from feeling relatively competent to feeling like absolutely everything is new and unknown. Both as a teacher and a leader, I have learnt so much about myself and our school. We have had moments when the challenges feel so tough and perhaps insurmountable but together we have found new ways of working, and new opportunities in amongst each new twist and turn of the pandemic. Being part of TCAT has provided our school with a vital network of support and guidance as we have navigated all that we have faced this year together and it is a privilege to work with colleagues across the Trust to learn more, to tackle the challenges and to collaborate on new opportunities as a wider team.

Most significantly for me, I continue to discover the wealth of talent across our school in every area, not just in teaching but in supporting, guiding and nurturing our young people and our staff, all of whom matter and all of whom make Wolfreton a community that I am proud to belong to.

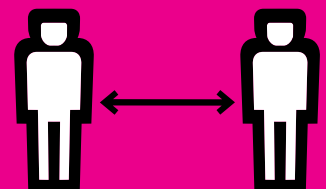
We must keep on protecting each other



HANDS



FACE



SPACE

The Exhaustion Funnel



Jennie Ellis

Mental Health Support Worker

Jennie.ellis@consortiumtrust.co.uk

The Exhaustion Funnel is a great way to visualise what happens when we experience burnout, stress, lack of fulfilment, being busy at work.

We allow ourselves to drop something we think is inessential, something that won't make us feel like we have let someone down. So something that we enjoy, that nourishes us, makes us feel alive, drops off our agenda.

By the end of the week our mood drops off.

Why?

Because we haven't nourished ourselves. We feel less fulfilled and our resources for well-being are running low.

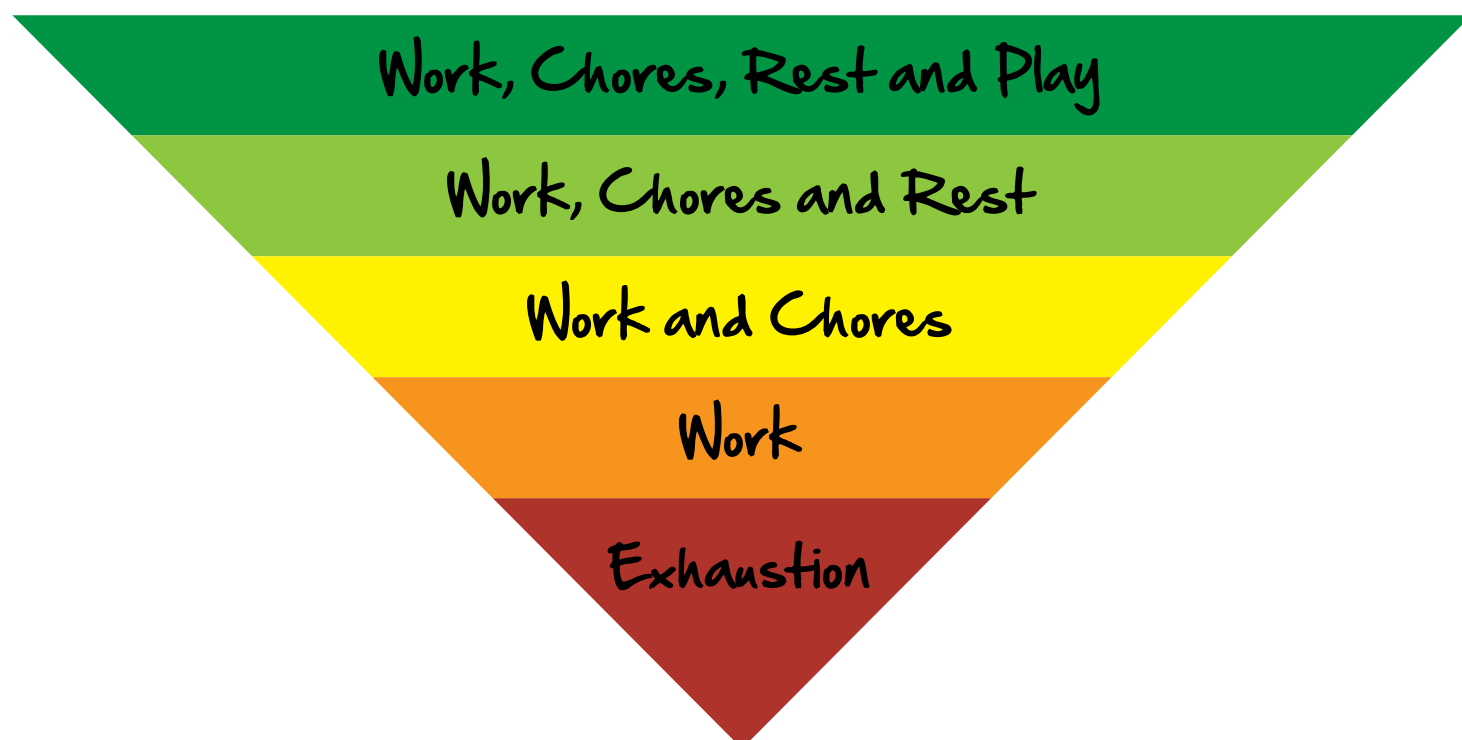
As you can see at the bottom of the funnel, we are left juggling life's commitments – work, family and chores.

As time goes on, we repeat this pattern. Because we made that ok.

Unless.....



We notice our behaviours, our patterns and choices and reflect how well they serve us!



The Exhaustion Funnel