

CONNECT NEWSLETTER

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CEO Autumn Update

It has been a busy first term of the year both for the young people we work with and behind the scenes at the Trust.

At the start of the term we held two amazing training days with staff and educators across the Trust coming together to share ideas, upskill and, most importantly, receive some training from Kelly's Heroes on the topic of suicide awareness. It's our mission to keep raising awareness in the wake of the tragic events that have occurred, and to try to build something positive from something so awful. As a result, we have written to local MPs and the Secretary of State for Education encouraging them to prioritise suicide awareness training in educational institutions across the country.

Our school improvement team, led by Matt Coleman, has continued its highly effective work getting each of our schools the bespoke support they need to move forward. A new initiative called 'appreciative inquiry' has involved leaders from each school visiting another school to share best practice, finding focus on one thing the school does well and one thing it may need to improve.

All the leaders involved have spoken of the privilege and pleasure of visiting other schools and have noted the knowledge base across our staff and educators is broad and how it's important to ensure that knowledge is shared across the Trust.

There have also been significant developments behind-the-scenes. We have welcomed a team of external auditors to perform the annual review of the Trust's financial and compliance situation. While the report is not yet completed, early signs indicate that the Trust is in a much better financial situation than it was last year, which is testament to the accountancy team and other stakeholders who have pulled together to improve it. I'm also delighted to reveal that our new Chief Financial Officer, Laura Kerrison, will be joining us from 1st November



Training and development have also been a focus over the first term. We've been working closely with the Northamptonshire Teaching School Hub, while supporting a range of other initiatives to develop staff and educators. These include mentorship programmes for teachers, National Vocational Qualifications and apprenticeships, as well as the Professional Learning Community Meetings coordinated by our own Victoria Brennan. Colleagues from across the Trust help to facilitate these programmes, and this helps us to fulfil our goal of giving back to the wider education community.



Response to Manor School's performance in 2023 league tables

Manor School, and all secondary schools across the country, recently shared their provisional performance data to be published across the country.

These tables allow schools, and their communities, to look at outcomes from the previous Year 11 and 13 cohorts and how these compare to other schools locally and nationally.

As with all performance tables, there will be schools who celebrate successes, and schools who are disappointed that the outcomes do not fully represent the work of the organisation.

It is also important to remember that behind every performance table will be cohorts of students who have overcome individual challenges, celebrated personal successes and are now moving on with the next stages of their journey, whether this is continuing in Sixth Forms, further or higher education, completing apprenticeships or beginning work-based training placements.

Manor School, and Nene Education Trust, is proud of the emphasis that is placed on securing next steps and moving onto ambitious destinations, particularly through our Work World Wellness curriculum.

Some key headline measures are included below:

- Our Sixth Form has grown by nearly 38%. During their time at Key Stage 5, the average academic grade achieved by students was a grade C, with an average point score per entry of 29.92. In a year when KS5 results returned to pre-pandemic levels nationally, Manor School is proud that this grade has moved from a grade D and average point score per entry of 21.63 in 2019 (pre-pandemic outcomes).

- We are particularly proud of students completing applied general courses whose average grade has improved from a Pass+ in 2019 to a Merit+ in 2022, and despite national achievement returning to pre-pandemic levels, a Distinction- in 2023 with an average point score per entry of 31.5, up from 18.96 in 2019.
- The improvements seen at Key Stage 5 are consistent across the cohort and applicable to those who are identified as disadvantaged.
- The Manor School cohort demographics have changed significantly over recent years, with the proportion of students with low prior attainment increasing from 11% in 2019 to 26% in 2023. At the same time, the proportion of students with high prior attainment has shifted from 44% in 2019 to 19% in 2023. During the same period, students are increasingly more mobile (joining Manor during their 5 years of secondary education) and the percentage of students with identified special educational needs has increased.
- Attainment (students' achievement) dropped between 2019 and 2023 for students in Year 11. This is undoubtedly caused by the legacy impact of the pandemic, but also partly due to the shifting demographics. While attainment has broadly dropped, there are some key trends to highlight:
 - Average attainment 8 (the attainment in each student's best 8 subjects) has improved for the students with low prior attainment between 2019 and 2023 and is now above 2019 national averages. The same is true for students with high prior attainment.
 - 84% of students with high prior attainment achieved a grade 5 in both English and maths. This is 7% higher than 2019, both at Manor and nationally.

Apprenticeship update

The 5 Wells Teaching Apprenticeship was established in 2018 with the aim of upskilling existing school staff, graduates and career changers to become the kind of teachers that we need for the children in our county.

The programme, which runs in conjunction with London Metropolitan University, has gone from strength to strength in that time and this year's cohort of 21 trainee teachers began their journey to QTS in September 2023.

If you are interested in upskilling, please contact us for more information vbrennan@neneeducationtrust.org.uk or 01933 400549.

Success rates

The figures below show our success rates compared to other, more traditional, routes into teaching (as at 2022).

5 Wells / LMU Teaching Apprenticeship	Other ITT Programmes
100% Pass rate	75% Average pass rate
98% Teaching in a school after qualifying	77% Teaching in a school after qualifying

Does your school have some incredible news? Staff successes? School events?
Contact vbrennan@neneeducationtrust.org.uk to be featured in the next NET Connect Newsletter

NET welcomes new trustees

Nene Education Trust is delighted to announce some changes to the Board of Trustees, with some new members and a new Chair.

Jenna Weedon is our new Chair of Trustees.

Having initially joined the Board in 2022, her experience working with education trusts made her an ideal choice to Chair the Board. Her current term will last until 31st August 2026.

Jenna has also worked in the Business Development Manager in the construction industry as Business Development Manager, focusing on strategic growth, communication, procurement and building relationships.

These roles involved working in close collaboration with many schools and trust and she has assisted a portfolio of 33 schools in Property Management. This has led to a passion for supporting local education providers and assisting them where possible to excel and grow.

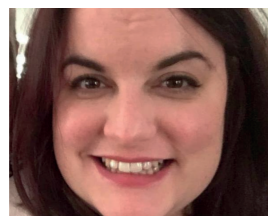


Jenna commented on her appointment: "The more I have worked with different staff members and children across the Trust, the more I have felt embedded in its community, which only encourages me further to get the best out of every individual, every school and the Trust itself. We have an incredible skillset on the Trust Board, and will be working to ensure the Trust continues to go from strength to strength."

"My aim is to foster stronger connections between different parts of the Trust, across schools, age groups and staff, in order to share best practice and to create an inclusive and positive culture across the Trust."

Jenna Weedon

Other new trustees beginning their terms include **Lee McCrum, Lee Hughes, Rob Agnew** and **Rebecca Rodger**.



Those who have left the Board in the past year include former Chair **Anthony Laughton, Nina Wilson, Khadeem Duncan-Banerjee** and **Michael Busby**.

We'd like to take this opportunity to thank them for their service and to wish them the best in their future endeavours.

Trust encourages a sense of belonging

The Confederation of School Trust's annual conference always attracts prestigious keynote speakers and this year's two-day event, held in Birmingham, was no different. The conference theme for 2023 was #belonging and boasted the likes of Amanda Spielman, Gillian Keegan and Dame Floella Benjamin amongst its keynote speakers.

Joining them on the list of orators was Chris Hill, CEO of Nene Education Trust, whose executive journey has taken him to a number of multi academy trusts where he has lead significant improvements in school performance

In the ever-evolving landscape of education, attracting a new generation of educators with unique expectations and aspirations demands an adaptation of culture and offerings within schools and Trusts. Chris' speech on the topic of 'Recruitment and retention in challenging times' discussed how the two are closely linked and how they can benefit the wider education system in Northamptonshire, where the Trust is based.

This begins with the 5 Wells Teaching Apprenticeship - enabling post-graduates and aspirational teachers to obtain their QTS; then, supporting them through the first years of their teaching career by collaborating with Northamptonshire Teaching School Hub for the delivery of the Early Career Framework. The Trust further enhances continuing professional development for education professionals in its role as delivery partner for the suite of National Professional Qualifications (NPQs), as well as offering professional learning and development communities to share the knowledge of subject experts throughout the Trust and beyond.

This ties in with the Trust's strategy and collective commitment to 'add value to society'. Chris explained that as education providers, it is key that we understand the changes and evolutions that the system undeniably goes through on a regular basis. It is therefore essential that we support those within the sector to ensure that we give them the opportunity to engage with new drives and developmental opportunities so that they do not become disillusioned with their choice of vocation.

Chris' charity challenge success

Proving he has a head for heights recently was **Chris Bateman**. The Vice Principal of Manor School went sky high, participating in an extreme abseil, in his efforts to help raise money for a charity very close to his heart **Chris descended from the top of the National Lift Tower in a bid to raise vital funds for Katharine House Hospice**.

Katharine House provides specialist palliative care for adults with life-limiting conditions across North Oxfordshire and South Northamptonshire. It provides in patient services, specialist nurses out in the community, a Living Well programme, a specialist hospital team and bereavement support.

In the summer Chris took on the charity challenge and smashed his original target. He said: "I abseiled 127m down the National Lift Centre in Northampton. My original target was to raise £345 to fund a community care nurse for half a day. I'm proud to be raising money for Katharine House Hospice as a small token of my appreciation for their incredible care and support for my sister and our family during 2022. Their staff, volunteers and facilities helped us cherish many moments and supported us as a family. We will forever be grateful to them."

Chris' charity efforts eventually raised an amazing total of £1,272.





10 minutes with...

Name and Title.
Lee Coates,
Trust Lead for Maths

Who are you and what do you do – what are some of your day-to-day duties/key responsibilities?

I work with the School Improvement Team within the Trust. This involves working closely with senior leadership teams and mathematics leads to improve the teaching and learning of mathematics across our schools.

On a day-to-day basis, this could involve: coaching and mentoring teachers and subject leads; I might be monitoring the subject within our different schools looking for strengths and areas for development; and I am responsible for improving student outcomes.

I also work with the Maths Hubs which involves working collaboratively with schools from outside our trust to develop and improve teaching, with the end goal to improve student outcomes. This comes about through developing and refining teacher subject knowledge and practice, alongside refining and developing whole school policies and approaches.

How long have you worked at NET?
I started working with Nene Education Trust in September 2022.

What do you enjoy about your work?
Mostly developing and helping colleagues as this then directly impacts on the pupils and young people that we care for and teach in our network of schools.

What do you like to do outside of work?
I am easily pleased - I like to meet with my friends or go for long walks - especially when it is sunny, but I'll also go in the rain! I love to watch football.



Do you play/follow any sports?

I try to play golf and like to play as much as I can. I love football and will watch almost any match (within reason). I support Arsenal – come on the Gunners!



Favourite city/destination?

Anywhere in Italy, you can choose! I love the wine, the scenery, the food and the lifestyle. I was last in Milan. My partner's family are from the city and they still live there.

Favourite food?

Because I cannot decide on one dish, I am going to share my three course desert island dinner. For a starter, it would be crispy duck, I could eat it all day! Main course - I make an awesome ragu, which then makes a great lasagna which is my signature dish. Dessert is a bit of a strange one as Crêpes Suzette is my guilty pleasure but I never really find it in restaurants anymore, so when I do, it is a definite order.

Favourite book?

Anything by David Sedaris. His essays on his experiences of everyday life are hilarious. He finds humour in any situation - even in life's darkest moments.

Favourite saying or quote?

At the moment it is "clear is kind" - a quote that has come from my boss Matt Coleman. It is because it works for everyone, from teaching the youngest pupils - making their learning clear and accessible - all the way to the adults I work with daily. Sometimes we just need to deliver and receive messages as simply and truthfully as possible, to make change and celebrating success that little bit easier.

Fears?

Have I turned off my microphone on Zoom!

Cathedral trip

Pupils recently enjoyed a visit to Peterborough Cathedral. Students from St Peters CE Academy and Woodford Primary School were invited to attend a special service at the cathedral.

Both schools sent their special representatives.

The schools fall under the guidance of The Church of England for their religious elements and regularly receive SIAMS inspections - which is an audit of their Christian vision. Here are some images from the visit.



GET IN TOUCH

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