



The Light: Community news from St Joseph CMAT

(Shining a spotlight on the news, views and latest developments across St Joseph Catholic MAT)



St Joseph
Catholic Multi Academy Trust

CEO Welcome

Welcome to the first edition of The Light: Community news from St Joseph CMAT, your half-termly newsletter containing the latest information and updates from across our Trust.

The key theme in the first term has focused around engagement of our key stakeholders – our schools, headteachers, staff, governors and parents. Our first ever residential headteachers training event at the end of September was the perfect opportunity to bring together all of our headteachers to explore our vision, key priorities and to develop our Culture for Excellence.

As you take a look through our newsletter it will be clear to see what an amazingly busy and successful few months we have had within our Trust.

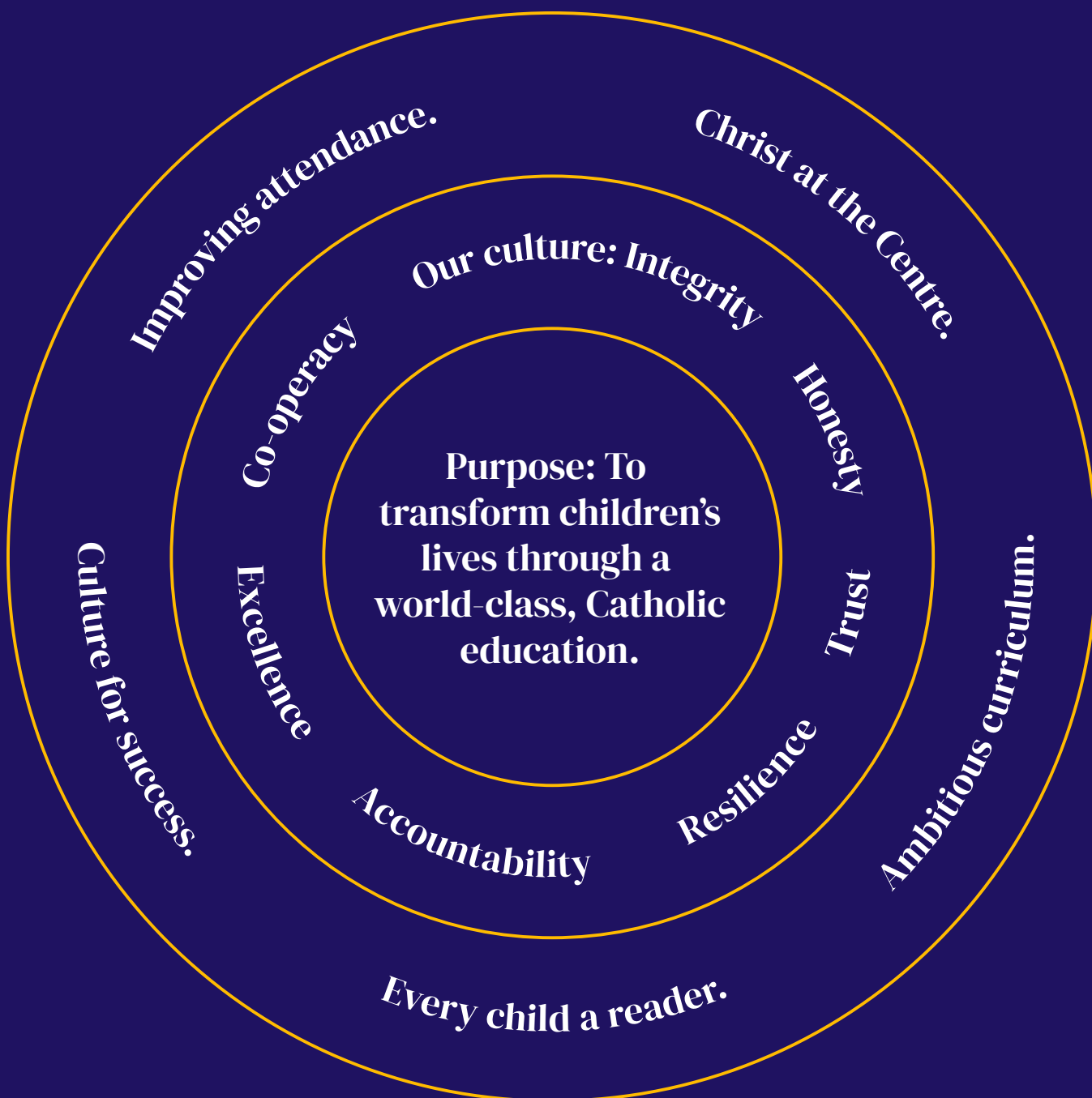
I would like to take this opportunity to thank everyone for their dedication, hard work and commitment to transforming the life chances of the young people in our care.

Andrew Truby, CEO.



A Culture for Success

One of our key priorities is to develop a culture for success across our Trust. This must start with the adults and later with the children. For any successful organisation, it is essential to have a mission/purpose that everyone is fully committed to (our why), a culture that enables us to work together effectively to achieve it (how) and a compelling vision (what). Our purpose is to transform children’s lives through a world-class, Catholic education and it is clear that everyone is signed up to this already. We are currently developing our culture and this work has begun with a headteachers’ conference in October. An outcome of the conference is that we have the core elements of a Trust culture and this will now be further developed with the deputy headteachers and central team and introduced into all academies in the Spring Term.



Governance

Governor Briefing 21.09.22

We really appreciated seeing so many of our governors join the virtual session held with the Central Team of our Trust. Feedback has been positive and we will continue to provide similar opportunities in the future. At the Headteacher and Chairs Forum held on 2nd November, our agenda included a session on shaping the content for our Trust Summer Conference using the feedback survey from our last conference and the suggestions from the forum attendees. A Conference Planning Working Party has been initiated to support the Central Team in bringing these excellent ideas to fruition and create an event that will inspire and benefit everyone in our Trust community. Should you have any additional ideas in this regard please pass them to your Headteacher or LGB Chair for consideration by that team.

LGB Meetings

There have been a number of new Governors appointed this term and we are delighted to welcome them to our Trust. There are vacancies for Foundation Governors and we are working with the Archdiocese to fill these spaces. However, please encourage anyone who you feel would be a good fit to apply.

The next LGB meeting will have an operational focus, underpinned by the Headteacher's Report. One priority is to ensure that Governors have recorded their DBS certificate details onto their personal profile and completed their annual statutory declarations.

[Can I add my DBS certificate details? | GovernorHub Help Centre](#)



[Can I add my Declarations of Interest? | GovernorHub Help Centre](#)



TheSchoolBus

All staff have been given access to TheSchoolBus and it is also available to all Governors. The online support service will help us to stay compliant with the latest DfE and Ofsted changes, and it provides other benefits including shared practise strategies and sector specialists.

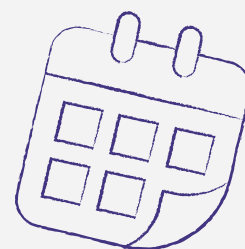
[Home - TheSchoolBus](#)



Upcoming Events

TISUK (Spring Term for all academies), Date TBC.

[Trauma Informed Schools UK](#)



Fresh Start Training, 9 November 2022.

9am–4pm at St Chads Academy,
Grangeway, Runcorn, Cheshire, WA7 5YH.

Reading For Pleasure: Transforming Your School's Reading Culture Course 2023 Dates

10 November 2022.

1.30pm–3.30pm. 'Reading for pleasure: a whole school culture.' This face-to-face session will be held at 1 Mann Island, Liverpool, L3 1BP in Conference Room G40.

Thursday 12 January 2023, 1.30pm–3.30pm.

'Creating whole school change.' This face-to-face session will be held at 1 Mann Island, Liverpool L3 1BP in Conference Room G40.

Thursday 9 February 2023, 1.30pm–3.30pm.

'Creating a reading school: structural changes.' This face-to-face session will be held at 1 Mann Island, Liverpool L3 1BP in Conference Room GA25/GB25.

Thursday 30 March 2023, 1.30pm–3.30pm.

'Creating a reading school: behavioural changes.' This face-to-face session will be held at 1 Mann Island, Liverpool L3 1BP in Conference Room GA25/GB25.

Thursday 29 June 2023, 1.30pm–3.30pm.

'Celebrating impact and sustaining change.' This face-to-face session will be held at 1 Mann Island, Liverpool L3 1BP in Conference Room G40.



Estates, Facilities and Health & Safety

News from our Estates

The Estates teams across the Trust have as usual been working hard to keep our schools running. Centrally, they have been working with the school business managers to learn, populate and roll out a number of new systems and processes. Hopefully you will have seen, logged on to and completed some of the systems already.

Ongoing Environment Works

- St Nicholas has installed brand-new automatic doors, along with an intercom to increase security at the school as well as provide a warm welcome to visitors.
- Holy Spirit has created an amazing library from an empty space, bringing books and reading for pleasure to the children every day.
- Orders have been placed to create outdoor learning spaces at both Trinity and St Ambrose, which we are hoping to have installed before the weather turns.

We are still working on the plans for St Augustine, St Chads and Holy Family Platt Bridge, so please look out for updates coming soon.

Still To Come: "Capital investment across St Joseph CMAT"

As you will all know, some of our school buildings require a large injection of funding to support the current and growing numbers of students in our communities. We began the process of applying for funding in 2022, and are waiting to hear the results officially. Our applications are to support upgrading and in some cases full replacements of large capital items, such as electrics, roofs and energy-efficient heating. Current applications are looking extremely positive. The estimated grants are almost £1m at St Chads, over £1m at St Augustine, and over £500K at Holy Family Platt Bridge.

We still have applications in for St Ambrose and St Nicholas, and are applying for additional funding for our other academies.



Sustainability, Energy and the Environment

If anyone would like to put themselves forward as a Sustainability Champion, or is already working on environmental ideas in the schools, please don't hesitate to contact Pamela Di Scala, Head of Estates.

“

So God created humankind in his image, in the image of God he created them; male and female he created them. God blessed them, and God said to them, “Be fruitful and multiply, and fill the earth and subdue it; and have dominion over the fish of the sea and over the birds of the air and over every living thing that moves upon the earth.

”

- Genesis 1:26-28



Smartlog Training

One of the top priorities of our Trust is to ensure the health and safety of all our staff, students and visitors. Although this is a very large and ongoing project, one of the basic elements is health and safety training for all staff in our schools. The Trust has recently purchased and rolled out Smartlog, a system that can deliver bespoke health and safety training for all members of staff.

You will have received our Smartlog emails requesting the completion of any training assigned, but if you would like to take a look at what additional training is available for health and safety, please visit SharePoint.



[St Joseph CMAT SharePoint – Health, Safety and Compliance – All Documents.](#)



We Are Every

In addition to Smartlog we are currently rolling out the Every system to all schools. This system will hold all our school information, from building plans to contracts to accident information. Due to the size of the project, the roll-out to all schools is still ongoing. Thank you to everyone who has already been able to start using the system. A special note of appreciation goes to Hannah Bromillow who has worked tirelessly to support this rollout at Holy Spirit.

Every will start to support our everyday (non-teaching) activities in school for all staff, from logging a broken light fitting to any and all accidents on site. If you would like to know more, please visit our SharePoint page with helpful videos.

[St Joseph CMAT SharePoint – We Are Every Compliance .pdf – All Documents](#)



If you would like any additional support or information please contact your SBM.

Successful Implementation and Roll Out of ARK Curriculum

by Dr Helen Drury

A Curriculum for Success

We know education has the power to help every young person excel. It all starts with teachers.

In the summer term, I really enjoyed collaborating with school leaders from across the St Joseph Catholic Multi Academy Trust (including being made to feel so welcome at Holy Spirit and meeting school dog Star!). The headteachers left me very clear that one of the most exciting things about joining the Trust was the enormous potential for collaboration.

So, what does Ark Curriculum Plus do?

Our programmes are built for teachers because you are the people who can make a real difference in a young person's understanding. Personalised professional development is central to our approach.

We aim to build teachers' subject and pedagogical expertise without taking time away from the classroom. We also ensure that teachers remain in control. You choose the material and topics but can access pre- and post-lesson assistance to make the most impact with every lesson.

By enriching the curriculum to move beyond achieving grades alone, we create a learning structure that constantly builds contextual and conceptual knowledge. Our holistic approach also helps you identify and support specific needs. As a result, we help you to narrow the attainment gap, ensuring no child is left behind.

When creating a programme, we conduct in-depth research into the latest curriculum designs and pedagogy theories. This approach means our support is always grounded in evidence-based principles. Through our work with Ark Schools, teachers also help develop and test our curriculum in the classroom. You can be confident that our programmes are accessible, easy to implement and make a tangible difference to the teacher and student experience.

A true partnership

The team here at Ark Curriculum Plus are inspired by St Joseph Catholic Multi Academy Trust's high ambitions for all children and young people. The Trust's commitments to high-quality teaching and learning and staff development align beautifully with our work at Ark Curriculum Plus. Collaboration across and beyond the Trust will be key to achieving your ambitious mission, and we're confident that our programmes will support you in realising that vision.

We were delighted to be able to visit your pupils, teachers and schools so early in the academic year. It was great to have so many face-to-face training days and to meet teachers and students in school. My colleagues are looking forward to working with you in the second half of the autumn term to celebrate early successes and identify the next steps!





Primary Education

EYFS Curriculum Collaboration

All EYFS leads from the academies have joined network meetings to begin to map out and develop the SJCMAT EYFS curriculum for Reception. Collaborative planning supports continuity and positive transitions within and between early childhood settings, as well as enhancing holistic and integrated approaches to achieving learning and development outcomes. Due to launch in the Spring Term, the curriculum will raise expectations and aspirations for all children by agreeing clearly defined endpoints for pupils in Reception. Our intentions are to improve outcomes for all children; strengthen the language and vocabulary development to particularly support disadvantaged children, especially as this is an area of learning that underpins holistic development; and increase emphasis on reading and mathematical learning.



Read Write Inc Phonics – All Schools

7 Steps to Success have been introduced in all schools to build strong foundations:



1. Training a reading leader in your school

Our face-to-face, six-day course trains reading leaders to become experts. They learn how to implement weekly practice sessions using our online action-based lessons. This is a fast-track solution for gaining consistency and high-quality teaching in every lesson.



2. Providing bespoke training and support in your school

Our whole-school training and development days raise teachers' confidence and expectations and contextualise all our online training and support. We show teachers how to develop children's reading, from decoding to fluency, and their writing, from letter formation and spelling to writing their own compositions.



3. Training tutors who can ensure success for children who need the most support

All children can learn to read. The incremental steps in our Fast Track Tutoring handbook – and demonstrated in the online films – make sure all children achieve success every day, including those with SEND.



4. Introducing rigorous assessment and tracking

Our online assessment and tracking tool helps teachers identify the actions that will make the biggest difference to individual children's progress, so they can respond immediately.



5. Grouping children effectively to ensure maximum progress

We use effective grouping that ensures every child learns at their specific 'challenge level' for a full hour every day (Reception children start with just 20 minutes). It means that no time is wasted.



6. Using interactive strategies for the best learning behaviour

Articulating their ideas and understanding engages children throughout every lesson and develops their spoken language and comprehension. Children work with a partner to practise everything they are taught and answer every question together. Routines become predictable and children feel safe.



7. Providing extensive support for parents

Parents help their children practise phonics and read storybooks at home. Our virtual classroom has over 850 phonics lessons – from decoding practice to supporting fluency.

Talk Through Stories

On Friday, 21st September, colleagues from across the Trust spent the day with Nick Cannon, a professional actor and trainer with Read Write Inc. We are implementing Talk Through Stories in all of our primary academies. It is especially for children who do not come from a language-rich home. It is designed to extend and deepen children's vocabulary so that they can understand the books they will soon be able to read for themselves.

How Talk Through Stories Works

In Story week, we help children to get to know the story well: the plot, the characters, and their actions and motives.

In Vocabulary Week, we focus on eight words from the story. These are words that children are unlikely to hear in everyday conversation but are likely to come across in stories. For example, in *I'm in Charge* by Jeanne Willis, we chose bellowed, startled, barged, sneaked, grinned, dreadful, stomped, refused. Children's understanding of each word is then developed in the context of their everyday lives.

[RMI Website](#)



Transforming your School's Reading Culture (TSRC) Programme

All primary and secondary academies are engaging with the TSRC programme, which is a sustained, research based CPD programme aimed at English Leads. During the course of the programme, colleagues will engage with reading for pleasure pedagogy and leadership theory to transform their academy's reading culture. Participants will attend 5 sessions and complete gap tasks in between sessions.

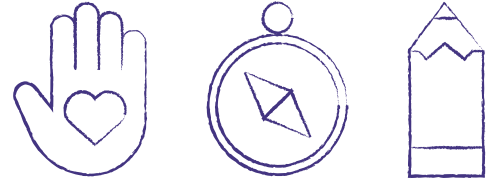
Programme aims:

- Understand the research underpinning Reading for Pleasure practice and pedagogy
- Widen knowledge of children's literature
- Transform whole school reading culture in your school
- Develop the leadership skills to initiate and sustain change
- Become advocates for Reading for Pleasure and share experiences and best practice

Cultural Quest

An ambassador from each school has been invited to join our cultural development collaboration project. Our commitment is 12 cultural capital development opportunities (6 Primary / 6 Secondary) fitting within the three areas of:

**help,
explore,
create.**



Cultural capital is defined as the accumulation of knowledge, behaviours and skills that a student can exercise, and which demonstrate their cultural awareness, knowledge and competence. It is one of the key ingredients a student will draw upon to be successful in society, their career and the world of work.

Secondary Education

St. Augustine Have Launched A New Uniform



Chris Lubbe Lecture

We were honoured to welcome Nelson Mandela’s former bodyguard Mr Chris Lubbe to our inset training day on 2nd September. St Nicholas Catholic Academy Headteacher, Mr Martin Davies, invited Mr Lubbe to share both his experience of growing up with the ‘apartheid’ regime in South Africa and his remarkable life story, including his work as a bodyguard to Nelson Mandela.

Mr Lubbe now lectures across the world to inspire audiences of all ages to take action and bring about change within their personal lives, organisations and communities. Our colleagues were touched by Mr Lubbe’s resilience, determination and courage, which was clearly demonstrated throughout his relentless struggle against discrimination. Mr Lubbe offered us a truly memorable and humbling presentation that encouraged us to be the best versions of ourselves despite the challenges we face.



Staffing Updates

We are pleased to announce that we have made two key appointments to our central team. We welcome:

Michelle Cashen to the Finance team as our new Financial Controller.



Lisa Kidd who will be leading the Trust’s Human Resources operation as our Head of People, Performance & Culture



The introduction of Michelle and Lisa adds high-quality additional capacity to the central team in order to better support our Trust and schools in their designated areas of expertise.

People / Human Resources

The Trust has arranged and funded an Employee Assistance Program, which went live on 1st September 2022. The EAP is with Life & Progress.

If you have a few minutes, we recommend viewing the EAP video, accessible from the link below. This video provides further details of the EAP and the areas covered. **Their helpline number is 0808 164 3941.**

<https://www.lifeandprogress.co.uk/assistance-programme/>



The EAP with Life & Progress provides confidential advice, practical information, support and counselling to employees on any number of issues, whether work-related or personal.

Flu Vaccinations

This year, the trust is encouraging all staff to get the flu vaccinations. NHS have made flu vaccinations available for some people and we would encourage those eligible to take advantage of this. For those who are not eligible for an NHS vaccination, the Trust are happy to offer a free vaccination voucher from Bupa Healthcare, redeemable at local chemists. This will be funded by The Trust as part of our commitment to staff wellbeing.

All staff will be contacted with further details directly through your schools, who are working closely with the central team to co-ordinate this.



ICT Updates

As a Trust, we recognise that the ICT environment is vital towards supporting our strategic plans and providing the best possible outcomes and education for our students. As such, the Trust has embarked on an ambitious and exciting project to develop a Trust-wide ICT strategy.

At a high level, the strategic intent is to develop a universal solution which provides a consistent environment for all, builds teams, promotes sharing of resources and allows working from alternative sites while recognising the importance of teaching and learning.

We have partnered with Elementary Technology and L.E.A.D IT Services to help develop and progress with this strategy.



System Updates

In order to support our staff, our schools and our Trust as a whole, we have made significant investments in key systems and software. Once fully deployed and adopted, these systems will help realise process efficiencies and better support colleagues with access to data. This data can then be used to arrive at informed and evidence-based decisions, ensuring the most appropriate plans are made.

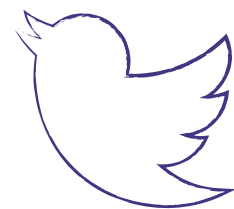
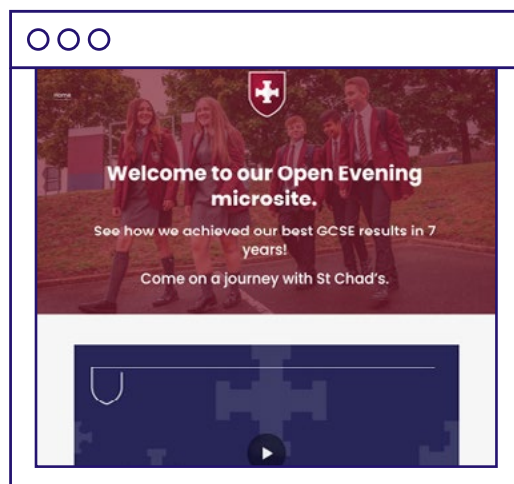
To support colleagues to maximise the potential of these systems, the Trust have also invested in support and training for the key areas. In due course, we shall be ensuring regular training is arranged to compliment the central support, accessible guidance notes and online webinars.



Website and Social Media

We have been active online, using the Trust's school websites and social media to engage with our school community and beyond, promoting our schools and celebrating our successes.

By better utilising our online presence, we have been able to run social campaigns to increase student enrolment, communicate school news more effectively and engage better with students, parents and other stakeholders.





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