

### Trust Growth

Welcome to Howden Junior School who officially joined the trust on 1 October 2022. Lee and his team have been working with us for the last 12 months and we are delighted that they are now formally part of TeamTEAL.

We are currently preparing for a period of growth, which we would expect to be primarily in our primary arm and we are in very early talks with some local schools with a view to them looking at academisation in the near future. Last term we applied to the Trust Capacity Fund for additional funds and were successful with a grant of up to £99,000 which will help us with our internal infrastructure. As part of this, we are delighted that Luc Perquin will be staying with us as Director of Estates and Charlene Hadfield has returned from her maternity leave as Head of Projects and Procurement and will work closely with the estates teams and HR colleagues on a number of important projects.

As you are aware, Scott Ratheram has now moved into a more central role leaving Driffild School in the capable hands of Vicky Loftus and her established leadership team. We are delighted that Matt Holmes has been appointed as Interim Deputy Head to support Vicky with development of the curriculum at the school.

### Yorkshire Wolds Teacher Training

September 2022 saw YWTT welcome the first cohort through the doors of the new purpose built building. This year sees our first cohort of drama trainees alongside our new Engineers teach Physics programme.



### TEAL Annual Teaching and Learning Conference- Save the date!

We are pleased to confirm that this year will see the Annual Teaching and Learning Conference being hosted again at South Hunsley School and Sixth Form College. It will be held on Friday 31 March 2023 and we are planning to make a change to the keynote speaker this year so watch this space!

## SAVE THE DATE

31  
DAY

03  
MONTH

23  
YEAR

### Compliance Corner

Who is our Data Protection Officer? We have an external Data Protection Officer as part of a traded service from the East Riding of Yorkshire Council. Your internal point of contact for any Data Protection queries is Francesca Roper and you can email any queries to

[DPO@theeducationalliance.org.uk](mailto:DPO@theeducationalliance.org.uk)

When disposing of any documents, please consider if these need to be placed in the confidential waste bin.



## Spotlight on Scott Ratheram - Executive Principal

Scott grew up in Sheffield, attending Silverdale School (an 11-18 school) studying A-levels in chemistry, physics, and maths. Other than becoming a professional cricketer (which unfortunately a lack of any discernible talent is apparently considered a barrier), he always wanted to be a teacher, completing placements in primary schools in both Year 10 and the Sixth Form for work experience.

After initially taking a year out working in a sign making factory, doing spray painting before undertaking voluntary work in Eastbourne, Scott studied at Sheffield Hallam University undertaking a four-year science and QTS course.

Following this, Scott was appointed as an NQT at George Abbot School in Guildford in September 1996. This was a large (1900) 11-18 school, judged outstanding by Ofsted. During his NQT year, Scott also became Assistant Head of Year 7. It was here that fostered his love of pastoral work. Scott stayed with this year group as they moved through school, becoming their Head of Year when they were in Year 9 and followed them through to Year 10. He can still tell you the name and tutor group of each of the 300 students in that year group, something which he says he certainly can't do for any other school since! During his last year at George Abbot School, Scott took on the Head of Chemistry role.



Following this, Scott was appointed as Head of Science at South Hunsley in 2001 after being interviewed by the now Chair of Governors of Driffild School Karen Dow who was the Affiliate Headteacher at the time. After later taking on the role of Assistant Headteacher he gained experience of both pastoral work and then data and timetabling before accompanying the then, Headteacher Chris Abbott, to Headlands school in May 2008 for his first taste of school-to-school support before starting his first headship there in January 2009.

Since then, Scott has completed 14 ½ years as a Headteacher, joining The Education Alliance in early 2018 as the Head of Driffild School. Scott has now moved full time into the role of Executive Principal, supporting all 7 schools across the trust. During this time, he has led improvement across 3 different schools and has been visited by Ofsted fourteen times for subject inspections, section 8 monitoring visits and section 5 inspections – 25 days of inspection!

Scott has developed a strong track record of improving schools that have been in challenging circumstances; most recently at Driffild School that moved from Special Measures to Good in January 2020. He enjoys working closely with all leaders and staff to build sustained capacity for improvement. Scott is keen to keep things simple: focussing on one or two things at a time to get consistency; influencing change by winning hearts and minds so that colleagues share a common vision; and ensuring that the culture is supportive, with professional trust at the heart of his decision making. He has been instrumental in the development of our trust charters. He is a great supporter of collaborative convergence as we seek to avoid the duplication of effort where possible.

The favourite part of Scott's role is visiting other schools, talking to staff and leaders about what they are doing. In his experience, it doesn't matter where a school is on its improvement journey, there are always exciting and effective things going on that are worth sharing with others. Too often schools have had to plough their own furrow – the opportunities within MAT structures to collaborate, share what is working well and reduce replication are exciting: we are definitely stronger collectively and it is such a breath of fresh air to be working together as groups of schools rather than in competition, as has too often been encouraged in the sector.

When he isn't working, Scott enjoys socialising and is known for his love of red wine. He also enjoys playing squash, which he tries to do at least 3 times a week. Anyone who knows Scott also knows that he is also a data geek, and he loves a good spreadsheet and graph!



## Staff Feedback

Thank you to everyone who contributed to the staff feedback, it was really great to see the range of areas which were suggested. We have now formally responded to the suggestions and there are some further areas which we are looking at and we hope to be able to share more information with you as soon as we can.

## Staff Surveys

This year, our annual staff survey has been replaced by shorter mini-surveys by Teachertapp. This means that we can be more reactive to feedback and we can tailor the topics to be the most relevant for that time. Teachertapp are able to share with us the national trends for their question bank which means we can see how TEAL compares to national statistics for all of the questions we ask. The surveys should take no more than 4 minutes to complete online and we are anticipating that these will be sent out half termly to all teaching staff.

## Staff Travel Bursary

As an organisation, we like to listen to staff feedback and act on this where we can. We are aware of the pressures on household funds in the current climate and we would like to assist those facing the biggest struggle to attend work due to the current cost of fuel. We have put in place a discretionary bursary fund for the academic year 22/23 that staff can apply to if their household income is below £30,000 and they travel more than 10 miles each way to work.

There are 3 tiers, tier one will mean staff can access funds of £4 per day, tier 2 will be £3 per day and tier 3 will be £2 per day. Further information can be obtained from your HR department.

## The Waterline Summit 2022

The Waterline Summit 2022 is an opportunity for businesses large and small to come together with academics, industry experts and young people, to learn, discuss and tackle the greatest challenge of our time, as we all work together to reach net zero. This year it took place 17-19th October at the Aura centre.

Day 1 of The Waterline Summit included an afternoon to connect students aged 11-18 from all around the Humber with the opportunities based in our region - this included the awards ceremony and celebration for this year's Waterline Student Sustainability Challenge finalists, an inspirational speech from guest speaker, Ed Clancy OBE of Team GB, and interactive exhibitions and experiences hosted by key regional businesses to give students an insight into exciting updates, projects and opportunities in sustainability across the Humber.

Sponsored by Equinor and SSE Thermal, The Waterline Student Sustainability Challenge announced the two winning teams from the list of six finalist teams from the many high-quality entries taking place. LeafStyle from Malet Lambert School made it to the final six and even though it was another project that won that category (the Engineer UTC Northern Lincolnshire) the Leafstyle idea attracted a lot of very positive feedback. Teams had to present their ideas to a panel of judges who were very impressed by the creativity and attention to detail the girls had displayed in their work as well as how professional their presentation and the ensuing discussion were.

The girls created a fashion-focused app with multiple functions, including sustainable shopping, design-your-own sustainable fashion, a selling platform and advice and information on big fashion brands. The girls want to raise awareness about fast-fashion and provide alternatives.

They won a prize of £250 to enable them to do further work on their project.



## Collaborative convergence and alignment

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We continue the work of further alignment of secondary curriculums and will be looking at this with primary leaders soon. The advantage of working as a group of schools is that we can share ideas and resources which reduce workload and make people's lives easier. To reduce duplication of effort across schools, to share ideas and resources more freely, and to take full advantage of the expertise we have in all of our schools, our aspiration is to align our curricula as much as possible (in terms of end points and contact time). The purpose of alignment is not to be prescriptive, to tell leaders how to plan or teachers how to teach. Alignment is a tool to help us collaborate and deliver the best possible deal for our students and staff. With this in mind, Subject Leaders have been working in collaboration across our secondary schools. We recognise that complete alignment is not always optimal for a variety of reasons and that sometimes certain subjects in certain schools may need to deviate from a fully aligned curriculum.

## Experimental cooking session

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On 1st December all cooks from our schools came together at South Hunsley School for an experimental cooking session and team building day. Under the guidance of two development chefs from Essential Cuisine they prepared and sampled some existing new recipes. (Chicken Gyros on a flatbread, Beef Taco and Fish Pakora's) The cooks also sampled 'peanut free' satay sauce and various other base ingredients. During the lunch service, the new recipes were well received by pupils and staff alike. The cooks have all taken the recipes to their schools and they will appear on the school menu soon.



## Our Schools

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### Malet Lambert

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In October Malet Lambert celebrated their 90th anniversary. The school held an open event inviting ex-pupils and staff to tour the school and discover things in the exhibition. Staff and pupils came together for a whole school photo to mark the 90th anniversary. This is the first time in many years that all pupils and staff at Malet Lambert have been photographed together.

The new building work on the Jane Disbrey indoor hall has now been concluded. We have worked closely with Hull City Council to ensure that the facilities required to house the additional students have been delivered giving the school an extra 4 classrooms, a multipurpose area for dining and a PE space.

The School has also recently completed works to upgrade their heating system throughout.





## South Hunsley School & Sixth Form

We are pleased to announce that South Hunsley has achieved Centre of Excellence for the second time with the Inclusive School Award (IQM). The Inclusion Quality Mark Award provides UK schools with a nationally recognised validation of their inclusive practice and ongoing commitment to developing educational inclusion. In October A level Politics students went on a trip to the house of parliament.

The food technology classrooms have now been refurbished and the total project cost was £177,000 and the Kingston building has had a complete refurbishment of the heating system.

## Howden Junior School

Howden Juniors have had a busy term of trips and residential! Year 5 had a fantastic residential where they did orienteering at wycoller park, target archery, and a range of activities at high adventure. Year 3 had a fun and informative day at the York Chocolate Story. it was a great opportunity for the children to recap some of their learning and find out even more about the history of chocolate. In October year 6 had lots of fun on their residential where they visited Flamingo Land, enjoyed an evolution workshop at the zoo, walked to Robin Hoods bay and had fun at Eden camp.



The Hall has recently had an upgrade to its lighting system with a new state of the art LED system now in place complete with sensors as part of our sustainability work.

## The Snaith School

In October students departed to Alton Towers, Go Ape and Meadowhall for their well- deserved 2022 rewards day. They had a fantastic day and thank you to all the staff who made our first ever rewards day so successful. Well done to all our students who represented the school impeccably. Year 11 GCSE Philosophy and Ethics students enjoyed an educational trip to the Walsingham Catholic National Shrine of Our Lady.

The works to modernise three sets of the student toilets were completed in September, costing a total of £446,000.

There has also been an upgrade to the heating system across the main school building.



## Hunsley Primary

Year 2 enhanced their geography learning by completing field work around Brough. The children followed maps, drew their own maps, discussed how Brough has developed and why amenities are in certain places.

We held an open event on Thursday 24th November at 4:30pm - 6:30pm, families explored the facilities and enjoyed our activities including Wonderdome's mobile planetarium, Purple Pig Company and Scholastic book fair.



## North Cave

The children have been really excited to see the newly installed weather station. This will help monitor weather in the village as part of their work to support #WestWoldsSlowTheFlow.

The new library was finished last term and the children are enjoying the inviting space with the many books we have available.

The school has benefited from a number of improvements which includes the whole school having a new roof with all of the fascias being completely replaced which cost £114,000, refurbishments of staff toilets, there has been an upgrade to the heating system across the building and charging points for electric vehicles have now been installed in the car park.



## Driffield School & Sixth Form

We are delighted that Vicky Loftus has been appointed as Headteacher. Vicky is excited to lead the school through the next stage of its exciting journey. She is extremely passionate about improving the life chances of young people and, even though Driffield has seen great improvement over the last few years, she is dedicated to improving it even further. Vicky believes that all students should have access to a great education and wants the students at Driffield to leave with the best possible outcomes, a wide range of memorable experiences and an abundance of positive memories.



## Let's Get Social



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