

An Invitation to Downing Street

Sarah Barley, Trust Director of Employability, received a special invite to 10 Downing Street on Wednesday 6th November to meet with the Prime Minister and Education Secretary, Bridget Phillipson, in recognition of the work that she has done on both teacher and apprentice recruitment.

Sarah has spent the last 14 years of her 18-year career in teaching, developing an Apprenticeship Preparation Programme to support students wishing to apply for an apprenticeship and has also developed the UK's first Virtual Teacher Training Experience, as part of the YWTT Future Teachers Programme. She has also created her own face-to-face outreach programme for local schools, colleges and universities.

The invitation to Downing Street not only recognised the work that Sarah and the wider trust team have contributed to apprenticeships and teaching careers but also allowed her to discuss important work on how schools are able to recruit and retain great staff and plug local and national skills gaps through apprenticeships with the Prime Minister and Education Secretary.

Sarah commented, "it was a truly amazing day, and one that I will never forget. Being recognised for the work that I and the rest of the team have done on key government issues such as improving teacher and apprentice recruitment and being able to discuss our work in Downing Street was not only an unforgettable experience, but an important opportunity for the future progress of our country. I am very much looking forward to continuing with this great work and also starting some new and exciting projects in the near future."



Associate Staff Pay Award

In October, we were delighted to learn that the 2024 associate staff NJC pay award was agreed between the National Employers and Trade Unions. This was in line with the final offer originally issued by the National Employers (£1,290 on all pay points to scp43 and 2.5% on all allowances). We are really pleased that all associate staff have now received their pay awards.

Any queries relating to the pay award can be sent to benefits@theeducationalliance.org.uk.

HR Update

Our Director of People, Lisa Longstaff, left TEAL in September and has taken on a new role as Director with an educational consultancy firm.

Lisa joined us in 2011 and was pivotal in the development of TEAL, making a huge contribution to everything we have done as a trust. We will miss her greatly and wish her the best of luck in her new venture!

Following Lisa's departure, we are very fortunate to have 3 highly skilled and knowledgeable Assistant Directors of HR in Charlene Hadfield, Emma Collins and Hannah Ruane, as well as great HR professionals in the school support team and in our schools.

Pupil Leadership Summit



We welcomed over 100 pupil leaders (ranging from Year 4 to Year 13) from across TEAL to the Trust Development Centre in October for our second Pupil Leadership Summit. This year, the focus was on 'building stronger communities'.

After a keynote from Jonny Uttley, pupil leaders attended workshops on contributing to the community and leaving a legacy as a pupil leadership team. They then went back into school groups at the end of the day to begin school action plans, considering how they could strengthen their school communities as well as contributing to the local community.

Many thanks to all of the staff who helped with the day – especially those who came along to support. We are particularly grateful to Nicole Ridley for her delivery of the school communities' workshop and for planning the quizzes that kept pupils entertained throughout the day.

Spotlight on Hannah Ruane Assistant Director of HR

Hannah grew up wanting to be a librarian and spent her time at home stamping books with Barbie stamps. Following this, she contemplated teaching and beauty therapy.

Hannah moved from the Scottish education system into the English education system when she was 15 years old after completing her standard Grades (GCSE equivalent). She wasn't sure whether starting a new school at 15 years old was a good idea but realistically this was her only option. She started A Levels at Beverley Joint Sixth Form and initially studied English Literature. This, however, wasn't her strongest subject, so she gave it up after doing her AS level. Hannah ended up completing A Levels in Business Studies, Psychology and Health & Social Care. She acknowledged that it wasn't easy joining a new school and moving to a completely different area as a 15-year-old girl, but she did settle and made a good group of friends.

Hannah's first job was housekeeping in a hotel in Shetland whilst she was still at school. Following this, she went to work in a local shop and when she moved to England, she got a job in Tesco on the checkouts whilst still at Sixth Form.

After college, Hannah went to Lincoln University and studied Business and Human Resource Management. She managed to work in HR for a year on placement as part of her course. She then went to Hull University and studied a HR Masters part-time, in between working and juggling a young child. Whilst still at university in Lincoln, Hannah transferred to another Tesco Express store. She absolutely loved working in Tesco and meeting customers. There was never a quiet moment.

After finishing her MA studies at Hull University, Hannah fell straight into the world of HR in Lincolnshire County Council as a HR Adviser. She had her first child not long after finishing university and moved from Lincoln back to Beverley. She went into Housing Benefits, assessing benefit claims part-time after her maternity leave.



After six years working for the East Riding Council, Hannah moved over to the private sector into a software company as a Senior HR Business Partner. After 6 years of working here, she made the difficult decision to leave the company and joined the Education Alliance.

Hannah says that she loves working for TEAL. Although challenging at times, every day brings something different. The people she works with make her job most enjoyable. She says the culture at the Education Alliance is one of compassion, value and care, which she finds really uplifting.

If Hannah could do anything else careerwise, she said she would train to be a psychologist, as she finds the human brain and trying to understand why people do certain things really fascinating!

In Hannah's spare time she loves to play netball and does as much exercise as she can fit in between 2 young children and a full-time job. Being with family and friends is really important to her, as well as the odd glass of wine on a weekend, which is always a bonus!

Family Leave Policy

In November we announced that the trust has introduced a significantly enhanced maternity and family leave package, as of the 1 September 2024. Teaching and associate staff will now receive 8 weeks full pay, followed by 18 weeks half pay plus statutory maternity pay, bringing us into line with NHS. These rights now apply from the day that anybody joins TEAL, with there no longer being a requirement to have worked within the trust for a certain amount of time. Also, we are now offering uncapped paid leave in the sad event of early pregnancy loss and an additional entitlement in the case of premature birth. We are extremely proud of the work that has gone into making these important changes happen. The new Family Leave policy can be found on the TEAL website: theeducationalliance.org.uk/policies

Schools News

South Hunsley School & Sixth Form

South Hunsley School staff and students were thrilled to return to Middleton Hall Theatre for the fourth creative arts showcase in November. The theme this time was 'A Night at the Movies' and the sell-out audience was treated to an extravaganza of dance, drama and music. With over 170 talented and enthusiastic performers involved from across the year groups, the arts are certainly flourishing at South Hunsley and long may this continue. Ms Blackledge, Headteacher, has previously spoken about the importance of the arts in the curriculum and her commitment to this remains firm. At the end of the performance, she thanked staff and students and commented that the evening had been a spectacular celebration of talent, hard work and fun. She also thanked the audience for their support as it was the first time a showcase had sold out.

The showcase itself was dedicated to Sharon Laird, a cherished member of the English department who sadly passed away last month. A statement from the English department was included in the programme which read: 'It's hard to put into words what Mrs Laird meant to us at South Hunsley, which is ironic from an English department. Sharon means a lot to staff and students alike. She inspired many of us with her love for both teaching and English. Sharon was a wise, generous and an immensely kind woman, who would do anything to help both inside the classroom and out. We were so lucky to have her in our lives.'

Lastly, two of the performances were teasers for the whole school show 'Nativity' which hits the stage on 17th December for three nights. If you are a fan of Mr Poppy or love to sing along to 'Sparkle and Shine', get your tickets before these also sell out.



Driffield School & Sixth Form

In March 2024, Driffield School was recognised as a Silver School by the Anti Bullying Alliance. As part of this work, the school's Peer Mentors worked to develop the 'Driffield School Pledge', a promise that they invite all of our students and staff to make demonstrating our shared commitment to eradicate bullying. All students in the school signed this pledge again in October 2024 for the year ahead, renewing the shared commitment. In November, the school celebrated Anti-Bullying Week with the national theme of Choose Respect. This fits perfectly with one of the four Cornerstones and students really bought into the week. A range of activities was enjoyed, including Odd Socks Day, a series of activities in Form Time and a meeting of all the Peer Mentors, in which plans for the remainder of this year were made.

On Thursday 21 November, Driffield School hosted their largest ever careers fair, welcoming over 65 exhibitors to the school. The school was full with students from all year groups and their parents and it was a brilliant atmosphere. The Y9 options evening took place on the same night and there was a real buzz in each area of the school.

The school are fortunate to have many local and regional companies with excellent apprenticeship programmes and students learnt about a range of opportunities in a number of local settings, including: Reds 10, BAE Systems, Barratt Homes, Northern Gas Networks, Catch, Derwent Training, Avant Skills, HETA, The Royal Navy, The Royal Airforce, East Riding of Yorkshire Council, Humberside Fire and Rescue, the Police, JSR, Nestle, the NHS, Specsavers and KCOM.

Students were inspired by a range of employers and great feedback was received from the event.



Howden Junior School

During the half-term, children in Y5 and Y6 embarked on an adventure to their respective residential visits - giving them a chance to build positive relationships with their peers and the adults in their year groups.

Y5 spent 2 days pushing themselves beyond their limits (and at times the staff), as they challenged themselves at Skipton, High Adventure. From zooming down zip-wire to crawling through dark mysterious labyrinths of tunnels, the children had a wonderful time and represented the school impeccably.

Y6 had somewhat of a calmer residential in Boggle Hole, Robin Hood's Bay to their Y5 counterparts. In the glorious Autumn sunshine, they explored the beach - searching for fossils and embarked on nature walks before grabbing an ice cream (yep - it was that warm) in Robin Hood's Bay.

A big shout out to all the adults who made the respective experiences for our pupils possible.



Malet Lambert

Over the last term, pupils involved in the Holocaust history group have been contributing to a video project organised by The Imperial War Museum. Along with delivering a presentation on what they have learnt during their study of television's Rob Rinder's family, whose story of time during the Holocaust was centre of the groups focus, the pupils also composed a poem on the importance of Holocaust education.

The work that the pupils have produced will be used in a collaborative video project spearheaded by The Imperial War Museum and the pupils should be incredibly proud to have contributed to such a project.

Malet Lambert marked Anti-bullying week this month. From 11th to the 15th November, special focus was put on how the school, pupils and even the outer-community can take a stand against bullying and its damaging effects. On the Tuesday, the school celebrated Odd Sock Day and ran a competition across the school for pupils to design their own odd sock, with the winners for the best designs awarded Amazon vouchers.

One of Malet Lambert's pupils is now a published writer. Y8 pupil Ethan's story 'The Mutated Man' was submitted to publishers earlier this year. Ethan first started writing his story in Y5, before returning to it in Y7 to finish. Spurred on by friends and family, Ethan sent out his story to publishers and was successful straightaway, with the first respondent coming back with the intent to publish his submission.

The school welcomed artist, Andi Dakin to Malet Lambert this term, whose work is currently on display in the Top of the Stairs Gallery in their Art Department. Andi spoke to Y10 art pupils about his process and tying that to the themes of his work. He also demonstrated his print-making technique before the pupils had a go themselves. The Top of the Stairs Gallery aims to showcase works from a variety of artists and contributors, to offer a wide spectrum of artistic variety to Malet's pupils as they continue to learn about art analysis and sought to be inspired for their own work.



The Hub School

Our Young Maritime Creatives have their work on public display in the Waves of Wonder exhibition at Ferens Art Gallery. This exhibition celebrates Hull's extensive maritime history as told from the students' perspective.

Students' have worked with Ollie from 'Friends on Every Street' to create their designs into logos. Their work entitled 'Sailing with an original crew' presents a range of merchandise taking inspiration from The Hull Mermaid, Seven seas and a range of Maritime motifs. Students have taken part in a workshop and have been filmed and interviewed during the project. Our students also feature on the video being shown as part of the exhibition. We are so proud of them and their achievements!

The work is on display in Ferens Art Gallery January 2025.



North Cave CE Primary School

We were pleased to award 67 excellent attendance certificates for the first half term. We recognise attendance achievements on a half-termly basis, with gold, silver and bronze awards presented. This system not only acknowledges current success but also encourages sustained attendance throughout the academic year.

Rehearsals for Hay Bale Hotel, our Class 1 & 2 Nativity, are going well and the children are excited to showcase their acting and singing talents!

Thank you for the donations received for South Cave Football Club's foodbank collection. Donations brought to school, coupled with those collected last week on the doorsteps, have meant that a substantial amount of food has been collected for this valuable cause. Well done to those children who were involved in distributing the leaflets for this and collecting the food with their football team. The generosity of our community will undoubtedly make a significant difference to those in need during this festive period.



Beverley Minster CE Primary School

The children of Beverley Minster CE Primary School have been celebrating Autumn with traditional games. Each year the school has a 'conker week' when the children learn to play this seasonal delight. Despite the controversy surrounding the conker world championships, the children of Minster Primary have maintained their resolve. You won't see any steel conkers, varnish or vinegar being used in the playground.

It's been a tough year for collecting conkers and despite the massive conker hoard at the same time last year, this year has seen trees dropping conkers early and a real community effort to find these chestnut delights.

Mr Fletcher (Headteacher) said, 'So many of our traditional games are being lost and we want the children to have the opportunity to be outside and celebrate such a fantastic and interactive game. The children love finding conkers and bringing them to school to play together.' With its beautiful grounds, bordering the Westwood, the school promotes the children's love of games, being outside and has a Forest School in its own woods.

Howden CE Infant School

During the last academic year, a main priority at Howden CE Infant School has been to design and implement a new progressive, carefully sequenced curriculum relevant for the school community and context in Howden.

This year, the school are working on the delivery of this curriculum; optimising planned curriculum links and working in line with their 5 principles of curriculum delivery:

- Purpose (the children understanding why what they are learning matters)
- Interest (capturing the children's interests and allowing these to dictate aspects of their learning journey)
- Ownership (the children feeling a sense of ownership over their learning through the incorporation of their questions)
- Community (providing the children with opportunities to share what they have learnt with friends, family and the wider community through an 'End Goal Celebration')
- Creativity (ensuring children have opportunity to express what they have learnt in different ways)

The children have been immersed in Big Ideas across the school. During the last half term, all year groups undertook a Big Idea under the heading of 'I'm an Explorer'. Geography/Understanding the World drove the learning across school with our FS2 children exploring their new school grounds; Year 1 their local area and Year 2 discovering the stories of explorers who have travelled the globe.

This half term, we have moved onto working as detectives, with all children in the school finding out about something that happened in the past. Our Year 2 children, having been working to answer their guiding question of 'What are we remembering on Remembrance Day?' They led us in a Remembrance Day collective worship in which they shared their reflections on why we remember. Their end goal celebration then took place at the Howden Cenotaph where they took part in a service of Remembrance and made us immensely proud with the respect that they showed.



Wilberfoss CE Primary School

We are delighted to share that the Wilberfoss Y5/6 boys team won the cluster, East Riding and Humberside rounds in football without conceding a goal, and are now due to represent the region in the East Midlands in March 2025!

In other sporting news, our Y5/6 team also won the area Sportshall Athletics round and have qualified for the East Riding Finals. What an amazing 2024 we have enjoyed - we are already looking forwards to what 2025 brings!



The Snaith School

The Snaith School hosted its annual Macmillan Coffee Morning. Thanks to the generous donations of staff and students, £467 was raised. Money like this means Macmillan can pay for a specialised nurse for a full day and still have money to spare to go towards their online community forums.

On Friday 27th September Y7 took part in a Team Building Day delivered by Siemens Mobility. The day involved activities such as Station Design, Bridge Building and Classroom Olympics!

Year 7 pupils worked in groups for each activity and learnt the skills of collaborative working, organisation, meeting a deadline and working within a budget!

Certificates and prizes were awarded throughout the day for excellent work, team effort and most successful builds!

The Siemens staff were really impressed with the effort and engagement from the year group. An excellent day was had by all!



Naburn CE Primary School

The children have had a great start back to school and are fully immersed in their new topics. Acorns were surprised to find a giant dinosaur footprint having been made in their playground. As part of their Turn Back Time topic, they investigated what kind of creature could have left it there! Sycamore began their topic of WW1, recently taking a trip to The Castle Museum to visit the WW1 exhibition. It was both a moving and exciting trip, in equal measures

In November, on the theme of respect and for antibullying week, we have been 'socking it to bullying' by wearing odd socks to raise awareness. We celebrated Children in Need Day by wearing our own clothes and donating to a very worthy cause

The countdown to Christmas has begun! We have the tree up, looking resplendent, and lots of fairy lights! I have heard lots of angelic voices practising hard for the Christingle and Nativity performances, filling the school corridors. Our KS2 sang beautifully at York Minster for the raising of the Advent wreath.



Hunsley Primary

This term, the children have been keen to get involved in a number of community events and activities, working together to enhance the lives of others around them.

We have been so pleased to collect our children's food donations for the East Yorkshire Foodbank, as well as dropping off a number of Christmas shoeboxes at the Blackburn Leisure collection point for the AgeUK appeal. Our Year 6 bake-sale raised over £100 for the children's house team charities and our Children in Need activities were also a success! Thank you to everyone for making your own unique contribution and working as a team to reach out to those who need help and support.

We are also very excited that works are progressing on our new extension classroom at Hunsley Primary. The site team have been digging, piling, and setting up the foundations this half term. Our children have been fascinated with the process: the presence of diggers on a school site never goes unnoticed!

We have recently given our families and children an update on how we plan to use the space, and extended an invitation for parents and carers to join us in using the provision when we are ready to open up in Spring.

It's great to think about all the activities and support we'll be offering our children in the space, and how parents and carers can also get involved, benefiting from accessing the room for specific events along with their children. The extension will create a new multi-use space, next-door to the Discovery Room, where we already offer a range of teaching, learning and extra-curricular provision.

One of the first things we are looking forward to doing is opening up the new space to families to come in and take part in play and learning activities with their child. The invitation extends to our families dropping in with pre-school siblings, too, to borrow a loan-scheme play resource, have a chat with the team, access family information and support, or to take part in a stay-and-read storytime session.

We are really looking forward to creating a nurturing and creative place for our Hunsley team to use.



Car Salary Sacrifice Scheme

Due to ongoing cross-government discussion, the ESFA have asked academy trusts to pause any existing car salary sacrifice schemes. As a result, the scheme we offer via Tusker will be closed to new applicants until further notice. Those with existing approved orders (or delivered vehicles) will not be affected.

TEAL Teaching & Learning Conference

Our annual Teaching and Learning Conference will take place on Friday 4th April 2025 at South Hunsley School & Sixth Form. As with previous years, we will have a number of exhibitors at our TEAL Expo before sessions focusing on strategies to help us enhance our classroom practice.

This year's theme will be 'standing shoulder-to-shoulder', focusing on the benefits of collaboration between staff across TEAL. More information will be sent to schools in due course.

More News From Across The Trust

Stay up to date with more news from across the trust...

