

## The Kite Academy Trust Newsletter

### Holly Lodge joins the Kite Academy Trust!

On December the 1st, Holly Lodge Primary School joined the Kite Academy Trust. The process towards conversion took less than a year, it has brought our pupil total to 1,730 Primary school age children, 150 Nursery age children and our employee total to 277. This makes us the largest Primary School Multi Academy Trust in the local area. Holly Lodge is on the borders of Ash Vale and Mytchett. It's school motto is "'Together, we can achieve more'. It's logo looks like this:



Holly Lodge take Reception through to Year 6 and have 401 children on roll and 62 members of staff. The Head Teacher is Mr Steve Meakin; Mr Meakin has been working alongside the other KAT Head Teachers since April this year when Holly Lodge began their journey to Academy status.

To celebrate joining the KITE Academy Trust members of the school Council from each school were invited to attend a tour of Holly Lodge on the 1st of December which they could then share with the rest of their school. The children also flew kites together to celebrate.



All staff and Governors were then invited to attend a celebration afternoon tea after school, and Holly Lodge were presented with Kites from each school to demonstrate our connection to each other.

"Unity is strength...  
when there is  
teamwork and collaboration,  
wonderful things  
can be achieved."

- Mattie J.T. Stepanek

"ALONE WE CAN  
DO SO LITTLE;  
TOGETHER WE  
CAN DO SO MUCH."

- Helen Keller

Teamwork  
/teem-wurk/

def: Working together in a planned  
and coordinated way to achieve  
a common goal.



Coming together is a  
**BEGINNING**  
Keeping together is  
**PROGRESS**  
Working together is  
**SUCCESS**

Henry Ford

You can't stay in your  
corner of the forest  
waiting for others to  
come to you.

You have to go to  
them sometimes.

A. A. Milne



## KITE SECURES £86,000 of funding!

Over the summer, a team of KITE staff put together a bid for funding from the CAMHS (Child and Adolescent Mental Health Services) transformation funding.

We were delighted to be informed that we had been successful and now have access to £86,000 for this academic year. We believe that this will have a significant impact on our children and their families.

This funding will be used to enhance staff awareness and training on supporting those in our community who have mental health needs. It will also allow all the schools to further develop their ELSA provision, run clubs at lunchtime and start homework clubs. We will be able to provide some additional classes and support for parents on a range of topics.

Perhaps the most exciting part of this funding is that it will enable us to employ a Family Support Worker who will work across all six schools. We are confident that this role will be extremely valuable, as it means that we can offer *even more* support and a listening ear to you all. We have someone in post starting next term.

This is another example of how working together can improve the outcomes for our children. We were only successful with this bid because we are a collaborative group of local schools—Flying High Together!

### Joint Staff Training

All KITE school staff will be attending a training event together on 4th January. Teachers and Teaching Assistants will be at The Grove Primary School receiving training on Assessment. As you will know Assessment in schools nationally has changed dramatically over the past 2 years and KITE schools have come together to ensure that we all assess and record using the same procedures from EYFS to Year 6. This enables us to compare DATA and learn from the key strengths of each school.

All staff will also attend SHLP (Surrey Heath Learning Partnership) Training on 20th February 2017 from Barry Hymer, a well known international speaker, on the subject of Growth Mindset. Mr Hymer is so renowned, that this booking had to be made 18 months ago! The purpose of this training is to ensure all school staff are open to new possibilities and can respond to the challenges of this century with a shared openness to change, based on sound research and a willingness to learn together.

Staff at Kite Schools meet regularly to “moderate” the assessment judgements teacher’s make about children’s work. In early December all teachers met to discuss the key features of Good and Outstanding learning in our classrooms... how would we recognise it? Staff who work to support individual pupil needs also meet once a month to share strategies and ideas to best support the children. Our Business Managers, SENcos (Special Educational Needs co-ordinators), Deputies and the Head Teachers also meet regularly to work on developing our schools so that all children receive the best possible opportunities and achieve the highest standards.

## The Kite Academy Trust - Employer of Choice

All Head Teacher members of the Trust Management Board and Board of Trustees recognise that being the 'Employer of Choice' is essential to sustaining high quality staff and recruiting new. A happy workforce with a high degree of job satisfaction ensures the best possible outcomes for our children. We want our schools to be a great place to work where staff feel encouraged to develop in their skills and careers; we ensure that we retain the very best staff and secure professional progression within our family of schools. Commitment to collaboration and responsiveness to changing needs is key. We value our employees; continuing professional development across all schools is central to improvement and development and a performance related pay structure is being introduced for all support staff in addition to that already in place for teachers.

Most of us are training new teachers under the **Schools Initial Teacher Training Programme (SCITT)** led by the South Farnham Teaching School. This enables us not only to 'grow' new staff but to benefit from an extra teacher in the trainee's classroom for a year. Further, training a new teacher is important continuing professional development for our teachers.

Several schools have also taken on Teaching Assistant apprentices who have brought significant additional support to the classroom.

To review the Trust's impact on its staff, governors carry out **exit interviews** with all staff (teaching and support) who leave Kite Schools for employment elsewhere and their findings inform development plans as each moves forward. A **Kite-wide staff questionnaire** is being designed to elicit the views of current staff and this will inform the strategic Kite Schools Development Plan.

As part of its remit, the Human Resources Working Group has been focusing on aligning a number of **school policies ensuring consistency** of practice across our schools. Policies that have been reviewed to date include Complaints, Pay, Appraisal, Whistleblowing, Performance and Capability, Recruitment and Selection, Attendance and Wellbeing, Admission and a number relating to financial procedures.

TRUST  
PARTNERSHIP  
SHARE  
HARMONIZE  
NETWORK  
COLLABORATE  
SUPPORT  
WORK

## We have a new website!

Please find the time to visit the new KITE Academy Trust Website.

<http://www.thekiteacademytrust.org>

All of our Academies are featured on the website plus all the information you might need about why we came together and what we are working to achieve.

The Chair of the Board, Mr John Allan, has been interviewed to celebrate our first year of our schools working together. Questions from all key stakeholders were put to him and you can watch his interview on this website.

It is about 8 minutes long and worth a look!

