



David Triggs
CEO of the AET

Message from the CEO

As we start the new academic year I should like to congratulate the hundreds of students across the AET who achieved such outstanding results. As you will see in the tables below our results as a group continue to improve.

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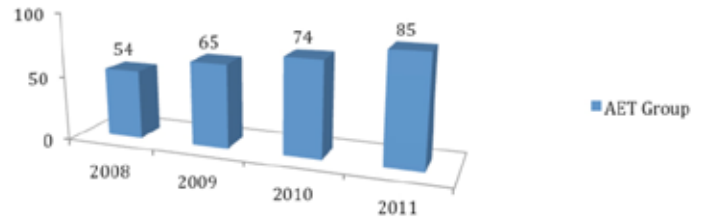
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AET Group
% students achieving Level 2 including English and Maths (5+ A*-C inc En & Ma)



AET Group
% of students achieving 5 or more A*-C



Overall the seven open AET and LAET academies, raised their 5 or more GCSE A*-C including English and Maths grades by over 7%, building on last year's 11.5% improvement. These results make the AET one of the highest performing multi-sponsors. I should like to take this opportunity to thank and congratulate all those staff who worked so tirelessly throughout last year to support our students. My thanks also to the Governing Board of each of our academies who give so much of their time freely to support staff and students. Their work often goes unrecognised but in an ever more complex society their work is crucial to the success of our academies. I am sure it goes without saying, however, that there is no room for complacency and I have no doubts that colleagues across all our academies will be striving to ensure every child achieves their potential.

A child joining a primary school in September 2011 will almost certainly still be employed in 2075 and it is imperative that we prepare every one of our pupils and students with the knowledge, skills and competencies that will enable them to meet the challenges of this century. To that end I feel we should view examination success at the different key stages as an 'entitlement' rather than a target. Colleagues will be aware that the Secretary of State for Education has set new 'floor targets' for primary and secondary schools and whilst we recognise his intent to raise standards we must strive to achieve the very highest outcomes for every student.

At the start of the term we welcomed Ashingdon, Plumberow and Westerings Primary Academies, all of which are in Hockley, Essex. We also welcome Bexleyheath Academy, Bexley; East Point Academy, Lowestoft; Everest Academy, Basingstoke; Felixstowe Academy; Ryde Academy and Sandown Bay Academy, Isle of Wight; and Tendring Technology College (Academy), Tendring, Essex.

We wish their leadership teams, staff and students every success and look forward to working with and learning from them. Each of our academies face their specific challenges and I wish to assure all our new and existing colleagues of our full support in assisting them to fulfil our single aim of "a place in a good school for every child".

The AET is now responsible for the education of over 22,000 students and welfare of more than 3,200 staff. Colleagues will be aware that our mission is to inspire all young people to make their best better and to this end we will continue to improve the quality of support we offer from the AET central services and to work with our academies to make them education providers of choice for students; employers of choice for staff; and investment of choice for parents. In a time of falling student numbers across the country, other than in London, we all face a significant challenge in maintaining a healthy share of student numbers. Our success will in part be judged by the examination success of our students but it is crucial that we do not forget all the other outstanding work and activities that goes on in our academies whether they be clubs, activities, sports, music, drama or trips and visits to various parts of the UK and further afield.

As we all strive 'to inspire young people to make their best better,' it is crucial that as colleagues we share best practice, curriculum models and improvement strategies. We must, however, be outward looking and be willing to learn from other schools, academies and sponsors, constantly seeking to employ the most effective methods of ensuring we deliver the very best outcomes for every one of our pupils and students.

I wish all colleagues every success this year and I look forward to meeting with you and hearing of your successes and achievements.



Richard Rodd receiving his award from Al Murray

Teaching Awards

Congratulations to **Richard Rodd** of Tendring Technology College, which became an AET Academy in September, for gaining the National Award for History Teacher of the Year 2011.

In a packed West End theatre, in an event televised on Sunday 30 October by BBC 2 and hosted by Lenny Henry, Richard received his Award from comedian Al Murray (pictured). Richard was the ninth winner from Tendring Technology College since the Awards were introduced in 1999.

His citation read...

"Richard Rodd is an inspirational and energetic history teacher whose capacity to bring the past to life is 'awesome'. For example, he casts students as MI5 agents investigating the murder of Thomas Becket or as police working on the Jack the Ripper case. His 'piece de resistance' will be WW1 trenches and a WW2 Anderson shelter being constructed in a new Victory Garden at Tendring Technology College; Richard's grandfather is a farmer who advises and lends his tractor. This comprehensive is in the top 5 per cent for added value. Students aspire and work hard because they're 'completely immersed' in history and are kept on tenterhooks by this exciting teacher. Nominated by a dozen students and parents, Mr Rodd's passion for historical sites and visits is legendary. His GCSE classes achieved 96% grades A-C this summer and at least one ex student is becoming a history teacher."*

Congratulations also to **Chris Collins** from TTC who was named regional winner for the Science Teacher of the Year (East of England), and his colleague, **Neil Powell**, Outstanding New Teacher (East of England).



Zoe Goodwin

Director of Leadership and Professional Development

CPD

The central services CPD team would like to welcome Sarah Martin and Kelly Guthrie to the AET. Some of you may already know Sarah from her work last year as an English and Literacy Specialist, whilst Kelly joins us from Basildon Academy where she worked previously as Head of both the Mathematics and English departments. Kelly and Sarah have extensive experience of CPD for both teaching and support staff and we are very keen to utilise their skills and knowledge through Inset opportunities and one-to-one support.

Since the beginning of term the team has been busy producing a CPD Directory including a range of exciting modules and programmes for all AET staff, including:

Learning and Teaching – Understanding & Applying the 10pt Framework, including modules on: Demonstrating progress/ Independent learning/ Working effectively with TAs/ Stretching the more able/ How to survive a lesson observation/ Pace and learning/ Differentiation/ AFL

Educational Support Staff – Developing the Heart of the School, including modules on: Effective communication/ Working with difficult people/ Effective teamwork/ Understanding self/ Customer care/ Managing change and coping with stress/ Successful negotiation/ Leading others/ Transactional analysis/ Memory/ Speed of trust/ Assertiveness & body language

ITT Mentoring & Coaching – Ticking all the Right Boxes, including modules on: Understanding mentoring & coaching/ Effective communication/ How to build the ultimate portfolio in 6 easy steps/ Observing lessons/ Assessing trainees/ Managing challenge and conflict

Student Leadership – Leading and Succeeding, including modules on: Leaders & leadership/ Leading others/ Effective communication

Senior Leadership – Leading to the Top, including modules on: Servant leadership/ Building winning teams/ Situational leadership/ Leading at the speed of trust/ Vision, inspiration and momentum/ Coaching, mentoring & supervision.

Please contact any member of the central services CPD team for further details on any of the modules listed in these programmes.

Zoe Goodwin
zgoodwin@academiesenterprisetrust.org



Kelly Guthrie
kguthrie@academiesenterprisetrust.org



Sarah Martin
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The next few months will see the development of further training sessions and resources, including sessions for TAs/LSAs and Beginning Leaders - we would be very interested to find out what other areas would be of use to individual teams, subject areas and academies.



Dominic Fenton

Community Sports Development

Community Sports Report 2010/11

There were four main programmes available to our students last academic year and these were:

- AET Lions
- Chinese Summer Sports Camp
- White Water Rafting
- AET Athletics

AET Lions

There were two teams involved with the AET Lions during the last year in cricket and netball, and these were made up of students from across our Essex academies. These were our most talented performers and competed against private schools, namely Felsted and New Hall. Unfortunately both the netball matches ended in defeat for the Lions and each cricket fixture had to be postponed. We are however keen to continue the AET Lions but are reconsidering the structure of the squad and how the students are selected. Information will soon appear on our website.

Chinese Summer Camp

We were very fortunate this year to be able to offer some of our students the opportunity to go to China on an exchange trip. Fifteen students from across the AET and Notley High School spent 12 days in China visiting such venues as the Great Wall and the Birds Nest - their 2008 Olympic stadium in Beijing. We would like to thank Matt Wright and Dan Thompson for supporting this trip and travelling with the students and staff from Essex County Council.

White Water Canoe Centre

As part of the Trust's partnership with Lee Valley Authority Park, 96 students from across our academies and Bexleyheath School were invited to take part in White Water Rafting at the brand new Olympic Canoe venue. There were many complimentary comments made by both students and staff alike. Please see the new AET website for a full report.

AET Lions U14s netball squad versus Felsted.



New Rickstones Academy

CONTINUED OVERLEAF...



Greensward Year Seven captain with Montell Douglas and Ian Foster.

AET Athletics

To end the academic year, the AET hosted its first ever Athletics competition in which all academies plus Bexleyheath School, entered a squad. The competition was fierce but always fair and the weather was favourable. Overall Greensward Academy won each competition with the other places being spread across the board. We were very lucky to have Ian Foster, Chair of the AET, and Montell Douglas, the current British Ladies record holder for the 100 metres, to present the trophies. Please see the new AET website for a full report.

As well as these main events there were other programmes running throughout the year, one such pilot was "Primary Inspiration". Five sports leaders worked with myself to run six weeks of sports coaching with 15 children from a local primary school in Witham. This programme is being reviewed over 2011/12 before being rolled out across our other academies.

This academic year, there are many exciting developments including further AET regional sports competitions and a partnership with Hi-Tec Sports (full details on the AET website under community sport) and finally we are looking to launch a brand new programme called "STEP", working with local sports clubs and also a mentoring programme for students competing at national level and above. So if you are competing at national or international level please speak to your head of PE who will give you my contact details.





Beverley Dowsett

Director of Finance

Value for Money

Our Consortium deal finished at the end of July and I have now set up a new deal with Compass for our educational equipment. They have given us a 9% discount plus 4.5% year-end bonus if our purchases exceed £200,000 in the year. I would encourage all Academies to promote the supplier and feedback any issues.

Insurance

The tender process has been completed and Marsh has been awarded the contract for the next three years. All certificates have now been sent to Academies and contact information circulated.

ERA and ERA+ Licences

I have managed to obtain a small group discount for these licences. When your current ones are due for renewal please let me know and I will incorporate them within the group.

VAT

From September all Academies are VAT registered - our VAT number is **997 3073 72**. VAT is not applicable between our own group of Academies as we are classed as one organisation.

Internal Audit

We are currently reviewing tenders for this role. This will replace the Responsible Officer role and will be managed by an experienced accounting firm. Details of the company selected will be notified to all Academies.

The central finance team has three new members. **Lisa Cooke** is working for the AET part-time as Finance Manager; **Sarah Campbell** is a Finance Assistant managing the project accounts and **Tom Dollimore** is a Finance Assistant managing the AET Solutions accounts. **Helen Dowsett** has been working for us on a temporary contract has now been appointed to the permanent role.



Mike Gore

Leader & Creator of Aspiring AST Pathways

Aspiring AST Pathways

The Aspiring Advanced Skills Teacher Pathway initially began in 2009 as a leadership project at Greensward Academy. The course enabled me to develop as a leader and has an impact on whole school professional development of staff at the academy. The course became very successful due to its innovative nature and ability to create world class teaching within our associated academies.

The Pathway developed through AET Solutions and offered the course to a wider network of schools and academies for both primary and secondary teachers from Essex, Suffolk, Kent and London.

The course has had excellent results and feedback from AST assessments; all participants are on track for verification and those that have had their verification days are now working within Essex as ASTs in their various specialism.

The structure of the Pathway is strategically designed to follow the assessment procedure for AST verification, covering all aspects of the national assessment. Identification for this programme is through initial application via senior leaders and Head Teachers/Principals of their own schools and academies.

"The Aspiring AST Programme supports the AET ethos statement by developing high performance organisations through providing excellent opportunities in creating world class staff to enrich the lives of our students"

Leader & Creator of the Aspiring AST Pathway – **Mike Gore**

100% pass rate of AST verification
100% of participants rated the Pathway: **Excellent – Very Good**

The course has been graded **"Excellent"** by **Leading Edge inspector - March 2010**

CONTINUED OVERLEAF...

"The AST Pathway was invaluable in helping me understand how to present my evidence of my teaching and achievements in the best light. The AST assessor was impressed by the detail and clarity of my evidence and the course really helped me achieve this."

AST Pathway Participant and now verified AST
– **Mrs Gowland** 2011 (Primary, AST)

"I learnt how to evidence the teaching standards and how to present folders of evidence in an effective way. It will impact on my practice as I have now become an AST."

AST Pathway Participant and now verified AST
– **Miss Argent** (secondary AST)

Participant benefits:

- **5 Key Focus sessions** facilitated by the leader of Advanced Skills Teachers Pathways
- **A personalised pathway** for individual participants that will focus and target their needs
- **A designated qualified AST coach** who will mentor, support and uphold the excellent standards as held by the status
- **Online support** throughout your aspiring AST journey
- **Network opportunities** to liaise and assist in attaining AST status, online coaching, associated links and programme resources
- **Knowledge and Understanding** of AST assessment procedures
- **Evidence Folders** that save a huge amount of time and organisation
- **Excellent Resources** that will support your aspiring AST journey and much more...
- **No Cover costs for School/Academy** all key sessions are facilitated after school and are online for distance learners.

Enrolment for the next cohort of delegates is currently open and we would encourage anybody thinking about becoming an AST, or wanting to know more about the course, to attend one of the FREE Open sessions - this can be arranged using the email below.

For more information please contact **Mike Gore** on:
astpathways@aetsolutions.org



Lisa Marks
Data Manager

Data & Information

Tackling ISV through 4 Matrix

The aim of the AET data team is to support and empower Academies in developing their use of data to create new and innovative ways of working that result in continuous improvement in student learning outcomes.

With the emphasis now on the progress of the individual learner, the question has to be 'how do all staff within the academy ensure every student is reaching their full potential?'

One thing curriculum and subject leaders may already be looking at is **In School Variation (ISV)** which is the difference in results between groups of students within an Academy. These groups could be individual classes, subject areas, faculties, key stages, year groups or groups with certain characteristics such as students who receive free school meals or gifted and talented students. It is agreed that students make better progress when ISV is low, and academies with low ISV tend to have better outcomes across all key indicators of performance.

Therefore by focusing on the reduction of **ISV** we are aiming to ensure that students make the same levels of progress regardless of: their starting points; what subjects they choose to study; their gender; individual learning needs, or what classroom they study in.

Tools like **4matrix** can help support academies in identifying and reducing **ISV** through rigorous tracking of student performance at KS4. This innovative tool can be used to supplement RAISEonline data with up-to-date, academy level performance analysis. It can also convert data into useful commentaries and analysis. **4matrix** is currently being installed across all of the AET Academies and can be installed on any machine within the academy for use for all staff members.

Please contact your data team or Jo Lennon and Lisa Marks for more details...

jlennon@academiesenterprisetrust.org
lmarks@academiesenterprisetrust.org





Andrew Simpson

Web Developer

Learning Technologies

AET Web Platform Update

1. What do we mean by web platform?

An interconnected set of technologies, both hardware and software, which collectively deliver services such as the AET family's central and academy websites, the IMPROVE™ Framework and the Comms Portal.

2. What makes the AET model stand out?

The pairing of unbeatable software components with the best available hardware, housed in one of the country's most powerful and secure datacenters.

3. How does it benefit the organisation?

The move to industry-leading open source software, combined with the aggregation of many AET services for a rapidly growing family of academies onto common hardware and software, have led to cost savings.

The chosen content management system's (Drupal) unparalleled flexibility enables a rapid response to constantly changing and expanding requirements of the AET.

4. How does it benefit academy web staff?

Purpose built content types, defined in the content management system, will increasingly simplify daily web editing including automation and fewer software pitfalls to avoid. The AET offer ongoing training and support so staff can focus on the development of effective content.

5. How does it benefit site visitors?

The AET web platform ensures that sites load very swiftly and provides an intuitive system for navigating. Designed in partnership with our academies, this results in well organized and categorized content, displayed in a clear and contemporary website.

For further information please contact **Andrew Simpson**,
AET Web Developer: asimpson@academiesenterprisetrust.org





Richard Sparks

Learning Technologies Manager

AET Learning Platform Update

Following the successful deployment of the first wave of AET and Academy Learning Platforms earlier this year, a great deal of hard work has been underway by our Academy staff to digitize their curriculums to make this available to students and staff and to reduce the burden of sharing digital learning resources.

The Academy Learning Platforms, built on the open source course management system Moodle (www.moodle.org) and hosted in the AET datacenter, offers our Academies a state of the art environment to share resources and allow students to complete work online. The Learning Platforms link with the Academy network and SIMS/CMIS to ensure that student and staff login details are the same as the normal network as well as synchronize all teaching groups, so assigning courses is quick and easy.

Recent highlights include:

Clacton Coastal Academy who, thanks to the work of the Moodle development team, have digitized the whole of the Art curriculum and are now hard at work supporting other departments to do the same. Nightingale Academy have run Learning Platform training with key departments and showcased how Moodle can support with sharing best practice and course materials and are now embarking on developing the system further across the Academy.

Greensward Academy have digitized their ICT and Science curriculum which is now available to students and have also transferred their Teacher Training resources to Moodle to allow NQTs to access the documentation they need and to enable them to submit their portfolio work online.

Future Developments?

Future developments include the launch of the new Learning Platforms for the Academies that have just joined the AET, the development of Moodle Parental Access, led by Ryde Academy, and the development of an online ePortfolio for students that is linked to Moodle, led by New Rickstones Academy.

If you wish to get involved with your Academy Learning Platform developments please contact **Richard Sparks**, *Learning Technologies Manager* for more information: rsparks@academiesenterprisetrust.org





Tanya Bentham

Recruitment and Retention Manager

Learning Technologies

We have just set up a Twitter account to enhance our Recruitment coverage. We are tweeting all new vacancies which automatically tweets our Followers showing them the vacancy details and where to apply. A button has been set up on our Careers page where all potential candidates can set up a Twitter account if they do not currently hold one to keep up to date with current positions.

Careers

The Academies Enterprise Trust carries out recruitment via the TES HireWire system and you will need to create your own user name and password the first time you log-in to the TES HireWire recruitment site.

To view the current career opportunities within the Academies Enterprise Trust, please click the Current Vacancies button below.

[Current Vacancies](#)

[Follow @CareersAET](#)

Incentives

The AET is committed to rewarding individuals for their efforts and ensuring their value is felt. As an employee of one of the Academies, the benefits extend beyond those commonly provided and include, where applicable:

- ✓ membership of private healthcare through Westfield health for yourself and any of your children under the age of 18, with the option of extending this to your partner for a small additional cost
- ✓ membership of 'Reward Gateway' offering attractive savings on shopping in many of the leading High Street shops
- ✓ childcare vouchers
- ✓ discretionary relocation and subsidised travel expenses
- ✓ reduced membership of on-site Fitness Centres
- ✓ accredited developmental opportunities and/or bursaries

To facilitate your teaching, you will be supplied with a laptop computer, or equivalent, for use with a data projector within your

experience and expertise who have been nationally recognised for their contribution to educational development.

The Board is committed to ensuring that each of the Academies continues to raise standards of achievement and prepares students to compete on the world stage with the necessary skills, confidence and flair.

By choosing to join one of our Academies, you will benefit from visionary, inspirational and dynamic leadership and, thus, be encouraged and empowered to develop your own skills and those of your students. This leadership will support you to succeed in your future career and your students to reach their full potential and be fully prepared for their futures.

Further Support

Should you encounter any difficulties in completing your application, please contact the TES HireWire support team on:

Tel: 020 3194 3194 Email: support@teshirewire.com

Please note: the Academies Enterprise Trust only accepts applications submitted in this way.

We currently have 18 followers which is increasing on a daily basis. We will shortly be including the logo on recruitment advertisements to ensure our followers increase over the coming months. Social Media is a free effective way of targeting potential candidates and we will shortly be moving onto Facebook and many more so watch this space!!

Please could I ask you to make friends, family, acquaintances and colleagues aware of this so they can follow us on Twitter.



Follow us now on Twitter

@CareersAET



Rebecca Geoghegan

English & Literacy Specialist

*"The more that
you read, the
more things you
will know. The
more that you
learn, the more
places you'll go."*

Dr Seuss

Books Are for Life

As a newly appointed English and Literacy Specialist to the AET, it has been a pleasure to see how our academies are establishing thriving reading communities. With the establishment of Accelerated Reader in our academies, school communities are enjoying a growth in the popularity of their libraries and the books contained within them.

DEAR time has provided an opportunity to promote reading as a pathway to pleasure and progress. Those schools that have now embraced a regular daily reading slot have striven to ensure that staff are modeling the reading role models that students need to see. In some academies, posters of staff reading books, reading inspired displays, book recommendation slots in assemblies and staff quizzing on the Accelerated Reader programme are leading to a shift towards a reading culture.

One such way to promote the positivity of reading is to establish reading groups within your school. At Greensward Academy, the Boys' Reading Club is a monthly event where targeted students meet with a male reading role model to discuss the book choice for that month. In this safe environment, students can feel comfortable in talking about the text – along with their attitudes to reading. Resources to help in supporting reading groups can be found in the AET Learning Platform English and Literacy section:

<http://lp.academiesenterprisetrust.org/course/category.php?id=3&categoryedit=on&sesskey=V8z1dXI98y>

Paired reading has become very successful in a number of academies – with the Accelerated Reader 'Duolog' model providing staff/students with a guide on how to be an effective paired reader. The system encourages confidence and development of reading skills in the 'weaker' reader along with allowing the opportunity for the 'stronger' reader to develop leadership skills. More details are available in the AET Learning Platform English and Literacy section:

<http://lp.academiesenterprisetrust.org/course/category.php?id=3&categoryedit=on&sesskey=V8z1dXI98y>

*“Books are for
life, not just
for English”*

Matthew Bunn

D&T, East Point Academy

This programme is the perfect accompaniment to the newly accredited AET developed NOCN Level 2 Leading Learning in Literacy certificate which supports and enhances the literacy and leadership skills of students. It is currently being successfully delivered at New Rickstones Academy where students following the course have already begun to gain credit.

More information on the qualification along with a wealth of other useful English and Literacy material can be found through the AET Learning Platform English and Literacy section:

<http://lp.academiesenterprisetrust.org/course/category.php?id=3&categoryedit=on&sesskey=V8z1dXI98y>

If you would like to share how your academy are engaging the community in a reading culture then please contact any of the team on the emails below:

rgeoghegan@academiesenterprisetrust.org

hjohnston@academiesenterprisetrust.org

rsimmons@academiesenterprisetrust.org





Leigh Shelley
Director of Human Resources

WESTFIELD HEALTH – Health Cash Plan

All AET staff benefit from the scheme under Level 2:

BENEFITS	AVAILABLE FOR...	BASE	LEVEL 1	LEVEL 2	LEVEL 3
Optical (100% reimbursement, 1 year benefit period)	Policyholder Dependent Children	up to £40 up to £30	up to £75 up to £47.50	up to £120 up to £65	up to £200 up to £100
Dental (100% reimbursement, 1 year benefit period)	Policyholder Dependent Children	up to £40 up to £30	up to £95 up to £47.50	up to £130 up to £65	up to £200 up to £100
Dental Trauma (100% reimbursement, 1 year benefit period)	Policyholder Dependent Children	up to £120 up to £40	up to £190 up to £95	up to £240 up to £130	up to £400 up to £200
Consultation (100% reimbursement, 1 year benefit period)	Policyholder	up to £120	up to £225	up to £300	up to £450
Physiotherapy, Osteopathy, Acupuncture Chiropractic & Homeopathy* (100% reimbursement, 1 year benefit period)	Policyholder	up to £120	up to £225	up to £300	up to £450
Chiroprody (100% reimbursement, 1 year benefit period)	Policyholder	up to £45	up to £70	up to £100	up to £150
Health Screening (100% reimbursement, 1 year benefit period)	Policyholder	up to £45	up to £70	up to £100	up to £150
In-patient (Allowance per night**)	Policyholder each Dependent Child	£20 £10	£25 £17.50	£50 £25	£75 £37.50
Day Surgery (Allowance per day**)	Policyholder each Dependent Child	£20 £10	£25 £17.50	£50 £25	£75 £37.50
24 Hour Counselling and Advice Line***	Policyholder and Resident Family	✓	✓	✓	✓
Up to a face to face counselling sessions***	Policyholder	X	✓	✓	✓

westfield health * Dependant Children ** Each Dependant Child FSA Academics Enterprise Trust

However, during November, 2011, I am delighted to inform you that the benefits of the scheme will be upgraded to include the following:

- MRI Scans *
- CT Scans*
- PET Scans*
- Doctorline (GP)
- Health Club Concession
- Wellbeing & Alternative Therapies
- Cognitive Behavioural Therapy
- Dependant Children: Therapy Treatments
- Dependant Children: Consultation
- Dependant Children: enhanced allowances
Optical, Dental
- Dependant Children to age 21

*If a member of staff requires a scan all that is required is a referral from a consultant.

As soon as the new scheme goes live Westfield will be sending out an updated schedule of benefits to all members.

If you have any queries regarding the scheme please speak to the HR Manager within your academy in the first instance.



Ian Taylor

Leader of Mathematics and Numeracy

A very warm welcome from the mathematics and numeracy team to all colleagues for the first Connect article of this academic year. Welcome to all our new academies, we are thoroughly excited about working with you to achieve our vision to inspire young people to see the true beauty of mathematics in the wider world by bringing mathematics alive thereby making it exciting, relevant and easy.

The mathematics and numeracy team at AET has grown in order to meet the needs of our growing maths family. We have seven new colleagues within our team including: **Steve Lomax** author and creator of one of the most popular maths websites in the country, Kangaroo maths. **Andy Elwell** is the author and creator of the international examination preparation product method maths. **Adam Unwin Berry** leads trainee teachers in maths at Bishop Grosseteste University College in Lincoln. **Martin Blain** is assistant vice principal for data in Hasmorean High School, North London. **Debbie Bell** assistant vice principal in Ormesby School, Middlesbrough, who is also a former deputy head

teacher within a primary school. **Benedick Ashmore Short** assistant vice principal for Clacton Coastal Academy and finally **Jill Underwood**, very experienced mathematician and expert in GCSE intervention strategies.

All members of the team have worked in a variety of schools including the most challenging to good and outstanding schools. The aim is to bring together colleagues who know what it is like to work in challenging circumstances, who's fingers are on the pulse in the classroom and can represent AET to deliver world-class support to all academies within our family.

We are currently running a range of pilots within our academies to continue to raise standards including a pilot for TES brightsparks. This is an online tutorial service allowing students to work with a personal tutor live on the Internet. The price is 50% less than a private tutor that many of our students pay for and could add great value to our intervention programme in years 7 to 11. The offer to run the pilot went out to all academies, many thanks to Steve Taylor at Maltings Academy, Lizzy Crane at Greensward Academy and Laura Holby at Clacton Coastal Academy who replied with speed and enthusiasm. We shall report the results of the pilot as soon as the pilot is complete towards the middle of November.

New Rickstones Academy and Bexleyheath Academy are running a pilot with Progressive Educational Tools (PET). The pilot includes PET teaching grade E year 11 students over 5 days with intense support for mathematics. Three colleagues from PET work with a group of 20 students to offer GCSE revision and support. PET provide three colleagues, a maths specialist who will deliver the content, a maître de who helps to motivate and enthuse students and a former student or sixth form student who forms the link between the PET team and the students. PET promise 70% of the students they work with will gain a grade C and above otherwise academies will receive their money back. Both New Rickstones and Bexleyheath are running a pilot prior to the November early entry. We shall release the results of this pilot on results day in January.

New Rickstones Academy is also our first academy to gain a class set of iPad 2s for the maths team. The head of department David Brewster, who gained great success in his first year at New Rickstones by guiding GCSE results in maths above 50% for the first time in its history, suggested that the iPad 2s have generated great excitement with the students and staff who are beginning to get used to them. Successes so far have included Year 11 doing some great work with a Graph App and some

CONTINUED OVERLEAF...

Graph Transformation. Along with Year 8 students refining their Numeracy skills with a range of fun and engaging Apps. Ryan Palmer the primary liaison link in maths is planning a project that will engage year 6 students using the iPad 2s.

John Jevons, the head of department at Greensward Academy, has responded very quickly to the free offer for STAR maths for one year. This is an assessment tool for key stage three that enables students to be assessed online, there is no marking required for the teacher and the sub levels that are awarded are extremely accurate. Furthermore students receive a report identifying their personal areas of strength and development from the assessment. John has decided to run the 20 minute assessments within ICT lessons enabling maths teachers to not worry about assessments and instead simply receive the wealth of

data that accompanies the completion of the assessment. John is hoping that this will help to raise standards even further following on from the department's outstanding GCSE results last year, the department broke the 70% barrier and achieved 77% A*-C in mathematics. John believes there were many factors that contributed towards this success including the most significant being the half termly MOCK papers that were analysed in detail and the results of which were then targeted in lessons, lunch-time sessions and one to one support.

The future is slightly uncertain in maths, currently there are consultations between the exam boards and the government regarding the future of the Autumn sitting of the linear paper, we shall have the result of this very soon. The current year 10s are the last year for the modular course resulting in many

of our academies preparing to move to linear. Both Alyward Academy and Nightingale Academy in North London moved from modular to linear and sat all target students on the higher paper. The results of both academies in maths were the highest in their history moving from 36% in Alyward to 51% and 31% in Nightingale to 54% A*-C. It was again suggested that much of this success was due to many factors but both HODs suggest that half termly MOCKS for linear, and the support that was offered, helped students to fill gaps within their learning.

We wish all our students good luck with the upcoming November entries and look forward to working further with all colleagues as we move into the second half term.





Nicky Donaldson

*Facilities Co-ordinator &
Health & Safety Manager*

The definition of Facility Management is:

“The integration of processes within an organisation to maintain and develop the agreed services which support and improve the effectiveness of its primary activities”

In other words we are here to support you in effectively delivering excellent education.

Effective facilities management, combining resources and activities, is vital to the success of any organisation. At high level it contributes to the delivery of strategic and operational objectives. On a day-to-day level, effective facilities management provides a safe, efficient learning and working environment that is essential to the performance of your academy. The role of the FM team is to support your academy to achieve its goals.

The AET FM team supports many areas within your academies including ICT; catering; capital projects; grounds maintenance and all areas of health and safety. We are also able to offer support and advice in other areas such as, premises development planning; highways; security; building condition surveys; fire safety and training.

We are currently in the process of strengthening this service by appointing two Facilities Managers, an IT Operations Manager and a Customer Services Manager, all of whom will provide support to the teams working within your academies. The IT Operations Manager will run the AET DataCenter (providing shared services such as PS Financials and Snowdrop) and the Customer Services Manager will take on the day to day running of the ICT managed service.

I would like to take this opportunity to introduce the Facilities Management support team to our new academies and remind our existing academies of our roles and responsibilities.



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The FM support team currently comprises of:



Andrew Redmond, *Director of Facilities*. Andrew has a strategic overview of the estate and the services provided.
aredmond@academiesenterprisetrust.org
0845 453 0061



Rachel Williams, *Deputy Director of Facilities*. Rachel is currently leading on a £64 million capital programme and sustainable energy.
rwilliams@academiesenterprisetrust.org
0845 453 0293



Neill Bannerman, *ICT Infrastructure Manager*. Neill leads on ICT infrastructure as well as running the AET ICT managed service.
nbannerman@academiesenterprisetrust.org
0845 453 0075



Nicky Donaldson, *Facilities Coordinator and Health & Safety Manager* for AET support offices. Nicky coordinates the FM team, clerks the H&S committee of the AET Board and deals with all approvals for trips and visits.
ndonaldson@academiesenterprisetrust.org
0845 453 0080.



And finally...

Special mention to New Rickstones Academy in Witham for being accredited with the Inclusion Quality Mark in July.

Also to NRA student Rebecca Russell, 14, for taking the initiative of promoting the many distinguished people in history who lived in Witham in a report in her local newspaper.

If you have a reason to celebrate an achievement in your Academy please send details to mbarnett@academiesenterprisetrust.org so that we can share your success across the AET family.



Congratulations to (left to right) Sharon Flint, Felixstowe Academy; Beverley Dowsett, AET; and Kim Jackson, East Point Academy on gaining the Advanced Diploma in School Business Management