

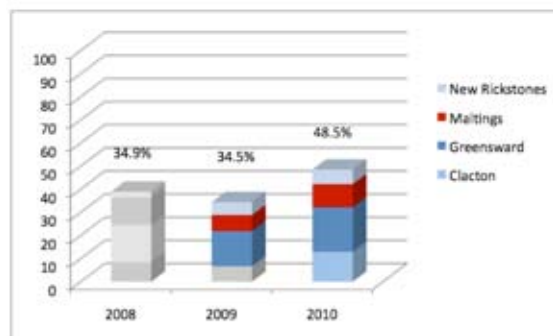


David Triggs

## Message from the CEO

I should like to congratulate the hundreds of students across the AET who achieved such outstanding results last term. Overall the four open AET academies, Clacton Coastal Academy, Greensward Academy, Maltings Academy and New Rickstones Academy raised their 5 or more GCSE A\*-C grades by 11.5% making the AET one of the highest performing multi-sponsors.

Academies Enterprise Trust  
% of student with 5+ A\*-C including English and Mathematics



Predecessor schools' results

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Each of our academies achieved the best GCSE results either they or their predecessor school had ever achieved, and 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 Boards of Governors of each of our academies who give so much of their time freely to support both 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.

At the start of the term we welcomed Richmond Park Academy in the London Borough of Richmond-upon-Thames. We wish their leadership team, staff and students every success and look forward to working with and learning from them. We welcome all new staff to our academies but wish to offer a special welcome to Debbie Bull and John Szydal, Headteachers of New Rickstones and Maltings Academies respectively in Witham. Debbie joins us from Gateway Academy in Thurrock and John from Greensward Academy. Special welcome also to Lesley Kirby, Headteacher of Richmond Park Academy who was the headteacher of the predecessor school. Each of our academies faces 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".

**This term also sees the opening of the two Enfield academies, Aylward and Nightingale. These two academies are the founders of the London Academies, which is the joining together of the Mayor's (Boris Johnson) Trust and the AET. We hope that over the next few years we will be able to support the Mayor in opening more academies across London. We wish Jon Gillard and Jane Willis and all the staff at both academies every success.**



*Mayor of London, Boris Johnson, at Aylward Academy*

The AET is now responsible for the education of over 10,000 students and welfare of more than 1,500 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.

Although we now have some information on the size of the cutbacks in public expenditure it is too early to predict the impact they will have on schools and academies. The AET is committed to working with this government to ensure we continue to strive to make our best better and at the same time to work with our academies to make appropriate efficiency savings where required. We are currently reviewing all expenditure to ensure we identify all areas where costs can be reduced with a view to protecting jobs wherever possible. These are uncertain times but by working together I am certain we can continue to raise standards while at the same time managing any changes to our funding streams.

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

## Top National Awards for AET Academies Staff

**Connie Kerr** (pictured below) from Clacton Coastal Academy has won the National School Business Manager of the Year at a ceremony hosted by the National Association of School Business Managers in London.

**Julie Longhurst** (also pictured) from New Rickstones Academy in Witham was awarded a distinction in the 2010 National Awards for School Support Staff in the category "Learning Support Assistant of the Year".

Our sincere congratulations to both Connie and Julie (pictured below with their Awards).



**Connie Kerr**



**Julie Longhurst**

The AET won the Award Randstad Education Award, 'Shaping the World of Education,' at the International Academies Association conference last month in Nottingham. The citation said, "The Academies Enterprise Trust has demonstrated the ability to inspire children in all of their schools and shape the world of education with a centralised infrastructure that develops leaders and governors with support, advice and guidance. This allows the AET to work with an agility and efficiency that has a positive impact on the children and communities it serves."

David Triggs, CEO of Academies Enterprise Trust, said, **"These awards are a great tonic and recognition of the dedication and skill all staff are bringing to the AET and its Academies."**



*Zoe Goodwin and David Triggs receiving the Randstad Award.*



**Leigh Shelley,**  
Director of Human Resources

## Data Protection

On 6 April 2010 the Information Commissioner's Office (ICO) received enhanced powers to fine organisations up to £500,000 for serious breaches of the Data Protection Act. Previously the maximum fine had been £5,000.

This means £500,000 per contravention and therefore it is vitally important that all AET staff are aware of the consequences that could occur as a result of negligence.

In order to protect staff, and indeed all data relating to staff and students, the following action has been taken by the AET:

- *The Data Management Handling Policy has been ratified by the AET Board.*
- *On 1 July 2010, all Academy HR Managers attended a training session in order to receive the training and be in a position that they in turn could deliver/assist in the necessary training within individual AET Academies to all staff.*
- *There is an excellent clip on <http://player.vimeo.com/video/13448851> entitled "The lights are on" which gives a good insight into how easy it is to contravene Data Protection. I would urge you to take the time (about 15 minutes) to watch this clip which clearly highlights the pitfalls.*

## Equalities Act

The Equalities Act came into force on 1 October 2010 and I will be sending out to HR Managers at all AET Academies a detailed report on the impact this will have on various aspects of academy life.

This Act brings together all aspects of anti-discrimination/equality law - Equal Pay Act, Sex Discrimination Act, Race Relations Act, to name but a few.

I have already alerted AET HR Managers to the immediate impact this will have on reference requests and health clearances. These changes have already been implemented in the AET HR/Recruitment Department.

If you would like to know more about the Act please speak to the HR Manager in your academy.



**Beverley Dowsett,**  
Director of Finance

## Finance

**The new finance structure has now been implemented across all the academies. Although this has meant another unsettled time in finance terms, the new structure will now cope with additional academies being brought on line without changing anything for the existing academies. Thank you to all for your patience over the last few weeks.**

To ensure that the AET finance team works more effectively I have arranged for a new email address to be created; [finance@academiesenterprisetrust.org](mailto:finance@academiesenterprisetrust.org) This address will be available for all the AET finance staff to see and deal with. The email address should be used for orders, invoices, outstanding payment queries and any general finance queries. In the first instance Angela Crimmins will deal with the queries but will escalate up to Phil then myself if the queries cannot be resolved at the first point of contact.

Our deal with Consortium has now been in operation for two months, please remember to check out their prices before ordering elsewhere. We get an automatic discount direct to the academy and then an additional amount at the end of the year depending on the total of expenditure across the group.





## Richard Bassett, Director of Schools and Academies

I would like to take this opportunity to congratulate all our academies on a superb set of examination results. AET is one of the top performing multiple academy sponsors, and across our academies we have made tremendous gains, including GCSE 5+ A\*-C (Eng and Maths) increasing by an amazing 14%. These figures are very likely to be in excess of both national figures and the improvement of all academies across the country.

Substantial increases like these do not come without a great deal of sacrifice and commitment from staff and senior colleagues, especially when we consider the starting point of some of our academies. My thanks therefore to everyone involved within the academies and behind the scenes at AET.

September and October were exceedingly busy months with all the Principals and Headteachers preparing for Scrutiny Committee meetings.

These meetings have been initiated by AET to ensure accountability across the organisation, but also to focus in on key areas that require extra support. In my role as Managing Director I have also been busy meeting with Principals and Headteachers to ensure that targets for the coming academic year remain challenging, so that all AET academies continue to make rapid progress.

We continue to share outstanding practice across our academies and I would like to thank the Principals and their SLTs for their continuing support in developing structures and protocols that have helped to develop our excellent 'IMPROVE' framework, overseen by Zoe Goodwin, our Director of Professional Development and Training.

I would urge all staff to access this network and discover the vast array of materials and outstanding practice that is continually updated. Accelerate Achievement continues to act as our school self-evaluative tool and will become increasingly more important now that the new government has said it is to do away with the SEF. A recent HMI

confirmed that, '...best practice involved schools evaluating their performance against the descriptors in the evaluative schedule, together with linked evidence of the impact that action planning has produced'.

I am personally looking forward to another exciting and rewarding year, where all AET academies strive to fulfil our mission statement, 'To help all our students achieve world class outcomes, through world class staff in a world class community'.





**Rowena Simmons,**  
Leader of Literacy

## Celebrating Outstanding Results

Welcome back to an exciting autumn term. But first, we would like to extend our congratulations to our English teams and their students for all of their hard work which resulted in Michael Gove, Education Minister commenting that the AET had achieved 'outstanding results' this year.



We are delighted to welcome Sarah Martin to the AET, our new English and Literacy specialist .

Sarah brings with her a considerable wealth of experience and expertise, from working as an Assistant Headteacher at Burnt Mill School for the past four years, as well as working as a Literacy Consultant at Essex County Council and an English Teacher at Beauchamps High School. Sarah will bring energy, commitment and enthusiasm to her new post and she is looking forward to working with you in the near future. Her first role has been filming the responses of students at Clacton Coastal Academy as they celebrate their success in GCSE English. The full video, also starring Stephen Chamberlain and Jayne Blenkarn, can be viewed on the AET website.

We have recently sent invitations to our second Cross Academy English conference which will be held on 3rd December at Kilnfield House. As well as celebrating your outstanding practice , we have invited a Web 2 consultant to work with you to develop innovative and engaging approaches to using ICT productively within the teaching of English. We will also be working on planning and developing cine literacy resources to inspire our learners to improve their reading and writing.

## Dates for your diary

- 17 November. Day Two for NQT training at Kilnfield House, Hockley.
- 3 December. Cross Academy English Conference at Kilnfield House, Hockley.

We look forward to welcoming you to the above events. If you require any further information in the meantime, please do not hesitate to contact us:

**[rsimmons@academiesenterprisetrust.org](mailto:rsimmons@academiesenterprisetrust.org)**  
**[smartin@academiesenterprisetrust.org](mailto:smartin@academiesenterprisetrust.org)**



## Ian Taylor, Leader of Mathematics and Numeracy

Mathematics GCSE results in 2010 were fantastic and all of our academies improved upon 2009 with many achieving their best ever GCSE results.

**Maltings Academy** maths department, led by Steve Taylor, increased their results by 10% up to 67% of students achieving an A\* to C grade. **Clacton Coastal Academy** maths department, led by Richard Battye, making a 13% improvement to 41% of students achieving an A\* to C grade. **Greensward and New Rickstones** also performed very well with 69% and 46% respectively.

It is a testimony to all colleagues within our AET mathematics family that all departments led by subject leaders have started the new academic year with a strong desire to improve even further. Intervention action plans building upon the success of last year are nearly all complete

and students are being targeted and supported. As part of our intervention strategy in mathematics, departments are currently identifying target students in years 7-9, thereby supporting our students at a younger age and reducing the pressure on key stage four. This is a perfect opportunity to introduce three new subject leaders to our academies. Richard Schiller has become the new subject leader at Greensward while Chris Allen has reduced her timetable. Richard has brought much passion, motivation and ideas to the team. David Brewster is the new subject leader at New Rickstones and has timetabled and implemented new interventions for years 10 and 11. James Benmore has become new subject leader at Clacton Coastal while the former subject leader Richard Battye moves on to BTEC, interventions and inner school responsibility.

All three new subject leaders have made a very positive start and believe very much in the AET mathematics vision to make mathematics relevant by

bringing it alive and relating it to topics in the real world as well as encouraging students to uncover the links between mathematics/numeracy and the rest of the curriculum. The ultimate aim of this vision is to encourage students to see that mathematics is part of, and integral to, their daily lives.

We also aim to make mathematics easier - moving towards student-focussed and student-led learning and this has to be based on sound understanding of mathematical concepts rather than learning based on rules and knowledge. Finally we aim to make mathematics fun and hook students into the concepts of mathematics and numeracy by encouraging competition through engaging challenges.

We are very lucky to have so many committed colleagues within our academies, partnered with our amazing, enthusiastic and motivated students and I am sure we will continue to improve on, and achieve, truly outstanding GCSE results 2011.





**Dominic Fenton,**  
Community Sports  
Development Manager

## AET Sport

Four events took place over the summer term and during the summer holidays involving students from across the academies through competitions and camps.

### The 2nd AET Snooker Competition

**The competition was once again held at Chelmsford Snooker Club in July in the presence of world snooker player, Ali Carter, who manages the club.**

Year 7 students from three academies took part and competition was fierce throughout. Ali was present to offer advice and watch some of the young hopefuls and after calculations it was Maltings Academy who came out winners for the second year running.



*The victorious Maltings Academy team with Ali Carter.*

## The AET Golf Competition

The first AET golf competition, kindly sponsored by HSBC, was also held in July at Rivenhall Oaks golf club on a sunny but windy day.



*Students from Greensward Academy with David Valentine HSBC*

Students from all four Essex academies were involved in this event and despite a vast difference in players' handicaps a fantastic competition took place. The team award for the overall winners went to Greensward Academy, with the Prizes awarded by David Valentine of HSBC.

## Chinese Summer Sports Camp

**Twenty five students from across three of our academies and Notley High School took part in the Chinese Summer Sports Camp which was arranged through Essex County Council and New Rickstones Academy.**

The Chinese students stayed with English partners and all participants were involved in various events and visits including the Olympic Park, sightseeing in London and Southend, watching a professional football match – West Ham at Upton Park - as well as taking part in activities such as dance, rounders, golf and Tai Chi. All the participants and staff involved had a fantastic time and the English students are looking forward to travelling to China next summer.

*I would like to say thank you to Miss Johnson, Mr Thompson and Mr Wright who helped staff the programme.*



*All the students and staff involved with the Chinese Summer Sports Camp.*

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## AET Lions Cricket Competition

**The AET was invited to enter a cricket team into a competition held throughout the Essex Cricket Festival at Castle Park Colchester. Students who were already involved with the AET Lions were chosen to play due to availability and ended up winning the entire competition.**

The squad played against Shoeburyness High School in the quarter finals, Clacton Cricket Club in the semi finals and then Stanway School in the final, which was held during the interval of an Essex match. The squad should be very proud of themselves and our thanks go to all the parents who came and supported the team.



*The AET Lions after being awarded their trophy at Essex County Cricket Club. Essex County players are Maurice Chambers and Graham Napier.*



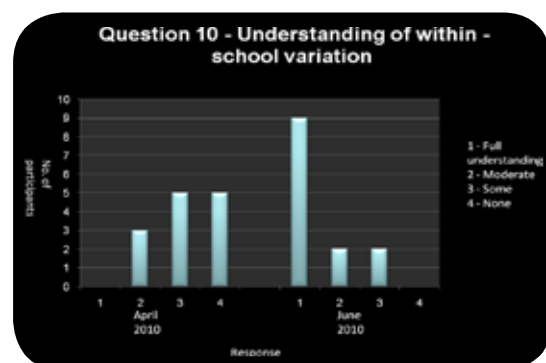
**Zoe Goodwin,**  
Director of Professional  
Development and Training

## Middle Leadership Development Programme

**Over the past year the National College has been improving and developing the programmes and opportunities available to existing and aspiring Middle Leaders. As part of an initial pilot, 38 clusters, involving 250 schools (including schools in Europe and the Middle East) and over 500 delegates ran an extended leadership programme - involving a series of full day and twilight sessions together with a Leadership Challenge - an action based in-school research project of the participant's choice that aimed to improve student outcomes as well as developing the individual leadership skills of the Middle Leaders. The AET was part of this pilot and 13 Middle Leaders from across the Essex Academies took part in a series of full day and twilight sessions covering the following nine stages:**

- Stage 1 - *Effective Leadership*
- Stage 2 - *Leading learning in a changing context*
- Stage 3 - *Effective learning and leadership*
- Stage 4 - *Leadership of personalised learning*
- Stage 5 - *Reducing in-school variation, narrowing the gap and developing 21st century learners*
- Stage 6/7 - *The Leadership Challenge*
- Stage 8 - *Impact Evaluation*
- Stage 9 - *Developing Future Leaders*

Working with Middle Leaders from all areas of three different academies has enabled the involvement of teaching and learning leaders, heads of year as well as key stage leaders. The feedback from individuals undertaking the programme, as well as the senior staff involved in their line management, has been consistently positive - benchmarking carried out through initial and interim audits shows progress at all levels of knowledge, understanding, skills and behaviours and links explicitly with the aims and objectives of the programme.





## Aspiring AST Pathways



The Aspiring Advanced Skills Teacher Pathway initially began in 2009 as a leadership project at Greensward Academy under the mentorship of Jane Butler. The course enabled me to develop as a leader and have 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 Maldon, Brentwood, Canvey, Hockley and the wider County.

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 AST's 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 managers and Headteachers/ Principals of their own schools and academies.

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

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

<http://www.teachernet.gov.uk/professionaldevelopment/ast> June 2009

**Mike Gore**

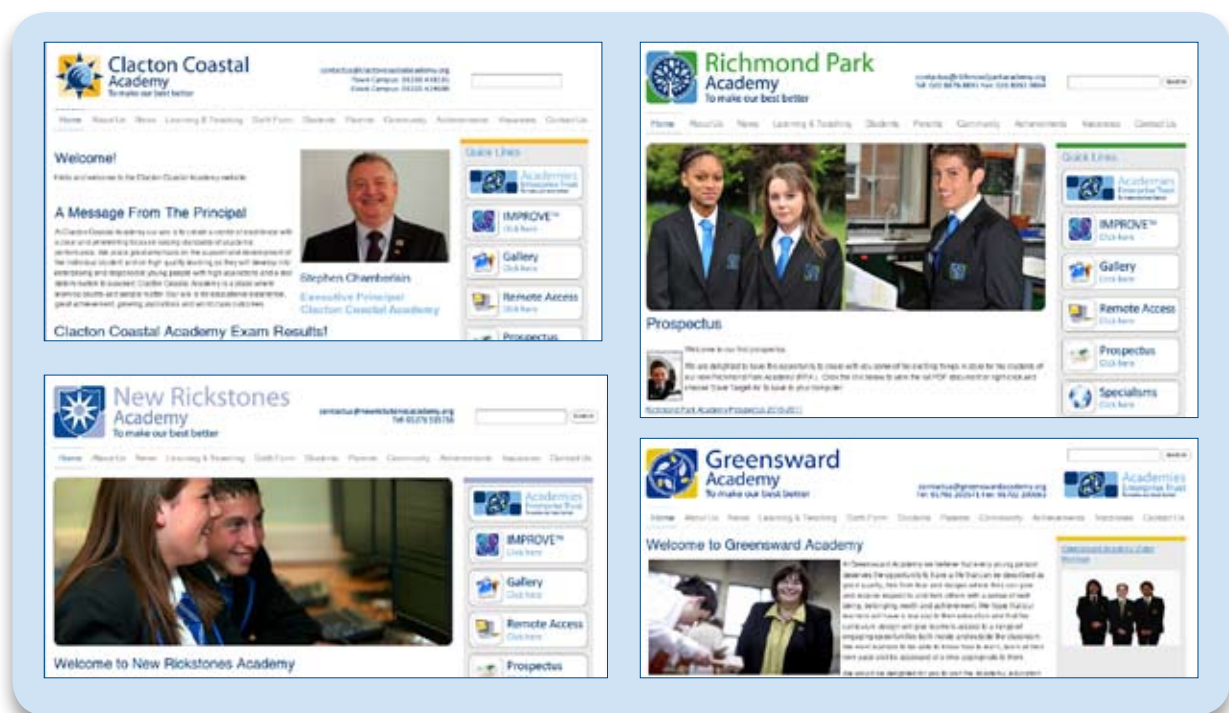


## New AET Academy Websites Launch

This term sees the launch of the brand new AET Academy websites which provide a totally redesigned site for the Clacton Coastal Academy, Greensward Academy, Maltings Academy, New Rickstones Academy and Richmond Park Academy.

The new sites aim to keep you much more up to date, the 'News' sections contain the latest academy news and the academy newsletters so you can easily keep up to date with all the great things that our academies are doing.

The local academy web site teams are forging ahead with new content, videos and academy information everyday so the academy communities have access to the information they need at the click of a button.



If you have any feedback about the new websites or ideas for further developments, please contact either [Richard Sparks \(rsparks@academiesenterprisetrust.org\)](mailto:rsparks@academiesenterprisetrust.org) or [Andrew Simpson \(asimpson@academiesenterprisetrust.org\)](mailto:asimpson@academiesenterprisetrust.org) at the AET support office.



## Apple Comes to Witham Academies



**Students, teachers and parents alike were given hands on access to iPads, MacBooks and brand new HD iTouch devices during the Witham Open Evenings. The devices were provided by the Apple iStore in Lakeside and were explained and demonstrated by one of the Apple 'Geniuses', Alan Parfitt, and his supporting staff.**

Alan was on hand to answer questions about the use of the devices in education, the opportunities they present for lesson and revision content, apps that support specific subject areas and even answered a few technical questions the parents had about their iPhones!

If you would like to find out more about the opportunities for using Learning Technologies in your classroom please contact **Richard Sparks** ([rsparks@academiesenterprisetrust.org](mailto:rsparks@academiesenterprisetrust.org)).



## Greensward Infrastructure Project Completed

**After a twelve month install, the project to completely replace the Greensward Infrastructure has been successfully completed.**

During the course of the project, the joint project team from AET Central Services, Greensward Academy and European Electronique:

- *Installed over **1700** network points*
- *Mounted **68** wireless access points*
- *Installed over **30** replacement switches*
- *Pulled almost **4 miles** of fibre optic cable*
- *Replaced almost **half a mile** of trunking*
- *Pulled nearly **33 miles** of Cat 6 network through the academy buildings*
- *And drank over **7 gallons** of coffee!*

A full project report is available and has already been circulated to AET and Greensward Academy staff.



## Witham – Looking Ahead to the New Builds

**Design work for the new ICT Infrastructure for our Witham academies continues at an ever-gathering pace.**

Colleagues from across the AET and the academies are always welcome to discuss current and future developments with either **Richard Sparks** ([rspark@academiesenterprisetrust.org](mailto:rspark@academiesenterprisetrust.org)) or **Neill Bannerman** ([nbannerman@academiesenterprisetrust.org](mailto:nbannerman@academiesenterprisetrust.org)).

