



David Triggs

Message from the CEO

On behalf of your AET Board may I offer congratulations to all staff involved in the recent Section 8 Inspections.

Whilst we were all somewhat surprised by the Inspector's judgement at New Rickstones we are also delighted that each of our first three academies is making such very positive progress. The AET Board has supported the governors and senior leadership of NRA and a formal complaint has been submitted to *Ofsted*. As we move towards the traditional examination season I am aware of just how much hard work and preparation has been put in by both staff and students.

CONTINUED ON PAGE 2...

This edition, *connect* with...

	PAGE
■ David Triggs Message from the CEO	} 1
■ Jenny Yearsley Data	} 3
■ New 'State of the Art' School	} 5
■ Katharine Dines Recruitment, Retention and Marketing	} 5
■ Beverley Dowsett Finance	} 6
■ Rowena Simmons Literacy	} 7
■ Learning Technologies & ICT Update	} 8
■ Richard Bassett Director of Schools and Academies	} 10
■ Zoe Goodwin Professional Development and Training	} 11
■ Leigh Shelley Human Resources	} 13

...CONTINUED FROM PAGE 1

Thomas Alva Edison wrote “Success is 10% inspiration and 90% perspiration”. There can be little doubt that the vast majority of our students and 100% of staff could not have worked harder and I wish everyone another year of success.

The Funding Agreements for the two Enfield Academies have now been signed by the Secretary of State and we are looking forward to working through the *London Academies Enterprise Trust* (LAET). The Richmond project did not secure the signing of the Funding Agreement before Parliament rose for the election. We remain extremely positive, however, that we will open the *Richmond Park Academy* on September 1st 2010.

Colleagues in the two Witham Academies will be aware that Mike O’Sullivan, Principal of Maltings will be moving to St. Martin’s School, Brentwood in September and at the same time Jon Gillard, Principal of NRA will be moving to one of the LAET academies in Enfield. We wish them well and thank them for the contribution they have made to the AET. Their departure has given us the opportunity to review our leadership structures and we are excited at the opportunities that we now believe we will be able to offer to AET staff. In the future we will be seeking to develop programmes built around the concepts set out in our Leadership Development prospectus. This will ensure that all staff wishing to develop their careers within the AET will have our full support. In the next few weeks we will be working with the governing bodies of each of the Witham schools to ensure we appoint two outstanding academy leaders.

In early April Ed Balls wrote to me confirming that the AET had been awarded *Accredited Schools Provider* status. As the largest Academy based provider we are delighted to have earned that accreditation, which will allow us to bid for further academies within each of the three clusters we have already developed i.e. Eastern Counties, London and London and the South. We await the outcome of the general election but whatever the result it will not shift our resolve to offer a place in a good school for every child.





Jenny Yearsley,
Director of Data

The National Child Measurement Programme for England

Established in 2005, the *National Child Measurement Programme* (NCMP) for England weighs and measures children in Reception and Year 6. The findings are used to inform local planning and delivery of services for children and gather population-level data to allow analysis of trends in weight.

The latest report, published in December 2009, covers academic year 2008-9. Findings for our *Local Authority District* areas are as follows¹:

Local Authority Area	AET area	Underweight Reception	Underweight Year 6	Healthy weight Reception	Healthy weight Year 6	Overweight Reception	Overweight Year 6	Obese Reception	Obese Year 6
ENGLAND		1.0%	1.3%	76.2%	66.1%	13.2%	14.3%	9.6%	18.3%
Braintree	Witham	1.0%	1.7%	80.8%	68.8%	11.3%	13.7%	7.0%	15.8%
Rochford	Hockley	np	1.3%	np	68.1%	13.5%	13.3%	8.3%	17.3%
Tendring	Clacton	2.1%	1.3%	76.8%	69.2%	11.5%	13.9%	9.6%	15.6%
Suffolk Coastal	Felixstowe	0.9%	1.7%	78.1%	72.2%	13.6%	12.5%	7.5%	13.6%
Bexley	Bexleyheath	0.8%	1.0%	76.7%	61.1%	12.3%	16.6%	10.2%	21.4%
Enfield	Enfield	1.3%	1.7%	72.6%	59.5%	12.8%	15.7%	13.3%	23.0%
Hammersmith and Fulham	Richmond	1.6%	2.1%	75.3%	61.3%	11.1%	14.2%	12.0%	22.4%
Richmond upon Thames	Richmond	0.7%	1.3%	82.2%	74.8%	11.2%	12.2%	5.9%	11.7%
Wandsworth	Richmond	1.0%	1.6%	77.9%	62.9%	10.9%	15.4%	10.2%	20.0%
Isle of Wight UA	Ryde and Sandown	np	0.6%	np	65.7%	16.1%	14.6%	9.9%	19.1%

¹ Prevalence of underweight, healthy weight, overweight and obese children, with associated 95 per cent confidence intervals, by Primary Care Trust (PCT) and Strategic Health Authority (SHA), England, 2008-09.

The key findings of the report:

- *The prevalence of obesity is significantly higher than the national average in the London, North East, and West Midlands Strategic Health Authorities (SHA) for both age groups and in the North West SHA for Year 6 children.*
- *Incidence of obesity is significantly lower than the national average in the East of England, South East Coast, South Central, and South West SHAs for children in both age groups, and in the East Midlands SHA for Reception children.*
- *Obesity rates are significantly higher in urban areas than in rural areas, as in NCMP 2007-08.*
- *As in the 2007-08 NCMP, a strong positive correlation exists between deprivation and obesity for children in Reception and Year 6.*
- *In Reception the proportions of underweight (1.0%), overweight (13.2%) and obese children (9.6%) in 2008-09 were similar to those in 2007-08 where the proportions were 1.3%, 13.0%, and 9.6%.*
- *In Year 6 the proportions of overweight (14.3%) and obese (18.3%) children were the same in 2007-08 and 2008-09. The percentage of underweight children was similar in 2008-09 (1.3%) and 2007-08 (1.4%).*
- *Between 2007-08 and 2008-09 there were no significant changes in the rates for underweight, overweight, or obese children for both age groups. There were also no significant changes when comparing 2006-07 and 2008-09.*

Read the full report: http://www.ic.nhs.uk/webfiles/publications/ncmp/ncmp0809/NCMP_England_2008_09_school_year_report_2.pdf



New 'State of the Art' School

A memorable day for *New Rickstones Academy* as *Chairman of Governors*, Norman Wilson, and Ian Foster, *Chairman of the AET*, add the final signatures to the multi-million pound construction contract to build a new 'state of the art' school on the Conrad Road site.



Katharine Dines,
Director of Recruitment,
Retention and Marketing

It has been a busy few months in recruitment with large numbers of vacancies across the academies, as is typical at this time of the year. The advertising campaign to attract quality staff to the shortage subject areas has been successful in creating interest in the AET and some promising appointments have been made as a result.

The individual academies have been responsive to the suggestions to offer a range of incentives to secure the very best staff at the earliest opportunity. In addition to appointments in English and Maths, successful appointments have also been made in Science, Business Studies and various educational support staff areas. A Web Developer has also been appointed to work within the AET.

Over the coming month, the focus will stay closely on ensuring that any remaining vacant positions are filled prior to the start of the new academic year. This will include the appointment of three Headteachers to lead the future development of Maltings Academy, New Rickstones Academy and the proposed new Richmond Park Academy.

Current Vacancies



PA to Executive Assistant and Directors



Aspiring AST of Mathematics



Headteacher



Headteacher
Director of Mathematics
KS4 Co-ordinator of English
Teacher of Science



KS5 Co-ordinator of Mathematics
Teacher of Science
Teacher of English
KS5 Co-ordinator of English



Beverley Dowsett,
Director of Finance

Finance

The 2008-2009 year end accounts have now been sent to Companies House and a copy has been loaded onto AET Portal under the finance folder.

Now that we are six months through the year we are now thinking about the new budgets and the financial implications of them. We still do not have final budgets to work on but a recent report has indicated that each school/academy must make in house savings of 0.9%. In reality this is a small sum of money and could be easily achieved. If anyone has any ideas for this saving I am always willing to research options.

I am currently focusing on trying to obtain a good group deal for supplying educational supplies to our Academies. The hope is that by all Academies agreeing to purchase from the same supplier we can obtain an improved discount. The estimated cost of educational supplies across our four Academies per year is £180,000 and with the new Academies in September the estimated spend will be £280,000. If we pull together and achieve the additional discount then we will be moving some way towards the governments suggested in house saving. As a famous food chain says *"every little helps"*.

The PS financial has seen some changes with new reports in the last month. There is now going to be a new ordering system implemented which has been designed to improve the ordering process. This is a web based application and has the facility to enable all staff in Academies to request an order electronically instead of paper format and then authorisation and sending completed in the Finance Departments. Once the system is up and running we will look into the feasibility of rolling the on line ordering option out to departments.





Rowena Simmons,
Leader of Literacy

Congratulations to Maltings Academy on gaining 'Model Library' status

In February, *Maltings Academy* were recognised for all of their hard work on the *Accelerated Reader* (AR) programme and awarded 'Model Library' status, by Renaissance Learning, the software providers. Maltings is now one of only twelve schools in the UK who have achieved this accolade and will now appear on the 'Roll of Honour' on Renaissance Learning's UK website:

http://www.renlearn.co.uk/renaissanceacademy_honours.html

Many congratulations to Aislinn McFadden, Janine Francis and their hardworking AR monitors.

Cross Curricular Literacy Day at New Rickstones Academy

On the 11th March 2010, New Rickstones Academy held a cross curricular literacy day for year 7 and 8 students. The day was centred on the novel *The Snow Goose* by Paul Gallico and was designed to commemorate the 70th Anniversary of the Dunkirk evacuations.

Students were involved in a wide range of activities including painting designs for a commemorative wall mural; producing their own video performance of 'The Snow Goose'; news reports, documentaries and survivors' tales.

Some students were visited by paralympian athlete Annie Warfula Strike who is presently in training for the 2012 London Olympics. She inspired students with her wide range of medals and her personal history in triumphing against the debilitating disease Polio.

Other students were inspired by visiting author Neil Arksey. Neil is the co-creator of the childrens' BBC television programme *Little Robots* and a range of teenage fiction including *Tsunami Thriller*, *Football Future*, *As Good as Dead in Downtown*. One of his first novels, *Mac B*, a recasting of Shakespeare's *Macbeth* into a football scenario was recorded as an audio book by David Tennant and is widely used by English teachers to successfully engage students with the Shakespearean text.

Neil explained his creative writing process to students and bravely asked them for their honest opinion on the writing of his latest unfinished novel.



Latest news

- *English specialists across our academies have been invited to join the 'Lead Lit' twitterers and to share literacy resources on our 'Lead Lit' ning. We will be building this up into a valuable discussion forum and resource bank for all aspects of literacy. If you would also like to join please email rsimmons@academiesenterprisetrust.org*
- *Coming soon: Look out for details of how to join our AET online book club.*

ICT Infrastructure Update

The *AET Connectivity Project*, delivering secure and fast network links between the AET and the Academies, has now been completed. Over the next few weeks testing will take place to ensure the connections between the academies are working as expected.

As a side benefit, internet speeds at Greensward and New Rickstones have increased dramatically, delivering faster internet access and download speeds to students and staff alike.

The installation and configuration of the equipment used in this project was undertaken as a

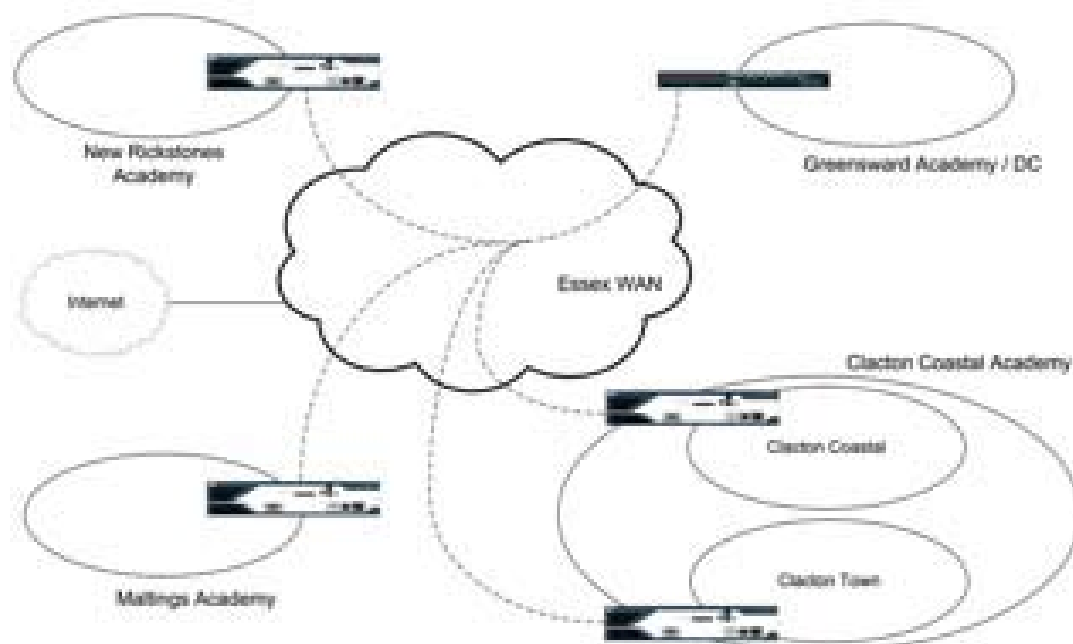
collaborative effort between AET and Academy Staff, and is an excellent example for how collaboration can deliver real benefits across the academies.

Moving forward, staff will be invited to submit suggestions for ways in which these links can be used to help develop collaborative teaching and learning. For example, the new *Classwatch System* at *Greensward Academy*, which allows real time video and sound to be streamed from a classroom, could be used to stream lessons to all the academies.

As a reminder, please remember that the Greensward *'Spring Watch'* featured earlier in AET Connect is available to all

academies. To arrange for this to feature in your academy, please ask your IT Support Team to get in touch via the email address below.

If you think you might have an idea as to how collaborative teaching and learning could be used (specifically with regards to ICT) please send an email to Neill Bannerman, ICT Infrastructure Manager at nbannerman@academiesenterprisetrust.org or Richard Sparks, Learning Technologies Manager at rsparks@academiesenterprisetrust.org





Richard Bassett, Director of Schools and Academies

It is an exciting time for the *Academies Enterprise Trust* as it continues to grow, with two academies confirmed for September 2010 in Enfield and the strong possibility of a seventh being added in Richmond. This will provide the AET with a separate cluster of academies and the opportunity to revamp its communication procedures and ensure that all its academies are fully involved in both strategic and operational development and that they are fully supported by the AET officers.

The AET Board is adamant that we should continually assess progress to ensure that AET develops as an organisation. Throughout the next academic term therefore, AET Principals and SLT, governors and AET staff will again have the opportunity to provide developmental feedback which will feed into next year's AET *Strategic Development Plan*.

- *AET Officers will have the opportunity to comment on their roles throughout the year and their impact throughout the Academies in relation to their Performance Management targets and Development Plans. They will each provide a report of their activities throughout the year and future development areas*
- *Zoe Goodwin will make sure that all remaining Officers have a 360 degree review by the end of term*
- *Principals and SLTs at all the Academies will be asked to comment on the roles within AET and any developments that are required and also receive feedback from the officers on developmental areas within the academies*
- *There will be an opportunity for the Chairs Forum and the Strategic Operations Committee to develop in relation to AET's perceived needs for the next academic year.*

All the academies have recently completed their second Scrutiny Committee meeting and the information provide will also be fed back into the review programme.

A full Due Diligence Report will be completed and discussed at the July SOC meeting.

The Section (8) Monitoring Visits recently carried out by HMI have given us useful information for further development. Over the next term all the academies will be finalising their Academy Developmental Plans, dove-tailing the information provided by the inspectors into their internal evaluation. The AET Officers will then interact with each academy so that a bespoke programme of support can be agreed.

I wish all our academies the best in this very important term, leading up to the summer examinations, and would especially like to thank all staff that have given up of their time over the Easter period to participate in extra examination interventions for the pupils. Recent internal data suggests that there will be further improvement again this summer for all our academies.



Zoe Goodwin,
Director of Professional
Development and Training

Building *Continuous Professional Development* across the academy workforce

In line with our vision and values one of the main aims of the AET and all associated academies, is to ensure that quality CPD is available to all staff at all stages of their careers.

With this in mind a new suite of training courses has been designed to provide a variety of

opportunities for support staff. There are currently eight sessions which have been designed following feedback from staff across a range of academies and each individual session has been developed on a test and trial basis, where participants are able to suggest initially how the session could be refined for maximum impact. The results are proving exceptionally positive

with over 90% of staff rating the sessions as outstanding. They have been designed to be offered as stand-alone units or as a whole programme that builds progressively and can be delivered in-house with support or by a member of the AET team. If you are interested in any of these sessions please contact your CPD leader.



Effective Communication

Developing our understanding of:

- *What is effective communication?*
- *What are the barriers to effective communication?*
- *What is effective active listening?*

Working with Difficult People

Developing our understanding of:

- *What makes some people more difficult to work with than others*
- *How an individual's behaviours/drivers can impact on a situation*
- *Tools and techniques for dealing with difficult people more effectively*

Customer Care

Developing our understanding of:

- *Who our customers are and what services we provide*
- *What level of service we aim to provide (code of practice)*
- *What measures we can use to check that we are getting it right*

Managing Change

Developing our understanding of:

- *Why change can be such a big issue*
- *What skills are required to lead and manage change effectively*
- *How threat can impact on our ability to progress and learn*

Leading Others

Developing our understanding of:

- *What does the term leadership mean? And how does it differ from management?*
- *What skills and qualities do we expect a successful leader to possess?*
- *What are the fundamental requirements for leading effective teams?*

How we Learn

Developing our understanding of:

- *How the brain works and how this can be used to improve learning*
- *How knowledge about the two different brain hemispheres can help us learn more effectively*
- *How an understanding of learning styles and preferences can be used to increase motivation and success*

Memory

Developing our understanding of:

- *How an understanding of the two hemispheres of the brain can improve our memory*
- *How to use imagination and association to remember names and facts*
- *How to use a pegging system to remember lists and numbers*

Successful Negotiation

Developing our understanding of:

- *What skills are required for effective negotiation*
- *The importance of keeping it personal*
- *Best practice for challenging meetings*



Leigh Shelley,
Director of Human Resources

New Fit Notes

With effect from 6 April 2010, the current sick note from doctors will be replaced by Fit Notes. The Fit Note will give GPs the opportunity to state if the patient is fit for work; for some work or no work at all; and to comment on whether adjustments (such as phased return to work, altered hours, amended duties and/or workplace adaptations) would be beneficial.

The basic law around certification for absence has not changed; on the 8th day of sickness absence, employees will still be required to provide formal medical evidence about their sickness.

The idea is that the new Fit Note will allow doctors to say if employees are fit for some work rather than simply signing them off completely.

The British Medical Association supports the changes but is concerned that doctors may not be equipped with the right knowledge of a patient's workplace in order to make informed recommendations.

If you have any queries regarding the new Fit Notes please do not hesitate to contact the HR Manager at your Academy who will be able to advise.

We will be monitoring how these fit notes are embedded into the system and regularly reviewing the situation via the scheduled meetings for all AET Academy HR Managers.

Wake up!
It's always bargain time at AETBenefits

Visit www.aetbenefits.org now or call 0845 299 0908 and clock up all the discounts at over 1500 suppliers

Prize Draw!
Log in before 30 April to win:
1st Prize - £100 Lora24up vouchers
5th Runner-up - Pair of cinema tickets

AETBenefits
powered by rewardgateway

Another **prize draw** has been organised.

All you have to do is **log on to AET benefits** by **30 April 2010** and your name will be entered into the prize draw.

Good Luck