



# Timu Academy Trust

Together Everyone Achieves More

December 2016

## **Staffing**

**Bobbing**—We said goodbye to Mrs Thompsett (TA in year R) as she left to support her partner setting up a new business venture. We wish her good luck.

**Iwade**—We said goodbye to Mrs Hines and Mrs Faye who was off to Wales to set up a holiday business, also Ms Cullen who joined a law practice nearer to home in Canterbury and Mrs Boswell who is moving to the office at Queenborough School. We wish them good luck in their new ventures.

Our new staff joining us since September : Mrs McRory is our new HR manager, Mrs Edwards is our new Office manager, at Iwade, Miss Rogers and Miss Grimshaw have joined our Reception classes as teaching assistants and Mrs Magson joins us at the start of January in the office at Iwade.

## **Challenge Champion—rewarding Resilience and meeting Challenges**

Each week our schools have a Challenge Champion assembly where one pupil's achievements in each class are celebrated. Challenge champions are awarded a trophy which they keep for the next week and a certificate to take home. Pupils are chosen for this award by their class teacher and teaching assistant for meeting challenges, showing determination and resilience leading to being successful in their learning that week.

### **Team Points—Rewarding Together Everyone Achieves More**

Team points can be awarded by any member of staff. We have now changed our system and are awarding team coloured keys to pupils who demonstrate any of the following :

**T** – Together, tidy, take turns

**E** – Encourage, empathise, empower, evaluate, enthuse, explain

**A** – Attitude, application, articulate

**M** – Model, motivate, manage.

## **Behaviour Policy**

We have recently made a couple of changes to our Behaviour policy (new version is on the website). We have ensured that playtimes, lunchtime and class time behaviour all contribute to the award of the Green Sticker at the end of the week. If a sanction is needed at lunchtime then that will now mean no green sticker on Friday. We also wish to draw your attention to page 6 which states that children whose behaviour is giving cause for concern will not take part in clubs or represent the school in events such as sports competitions.

Due to discussions teachers are having with parents about sanctions we have decided to include the following into the updated policy:

### **Liaison with Parents or Carers**

*Parents will receive notification by email and by letter if their child's behaviour receives a red or purple level warning. Parents should take note that if no green sticker has been awarded but they have not received any red or purple letter then a yellow time out would have been given in that week.*

*Teachers may on occasions be happy to discuss reasons behind warnings and any levels of behaviour sanction in order to support the parent but only after the parent has had the opportunity to discuss it fully at home (usually the next day) Parents must be advised that interrogating other parents and/or children is not appropriate.*

*However the school will not, under any circumstances, change any sanction as a result of these discussions. Parents must understand that staff's decisions are final and have been taken in light of this policy and our high expectations for pupil behaviour.*

**Designated Safeguarding Leads :**

Mrs Hudson—Bobbing

Mrs C Mariner—Iwade

Mrs Smith

Mr Powell

Mrs Stewart

If you are worried about a child -

NSPCC Helpline 0808 800 5000 (you can remain anonymous)

**Inclusion Team**

Mr Powell Inclusion lead

Mrs Gilmour Special Needs Co-ordinator

Mrs Croucher EYFS / KS1 SEN Assistant

Mrs Harris KS2 SEN Assistant

**Senior Staff at TIMU****Executive Principal**

Mrs K Ware

**Bobbing Village School Principal**

Mrs L Hudson

**Iwade School Principal**

Mrs C Mariner

**Assistant Principal (Numeracy)**

Mrs A Smith

**Assistant Principal (Teaching & Learning/English)**

Mrs K Stewart

**Teaching and Learning Lead Advisor yrs 3 and 4**

Mr A Powell

**Teaching and Learning Advisor Reception year**

Mr T Harwood

**Teaching and Learning Advisor year 1**

Miss Wright

**Teaching and Learning Advisor year 2**

Mrs Knight

**Teaching and Learning Advisor year 5**

Mrs Norris

**Teaching and Learning Advisor year 6**

Miss Fisher

**Our School Sites -**

In the summer holidays we had lots of work done at both schools. Both entrance areas have a wonderful photograph depicting our logo with actual children. It reminds us everyday of our key message that “Together Everyone Achieves More”.

New fences and gates have been installed at both schools to improve security.

We are now fully occupying the new building at Iwade. We have had additional work done to the reception playground at a cost of over 35k. New tables and chairs adorn many classrooms as do new smart boards. The play equipment at Bobbing has been completely refurbished and the climbing frames have been repositioned at Iwade.

Both schools have invested in Kindles so reading in class uses the new technology.

In the Christmas holidays Iwade School are having some amazing artwork added within each community. Here is a sample of one of the wall designs for Ocean community. Bobbing’s Castle community wall is still being designed but watch this space.



### **Attendance**

Following a court case regarding holidays taken in term time there have been some changes. Schools will still only authorise holidays that fit the criteria for “exceptional circumstances”. This means that most requests will not be agreed by the school although we will consider each request on a case-by-case basis. We try to apply a common sense approach. When a holiday is not authorised and you still take the holiday the school has to inform the local authority, who decide whether to impose a fine of £60 for each parent. They will usually do this if the child’s attendance is less than 90%. That is how the law stands at the moment. Changes may well follow during this school year. If you do not pay the fine it quickly increases to £120, so please take note of this. The money from fines does not come to the school.

There is obviously a big discussion to be had on this topic and parents views differ enormously, as do those of school teachers.

We really believe that holidays taken in term time should be few and far between. We prefer any holiday to be less than a week as two weeks puts annual attendance at 90% before any illness gets taken into account. Pupils with an attendance rate of less than 90% are tracked by the authority as persistent absentees.

Our schools both have outstanding attendance figures. We all wish them to remain at this for now and the future.

### **Assertive Mentoring Reports**

The latest set of reports will have been shared with you at this week’s Parents Evening. Further information regarding the Assertive mentoring process, the colour codes and targets can be found on the trust website [www.timuacademytrust.org.uk](http://www.timuacademytrust.org.uk).

We will send you 3 reports this year. The next will be due at Easter and an end of year report in July.

We will be asking for your comments about the reports shortly, just as we ask the children themselves. They say that they enjoy the quality time spent talking to their teacher about their attainment and progress and agreeing next steps for the following term. They like being awarded green but often agree with their teacher if the colour is amber or red. We have seen many children make a change to those colours turning them into green and keeping them there. It really does put the children in control of their own learning journey.

### **Ofsted Inspection**

We are likely to have an Ofsted Inspection at each school at some time during 2017. As we converted to academy status in June 2014 we are now deemed to be new schools and each school will expect a one day short inspection unless the inspector finds us to be Outstanding when a 2nd day will then be undertaken. The quality of teaching in our schools remains of very high quality. Our pupil results at Early years, Key Stage 1 and Key Stage 2 remain above or in many cases well above those achieved by schools nationally (see website for more info on the data) Our school environments are special and welcoming. We have amazing attendance here too! Parents make a very positive contribution to their children’s learning. Together we all have very high expectations of each and every child.

### **Governance—We Need YOU !!**

Governance of our Timu Academy Trust can appear complicated. Information about our governance structure can be found on the website, including the names of local governors, trustees and members. Each individual school is governed by local governing bodies who monitor the work of each school. The Trust Board which is made up of directors (otherwise known as trustees) make important and strategic decisions for all schools within the trust. They make their decisions based on guidance from the local boards.

Do you have an interest in joining us, either as a local governor or as a Trustee? Do you have time and skills that you could dedicate to your school?

If you are interested please do let us know. We would love to hear from you.

### **And Finally.....**

On behalf of the directors and staff of Timu Academy Trust we wish you all a truly wonderful Christmas and a happy 2017.

The new term starts on Tuesday 3rd January.