

TEAM TALK

DECEMBER 2024 | 04



TEAM Education Trust
Together Everyone Achieves More

It has been a busy last week of term. I am pleased to announce Caunton Dean Hole CofE Primary has been approved to join TEAM next year and Heritage Park School is due to convert on 1st January, and will open as Willow Park School.

As we look forward to the new year, let's carry the spirit of joy and togetherness into everything we do.

Our Trust community has shown incredible resilience and creativity throughout the year, and I am confident that we will continue to thrive as we embrace new challenges and opportunities.

I would like to say thank you to Emma Rodgers, who leaves us at the end of this term. Thank you Emma for your support and time at Stubbin Wood School, and we wish you all the best for the future.

Once again, thank you for your hard work and dedication. It's your passion and commitment that make our Trust so special. Enjoy the Christmas holidays, please take the time to rest and enjoy time with family and friends. Ready to return refreshed and ready for another wonderful year together.

See you all in 2025!

Sarah



Dear TEAM Education Colleagues,

As we approach the festive season, I wanted to take a moment to reflect on what an incredible year it has been for Team Education and, most importantly, to say a heartfelt thank you for everything you do. Your hard work, dedication, and care make such a difference to the lives of our children and their families, and I couldn't be prouder to be part of this amazing 'Team.'

Over the past year, I have been fortunate to see first-hand the passion and commitment you bring to your roles. Visiting our schools alongside fellow Trustees earlier this year was truly inspiring. It was wonderful to see the positive, nurturing environments you create and the exceptional work happening every single day to ensure every child has the chance to thrive.

This has been a year full of achievements and milestones across TEAM Education. With new schools joining our Trust, we're building an even stronger community that is focused on inclusion, opportunity, and growth. The new build at Newman is particularly exciting and will provide fantastic opportunities for staff to make an even greater impact, helping our young people flourish.

We've also seen improving outcomes across our schools, with positive Ofsted reports reflecting the hard work and dedication of staff and pupils alike. It was a joy to see the success of the Staff and Apple Awards, where we celebrated the achievements of our children and the incredible contributions of staff. These moments are so important in helping children develop a sense of pride, worth, and belief in themselves.

These are just a few of the many highlights from what has been an exceptional year. I know there are so many more moments of success and progress happening every day in classrooms, corridors, and playgrounds. Each of you plays a vital role in making TEAM Education the supportive, caring, and ambitious community it is today.

As we approach the Christmas break, I hope you can take some well-deserved time to rest, recharge, and enjoy the company of family and friends. You have all earned it, and I hope you return in the New Year feeling refreshed and ready for what's to come.

Thank you, once again, for everything you do. I feel truly lucky to work alongside such a talented, dedicated, and inspiring team.

Wishing you all a very Merry Christmas and a happy, healthy New Year!

With warmest wishes,

Ian Lowe
Chair of Trustees
TEAM Education





CAUNTON CHRISTMAS WISHES COME TRUE

We are now finally in a position to share the amazing news that we were praying for ahead of Christmas....Caunton Dean Hole Church of England Primary School is officially joining TEAM!

The Department for Education have approved full conversion for Caunton Dean Hole Church of England Primary School which is incredible news for all concerned. The long-awaited 'green light' for the school to academise to TEAM means that Caunton Dean Hole will therefore remain open, whereas prior to TEAM involvement, it was at serious risk of closing. We can finally work towards full conversion of both the main school and the creation of a new twelve place satellite provision providing nurturing care for anxious children.

Since our partnership with Caunton Dean Hole Church of England Primary School commenced back in September 2023, we have worked closely with Nottinghamshire County Council, the Diocese of Southwell and Nottingham and the Local Governing Body to build strong relationships with staff, parents and pupils. We have offered supplementary high-quality specialist teaching, Early Help support, HR, admin, financial and Safeguarding capacity as well as site support as part of our termly Service Level Agreements with Nottinghamshire. We have developed strong links with the Church of England, and we have provided Leadership capacity and support as well as hybrid quality assurance, working closely with other stakeholders to support the ongoing development of progress.

For those TEAM staff fortunate enough to have been able to work at Caunton during this time, we would like to thank you on behalf of the Trust but also school staff, for your unwavering commitment to the school and to the children. We are grateful for everyone's patience during this time of waiting, especially whilst we have needed to ensure that all parties have been satisfied with processes implemented, which of course were delayed following purdah and the subsequent backlogs.

As a Trust, we are completely committed to Caunton Dean Hole Church of England Primary School's success and continue to strive towards excellence in terms of supporting teaching and learning and to providing wider opportunities for all the amazing children.

Regular, ongoing updates will of course be available in CEO Chat Forums, as well as via TEAMtalk.

Sarah Baker, CEO, Rachel Watson, CEOO and Charlotte Butcher Executive Principal and Primary School Improvement Lead





On the 5th and 6th of November, Model Village was visited by Ofsted, who undertook an ungraded inspection of the school. The visit was an excellent opportunity to showcase the hard work and dedication of our school community, and we are incredibly proud of the outcome. It's an incredible achievement for our staff and pupils.

The overall outcome for Model Village's inspection was 'Model Village Primary School has taken effective action to maintain the standards identified at the previous inspection', meaning the school upheld the good standards from previous inspections. This is effectively the same as the previous 'this school continues to be good' judgement under the old Ofsted model.

The report highlights many of the wonderful aspects of Model Village and we encourage all colleagues to read the full report on the school website.

Jemma Slater, Principal Model Village



CHRISTMAS CELEBRATION

Pupils from Whaley Thorns went to St Luke's Church to take part in a Christmas celebration. Children filled the Church with their festive signing, read poems of gratitude and talked about how Christmas is celebrated around the world. Rev Karen and Rev Sam shared the Christmas story with the congregation and the children enjoyed acting out the nativity scene.



HAMPERS

A heartfelt thank you to Chesterfield Football Club Community Trust for supplying our families with hampers during the Christmas season. These generous contributions truly make a difference.



WINTER WONDERLAND



During December, the Awe & Wonder room has been converted into a magical Winter Wonderland. We have had pupils from schools throughout the Trust that have enjoyed so much winter fun, from making their own Christmas jingle to having a snow ball fight.

CHRISTMAS IN THE COMMUNITY



The choir from Whaley Thorns recently visited two care homes, where they serenaded the residents with Christmas carols. It was a heartwarming experience, leaving no one with dry eyes! A huge congratulations to everyone involved.

CHRISTMAS TREE FESTIVAL



Students from Caunton Dean Hole have participated in decorating a tree at Newark Town Hall for the Christmas tree festival.



FOOTBALL COMMENTATING

Our two amazing TEAM Student Councillors represented Caunton Dean Hole Church of England Primary School and TEAM Education Trust on Saturday 7th December when they became football commentators for the day!

The two pupils were asked to be VIPs at the LNER stadium to commentate on the Lincoln versus Charlton Athletic game.

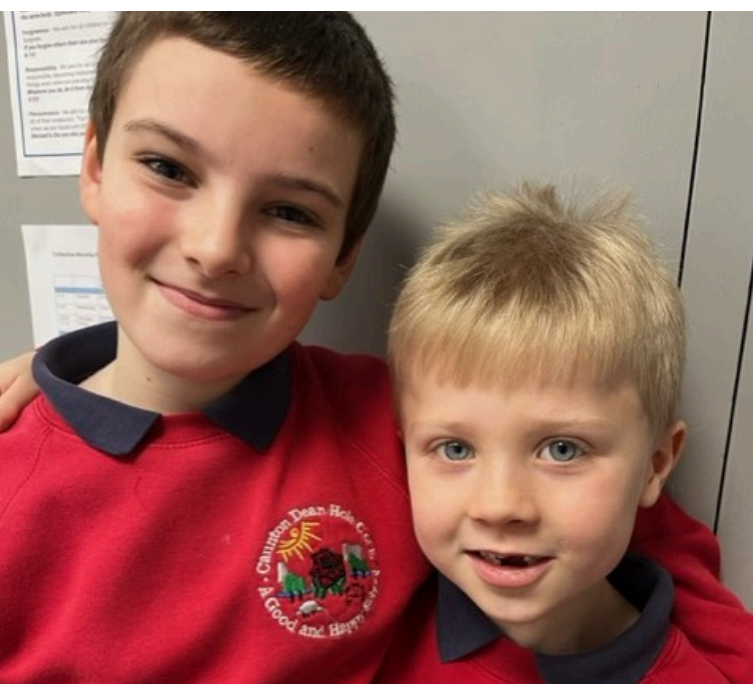
Coach Tom, who comes into school to deliver PE lessons, asked the boys if they would like the opportunity and they jumped at the chance!

During collective worship with Mrs Butcher, the boys relished the opportunity to speak about their real life, world of work experience.

"It was nerve wracking because we were having to talk about what was happening, whilst it was happening". one of the pupils described.

"I had such a lot of fun but it was so hard to see who was who. You couldn't see the numbers on the back of the players' shirts as it was so windy and rainy".

Well done boys. You are brilliant ambassadors to both Caunton and TEAM.



SPREADING FESTIVE CHEER

The Makaton choir from primary at Newman School have been on tour! They visited Wentworth Woodhouse, where they delighted a large audience by performing five festive songs!



IN THE COMMUNITY

Year 3 and Year 6 from Model Village went to share the Christmas spirit with the residents and staff at two local Care Homes. They sang some Christmas hymns and the residents joined in by singing and tapping their feet. The pupils then had a chat with the residents, asking their favourite songs and hearing some stories from when they were younger. There were smiles all round. The children were great representatives of the school and received lots of praise from the staff at the care home.





Christmas Jumper Day at Model Village

NATIVITY

On Tuesday, December 10th, Model Village presented a Key Stage 1 Nativity titled "Simply the Nativity." We are incredibly proud of the children and their wonderful performances for the audience. Great job!



CHRISTMAS CAROLS

We want to extend our heartfelt congratulations to Shirebrook Academy and Stubbin Wood School for their delightful performance of festive songs in Shirebrook marketplace.

You all did an amazing job, and we appreciate the joyful community spirit you created!



THANK YOU

Model Village would like to thank Emma- Jo Kelly for making this terms computing unit: pictograms fun and enjoyable. The children are looking forwards to experiencing the VR headsets, the iPads with drawing pens and robots for their last session with her on Tuesday. A big thank you from Model Village!



ECO-WARRIORS



Students from Model Village had the wonderful opportunity to welcome Martin from Bolsover District Council, who spoke to them about materials and recycling. The Year 2 children asked insightful questions and demonstrated a clear understanding of the impact that recycling and littering can have on the environment. The session included interactive activities where students learnt to sort different types of waste and discovered creative ways to reduce, reuse, and recycle.

FOND FAREWELL



After dedicating 36 years of service at Stubbin Wood, Judith Casey is retiring. Jude's dedication to nurturing young minds has left an indelible mark on our community, and her efforts have been instrumental in creating a welcoming and supportive environment at Stubbin Wood Nursery. We wish Jude the happiest of retirements, filled with adventure, relaxation, and all the joy she has so generously shared with others throughout her career.

A SUPER VISIT

Model Village had the wonderful opportunity to host Elsa and Spider Man at their school. They were fortunate to win a visit from the Little Princess Company through a Facebook competition, and Friends Of Model Village generously covered the cost for Spider Man to join in as well.

The children enjoyed singing songs and practicing superhero moves, creating a truly delightful experience for everyone involved.



A VERY MERRY VISITOR

Pupils from Whaley Thorns have had a very special visit this week... they have been visited by Santa!



ATTENDANCE CHALLENGE



Three times a year, we organize attendance competitions where students who achieve at least 95% attendance or demonstrate the most improvement can win exciting prizes and unique experiences. This term, the prize was an iPad, generously donated by BlueBox —thank you, BlueBox! The winners were: Sienna and Esmee from Ridgeway, Emmy and Bertie from Caunton, Deacon and Rochelle from Heritage Park, Dylan from Stubbin, Ayan, Oscar and Eden from Model Village, Joshua and Ella-Rose from Whaley Thorns and Ada and Jordan from Newman. The staff winner was Emily Williams from Whaley Thorns Primary School.

The upcoming attendance challenge will take place from January 6 to February 14, with the prize being a tour of Chesterfield Football Club.

Consistent school attendance is vital for a student's academic development and overall growth. Regular attendance greatly influences a student's immediate success and their future prospects.

School is not just a place for education; it also serves as a social environment where students interact, build friendships, and cultivate essential social skills. Consistent attendance fosters a sense of belonging and community, which enhances students' emotional and social well-being.

FESTIVE FUN



Key Stage 1 at Model Village has been actively participating in festive Christmas activities. They hosted a 'Make It Day' where parents were invited to attend school and participate Christmas craft activities.



FUN ON THE FARM

On Tuesday 17th December, all children at Caunton Dean Hole Church of England Primary School spent the day at White Post Farm. They had a wonderful day meeting lots of new animal friends as well as meeting Santa Claus himself! Huge thanks to Carolyn and Jo for coordinating and driving the minibuses and for making this great opportunity come to life!



CEO CHAT

Thank you to everyone who attended the CEO Chat last Friday, please see below for an update.

Sarah Baker - CEO - We have various projects underway throughout the Trust. At Whaley Thorns, we aim to create a library space and are seeking to develop a nursery at Woodhoots accommodate current enrollment numbers. At Stubbin Wood, we plan to enhance the primary space, and we will know on January 17 if our proposal has been approved, which could amount to just over £1 million. Heritage Park has moved everything forward to sign with the Secretary of State. Newman School's local authority contribution was discussed at Cabinet on Monday concerning both the SSICB projects. Model Village's Ofsted report has been published, and we are immensely proud of our staff for their efforts in achieving such a wonderful outcome.

Nicola Cook - Finance & HR - The annual external audit concluded last week, thoroughly reviewing every transaction and financial detail. This year we launched new finance software, Xero and Approval Max, and have trained the School Business Officers in its use. The conversion of Newman School on September 1 saw a remarkable addition of 161 staff to the payroll, effectively doubling it. Teachers can expect their pay rise in December's pay. Unfortunately, we lost our HR Manager in September; however, Nicola Cook has been managing HR tasks alongside the finance team. The finance team also oversees GDPR, FOI, and SAR inquiries, with Gemma Bargh as the primary contact. Nicola Cook has collaborated with the Sarah Baker on various projects, including the SSICB Project and the conversion of Heritage Park. There's much happening beneath the surface.

Rachel Watson - Education & Operations - So far this year we have seen two Ofsted inspections. Rachel has spent approximately 400 hours in each school to align their priorities. Additionally, Rachel has been working on several CIF Projects, including initiatives for Stubbin Wood & Model Village Nurseries, Heritage Park, and the bungalow at Newman. Whaley Thorns is the focus of two projects concerning windows and fire compartmentalisation. If all of these are approved, this could lead to £2,000,000 in funding. Efforts have also been made towards the Trust's sustainability plan. Rachel has particularly enjoyed gaining insights into the operational side of our work.

Matt Morris - Communications - As Trust we are very conscious of our communication strategies, paying attention to timing and purpose. There have been numerous changes this year, including turning TEAMtalk into a monthly compilation. Matt Morris and Olivia Sharp are reviewing school websites and developing brand new Trust and school sites, with a soft launch planned for next year. The goal is to relay news through these websites and share positive stories. A continuous professional development (CPD) program was initiated at the September Conference, with changes planned for next year, including rescheduling the conference to after the October half-term; more details will follow. Additionally, we will be launching senior and middle leaders' development programs after Christmas. If you are interested in these initiatives, please reach out to your principals or Matt Morris.

VIVUP

As a TEAM Education Trust employee, you get free access to Vivup, where you can access a range of lifestyle benefits and self help and support materials for a wide range of topics to support mental health and wellbeing.

You also have access to the Employee Assistance Programme, where you can receive confidential support for a range of issues. If there's further support you require, you can make contact with them 24/7, 365 days a year.

Support your mental health and wellbeing with our Employee Assistance Programme (EAP)

Whether you're facing problems at work or at home, you can access impartial, confidential advice from qualified counsellors for a range of different issues

A free telephone helpline available 24/7, 365 days a year

Simply call
03303 800658*

or dial 112 224 from any standard UK landline or mobile

Resources include:

- Telephone helpline
- Debt and financial advice
- Downloadable self-help workbooks
- Podcasts, blogs and more

Visit vivup.co.uk to get started

*Call charges of 10p/min

WHAT IS TEAM FOCUS?

TEAM Focus is a new section of TEAM Talk dedicated to Teaching and Learning, and strategies for the classroom. It's also the place for us to share theory and research, to help drive improvements in pedagogy, and to create consistency across the Trust.

If you have an article or idea that you want to share in TEAM Focus, please email Matt Morris (m.morris@teameducation.org) or Olivia Sharp (o.sharp@teameducation.org).



SEND INTERACTIONS

Under the new Inspection Framework, it is important to demonstrate how interactions between staff and pupils are meaningful and purposeful.

- Every interaction between a practitioner and a child is a teaching opportunity.
- OFSTED will be looking at the quality of interactions and conversations which is especially important for students with additional needs as they may spend more time out of the classroom due to personal care, medical needs etc.
- Adults should provide a commentary of what is happening in and out of the classroom in order to model new vocabulary and build mental models. This quality interaction will help embed new vocabulary and develop spoken language skills.

By engaging consistently and effectively, educators can create an inclusive environment where all students, particularly those with additional needs, feel valued and understood.

To enhance these interactions, staff can employ strategies such as:

- Active Listening: Ensure that students feel heard by giving them your full attention, responding thoughtfully, and acknowledging their contributions.
- Open-Ended Questions: Encourage deeper thinking and discussion by asking questions that require more than a yes or no answer. This approach fosters critical thinking and allows students to express themselves more fully.
- Positive Reinforcement: Celebrate successes and progress, no matter how small, to build confidence and motivation in students.
- Structured Support: Tailor your interactions to each student's needs, providing scaffolding and guidance to help them reach their learning goals.

By implementing these strategies, educators can make each interaction a powerful tool for learning, supporting the development of both academic and social skills.

