

## Head Teachers' Bulletin – 11<sup>th</sup> November 2022

### Events this week (week beginning 14<sup>th</sup> Nov)

#### School Visits & Meetings

St Pius – Mon 14<sup>th</sup> Nov 11.30  
Holy Trinity – Mon 14<sup>th</sup> Nov 2.30pm (Virtual)  
St Alban's – Wed 16<sup>th</sup> Nov 10.30  
St Thomas Moore – Thu 17<sup>th</sup> 1.00-2.00

#### Heads and/or Business Managers' drop in – Thus 10<sup>th</sup> Nov 4pm

<https://us02web.zoom.us/j/89853816090?pwd=WFU3dDV4SnRGS3dhdEloTVJJTm5lUT09>

Meeting ID: 898 5381 6090

Passcode: 21juu2

### Upcoming Events

#### School visits & meetings

Holy Trinity – Fri 25<sup>th</sup> Nov 9.30am (virtual)  
St Thomas of Canterbury – Tue 29<sup>th</sup> Nov 10:30am

#### Heads' Forum – Tue 22<sup>nd</sup> Nov 9.30-11.00am @ St Alban's

#### Chairs' Forum – Wed 30<sup>th</sup> Nov 6pm @ All Saints

### Actions from this Bulletin

#### Actions still relevant from the last bulletin

1. **Please complete the survey(s) through the link(s) below. Deadline for completion is Thus 17<sup>th</sup> Nov** – to be ready in time for leadership team meeting and trust board meeting.

Link to survey for all Heads; <https://forms.office.com/r/BWBc9rGr1y>

Link to additional survey for Heads of schools in St Clare's Trust already;

<https://forms.office.com/r/CggsafyQnp>

### New Updates (since last bulletin)

#### Surveys

Thanks to everyone who has already completed the surveys highlighted in last week's bulletin. I have copied the information from last week at the end of this bulletin for convenience in case you need to check back.

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If you haven't completed the survey(s) yet, the deadline for completion is 17<sup>th</sup> Nov. There is a survey about School Improvement Capacity for all Heads to complete and another survey gathering feedback on CMAT development for those whose schools have joined the Trust already. Both surveys have taken an average of 10 mins to complete. The links are in the Actions section above.

### Head Teachers' Appraisal – Schools who have joined the Trust

In the Trust Appraisal policy, Head Teacher appraisal continues to be the responsibility of a panel of governors at each school, supported by an independent advisor. In future years, I will also be a part of that process. In the Trust's pay policy, the Appraisal Panel of governors is also responsible for recommending Head Teacher pay progression and it is my role to approve those recommendations.

This year I have been happy to be part of the process where invited and helpful to heads, but it has not been sensible or appropriate for me to be involved beyond those where invited given that objectives were set before schools joined the trust and also given how early we are in the life of the Trust.

That being said, in order to comply with our policies, I have written to chairs to ask them to confirm that they have (or will) conduct an appraisal review with you, supported by an independent advisor. I have also asked chairs to indicate where they are making a pay progression recommendation so that I can formally approve that.

I also intend to write to each chair to ask them to share with me the agreed Head Teacher Appraisal Objectives. This is mainly so that I have a record in one place of objectives given that I will be involved in the review process this time next year. It is also to comply with the Trust policy that there is some moderation of objectives to ensure fairness and consistency between schools. I expect this to be a 'light touch' process this year given that I have not been formally involved in the review process, but it is sensible for me to get a sense of the extent of similarities and differences in the approaches taken with objectives between different schools to help us ensure we are working fairly and sharing best practice.

I share all of this so that you know what is happening and, in particular, so that you can let me know if you have any questions, suggestions or concerns about my collection of your appraisal objectives before I write to chairs to request them. Please do get in touch if there is anything you want to say or check on this.

### World Cup

A couple of you have mentioned to me that they are receiving requests to watch the England match which takes place during the day on 21<sup>st</sup> November. Any decision on this needs to be at school level because it just needs a pragmatic approach that will minimise disruption and this may look different in different schools.

That being said, as a couple of colleagues have highlighted, there are a number of significant ethical issues at play around this world cup which we need to be sensitive to. We also need to be sensitive to the potential to be unintentionally divisive in multi-cultural school communities were we to allow children who support one team to watch a match, but not others. My steer would therefore be to say stick to 'business as usual', but as I say, a different approach may actually be the thing that works best for your community. If anyone has any particular issues with this, or any things that you are doing to

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share with others, then I would of course love to hear from you.

### Notices

#### Pupil Premium – Effective planning and implementation

Thanks to Louise for forwarding on the information below about an upcoming course with Huntington Research School that may be of interest to you.

**Upcoming event\*** Monday 21<sup>st</sup> November – **Effective Planning and Implementation of your Pupil Premium Strategy**– *One day, in person course at Huntington Research School, York. £50 per delegate, £65 for two from the same school.*

Following the hugely positive feedback from schools attending this course earlier this term, we are running a second day to support school leaders think carefully about the use of evidence to support the implementation of their Pupil Premium strategy.

As well as covering recent updates in relation to Pupil Premium and Recovery Funding, colleagues will be supported to focus on an aspect of their strategy that they feel needs more development and to leave the day with a well-developed, evidence informed implementation plan for this aspect.

More details and to book here: [COU217 Effective planning and... | Huntington Research School](#)

### Items copied from previous weeks' bulletins for reference

#### Surveys

As noted in the last bulletin, I have set up a survey that I ask you to complete by Thus 17<sup>th</sup> November. I estimate that it will take 10 minutes and you can access it via this [LINK](#) There are three sections to it:

1. **Asking about the different approaches you take to gather pupil, staff and parent voice.** This is to help inform planning about how we can support one another with this work and also to identify how the Trust Board can gain feedback to support their role as employers.
2. **Updating information on capacity to support different aspects of school improvement.** I have gathered lots of information to help with this over time, but it is helpful for me to get an update and also to gather it all together in one place in a more structured way. This survey will help me to identify which of you to speak to in the event that anyone asks for support.
3. **Specific questions about the work we have been discussing on writing.** These questions are to help decide the level of interest in this work, how urgent it is and what people want from it.

**There is also an additional survey for Heads of schools already in the Trust.** This survey can be accessed through this [LINK](#) and will take approximately 5 mins. This survey, which is also going to Chairs and Business Managers, is a quick check in to see how things are going so far from your perspective. This survey will be repeated in the future and will help Directors to monitor the impact of the Trust set up, guide any changes we need to make and inform future priorities.

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Response to previous surveys has been far from complete. I absolutely understand that this will be one of a never-ending list of things for you to get to, but the responses really only help if we get a complete picture, so I do thank in advance for your prompt responses.

### NASUWT and NEU Strike Ballots

As noted in the email from Anita at the start of last week, I have received notification for schools in the Trust of the numbers of members of staff in each school being balloted by each union. You should also have received notification. If you have not, let me know and I will share the numbers with you.

If strike action is called, it is likely to affect each school differently depending on the number of staff talking part. In that event, I will set up a Teams meeting in that event to give us a chance to share approaches and help to support one another in our response.