

Head Teachers' Bulletin – 18th November 2022

Events this week (week beginning 21st Nov)

School visits & meetings

Holy Trinity – Mon 21st Nov 11.00-12.00

Heads' Forum – Tue 22nd Nov 9.30-11.00am @ St Alban's

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

<https://us02web.zoom.us/j/89853816090?pwd=WFU3dDV4SnRGS3dhdEloTVJm5lUT09>

Meeting ID: 898 5381 6090

Passcode: 21juu2

Upcoming Events

School visits & meetings

All Saints – Mon 28th Nov 11.00-12.00

St Thomas of Canterbury – Tue 29th Nov 10.30-11.30

Holy Rood – Wed 30th Nov 10.30-11.30

Chairs' Forum – Wed 30th Nov 6pm @ All Saints

Actions from this Bulletin

New Updates (since last bulletin)

Heads' Forum – 22nd Nov at St Alban's

I am looking forward to seeing you all next Tuesday at St Alban's. There will be some parking at the school, though not enough for everyone if we all drive individually. There is some parking on the roads around the school.

As we agreed at our last forum, this will be a single item meeting to move forward our discussion around SEND.

Surveys

Many thanks to everyone who completed the survey(s) in time for yesterday's deadline.

There was one survey just for Heads, Chairs and Business Managers in schools that have already joined the Trust, to help directors get a sense of what is going well and what we need to improve in terms of helping schools to join and get established.

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The other survey was for all schools and was focused on school improvement capacity and also around how we collect feedback from parents, staff and pupils. This will inform both directors and our chairs forum and school improvement leadership team to plan our next steps.

I have attached summary results from both surveys with the bulletin and, if you wish to, **you can look online at the results via the links below:**

1. Results of [Survey on CMAT development – schools who have joined the Trust already](#)
2. [Results of survey on gathering feedback and school improvement capacity](#)

There are a number of schools not represented. While any further additions will be too late for consideration in the meetings that these were designed for, we would still welcome contribution from other schools. I will check back at the end of next week to see if there are further entries and whether these might change any decisions and planning. **The surveys can be completed via the following links:**

1. Link to CMAT development survey for Heads, Chairs and Business Managers of schools in St Clare's Trust already; <https://forms.office.com/r/CggsafyQnp>
2. Link to survey on gathering feedback and school improvement capacity for all Heads; <https://forms.office.com/r/BWBc9rGr1y>

Compliance Management Software

On visits to a couple of schools, heads have raised questions about compliance with regulations to do with site management. That has led to discussion about Every Compliance Management software, which is a tool that Adnan has used before. For premises use, it can provide a checklist of the routine activity that should happen during the year and it will provide reports for Heads, governors and directors to show where we are up to with this work. There are other features that can help keep track of other aspects of compliance.

It is a system that we could consider buying into across the Trust. Adnan and I would welcome any thoughts or feedback you have on this. If you want to have a quick look at what it is about, you can visit the website at www.weareevery.com

Notices

“Little Bits of God” artwork coming to the diocese – 10th Feb – 31st March 2023

One of the governors from our schools is involved with plans for this opportunity to see this display when it comes to the Diocese next year. She was very keen to alert schools so that you could consider trips to see the work.

The artwork was commissioned as part of “The God who speaks” celebrations of 1600 years since the first bible translation by St Jerome. The artwork can be seen as a modern translation of the Bible.

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It was meant to travel around the country, but was postponed due to Covid. The exciting news is that the artwork is coming to Hallam Diocese, it will be at St Peter in Chains in Doncaster from 10 February until 31 March 2023.

Full details are being developed and I will keep you up to date as I hear them.

Fleur Dorrell (fleur.dorrell@biblesociety.org.uk) from the "God who Speaks" is able to speak to relevant people within schools (online) to discuss how schools can make the best of a visit to the artwork. The artwork is meant to be enjoyed by people from all ages.

You can also find information, including an informative video from the artist about how he created the work at <https://www.godwhospeaks.uk/little-bits-of-god/>

There is an interactive experience of the artwork at <https://art.godwhospeaks.uk/>

Items copied from previous weeks' bulletins for reference

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.

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World Cup

A couple of people have mentioned to me that they are receiving requests to watch the England match which takes place during the day on 21st November. Any decision on this needs to be at school level because I think it just needs a pragmatic approach that will minimise disruption and this will likely 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 share with others, then I would of course love to hear from you.