



GEP ACADEMIES WEEKLY BULLETIN

WEEK COMMENCING 8 JUNE 2020

Reminders for this coming week:

GEP SECONDARY HEADS

10.06.20
11:00 – 11:45

JOINT DEVELOPMENT GROUP

12.06.20
08:00 – 10:00

Forthcoming meetings:

GEP PRIMARY SBMs

16.06.20
09:00 – 12:00

GEP SECONDARY SBMs

18.06.20
8:30 – 10:30

GEP&AST ALL HEADS

18.06.20
08:00 – 11:15

GEP EDUCATION COMMITTEE

30.06.20
15:30 – 17:30

GEP RESOURCES COMMITTEE

01.07.20
15:00 – 17:00

GEP AUDIT COMMITTEE

07.07.20
17:30 – 19:00

GEP EDUCATION COMMITTEE

15.07.20
10:00 – 12:00

GEP BOARD

16.07.20
17:30 – 19:00

Powerful Partnerships

Amid our primary schools wider re-opening last week, and the detailed secondary preparations, the power of partnership has been at the forefront of GEP activity this week and last. The phrase 'team effort' has never more seemed so appropriate.

I would like to pay huge tribute to the ongoing efforts of all in our community to deliver high quality education against the backdrop of uncertainty and changing circumstances. Premises managers, headteachers, business managers, central team colleagues, teachers, pastoral leads, IT practitioners and everyone across our trust continues to place children and their learning as our guiding light. Exactly as it should be.

We continue to work together to ensure that our children receive the best education they can. This last week has seen detailed evaluation of our 'on-line' education offer. Ever cognisant of our desire that these provisions will change, adapt and develop as our work matures. Primary headteachers have shared their learning with each other and across our trust community, as we strive to build upon our successes.

Partnerships are also strong between our trustees and GLAC chairs. A meeting held last week included a detailed discussion of school efforts to provide the best, an analysis of our collective Covid response and the beginnings of shared discussions around our strategic aims for next year. These are all tangible signs of working together for the benefit of our students.

It was a privilege to get together with wider trust colleagues and begin the process of forming professional relationships. Our collective endeavours really do make a difference amidst these changing times. In truth, one thing we can be sure of is that further change is coming. We are aware that the provision in schools will be required to adapt and flex with our changing situations, both locally and on a national scale. It is here that powerful partnership will assist in supporting us collectively and sustaining our efforts.

Speaking to many headteachers last week, and holding further conversations in the week to come, the sense of purpose and clarity in providing the best for children is palpable. Headteachers sharing their pleasure at seeing children return to school in greater numbers is fantastic to see. We are all in this profession, or supporting our sector voluntarily, to see children thrive. It is through partnerships that we will make a powerful difference. Thank you for everything you are doing as a collective to provide for our students.

Actions for Heads:

- Please could you ensure that you update your emergency plan contacts with Jack Mayhew as CEO and emergency contact. Contact Gaby for his mobile number or refer to the SBMs May bulletin
- Thank-you in advance to Heads and SBMs in preparation for this week’s budget review meetings
- Thanks to all secondary schools’ SLT for preparation/submissions in advance of our C-19 expansion risk review meetings with Heads
- Ensure all SLT are actively using our membership to “The Key” paid for by the trust

Actions for Governors:

- Note the new government guidance for exclusions
- Review draft calendar of trust meetings and take into consideration when planning GLAC meetings
- Ensure all governors are actively using our membership to “The Key” paid for by the trust
- Undertake the following by the end of term for board consideration:
 - Consider admissions policies for 2022/23
 - Nominate chairs for 2020/21
 - Review and submit committee/sub-committee terms of reference

Actions for Trustees:

Please note an extra education committee has been included in the meeting programme to discuss and evaluate the schools’ Risk Assessments and Health & Safety changes since the expansion of on-site provision.

School Improvement Update:

CPD Afternoons & Curriculum Networks:

We are making plans for CPD afternoons and curriculum networks for next year. At this stage, please make a note of the dates. Jackie Blackwood is in the process of liaising directly with schools about CPD priorities and which networks will be most supportive to schools and to teachers. Our Primary NQT programme will be delivered during the dates allocated to the curriculum networks.

| | CPD Afternoons | Curriculum Networks |
|--------------------|-------------------|---------------------|
| Autumn Term | 28 September 2020 | 30 September 2020 |
| | 23 November 2020 | 25 November 2020 |
| Spring Term | 25 January 2021 | 27 January 2021 |
| | 15 March 2021 | 17 March 2021 |
| Summer Term | 10 May 2021 | 12 May 2021 |
| | 28 June 2021 | 30 June 2021 |

SCITT Recruitment

Recruitment to the SCITT for September 2020 has been continuing. We have currently recruited 17 primary trainees, 22 secondary trainees and 8 trainees as part of our 'Teach Independent' programme. We are currently working with other SCITT providers to explore how best we can support former trainees during their NQT year from September after this current period of disruption. We are aware that the quality of school based NQT mentors will be more important than ever.

Impact of school closure on the attainment gap

The EEF has published a [rapid evidence review](#) which examines the potential impact of school closures on the attainment gap, based on a systematic search of existing literature.

GCSE and A Level Science Support

Malmesbury Education have provided support for GCSE and A-level Science. The videos are available here: [online practicals](#)

School Operations:

Interim HR Operating Procedures

In response to the coronavirus pandemic, we have continued to interpret the ever-evolving government guidance around staffing and have produced HR Interim Operating Procedures to reflect any temporarily

adjusted HR processes and/or policies. This is being updated as and when changes occur. It can be found under GEP Shared Documents Emergency COVID-19 Response [here](#).

Staff Covid-19 work assessments

With the wider expansion of educational provision from 1 June, school expansion plans and risk assessments have been produced to ensure that the increased provision provides the right balance between minimising risk of coronavirus infections and an ambition to have more children return to onsite provision. To supplement this work, we also recognise that it is important to engage in conversations with each member of staff in order to understand and consider their personal circumstances. This will enable discussions to be taken regarding working arrangements based on government guidance and implementation of any necessary temporary adaptations. A form has therefore been drawn up to aid these discussions and to assist with the recording of this information. It is available under GEP Shared Documents Emergency COVID-19 Response [Employee Forms](#).

Union communication

Throughout the coronavirus pandemic we have been communicating with unions, listening to their concerns and keeping them updated of our expansion plans and risk assessments to ensure that we are proactively supporting the safety of both our staff and our pupils.

Home working assessment

It is recommended for any member of staff who is continuing to predominantly work from home that their home working assessment is reviewed to ensure that their workstation and environment remain suitable and safe. The template form is available under [Employee Forms](#).

Pay and Appraisal Policy

The Pay and Appraisal Policy is currently being reviewed, with headteacher input, for publication in the Autumn term. The review will also include the impact of Covid-19 on aspects of the policy such as performance management and applications for UPS for teaching staff.

Special Leave Policy

GEP are keen to support staff who may require time off during their working hours/days and appreciate that it is not always possible to plan or arrange this out of the school term time. The current pandemic has increased the challenges and complexities of balancing other priorities for many of our staff. We therefore wish to ensure that there is a consistent approach to the provision of special leave across all GEP schools. To that end a new trust-wide Special Leave Policy is therefore being drafted with a view to implementation in the Autumn term.

Contacts:

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|---|--|--------------|
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| Jane Abbott: Secondary SIP | Jane@lawn3.com | |

Jack's (virtual) visits this week:

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|--------------------------------|-----------------|--------------|
| All Heads Mtg. | 08.06.20 | 09:30 |
| Loseley Fields | 09.06.20 | 14:30 |
| Boxgrove | 10.06.20 | 14:00 |
| Guildford Grove | 11.06.20 | 14:30 |
| Joint Development Group | 12.06.20 | 08:00 |

