

# Bay Education Trust



Bulletin Issue 5  
December 2018

**Better Educational Standards Together**  
*A VALUES-LED ORGANISATION FROM 2 TO 22*

Dear Colleagues

The Board and I would like to express our gratitude for the commitment and dedication given by everyone involved at Bay Education Trust during 2018.

It is undeniable that the year has been challenging in many regards, however, it is equally undeniable that the determination demonstrated by our staff is making a huge difference to the quality of education that we are offering to our students.

The Board has committed itself to a three year strategy that will deliver our 2 to 22 vision via an unswerving commitment to clear values, KPIs and mission statements. It is pleasing to know that staff are so supportive of and committed to the overall plan to make Bay Education Trust a deficit free, outstanding organisation by 2021.

We wish everyone a happy and relaxing holiday and new year.

Yours sincerely

**Stephen Kings**  
CEO Bay Education Trust

**Gavin Jones**  
Chair Bay Education Trust



# Bay Education Trust

BETTER EDUCATIONAL STANDARDS TOGETHER  
A VALUES-LED ORGANISATION FROM 2 TO 22

## OUR VISION

We will provide the highest quality educational experience for our young people **AGED 2 TO 22** and we will achieve this through a focussed and strategic approach to school improvement and by maximising the benefits of partnerships across the Trust both locally and nationally.

## MISSION STATEMENT

- Our learners will be at the centre of all we do. They will be empowered and inspired to become successful lifelong learners who are resilient, active and responsible citizens.
- Our employees and partners are determined to be the best they can. We will invest in them in order that they will develop as high quality and valued members of staff.
- Our Trust will be relentlessly focussed on school improvement, valuing all, sharing collective expertise and celebrating success. We will judge our success on raising pupil standards and outcomes.

## OUR VALUES

- **Openness and Integrity:**  
We will uphold the highest moral values working with honesty, trust and integrity.
- **Inclusivity and Respect:**  
We will strive to serve every young person, their families and the needs of the whole community. We will be child centred and inclusive valuing every individual learner.
- **Co-operation and Accountability:**  
We will work in true partnership through a collaborative approach driving the highest standards for all.
- **Empowering and Inspiring:**  
We will seek to achieve consistent teaching and learning across all our schools, inspiring our young people to learn, aspire and achieve.

## OUR KEY PERFORMANCE INDICATORS

We will constantly judge ourselves by our progress towards:

- All children making at least expected progress and more of them to achieve better than expected progress.
- Eliminating the gap between advantaged and non-advantaged pupils.
- 100% of teaching being judged as good or better.
- Pupil attendance at national average or better.
- All pupils achieving positive post-school transition.
- Our budget relentlessly focussing on pupil outcomes.
- Pupil numbers being at those predicted in our 5-year financial plan in all three academies.

## Bay Education Trust – Employee Engagement Survey – Update

The first Trust-wide Employee Engagement Survey was conducted in November 2018. A total of 210 responses were received which is a really encouraging start - thank you!

The table below summarises the responses (by percentage) to the statements contained in the survey.

Statement	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree
I am proud to work for my school / team	40.5	45.2	11	3.3	0
I am happy at work	21.4	53.8	12.9	10	1.9
I feel valued at work	21.4	36.7	18.1	18.6	5.2
I know what is expected of me at work	36.2	49	10.5	3.8	0.5
I have access to the things that I need to do my job well	11.4	42.4	22.4	20.5	3.3
I have access to the learning and development that I need to do my job well	14.8	48.6	19.5	16.2	0.9
I'm kept informed about what is happening in the organisation	21	39	23.8	13.8	2.4
I feel able to voice my opinions at work	14.8	40	26.2	13.8	5.2
I receive appropriate recognition when I do good work	15.2	37.1	21.4	18.6	7.6
I rarely think about looking for a job with another organisation	16.7	32.9	24.3	20	6.1
I'm aware of the BET's Vision, Mission & Values	29	57.1	10.5	2.9	0.5
I can see a clear link between my work and the BET's Vision, Mission & Values	18.1	48.6	25.7	5.7	1.9

Clearly there are some really positive messages from staff, for example the high percentages that are proud to work for their school, that are happy at work and that are aware of the Trust's Vision, Mission and Values.

However, the survey has also highlighted that approximately 25% of those responding don't feel valued at work, don't receive appropriate recognition for good work and don't have access to the things that they need to do their jobs well.

The next step for the Trust Board and Senior Management within the Trust will be to identify practical steps to address common areas of concern amongst staff. The survey will be repeated on a regular basis across the Trust moving forward in order to monitor the impact of the practical steps referred to above and to identify any new areas of concern and/or good practice.

Thanks again - the continued commitment and engagement of Trust staff is vital to a successful future.

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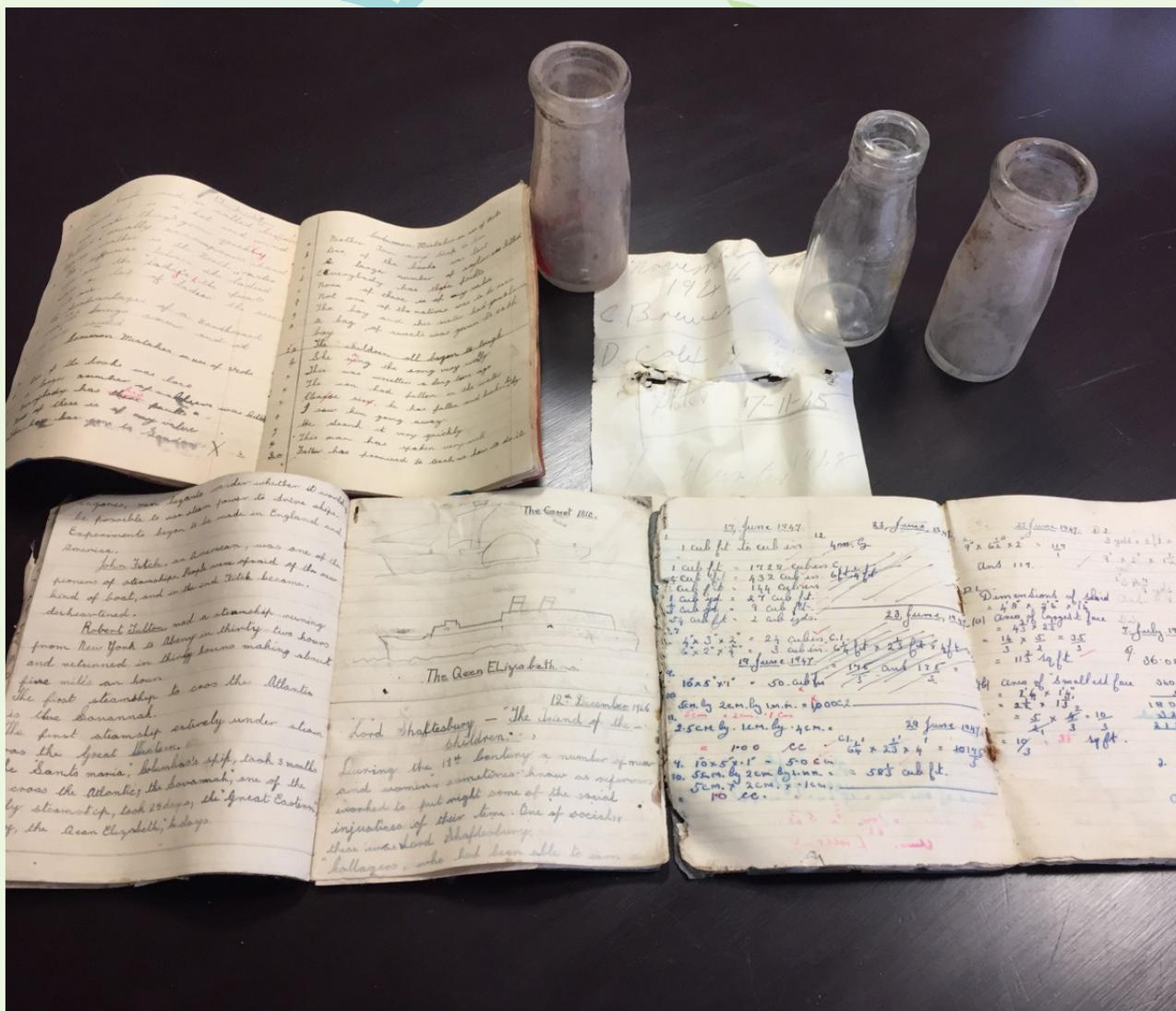


## Unsolved Mystery Under PCSA

It was found in the depths of the boiler room; a treasure box hidden under Paignton Academy for seven decades.

The discovery was made by workers for Gilpin Demolition during the final part of phase one of our building works. Inside, they found three milk bottles containing a note and some exercise books dating from 1947/48. They were left by Colin Brewer and D. Cole, who were students at the school in the aftermath of World War II.

A lifetime has passed since then, and we estimate the former students would now be between 81 and 86, but we are hopeful someone may know their whereabouts. Can you help us find them? We would love to invite them into the Academy when the building works have been completed and pass them back their exercise books!



The above photo shows the beautiful handwriting in their Maths and English books; something we are sure we could all aspire to!

If anyone has any information on Colin Brewer or D. Cole, please email [wrdadmin@paigntonacademy.org](mailto:wrdadmin@paigntonacademy.org) for the attention of Mr Smith. We would love to meet them!

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## PCSA Borough Road CIF Project Update

The project to replace the old buildings on the Borough Road site is now entering an exciting phase. December has already seen specialist contractors, Gilpins, complete the demolition of the old structures and full planning approval secured. Midas Group have now been instructed to commence the main construction and are now busy placing orders, including the piling rig and the steel frame, which will arrive shortly after they take occupation of the site in early January.



*BR Site - Demolished and ready for our new building*

It won't be long before we see some real activity on the site and the new structure begins to take shape. The project team is delighted that the KTA Architects scheme has been approved in full and will include an impressive new multi-use assembly hall, drama room, kitchen, dining room and ancillary accommodation.

The scheme is managed by a project board which includes directors and staff of the Bay Education Trust and the TDA who are now close to appointing key ancillary contracts for the kitchen, retractable theatre seating and a specialist contractor to design and install the stage lighting and sound equipment.



*Visual impression of Assembly Hall/Performance Space*

The project board has been impressed with the support and professionalism of the design team and Midas who have taken us to this point. The board will continue to ensure that safe movement in the vicinity of the site and pupil safety is at the heart of the construction activity which is due to be completed in September 2019.

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## Waterleat Road CIF Project

Despite challenging weather conditions, the Waterleat Road renovation project is progressing well, with solar panels now temporarily removed so that full refurbishment of the roof to the main block can begin. Stormforce Roofing have endeavoured to work as sympathetically as possible, liaising with the Academy site team in order to allow lessons to continue, as they work through the various stages of the planned programme.



*"I would like to thank all staff involved in both projects for their hard work, support and dedication. Once complete, the changes made to both sites will make a real difference to our young people, providing them with the very best educational provision."*

Jason Trevarthen  
Deputy Headteacher

## KAA PE & Sports Round-up - Autumn Term 2018

PE and Sports have continued to go from strength to strength in the past term with pupils accessing a variety of sports and activities; both in class and in extra-curricular provision.



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PCSA's sporting festivals have provided a focus for the curriculum and offered a chance for our younger pupils to experience new skills in a different setting. Pupils in Years 5&6 excelled in the recent 'QuickSticks' Hockey Festival with all four teams going undefeated on the day and the 'A' team qualifying for the Level 2 Competition as tournament winners.

In the Years 5/6 Sportshall Athletics, KAA finished as runners-up at the cluster festival and have qualified for the Level 2 event in the New Year. We are so proud of all the pupils who have taken part in these events and represented the school with enthusiasm and commitment.

In basketball, all pupils who have been attending after-school club took part in a friendly tournament at KAA. CSA were our guests and the event was a great success.

This is the second time that we have run the tournament with 40 pupils from both schools enjoying a friendly introduction to competitive basketball.

Pupils were split into three teams according to ability and CSA came out on top on this occasion with six wins to three. The KAA hall was packed with family and friends giving their support which was great to see and the pupils are already talking about the re-match in the New Year!

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### **KAA Ofsted Monitoring Visit - 16th November 2018**

On Friday 16th November 2018, Kings Ash received an Ofsted monitoring visit, following significant changes since the new leadership team joined in January. Please see the letter at the end of this newsletter, which has gone out to parents, for information as to how the visit went.

*Ofsted letter attached at the end of this newsletter.*

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### **CSA - Football Futsal Tournament**

The Academy was invited to attend a Football Futsal Tournament at Paignton Community & Sports Academy on Tuesday 20th November.

The event was organised by Torquay United Community Sports Trust through the Premier League. Curledge Street were reigning champions at the event and needed to defend their title against more than 12 other schools from across Torbay, Exeter and Plymouth.

Under the guidance of Mr Osman, we went with a strong team of boys from years 5 and 6. After coming through the group stage of the competition, the school made it to the final and, after a hard fought game, the final score was 2-2 - a penalty shoot-out now the only way to regain the trophy! The boys held their nerve to win the shoot-out and remain champions.



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## Hurray for Pudsey

BBC Radio Devon tweeted about their visit to us! They heard all about our School Council's efforts to raise money for Children in Need so sent Pudsey along to meet them. Our duck race, name the bear competition and the bring and buy sale raised over £500! A Curledge Street record!



## More giving!



We've also had a lovely thank you letter from LightForce for our recent clothes donation. We donated our old school uniform which has been allocated towards their work in Lira, Uganda. The uniform will be distributed to schools and children where there is extreme poverty and much need.

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12th December 2018

Dear Parent and Carers

On November 16<sup>th</sup> we received a one day monitoring visit from Ofsted. The Ofsted Inspector was aware that the academy had undergone many significant and positive changes since the new leadership team had joined in January this year and a strong ethos and culture had been created within the school. He reported that the leaders had quickly understood what needed to be done to raise the quality of teaching, learning and assessment and that there had been marked improvements, particularly in the quality of teaching and vital measures had been taken to improve the behaviour and safety of children.

He noted there have been considerable changes to the teaching staff and teachers are now receiving good professional development to become even more effective. He noted that systems were now in place to check pupil progress and there are consistent expectations placed on pupils.

The report emphasised the large amount of co-ordinated professional expertise involved in the Academy since January 2018. A national leader of education, outside consultants and the local authority have been focussed on supporting the school as it moves forward into the future. The academy has worked with the local authority to reduce the number of exclusions by involving other outside support agencies.

He reported that at the last inspection in July 2016, a year and a half before the current leadership team were appointed, writing across the school, planning being linked to pupil needs and challenge for the more able needed improvement. The report stated that more needed to be done to address these important aspects of the school's development and plans have already been drawn up to address these issues.

We expect a 2 day inspection to take place during 2019. This report has emphasised that many effective actions have taken place since January 2018 and makes it clear that these actions need to continue to deliver further improvement.

In conclusion I would to thank all of our parents, carers and others in the local community for the support and encouragement we have received during the last 12 months. It is absolutely vital that we continue to work together in partnership for the benefit of our children so that we give them the best possible start to their lives.

Yours faithfully,

Jess Humphrey,  
Executive Headteacher.

Laura Kies,  
Head of School.

Stephen Kings,  
CEO of Bay Education Trust.

**Head of School** Mrs L Kies B.A.Ed Hons

**Executive Headteacher** Mrs J Humphrey B.Ed Hons NPQH

**Kings Ash Academy** Pimm Road, Paignton, Devon, TQ3 3XA **T:** 01803 555657 **E:**