

### Message from the CEO



Thrive Education Partnership have had an incredibly busy year! The acquisition of Kingsbury Academy and the impending opening of the Warwickshire Academy has increased the size of our Trust, significantly. Our growth is a result of the expertise of our staff and our reputation, nationally. Growth brings new challenges but also an element of security as the Education Minister calls for Academisation across the country. We are in the fortunate position to be able to retain our identity and grow with like minded experts in their field. We would like to thank our Central team for their work on the acquisition of our new schools. I hope you all have a chance to enjoy the festive break.



#### Prioritising our People

Staff well being is at the heart of what we do. As we grow as a Trust we are constantly looking for new ways to ensure we recruit, retain and develop highly skilled individuals. We appreciate that wellbeing happens at a school level, however we have made a pledge to ensure schools are doing all they can to support our staff. We have two significant changes arriving in the new year:

QDP Wellbeing surveys conducted termly

- Feedback on what is good and what could be better across the Trust. The option to report anonymously gives us the chance to create a Trust we are all proud of.

SAS Wellbeing Support

- Counselling sessions and back to work support provided by experts outside the Trust. We are currently in the process of negotiating the renewed contract to cover ALL staff across ALL schools.



#### Introducing our Director of Education

We would like to welcome our newest member of the Executive Leadership Team, Dominic Broad. Dominic is a former Headteacher of a 3-19 school and the former Assistant Director of Education and lead for Curriculum reform for Central South Consortium. He has experience of leading mainstream and special schools (Primary and Secondary) nationally and locally.

Dominic has been supporting our collective Senior Leadership Teams to review our work around Curriculum, Teaching and Learning and our general approach to Leadership across the Trust. In the new year, Dominic, will be working with Middle Leaders from across the Trust as we roll out our Self Improving System (more on this to follow).

# Exploring our Vision & Values

As we have grown from one school to three, it is important we revisit our collective purpose. The Executive Leadership team have been consulting with Headteachers, Senior Leadership Teams and the Trustees to ensure that we establish a clear direction for the Trust. After much deliberation we have come to an agreement (shared below). We hope you agree that this statement captures our collective purpose.



## “You are what you do, not what you say you’ll do”

It is important that we work collectively towards our vision, whilst holding ourselves to our collective values:

- Respect
- Responsibility
- Kindness
- Safety
- Ambitious

Although our visions and values may vary slightly within each school, it is important that we are all aware of what the Trust stands for, what we are working towards, and the expectations of ourselves and others. Actions speak louder than words.



Thrive Education Partnership have introduced a new quality assurance framework. We began with a series of school-to-school support days, quality assurance visits from Richard, Dominic and Craig and invited a range of external experts in to work with our Senior Leadership Teams. This means that you will continue to see lots of visitors over the next few terms (Covid pending). We have enjoyed giving you the opportunity to share your amazing work.



▶ Over the Summer the Central Team worked incredibly hard to ensure that financially and practically the refurb to Kingsbury would be ready for the Student's return in September. Thanks to the heroic efforts of the contractors and our very own, Colin, Kingsbury Estate Manager. We have seen the school transformed and a new temporary building constructed for the new classes. Well done all!



▶ Zoe Allcott and Andrew Betts have been working with web developers to create new websites for the individual schools and the wider Trust. The Headteachers and Trustees agreed on the new design and we eagerly await the creation of our new and improved site. Watch this space!



▶ We would like to congratulate Paul Hostead and his team for successfully passing their Ofsted preopening inspection. The team has worked incredibly hard to be ready for our proposed opening and has shown resilience, dedication and commitment to ensuring the school will have the most successful start to life in our trust. Great job!



Our Deputy CEO, Craig Bennett welcomed a group of students from Calthorpe Academy to our Central Offices last week. They showcased their impressive art work and enjoyed a hot chocolate with Craig at the German Market. We were so impressed with the art work – it now sits proudly on our walls at the central offices. Well done to Sarah and her fantastic students.

### ***We would like to thank all of our wonderful staff for their efforts in 2021***

"We have a long way to go" sighed the boy.  
"Yes but look how far we have come" said the horse.



