

The Rise Partnership Trust Summer Newsletter 2024



Jayne Jardine MBE Review of 2023/24 CEO

It's been a busy and successful year for our Trust and schools. Key highlights have been:

- Wembley Manor successful opening on its first temporary site in September 2023 and then moving to its Newman site in early 2024
- Opening up the EYFS provision at The Avenue and successfully 'growing' the school with additional classes
- Opening our new Challenge Partners Hub supporting and working closely with 12 special schools across London to enhance SEND provision and leadership practice
- The Avenue's outstanding Ofsted inspection in October 2023
- Manor gaining the silver rights respecting schools award
- Our highly rated training programme for mainstream additional resource provision staff
- The Eco Green Flag award at Manor
- Opening our new Trust HQ for the central team
- Highly successful Challenge Partners review at Manor (Manor retaining its leading school's category)
- Appointing a new Head of provision, Andrew Chaplin, at Wembley Manor (starts in September 2024)
- Our first Trust conference focussing on EDI in June 2024
- Our wonderful professional and parents Neuroinclusivity conference in July 2024
- Trustee and Local Academy Board learning walks with high engagement this year from all involved
- Family and friends' engagement events
- Excellent staff feedback and engagement with staff Welbee surveys



- Continuing high engagement across our schools with outside agencies and other schools/Trust
- Moving to a new recruitment platform to enhance our recruitment strategy
- Designing and signing off the plans for Wembley Manor (due to open on its permanent site in September 2025)
- Preparing, in close liaison with the DfE and Brent LA, for the official opening of Wembley Manor on 1/9/24

A huge thank you to all staff for their positive engagement and support for all of the above.

Who we are; what's the driving force for our Trust

As you know, The Rise Partnership Trust is currently a family of 3 special schools; Manor school (primary school), The Avenue (all age school) and Wembley Manor (our new secondary).

We have a committed ambition to grow our Trust and are purposefully working towards meeting this; putting in bids for new Free Schools and discussing options for mainstream schools to join our Trust.

Our key driver and reasoning for this growth is to enhance specialist provision across Brent for the much needed, expanding numbers of pupils with SEND. Within the last 8 years there has been a 60% increase in EHCPs. We currently have to turn down 100s of applications to our schools each year. Our aim is to be able to say 'yes' to any pupil needing our specialist support in future years; this will support Brent in reducing its high cost need for sending pupils out of borough and ensure that Brent pupils have access to high quality local provision.

We are ambitious; Trustees, leaders and staff share this ambition. Our pupils only get one chance and our partnership working and child-centred ethos is infectious driving all involved to make a difference and give all our young people the very best start in life.

Strategic Priorities for 2024/25

At RPT our Strategic Priorities address overarching key themes:

- **Pupils** – To ensure our schools provide the most effective and creative teaching to promote and provide high quality learning
- **Staff** – To continue to grow our own leaders of the future by further development of our Trust's/school's effective and stable team with coaching, high quality CPD, coaching and excellent professional development for all. To develop more internal promotion opportunities for all our staff ensuring EDI is at the heart of this
- **Leadership and Governance** – To continue to have strong leadership and governance across the Trust by the ongoing enhancement of our rigorous and robust programmes to support all staff/trustees/LAB governors, build expertise and raise standards
- **EDI** – To have a firm focus on EDI as an underpinning pillar of all of our work; ensuring all are included and feel included
- **Partnerships** – build on and further develop our network of partnerships, both locally and nationally, to ensure that we provide training, support, and collaboration with others to enhance SEND policy and practice



- **Finance** – To further improve financial resilience and ensure value for money across the Trust (including income revenue). A key focus of this work is our newly developed recruitment plan to support the decrease in reliance on agency staff
- **Growth** – to continue to expand by successfully opening and growing new provision and adding joining schools (mainstream, special and satellite provision) to our MAT
- **Climate** – to ensure that we do all possible, as an organisation and in partnership with others, to reduce waste, be carbon neutral and support the climate change agenda
- **Data** – continue to further develop our Trust wide data and monitoring strategy; this includes embedding a new MIS system in 2024/25.

As a Multi Academy Trust we have clear strategic aims that are founded on our mission, vision and values under the umbrella these nine key themes.

Plans for next year:

- Fully launch our People Strategy. This will include:
 - Staff long service recognition and rewards
 - Teacher awards (in every KS at every school)
 - TA/VBT awards (in every KS at every school)
 - LSA/VBA awards (in every KS at every school)
 - Therapist award
 - Tutor/intervention award
 - Site staff award
 - Admin and central team award
 - Unsung hero award
 - Above and beyond award
 - Happiness and positivity hero award



Staff can nominate themselves or others for an award, leaders cannot nominate or be nominated. Nominations will then be shortlisted by a group of E/SLT members, from which winners will be selected by a separate group of E/SLT members.

- **Ensuring more visibility of Directors in all schools** i.e. half termly, planned visits and face to face information sharing to ensure all staff are aware of the work of individual Directors and the Trust

EDI Actions from the Trust conference for 2024/25 are:

- Establish a EDI steering group with staff nominated representative from across the Trust
- Steering group to develop an EDI policy for all schools and share/discuss with staff to ensure there is transparency (this will include the fantastic work undertaken at Manor linked to their anti-racist approach/training)
- In each school's school improvement plan; L&M targets all include EDI objective
- EDI to be a standing item on ESLT, SLT and staff meeting agendas (each half term) to ensure focus and momentum
- ESLT to have termly face to face discussions/presentations with all staff groups at each school – presenting Trust news, developments and impact of EDI actions to ensure effective communication



- Annual planner to be shared with all staff (these include EDI events and actions)
- Recruitment data shared with all staff to enhance transparency and identify the increase in recruitment of staff from minority back grounds etc.
- All schools to apply for Rights Respecting schools award (building on Manor’s amazing work undertaken to receive their Silver RRSs).

I would like to say a huge ‘thank you’ to all staff for their commitment to our schools and Trust. We have faced many challenges this year but have pulled together to get things done and remain positive. Progress has sometimes been slow but we have made incremental progress in all areas; strengthening the work of each school, enhancing our finance and HR processes and procedures and building an organisation where people want to work. We are seen as a beacon of great practice both within Brent and beyond.

As I mentioned at our Trust conference, our leaders, at all levels, are always available to listen. I/we want to know your thoughts and ideas that will further enhance what we do. It’s essential that communication at all levels remains a priority for us all. Please make sure that you positively and constructively share your thoughts and participate in everything we do; this will strengthen our position and ensure that our schools/Trust are a place where we all thrive.

All my best wishes for a lovely summer break,

Jayne



Goodbye from Jacky

As most of you know, I will be leaving the trust at the end of term. I will be getting married over the summer holidays in a beautiful castle in Southern Ireland. I will then be taking an extended honeymoon touring the emerald isle and visiting my daughter in Mexico.

It has been a real pleasure working with you all over the last 4 years. My journey with the trust started as Acting Head Teacher at The Avenue and ended as Director of People & Culture. During my time at the trust, I have supported Continuing Professional Development, Coaching, Mental Health & Well-being, People Strategy, EDI Strategy and the Outreach Programme for external colleagues, including the 'Brent Workforce and Development Plan for Primary Schools'.



I would like to thank all of you who have supported me over the years and all the staff across RPT schools who have welcomed external colleagues into RPT schools. Your continued efforts have supported external colleagues to further develop their practice so that they can support pupils with SEND to achieve the best possible outcomes.

I wish you all an enjoyable summer break and all the best in your future endeavours. I do hope our paths will cross again. Be kind to yourself and each other.

All the best,
Jacky

Promoting Metal Health and Wellbeing

We are all aware that we need to eat healthily and keep active to support our physical wellbeing. We also need to ensure that we are looking after our mental health and emotional well-being.

Brent council & RPT promote the five ways to well-being, which encourages you every day to:

- Connect – with friends, family, colleagues or others in your local community.
- Be active – walk, run, do gardening, yoga or anything else active that you like to do.
- Take notice – take time to stop and take notice and appreciate your surroundings.
- Keep learning – learn something new, read a book, learn a make a new recipe.
- Give – volunteer or do something nice for someone to brighten up their day.



There are many free activities on offer in Brent that you can participate in, as well as a range of support services.

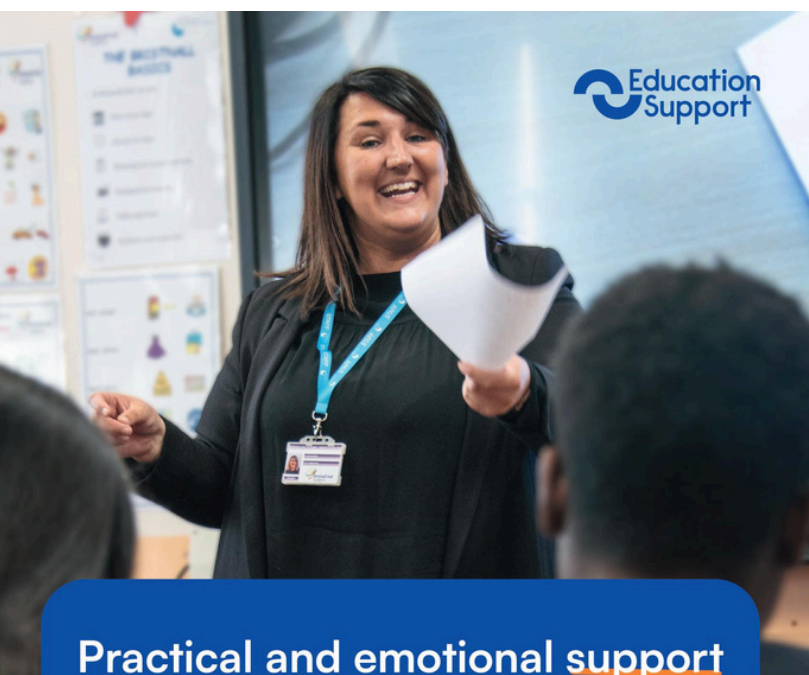
<https://www.brent.gov.uk/adult-social-care/health-and-wellbeing/promoting-mental-wellbeing>

Employee Assistance Programme

At RPT we offer all staff free access to the Employee Assistance Programme which offers:

- Face to face or online counselling sessions
- Financial guidance
- Legal guidance
- Support and coaching for managers
- Signposting for general help

To access this support, please call: 08000 856 148 and state the name of the school you work at and the postcode.



Practical and emotional support just when you need it

Your Employee Assistance Programme



Support for issues at home and at work



Financial guidance



Legal enquiries



Support and coaching for managers



Signposting and general help

We're all human and challenges in life or at work can reduce our wellbeing and effectiveness. What if you could find a sympathetic ear and the information you need to move forward, just at the right time?

Call your support line to access a range of practical and emotional help 24/7, including:

- A range of clinically robust counselling options, including telephone and online or face-to-face sessions
- Financial, legal and practical support from qualified professionals on a range of personal issues
- Access to online health and wellbeing resources and a specialist information service
- A dedicated coaching service for line managers, aimed at developing your soft skills and building your confidence for handling challenging situations.

“

It was great to have someone outside of my own circle of colleagues, family and friends to discuss how I was feeling and the advice given was relevant and very informative.”

Rob, Deputy Headteacher

Call us, we'll listen.

Confidential help 24/7, 365 days a year

08000 856 148



Your online resources:

educationsupport.org.uk/online-support

Username: **worklifesupport**

Password: **support1**

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educationsupport.org.uk



Chamberlayne Rd,
London, NW10 3NT.

enquiries@therisepartnershiptrust.co.uk
020 8968 3160



Dean Newby

Director of Communications, IT, and Data

Now (2023-24)	Next (2024-25)
<ul style="list-style-type: none"> • The quality and quantity of our social media posts and documentation (how beautiful is this newsletter?!) has dramatically increased, even Challenge Partners noticed - thank you Joe! • Wembley Manor's website launched earlier this month (http://wembleymanor.co.uk) • Our IT apprentices, Harrison and Javan, have flourished in their roles, and a number of you have expressed how supportive, friendly, and proactive the IT team is. • We completed 4 Digital Systems Reviews, 1 of which has resulted in our moving from SIMS to Arbor (which is much more user friendly!) More information, training, and support will be provided in September. • Our data protection systems and processes continue to be strong, and staff awareness and vigilance is increasing - thank you all! 	<ul style="list-style-type: none"> • The trust's Communications Strategy will be updated to include input from a range of internal and external audits and reviews. • The trust's IT & Digital Strategy will be updated, and your input sought, to better reflect our current and desired future states. • We'll be launching our AI Working Group to provide support and recommendations in all areas of our work (teaching & learning, administration, etc.) • We'll start the year using Arbor's core features (pupil profiles, parent contact details, and pupil registers). Then, during the Autumn term, we'll be investigating other features that we might want to use. We will then put a plan in place to ensure that time, training, and support are provided as and when we start using new features. • Fortnightly cyber security and data protection updates will be provided.

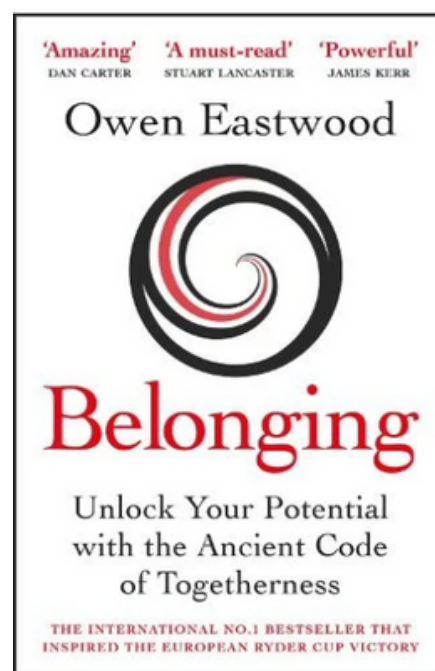


Book recommendation – Dean Newby

"Belonging" by Owen Eastwood is a brilliant book that explores the crucial importance of fostering a sense of belonging within teams and organisations. Drawing on his extensive experience working with elite sports teams and businesses, Eastwood delves into the psychological and cultural aspects of belonging. He emphasises how feeling connected and valued can significantly impact performance, motivation, and overall success.

The book is structured around the concept of "Whakapapa," a Māori term that refers to the deep sense of connection and lineage. Eastwood uses this concept to illustrate how understanding and appreciating one's heritage and the collective history of a group can strengthen bonds and enhance a sense of belonging.

In essence, "Belonging" is a guide for leaders to cultivate a culture of inclusivity and connection, ultimately leading to higher levels of engagement, resilience, and performance within their teams.



Emily Williams

Director of Inclusion

Now (2023-24)	Next (2024-25)
<ul style="list-style-type: none"> • The Avenue School achieved an outstanding Ofsted review and Manor School (including Wembley Manor) was recognised as a leading school this year by Challenge Partners. We were pleased and proud to hear that the multi-agency approach, we champion was praised in both reports! • The inclusion and therapy teams welcomed several new staff this year. A big thankyou to Aisling, Allison, Joelle, Johana, Kassady and Krisha for their commitment to our pupils and their families! You have all become valued members of our team! • Following Manor Schools Assistant Head Al achieving Makaton tutor status, he joined Rebecca May, our SaLT Assistant, in reintroduce a comprehensive Makaton training programme. This initiative is accelerating our efforts to embed Makaton across our trust and wider community. This year alone, we have trained 56 staff, 10 family members, and 16 staff from other local schools! 	<ul style="list-style-type: none"> • We will continue collaborating with the Brent Local Authority to support local schools through a range of after-school CPD sessions and opportunities to visit and spend time at RPT schools for learning days and shadowing sessions. We believe in the value of this partnership and the impact of shared learning experiences. • At the Rise Partnership Trust, the value of communication has always been paramount. To ensure its continued emphasis, all schools will include a focus on communication in their school improvement plans. Members of the inclusion and therapy teams will work closely with school leaders to support this goal. • In addition to this our Makaton journey will continue to flourish, offering more opportunities for staff, family and community partners to develop their skills.



Emily Williams

Director of Inclusion

Now (2023-24)	Next (2024-25)
<ul style="list-style-type: none"> • Staff members across the trust collaborated with Brent Local Authority to deliver outreach training and support to local mainstream schools. This included school-to-school support visits and workshops on various subjects such as, curriculum, Positive Behaviour Support (PBS), therapy, literacy and numeracy. We are looking forward to partnering with more schools next year. • We concluded our year with our Trust Neuro-inclusivity conference featuring outstanding presenters. This event was a fantastic opportunity to promote the importance of a neuro-affirmative ethos, both within and beyond our organisation. 	<ul style="list-style-type: none"> • The fantastic work of Cathrine Harris, SMSE Lead at Manor School, in achieving their Silver Rights Respecting Schools Award will be built upon within the trust. This will start with the inclusion of references to these rights in key trust policies, such as the Behaviour Support Policy.



Shastha Bibi

Director of Finance & Operations

Now (2023-24)	Next (2024-25)
<p>HR</p> <ul style="list-style-type: none"> • A new recruitment platform that makes applying for new roles easier and getting the adverts out to a wider audience • Blind recruitment – as of April 2024 all shortlisting is blind recruitment – the shortlisting panel are not provided with any information regarding age, ethnicity etc • We have moved to a secure payroll provider which will provide all employees access to their payslips more securely and our HR department a platform for recording any changes in contracts. • Across the Trust agency reliance has been reduced by 25% - our target was 20% by the end of July. We continue to recruit for staff over the Summer break <p>Finance</p> <ul style="list-style-type: none"> • The Trust is working towards becoming a cashless school and have setup a new platform for payments called Schools Comm • From September all school trips and events will be paid via School Comms – the finance team will be working with schools to ensure this is correctly setup 	<p>HR</p> <ul style="list-style-type: none"> • We will be moving to Arbor to update all personnel records for all staff • This will be linked to our new Absence Management system which we will be rolling out in September called SAMAbsence – this will be replacing Active Absence. This new platform will be user friendly and tracked more effectively. Training will be provided next term • All employee related policies will continue to be available on Smartlog thus providing all staff easier access to relevant policies • A new Ticket system will be setup for HR where any staff queries will be logged and tracked. <p>Premises</p> <ul style="list-style-type: none"> • From September any premises issues can be logged by Staff via Smartlog – training will be provided next term



Welcome to The Rise Partnership Trust

I hope all staff enjoy our new welcome video. Jayne Jardine MBE introduces the Rise Partnership Trust and provides valuable insight into the unique ethos, methodology, strategy and vision which we employ. I hope you all agree this is an accessible and valuable resource for demonstrating the amazing work we do.

Our intention moving forwards is that we will build a library of interview-style videos exploring the many facets of the Rise Partnership Trust through conversations with a wide-range of staff.

Please enjoy!

Joe Lockstone - Communications Officer

