

The Rise Partnership Trust Spring Newsletter 2025



Jayne Jardine MBE CEO

It has been wonderful to observe the excellent provision and practice during my regular visits to Manor, Manor EYFS Centre, The Avenue and Wembley Manor. I am always struck by the exemplary relationships that staff have with the pupils; always positive, caring and supportive.

Key highlights this term have been:

- Watching Wembley Manor effectively grow its provision, including expansion of their curriculum, and make preparations for their move to the permanent site in Autumn 2025
- Manor's outstanding Challenge Partners Quality Assurance review – noting the amazing work undertaken by staff to support all pupils develop their knowledge, skills, and independence that prepares them for the next step in their journeys
- Seeing the wonderful photos of pupils and staff from World Book Day J
- Submitting a Trust bid to the John Lyons charity for three years of funding to support the enhancement of life skills, careers training opportunities and work-based learning for our secondary pupils at The Avenue and Wembley Manor
- Welcoming Lorenzo Bueza as our Lead Speech and Language Therapist
- Our Challenge Partners Hub developing its offer to support middle leaders from across all schools to meet together to share best practice, ideas and challenge each other in developing their working
- The ongoing, glowing feedback from our highly rated training programme for mainstream additional resource provision staff; a huge thank you to all of our staff who have made this happen.



- Continuing high engagement across our schools with outside agencies and other schools/Trust
- The success our recruitment platform is having on the recruitment of permanent staff to all of our schools. We recognise that this is an ongoing effort but we are getting there
- The Avenue's highly successful involvement in a recruitment fair
- The continuing hard work of the central team to constantly develop our HR processes and make financial transaction smoother
- Seeing Wembley Manor's permanent build in its final stages of instalment; we shared this experience with trustees, local academy board governors and members of Brent council (including the leader of the Council)
- The hard work undertaken by our EDI Steering Group to develop our Trust's EDI policy (to be shared with all staff in May 2025)
- The agreement from Brent LA for The Avenue to be able to accommodate its Sixth Form at our provision on the Newman site (Wembley Manor's current temporary site). This will offer The Avenue's Y11 and Sixth Form pupils the opportunity to have their own, bespoke provision; accessing the shops and local community in this area
- The agreement confirmed by Brent LA for Manor to add an additional class, with some internal refurbishment, in September 2025
- Successful actioning of all of our Schools Resource Management Adviser's (from the DfE) report findings. This has resulted in a cost saving of just over £190,000 in costs. This is linked to the reduction of staff members in our Directorate and Central Teams – this money is being ploughed back into our schools' provision
- Completing our Routes into Leadership programme for 2025/26 – this will be published in the summer term and will provide all staff with the opportunity to develop their skills, knowledge and understanding to support them in career progression.

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 are aware, The Rise Partnership Trust is currently a family of 3 special schools. We have a committed ambition to grow our Trust and continue to purposefully work towards meeting this; putting in bids for new Free Schools, working with Brent LA to expand our provision to meet local needs and discussing options for mainstream schools to join our Trust in 2025/26.

Our reasoning behind this need for growth is to continue to enhance specialist provision across Brent for the much needed, expanding numbers of pupils with SEND. 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 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 our MIS system (Arbor).

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 later this term and next

We will have fully launched our People Strategy by the end of summer 2025.

This includes:

Launching our routes into leadership and careers progression offer for all staff in summer 2025 (to start in Autumn 2025). All staff will have the option of participating in leadership opportunities i.e. routes into teaching, routes into leadership, our middle leaders



programme and senior leader programme. We will also be offering LSAs and VBA support to become TAs and VBTs.

Staff long service recognition and rewards were actioned and in place by end of Spring term 2025 (for 10 and 20 (+) years of continuous service).

Staff Awards – staff will be able to vote soon for the following:

- Teacher awards (this will include Curriculum Tutors at Manor - 1 per 50 pupils up to a maximum of 3 per school)
- TA/VBT awards (1 per 50 pupils up to a maximum of 3 per school)
- LSA/VBA awards (1 per 50 pupils up to a maximum of 3 per school)
- MAST award; staff included in this category are intervention staff, family support staff, medical support staff etc.
- Central Team award (site, IT, admin, HR, etc.)
- Unsung Hero awards (for those who go above and beyond - 1 per school, 1 for MAST & Central Team staff)
- Kindness Champion (1 per school, 1 for MAST & Central Team staff)
- Love, Learn, Laugh awards (1 per school, 1 for MAST & Central Team staff)

Awards will be nominated and voted for by staff not leaders (you will all receive information on how to do this in late spring).

Schools are continuing to develop their own 'shout outs'/recognitions for staff who have been identified as doing great things/going above and beyond.

We have ensured more visibility of Directors in all schools with weekly visits from one of more of our Directors to each school, planned visits for observations etc. and face to face information sharing. We are always delighted to see and interact with all staff and share experiences, ideas, practice etc.

Trust Update on EDI Actions are:

Our Trust's EDI steering group, with staff nominated representative from across the Trust, have been meeting every half term. The steering group have developed an EDI policy for all schools and we will be sharing/discussing this with staff to ensure there is transparency in the May INSET day.

In each school's School Improvement Plan; L&M targets all include EDI objective (complete).



EDI is now a standing item on ESLT, SLT and staff meeting agendas (each half term) to ensure focus and momentum (actioned).

Our Annual planner is now shared with all staff (these include EDI events and actions).

We are collating recruitment data that will be shared with all staff in the summer RPT newsletter to enhance transparency and identify the increase in recruitment of staff from minority back grounds etc.

All schools have/are applying for Rights Respecting schools award (building on Manor’s amazing work undertaken to receive their Silver RRSs).

As ever, I would like to say a huge ‘thank you’ to all staff for their commitment to our schools and Trust. We have an excellent reputation as places of amazing provision and practice both within Brent and beyond.

Our leaders, at all levels, are always available to listen. Please make sure that you positively and constructively share your thoughts and participate in everything we do; this will continue to strengthen our position and ensure that our schools/Trust are in a place where we all are welcomed and thrive.

All my best wishes for a lovely end of term break and happy Eid for staff who have been celebrating.

Best wishes,

Jayne



Louise Kimber - Director of Schools

Now (Autumn Term)

This term has seen developments across all 3 schools

Headlines include:

- Penny has completed her first full term in post as The Avenue’s Headteacher
- Manor School completed a highly successful Challenge Partners Review
- Wembley Manor is building capacity and preparing for 2025/26

Areas of excellence – Spring 1

Avenue	Manor	Wembley Manor
EYFS	Key Stage 1	Preparing for Adulthood
Key Stage 1	Key Stage 2	Number

- Pupils who receive Pupil Premium are performing better or in line with those who do not receive.

Avenue

- Recruitment drives continuing to attract candidates to necessary posts.

Manor

- Leaders LABs meetings with subject leads have confirmed excellent leadership knowledge and expertise contributing to high standards.

Wembley Manor

- The curriculum is developing to ensure focus upon necessary knowledge, skills and language to promote students to make maximum progress.

Next (Spring Term)

Next term we will continuing focusing on putting into action the school improvement plans at each school and engaging in learning walks to look at maths within each school and discuss with maths leads.

We will be ensuring that we address areas for development as highlighted by school data.

Areas for school improvement

Avenue	Manor	Wembley Manor
	EYFS	KS3 Reading Writing Comm & Oracy PSHE
KS1 (pre B5) Functional skills	KS1(Pre B5)	
KS2 C&L: Maths	KS2 (Pre B5) C&L : Literacy	

- Schools will continue to address recruitment issues to bring further stability to class teams.

Many thanks to everyone for their hard work this term. Our schools are going from strength to strength and this is due to the efforts of all of our staff.

Enjoy a happy and restful break. x



Emily Williams

Director of Inclusion

So far, 2025 has brought significant changes to our Therapy and Inclusion Teams. We are pleased to welcome Lorenzo Bueza as our new Speech and Language Therapy Lead. Lorenzo will be working with some of our pupils and supporting our team of therapists across the trust. Emmy Norris has transitioned to a new role at Wembley Manor School, where she will focus on supporting positive behaviour, safeguarding, and family engagement. Additionally, the Manor Schools Inclusion Team has been completed by Jhoana Illada, who has moved from her role as Inclusion Assistant to Inclusion Practitioner. Finally, the Avenue Schools Inclusion Team has expanded with the addition of Claire Swift as the Verbal Behaviour and Family Engagement Practitioner.



Our teams continue to deliver high-quality training to staff across The Rise Partnership Trust. This year, our training sessions have included induction programs, Positive Behaviour Support & Thrive, Team-Teach, InPrint software, Blanks levels of questioning, high-tech AAC, literacy/handwriting, and supporting regulation. Our comprehensive Makaton training offer also continues for staff, and we have been delighted to welcome many parents/carers to these sessions, along with some of our colleagues from Brent. In the summer term, our Makaton Tutors will begin supporting schools to achieve their 'Makaton Friendly' status.

Brent Local Authority has provided positive feedback regarding our ongoing outreach offer and is eager for us to expand our offerings next year. This expansion will provide more of our staff the opportunity to participate and share their unique knowledge and skills with other professionals across Brent schools. We continue to enjoy welcoming colleagues to our schools.

We are looking forward now to our summer term!



Dean Newby

Director of Communications, IT, and Data



Categories

- *Teacher*
- *TA and VBT*
- *LSA and VBA*
- *MAST*
- *Central team member*
- *Unsung Hero*
- *Kindness Champion*
- *Love, Learn, Laugh*

For more information about each award category and how to nominate someone, visit the 'Staff Awards' page of the trust website or scan the QR code



Closing date: 23rd April 2025

Thank you to all those who have nominated, and for the quality of those nominations! We are low on nominations for a couple of categories, please check your e-mail for a list relevant to your school (sent this morning - Friday 4th April 2025). Please consider nominating a colleague!

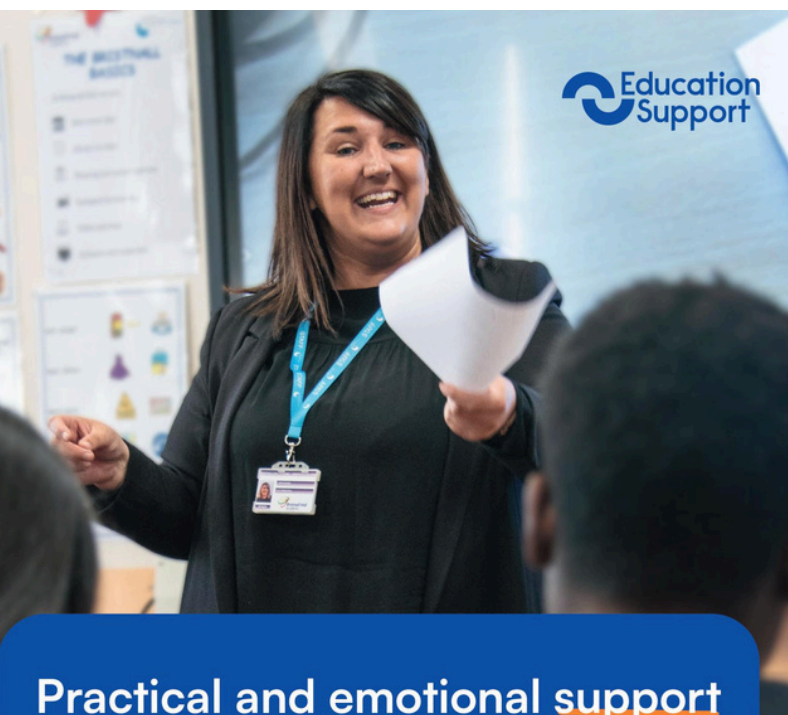
<https://www.therisepartnershiptrust.co.uk/page/?title=Staff+Awards&pid=55>



Employee Assistance Programme

With the Holiday / Christmas season fast approaching we would like to remind you all of the confidential support and guidance you can access if you need to (many staff have already fed back how helpful this has been to them)

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



Practical and emotional support just when you need it

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/onlinesupport

Username: **worklifesupport**
Password: **support1**

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

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