

The Rise Partnership Trust Summer Newsletter 2025



Jayne Jardine MBE - CEO

This has been an amazing year with lots to celebrate.

Some of our key highlights this year have been:

- **Manor's outstanding Ofsted in June 2025 – another huge congratulations to all.**
- Welcoming Penny Doswell, as The Avenue's new head Teacher.
- **Watching Wembley Manor's new building/site taking shape; working closely with the builders, REDS10, to ensure its opening in September 2025.**
- Appointing the new leadership team at Wembley Manor; Andrew Chaplin as the Head Teacher, Paul Albest as Deputy Head (external appointment), Dorota Wlosek as the Assistant Head and Aaron Lenter as the Associate Assistant Head (a brilliant example of our Trust growing our leaders of the future).
- **The Avenue and Wembley Manor being successful in their joint funding bid to the John Lyons Charity to develop their careers, life skills and cookery provision for its secondary pupils. The success of this bid sees an additional £430,000 of new funding (over 3 years).**
- Our positive, engaging and thought provoking Neuro Inclusivity staff conference.
- **Staff awards and recognition of long service event.**
- Further developing our Challenge Partners Hub and welcoming two new schools to the Hub. Our Hub now works closely with 14 special schools across London to enhance SEND provision and leadership practice.
- **The wonderful feedback from our highly rated SEND training programme for mainstream additional resource provision staff; thank you to all of our staff who have made this happen.**
- **Well attended, fun family and friends' engagement events.**
- Continuing high engagement across our schools with outside agencies and other schools/Trust.



- The success our new recruitment platform has had on positively recruiting permanent staff to all of our schools; for September 2025 all of our schools have or almost have recruited permanent staff to all posts.
- **The amazing work the central team has done this year to develop our HR processes and make all of our financial transactions smoother.**
- The work of the EDI Steering Group in the development of our comprehensive EDI Policy.
- **The fantastic news that a Dare Play Scheme will be offered at both Manor and The Avenue schools over the summer holidays.**

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.

Our Trust schools have a committed ambition to grow provision and are purposefully working towards meeting this; working closely, in partnership with Brent LA.

Our key driver and reason for growth is to enhance specialist provision across Brent for the much needed, expanding numbers of pupils with SEND.

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

Expansion Plans

Manor School

September 2025 – To support Brent LA with the growing need for special school places Manor has agreed to expand its Early Year classes to 4 classes at Manor EYFS in September 2025 and will open a new class at Manor's main site (top floor).

January 2026 – Manor will have full use of the Mitchell Brook nursery site adding another class there (5 classes at our EYFS Neasden site). This new class will be for R/Y1 pupils.

If all goes to plan, Manor will open a new Satellite site

- In year 1 – opening up to 27 places (3 classes).
- In Year 2 – opening a further 27 places.
- In Year 3 – opening the final 3 classes (sum total of 81 pupils).

Manor is currently consulting on expanding its PAN to 260 pupils to support this expansion of role (3-year growth plan). New senior and middle leadership posts and staff posts will be advertised as part of this planned growth.



The Avenue School

September 2025 – To support Brent LA with the growing need for special school places The Avenue has agreed to expand its provision and will create an Upper KS4/6th Form provision at the site next door to Newman College (currently being used as Wembley Manor’s temporary site).

In September 2025 The Avenue will have 116 pupils on roll.

The Avenue is currently consulting on expanding its PAN to 150 pupils to support this expansion of role (they will build their role over a 3-year period). New middle leadership posts and staff posts will be advertised as part of this planned growth



Wembley Manor School

Wembley Manors PAN is 150 pupils. Wembley Manor currently has 60 pupils (Years 7, 8 and 9) on roll. It will increase this to 84 pupils in September 2025 and it will grow its roll over the 3 years.

Wembley Manor will be consulting about adding a 6th Form provision (up to Year 13) next academic year and, as part of this, will be expanding its PAN to 180 pupils to support this expansion (this will open in 2026/7). New middle leadership posts and staff posts will be advertised as part of this planned growth



Strategic Priorities for 2025/26

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 (including route into leadership), coaching and excellent professional development for all.
- **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.
- **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 in our recruitment plan to further decrease the need for agency staff.



- **Growth** – to continue to expand by successfully opening and growing new provision and adding joining schools (mainstream, special and satellite provisions) 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
- **EDI** – ensuring our Trust/schools continue to develop policies and practice to ensure that ‘everyone is included and feels included’. This includes further developing our EDI steering group’s work and ensuring our EDI key areas for development are discussed and actions/impact reviewed, half termly at all levels to ensure continuous development
- **Data** – continue to further develop our Trust wide data and monitoring strategy; this includes further embedding our MIS system.

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 (see RPT’s website for more details).

Update on EDI Actions

- We have fully established our EDI steering group and they have developed our Trust’s EDI Policy; this has been shared/discussed with staff to ensure there is transparency .
- All school improvement plans include EDI objective; this is an ongoing commitment.
- EDI is a standing item on ESLT, SLT and staff meeting agendas (each half term) to ensure focus and momentum.
- Annual planner has been shared with all staff (these include EDI events and actions).
- Recruitment data is shared with all staff in the summer RPT newsletter (see HR section) 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).
- I would like to say a huge ‘thank you’ to all staff for their ongoing commitment to our schools and Trust. We are seen as places of excellent provision and practice both within Brent and beyond.

As ever, 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 a place where we all are welcomed and thrive.

All my best wishes for a lovely summer break,

Jayne



Louise Kimber - Director of Schools

Now (Summer Term 2025)

This term has seen developments across all 3 schools

Headlines include:

- The Avenue School’s recruitment drive has been highly successful
- Manor School achieved a fantastic Ofsted inspection result
- Wembley Manor is expecting to move into it’s new school site in September with a full staffing structure
- Pupil attendance across the trust is 93.2% exceeding national special school attendance rates (2024/25)

Areas of excellence (All PIP types)			
	Avenue	Manor	Wembley Manor
Spring 2	Pre PIPs 96.5%	Post PIPs 95.8%	KS3 Number 94% PHSE 94% Science 94%
	Post PIPs 98.6%		
	KS3 PIPs 96.4%		
Summer 1	Post PIPs 98.4% - Summer 1	Pre PIPs 94.9%	KS3 Pupil Premium Number 95.7% Geometry 95.7% Writing 95.7% Science 95.7%

- Pupil Premium strategies at all 3 schools are having a very positive effect on closing attainment gaps for the least advantaged pupils

Avenue

- The Avenue’s pupil attendance is 95.2% exceeding averages across UK schools.

Manor

- Ofsted quote “The school provides an exceptionally rich curriculum, which is well structured and matches what is expected nationally. The curriculum is underpinned by a focus on developing confidence, independence and communication, including in English and mathematics.”

Wembley Manor

- The Key Stage 3 curriculum is having a positive effect upon the quality of teaching and learning as observed by senior leaders.

Next (Autumn Term 2025)

Next term we will be welcoming many new staff to our schools and therefore we need to ensure a focus upon everyone having the necessary training to ensure that our standards continue to be high.

All schools will create new school improvement plans to identify the areas they wish to develop and we can all have input into these by sharing our ideas and remaining committed to providing the very best for our pupils and their families.

Areas for school improvement		
Avenue	Manor	Wembley Manor
Developing a KS5 provision	Improving writing	Embedding the KS3 curriculum
Ensuring that new staff add real value to the school.	Ensuring “capable environments”	Ensuring accreditations and qualifications for KS4.
To ensure the curriculum provides clear intent, implementation and impact.	Moving forward with applications of AI	Applications for Quality Marks

This has been a fantastic year for all of our schools. There have been challenges and these feel tough in the moment, but challenges open us up to the chance to make things better. This year has seen new ideas and adaptations evolve across the trust and there have been many great successes as schools have put their improvement plans into place. Planning to do better and be better is what we do. We hope that there’s been learning for all and please know that your work is appreciated. It’s been a joy to visit all of your schools this year and see the pupils engaged, enjoying their time with you and making exceptional progress.

Enjoy a wonderful summer break. X



Emily Williams

Director of Inclusion

Therapy and Inclusion: Championing Every Child's Unique Potential

As we come to the end of another successful school year, it's the perfect time to reflect on our staffs unwavering commitment to our Trust's vision: Championing Unique Potential and our motto: Love, Learn, Laugh.

Every member of our team plays a vital role in supporting pupils, working closely with families, teachers, and wider staff to ensure that all children are included, nurtured, and empowered to thrive. This support is delivered in many forms—from the capable and calming environments within our schools to personalised interventions, adaptive resources, and highly responsive practices that put each pupil's needs at the centre.

Growing Our Teams for Greater Impact.

To further strengthen our multi-agency approach and ensure the highest quality support across our schools, we welcomed new team members to our Therapy and Inclusion teams this year:

- **Lorenzo Bueza** – Lead Speech and Language Therapist, Central Team
- **Emmy Norris** – Inclusion and Family Support Practitioner, Wembley Manor
- **Jhoana Illada** – Inclusion Practitioner, Manor School
- **Claire Swift** – Verbal Behaviour and Family Support Practitioner, The Avenue

We have also expanded our team of Thrive Practitioners and Team Teach Tutors. These appointments reflect our continued investment in specialist expertise to ensure every pupil receives the tailored support they deserve.

High-Quality CPD Across the Trust

Our teams have delivered a broad range of high-quality professional development opportunities, building skills and confidence across our schools. Topics have included, Thrive Approach, Positive Behaviour Support (PBS), The PEOP Model, AAC, Makaton, Team Teach and Pupil Engagement Strategies.

Each training session has further equipped our staff to meet pupils' needs with compassion, knowledge, and creativity.

Celebrating Neuro-Inclusive Practice

One of the highlights of the year was our Trust-wide staff conference focused on neuro-inclusivity and neurodiversity-affirming practice. It was an inspiring day of learning, reflection, and shared vision.



We were proud to welcome guest speakers including:

- Alex Manners – Neurodiversity and Autism Speaker
- Fintan O'Regan – Behaviour and Learning Specialist and ADHD Coach
- Brooke Steer – Our own team member, who introduced the Interoception Curriculum and its importance in supporting emotional regulation and self-awareness.

Building Inclusive Partnerships

Across the Trust, staff are working to build meaningful partnerships that enrich our pupils' experiences. These include collaborations with The Royal Albert Hall, BANG Edutainment and Young Brent Foundation. We've shared free training and resources with our partners to support wider community teams in becoming more inclusive and offer accessible experiences for all children.

Thank you to all staff at The Rise Partnership Trust for their extraordinary work this year. Your passion, creativity, and relentless focus on each child's potential continues to make a lasting difference in our schools and beyond.



Outreach update

This year, staff across The Rise Partnership Trust have worked closely with the Inclusion Team at Brent Local Authority to deliver an extensive package of training and support to colleagues in mainstream schools across Brent.

Through bespoke training, learning days, teacher shadowing, and "TA for a day" sessions, we have shared our expertise with over 20 schools.

Feedback has been overwhelmingly positive, with attendees finding the sessions relevant and valuable to their roles. They described Manor School as "organised, creative, and understanding," and The Avenue School as "inclusive, safe, and nurturing." Many expressed interest in further training and in making more sessions available for colleagues to attend.

Next year, we will renew our offer with Brent Local Authority, delivering a new package of training and support. We are very grateful for this continued opportunity.

This summer term, we were also invited to begin working with wrap-around care providers across Brent, including school staff and those from external organisations supporting breakfast and after-school clubs. We delivered two pilot sessions on "Inclusive Environments" and "Positive Behaviour Support" and look forward to continuing this work in the new school year.



Dean Newby

Director of Communications, IT, and Data

It's been a busy year for Trust Communications, IT, and Data, from ramping up our social media content and engagement, to developing a comprehensive Digital Strategy, and beginning to centralise our data to better support analysis and decision-making.

Key Highlights from the year include:

- Our excellent staff conference that gave us all a lot to think about and reflect on (thanks to my conference co-organiser, Emily Williams, what a team!)
- Our inaugural staff awards that garnered more than 100 nominations and so positively reflected our outstanding staff team across the trust – you are all truly a credit to yourselves and us.
- The soft launch of Trust engagement on LinkedIn, as part of the staff conference, and with a view to using more of its features and functions in the coming months (see 'What's next?' for more info)
- Successful launch of Arbor across our schools with positive user feedback from a range of staff.
- Successful piloting of CPOMS for safeguarding at Wembley Manor.
- A positive Cyber Security audit which showed that our practice is excellent, and gave us some areas for development around formalising practice and policies – more on that in the new year.
- An exceptionally positive Data Protection audit which showed that both our practice and documentation are excellent, and provided recommendations to streamline cross-trust data protection auditing and monitoring.



Dean Newby

Director of Communications, IT, and Data

What's next?

- Hard launch of LinkedIn Trust engagement. For this, we would like all staff across the trust, who use LinkedIn, to ensure they have us listed in their career history – more info on this in the new year.
- The IT team will be particularly busy over the Summer holiday, setting up Wembley Manor's permanent site, overseeing a number of new system installations at Manor, and setting up the temporary Sixth Form at The Avenue's main site. As well as all of the usual end-of-year housekeeping, and new year setup and preparation.
- Stakeholder engagement to find out what data would better support your work and decision-making processes, with a view to creating data dashboard(s) to provide easy access to that data.
- We'll be reviewing all 3 of our strategies to ensure they remain fit for purpose, and will be working on achieving their objectives – all designed to better support our work, staff, pupils, and students.
- ...and so, so much more (which you'll hear more about during the Autumn term)

I would like to take this opportunity to thank all of our staff for continuing to embrace the work that we do in the Communications, IT, and Data team. Your support throughout the year has made the implementation of new systems and processes so much easier, as has your continued patience and kindness when things (inevitably) go a bit wrong. I would also be remiss if I didn't mention the members of my team; Harrison, Javan, Jawaad, and Joe, thank you all so much for your hard work and dedication to the Trust and our schools, it is truly appreciated.

Finally, as an out, proud, gay man and trust leader, I'd like to thank the Makaton team for providing Pride-related AAC support, Jayne for her 'Happy Pride Month' e-mail and well wishes, and the EDI working party for their continuing work on all things Equality, Diversity, and Inclusion. There is more that unites us, than divides us.

I hope you all have a well-deserved and restorative break over the Summer holiday, see you in September!

Dean Newby
Director of Communications, IT, and Data



Shastha Bibi

Director of Finance & Operations



Scheme benefits

May 2025

What's a pension?

Simply put, your teacher's pension is the way that you, your employer and the government help you to save for your future. Each time you get paid, you pay contributions towards the cost of your pension.

Your teacher's pension is one of the key benefits of your career. It provides protection both while you're in service and once you retire. It's important to be aware of the main benefits of paying into the Scheme.

How does it work?

- **Member contributions** - You'll contribute according to a tiered structure. This means that lower earners pay a lower percentage of their salary. Your pension contributions also benefit from tax relief.
- **Employer contributions** - Your employer contributes the equivalent of 28.68% of your pay towards the cost of the benefits provided.
- **Accrual** - The amount of pension you build up is based entirely on your salary and service. You build up 1.75% of your salary each year. At the end of the year, this is increased by the rate of inflation (CPI) +1.6% which ensures that the longer you're a member, the more your pension will grow.
- **Security of the Scheme** - The Teachers' Pension Scheme is one of only eight schemes backed by the Government. It's not reliant on risky investments so your pension is guaranteed.

What are the benefits?

- **Pension in retirement** - Having a good pension helps you when your income changes following retirement. It's important to remember you'll still have your bills, a potential mortgage/rent and a car to pay for. You may also want to go on regular holidays to make the most of your free time. With your teacher's pension you're guaranteed an annual pension until you die.
- **In service death grant** - If you die in service (in service refers to actively paying into your pension – not just having a teaching role), your surviving spouse, civil partner, qualifying partner or nominated beneficiary will receive a death grant from the Scheme. There's no minimum qualifying period however, the entitlement to this payment benefit is lost when you opt out of the Scheme.
- **Family benefits** - The Scheme also offers the security of a long-term pension that's in place to protect your family if something should happen to you before or after you retire.
- **Flexible retirement** - You benefit from the option of being able to retire from age 55⁺ as well as the ability to convert some of your pension into a tax-free lump sum.
- **Ill-health protection** - If you become too ill to continue teaching you could be entitled to receive any built-up pension benefits immediately. If you're unable to undertake any form of work, the accrued pension can be enhanced.
- **Saving options** - You can boost your benefits through a range of flexibilities including increasing your pension accrual or buying out the actuarial reduction that applies to early access to retirement benefits.
- **My Pension Online** - You can manage your pension via My Pension Online. It's simple to sign up, just visit our [Registration page](#). This allows you to update personal details, view your Benefit Statement and access further resources that help you to understand your pension.



Local Pensions Partnership

Support Staff who are opted in to the pension pay into the LPPA Pension Scheme (Local Pensions Partnership Administration. Further information on the LPPA can be found here: <https://www.lppapensions.co.uk/members/>)

Both you and The Rise Partnership Trust (the employer) contribute to your pension each month, which is taken from your salary before you pay tax. This means you only pay tax on your salary, not on your pension contributions.

Your pension is a 'Career Average Revalued Earnings' (CARE) scheme, which means the benefits you get in retirement are based on your salary for each year you're in the scheme. What you earn now may be worth very little in the future, so your pension is revalued every year in line with inflation.



Absence – end of term

1. If the absence extends into a holiday, colleagues should continue to send a Doctor's note into school. They should also ring school to inform a member of the HR Team (or in their absence, a member of the Admin Team) when they are deemed 'fit enough' to work.
2. On return to work, staff should inform the HR Team that they are back and a 'Return to Work' discussion may be organised. It is the responsibility of the member of staff to complete the digital form (via their Activ HR login) ASAP upon their return to work. Colleagues should contact the HR team if they are unaware of their Activ HR login details, or don't yet have an account.

Payroll

A reminder to all staff that the payroll portal for new starters and leavers is normally the end of the month to ensure that this is processed for payroll for the following month. If paperwork is not received before this date our payroll providers will not process this until the following month. For example to ensure an employee is on payroll for June payroll (18th is pay day) all documentation will have to be in place for the last day of May.

To access your payslip please use the link below.



https://ce0045li.webitrent.com/ce0045li_lss/ess/dist/#/login.



SAMpeople

From September all school staff will be using SAM Absence for absence recording

SAM, or Staff Absence Management, is a system used to track and manage employee absences. It allows employees to request leave and managers to approve or deny those requests, as well as record other types of absences. SAM also helps with tracking absence trends, generating reports, and ensuring compliance with policies.



How SAM works for employee absence:

1. Requesting Absence:

- Employees can log into SAM and submit absence requests, specifying the start and end dates, and the reason for absence.

2. Manager Approval:

- Managers receive the requests and can approve, deny, or request more information.

3. Recording Absences:

- SAM allows for recording various types of absences, such as sickness, annual leave, and other authorised absences.

4. Reporting:

- SAM can generate reports on absence data, which can be used to identify trends, manage costs, and ensure compliance with policies.

Key features of SAM:

- Employee Portal: Provides employees with a centralized place to manage their own absence information and requests.
- Automated Processes: Reduces manual administrative tasks by automating absence recording and reporting.
- Customisation: Allows for customization of absence types and illness categories to fit specific organizational needs.
- Integration: Can integrate with other systems, such as school MIS systems, to streamline data management.
- Compliance: Helps ensure compliance with relevant regulations and policies.




Self-care summer

top tips for education staff


Prioritise rest

- 1. Replenish yourself**
Pick a mix of things that make you feel relaxed and recharged.
- 2. Make a wellbeing action plan**
Plan what you are going to do to look after your wellbeing during the summer, and try your hardest to stick to it.
- 3. Do things that make you feel like 'you'**
Engaging in our passions and making time for loved ones can energise us and help prevent burnout.




Reviewing boundaries

- 1. Set time during the holidays when you will work and when you won't**
Remember though - the priority is to carve out time when you can completely switch off from the job.
- 2. Use automated responses**
Send automated responses to parents and colleagues when you're not available or to remind them of your office hours.
- 3. Remove email apps from your phone**
This is a great way to ensure that you don't feel the excessive pressure to respond to every message immediately.



Build healthy habits for the academic year

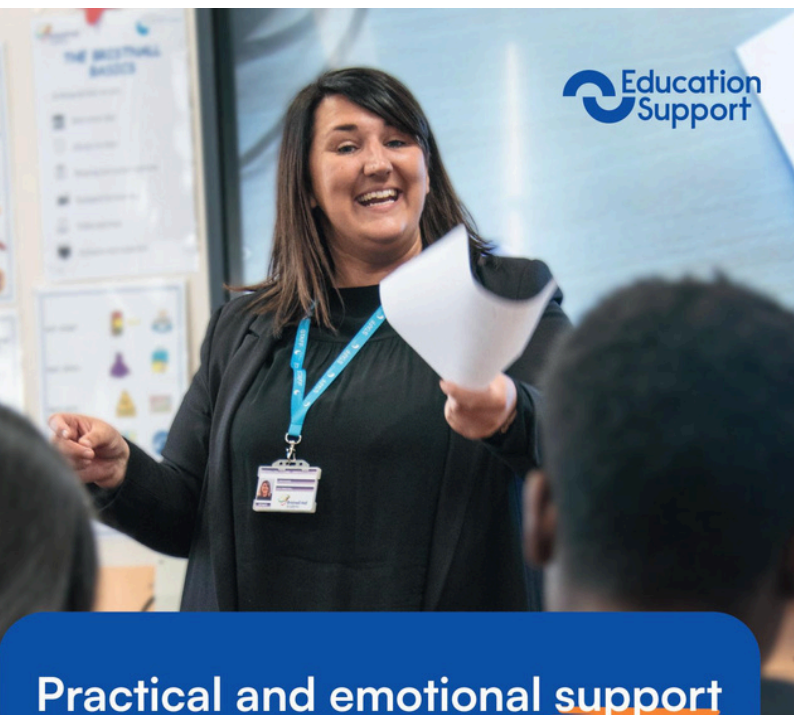
- 1. What are your wellbeing non-negotiables?**
Consider what they are and make a note of them. These actions should keep you balanced and help you feel good.
- 2. Start your day well**
Find something that you can easily do each morning that helps you get in the right mindset for the rest of your day.
- 3. Do a weekly wellbeing check-up**
Ask yourself how you're feeling mentally and physically. We're all human and our emotions are valid.




Employee Assistance Programme

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**

Supporting teacher and education staff wellbeing for 145 years
educationsupport.org.uk



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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