



# Wednesday Whistle

## WELCOME BACK!

Welcome back to the new term and 2019-20 academic year.

The summer break seems to have whizzed by in a flash! I do hope that everyone managed to take the opportunity to take a break from the hurly-burly of school life, spend quality time with family and friends and take the chance to engage in activities and interests away from the school timetable! From a personal perspective I achieved my aim of reading a couple of super books. Those of you who know me well will have guessed that one of these included the most recent Lee Child novel.

As we eagerly embark on the year ahead we do so as an extended family of 18 schools. We are delighted to welcome the former Plym Academy Trust schools to the WeST family. Boringdon Primary School, Chaddlewood Primary School, Glen Park Primary School, Plympton St Maurice Primary School and Woodford Primary School all successfully joined WeST on the 1<sup>st</sup> September 2019. Despite having been discussing and planning this development for some time a few legal issues presented themselves in late August and as such I wish to extend a heartfelt thank you to everyone for 'pulling out the stops' and enabling us to achieve our aim.

Before I look further forward I'd like to take this chance to briefly look back and congratulate all those who took public examinations in the summer term. Our collective Year 6 children did themselves proud in their KS2 SAT's significantly outperforming the national average. GCSE results saw another successful year with student's achieving a wonderful portfolio of results. Indeed, this success has driven an increase in the number of students studying Level 3 programmes in a WeST school in Year 12 this September. Continuing the Post-16 theme our 13 students excelled themselves with many successes. This has enabled them to successfully embark on further study at University, gain an apprenticeship or securely enter employment. We wish every one of them well as they pursue their chosen path as an adult.

Whilst there are many new faces in WeST I do wish to draw special attention to our two new Headteachers. Carla Bennett is the new Headteacher at Sherford Vale School having joined from another Plymouth school. It really is hard to believe that Sherford Vale has only been open a year and now presents as a thriving school with 170 children! Wendy Ainsworth takes on the role of Principal at Callington Community College having joined from a school in Milton Keynes.

Our Teaching School activity remains buoyant and I'm pleased to share that we were successful in securing additional DfE funds to support South Dartmoor Community College. Kevin Dyke has taken on the role of Interim Principal at South Dartmoor and we wish him every success.

In addition to staffing changes and developments we have invested over £2m of capital funds in our school estate. Whilst much of this vital investment might not be in the direct line of sight I'm also sure that many of you are already enjoying the impact of our spend – even if it is a new shiny phone!

I sign off the first Wednesday Whistle of the year by wishing everyone a very rewarding and successful year.

**Rob Haring**  
CEO



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## Trade Union Facility Time Reporting Guidance



A huge thank you to those who returned their schools' trade union facility time data before the summer holidays.

As the Trust has reported the data for a second year, we have created a Trade Union Facility Time Reporting Guidance document to support you for the upcoming year. In order for the Trust to fulfil their reporting duties, it is paramount that the data is recorded appropriately from the beginning of term. Please read the one page document and if you require further assistance or support, the HR Team would be happy to help on [HR@westst.org.uk](mailto:HR@westst.org.uk) or 01752 891754 ext 1765.

The Guidance is available in the 'HR Resources' folder within 'Trade Union Facility Time Reporting'.

## HR Toolkits and Resources



Senior leaders will now have access to a range of toolkits and resources through a shared folder / drive called **HR Resources**. Over the summer period a number of additional materials have been added to the folder including information on:

- Employment Policies;
- Line Manager Guidance;
- Template Forms;
- Template Letters;
- And more!

Recent additions cover information on maternity, processing leavers, contracts, and document retention. If you don't have access to this area but feel it would be beneficial for you as a senior leader please contact your local ICT support desk or the HR Team.

If there are additional materials you feel would be useful for us to include please do let us know. We are continuing to work on additional material and resources to ensure a full HR toolkit!

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## The School Teachers' Pay Award 2019/2020



Teacher Colleagues may be aware of the proposal for a 2.75% uplift in pay for teachers.

This award is already delayed whilst national consultation continues, and the unique political situation may have further impacts on the final implementation date. The following is the timeline as we understand it:

- Consultation on the Draft School Teachers Pay and Conditions Document does not close until 13 September.
- The Department for Education (DfE) will produce the final document shortly afterwards, to take into account changes as a result of the consultation. Last year this was done a week after the closing date of the consultation.
- The final document requires a Statutory Instrument to be produced to bring the document into law. This needs to be laid before Parliament for 21 days before it is a legal document.
- DfE have confirmed that they are able to lay the Statutory Instrument during prorogation.
- Our employer body will keep us updated on timescales as we are made aware of them.

The Trust's Remuneration Committee is fully appraised of the proposal and we are working with our payroll providers to ensure we can implement the agreed award as soon as practicably possibly following any final announcement.

In the meantime, we have a statutory requirement to consult with our teachers on the pay award and would urge our teachers to check the Whistle for further updates, as well as relying on any normal local communications via your School Leadership Team.

**The HR Team**

## Young Writers Success at Stowford



Stowford children in Year 2 have enjoyed taking part in a Young Writers Competition earlier this year and the winners were able to see their poems published. Children worked really hard on their poems at home and some children used their school topic work as inspiration for their ideas.

Henry, of Sparrows Class said "we sang a Continent Song in class and that gave me the idea to write a poem about the Continents and the Sea. I like how my poem rhymed". Other participants were from Finches Class, including Libby, Evie, Toby, Manus and Sebastian. All of the children spoke proudly of their work and Sebastian was able to recite his poem titled 'The Snake and the Cake' off by heart. Libby talked about her poem called 'The Beach' and said "it made me feel happy when I was writing it". Toby enjoyed writing a poem titled 'Rivers', inspired after spending a family day by the River Erme and Manus wrote a poem called 'The Penalty'. He said he wrote his poem "because I like football and playing with my Dad".

Miss Burrows of Finches class said that "it was lovely to listen to how proud the children were of their work when talking about their poems. They were really delighted to receive their individual published books, which are also in pride of place in our school reception area".



Stronger Together...every child in a great school

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## Rubbish Monitor!



Congratulations to Esme Barrett who has been recognised by local councillor Rebecca Smith for her work in ensuring that her local park is litter free.

"A young resident, 9 year old Esme Barrett from Oreston Community Academy, recently emailed me and my local colleague, Councillor Kathy Watkin, to report the issue of overflowing bins and litter at Dean Cross Park.

I arranged to meet Esme and her mum, Emma, this afternoon so we could take a look together. We managed to dodge the showers to have a walk around the park.

After Esme emailed, we reported the bins to the Council waste team and so when we arrived today, they were looking pretty empty (typical!). However, the main area Esme is concerned about is the fact there is no bin near the benches in the middle of the playing fields. I think she has a very good point, and when she told me she regularly litter picks in the park and finds this the worst spot, we agreed I'd ask for either a new bin or to move another one slightly closer.

I know that the Clean Our Patch - Community Litter Pickers team in Plymstock have arranged litter picks at Dean Cross Park and other groups too - this plus the fact that Esme collects 2-3 bin bags every Sunday morning as well as a shopping bag full when she goes out walking her dog, shows how much litter gets thrown in this park. Thanks to all those who pick up after themselves and those who take time to pick up other people's litter - you're brilliant!

But if you're sat on the benches chatting with your friends, or eating fish and chips, please use the bins in the park and report them to me if they are full and overflowing. Same applies for any other bins in the ward. Keen to work with the you all to keep Plymstock tidy!"



Summer is over.

Time to officially  
remember what  
day of the week it is.



som<sup>ee</sup>cards  
user card