

Wednesday Whistle

I open our final edition of this half terms "Whistle" with a massive thank you to everyone. I wish to recognise and celebrate your commitment, hard work and dedication in ensuring our children receive the very best education day to day.



Indeed, it is at the end of a long half term, when we feel tired, that taking a few moments to reflect on why we do what we do can spur us on and help us find renewed momentum. As such if you get the opportunity do take a moment to view the first few minutes of Simon Sinek's well renowned TED talk! I share this clip as each and everyone of us is a leader of children in our respective school.

https://www.ted.com/talks/simon_sinek_how_great_leaders_inspire_action

His 'Golden Circle' draws our attention to the **why!**

Each of us has made a positive decision to join the school in which we work to do our professional utmost in making a difference to the children we serve. Furthermore, we have come together as a professional community to harness our collective power to achieve more than we could individually.

Since I'm referring Simon Sinek's work on 'why' it seems appropriate to again revisit Westcountry Schools Trust (WeST) in this light.

WeST is an educational charity with the key objective of 'advancing education for the public benefit'.

- We have established ourselves as a tight knit group of schools that can harness our collective power to the benefit of the children in our care.
- We are developing a strong collective culture. We work together to ensure all our children receive the blend of education in which we believe.
- We support each other and value our development.

By means of reinforcing the 'why' it is pleasing to read of our children's achievements in this edition.

Enjoy the half term break.

Rob Haring

Electronic Payslips for those on HR One Payroll Systems



Have you unlocked your electronic payslip?!

Employees based at the following units have their payroll processed through our allocated provider - HR One of Devon.

- Coombe Dean School
- Hele's School
- Holbeton Primary School
- Ivybridge Community College
- Plymstock School
- Sherford Vale School
- Stowford School
- Wembury Primary School
- WeST central team
- Woodlands Park Primary
- Yealmpton Primary School



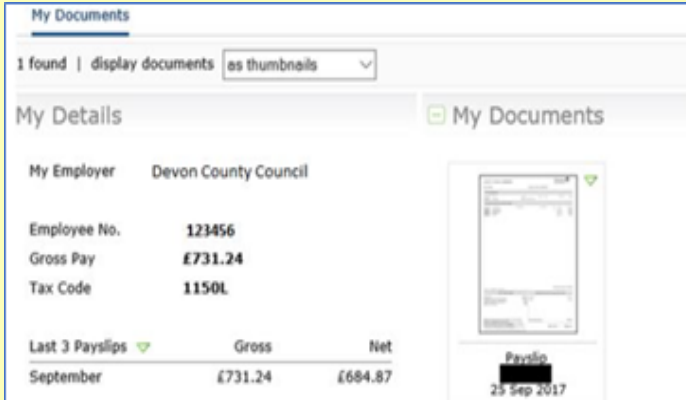
Employees of these schools have access to an online payslip through the providers systems – known as RPowered. The payroll provider has recently informed us that they are due to update their systems in November and have recommended that employees access / download a copy of their monthly payslips and P60 documents for their records prior to this.

Affected employees will have been provided with registration details for RPowered when they commenced in role or when the system was initially rolled out. If you require a new log on please contact the payroll team on Tel: 01392 383000.

/cont...

Wednesday Whistle

When you log into the portal, which is based online at devon.rpowered.com, you will see the following screen information:



My Documents

1 found | display documents as thumbnails

My Details

My Employer: Devon County Council

Employee No.: 123456

Gross Pay: £731.24

Tax Code: 1150L

Last 3 Payslips

	Gross	Net
September	£731.24	£684.87

Payslip 25 Sep 2017

From here you will be able to download and save each of your documents to a suitable location, or print your documents if you would prefer, for your own records.

The payroll provider has indicated that employees will not be able to access their historical documents following the system updates in November. Details of the new system access and self-service portal will be available shortly.



Vacancies

The following vacancies are currently being advertised within our schools:



Ivybridge Community College
Apprentice Accounts Assistant
HR Advisor
HR Administrator
Timetable Manager
[Click here for more details](#)

Hele's School
Learning Support Assistant
Exam Invigilators
[Click here for more details](#)

Oreston Community Academy
School Administrator
[Click here for more details](#)

Sherford Vale School
Administrator
[Click here for more details](#)

Wembury Primary School
Teaching Assistant/Play Worker
[Click here for more details](#)

Wednesday Whistle

Modern Slavery Statement of WeST



As a large organisation WeST is required by the Modern Slavery Act to produce an annual statement on its commitment and strategy to prevent modern slavery and human trafficking in its education arms, business units, and supply chains. However, this requirement goes beyond a statutory requirement and is aligned to the ethical core values of the Trust.

What is Modern Slavery?

Modern Slavery can take many forms including the trafficking of people, forced labour, servitude and slavery. Children (those aged under 18) are considered victims of trafficking, whether or not they have been coerced, deceived or paid to secure their compliance. They need only have been recruited, transported, received or harboured for the purpose of exploitation.

Modern slavery is an international crime, affecting an estimated 45.8 million people around the world. It is a global problem that transcends age, gender and ethnicity. [Click here to find out more.](#)

Are there different forms of Modern Slavery?

The term Modern Slavery captures a whole range of types of exploitation, many of which occur together. These include but are not limited to:

- Sexual exploitation
- Domestic servitude
- Forced labour
- Criminal exploitation
- Other forms of exploitation

How many victims of Modern Slavery are in the UK?

There were 3,804 potential victims of trafficking identified in 2016. This represents a 17% increase on 2015 referrals. But these are just the victims we know about.

Slavery's hidden nature means actual numbers are likely to be much higher. Victims are at a high risk of being re-exploited once identified, so it is important the required and appropriate support and protection is put in place immediately.

What is the Modern Slavery Campaign?

This is a UK wide campaign. The Government is determined to end Modern Slavery by raising awareness of the issue and encouraging the public, frontline workers, businesses and potential victims to call the Modern Slavery helpline (0800 0121 700) to report suspicion, and get advice or assistance.

In addition, UK business of a certain size is required to produce annual statements to set out their commitment and strategy to tackle this issue in its daily operations.

What is WeST doing?

At the HR Committee of 15 October 2019 a Modern Slavery Statement was ratified and has now been published on the website to promote the Trust's commitment and steps towards this issue.

The statement sets out:

- Steps towards due diligence in our supply chains
- Steps towards our due diligence as an employer
- Training and policies which will raise awareness
- Further steps and objectives for the coming year

Please take moment to review the statement and consider the impact in daily operations you are involved in. If you would like to discuss further please liaise with the HR Team directly on email: hr@westst.org.uk.

Stronger Together...every child in a great school

Wednesday Whistle

Internal Opportunity for Project Work

The WeST core services are looking for people with ideas and software know how to support a specialist project!

We are looking to develop a technology-based solution for minimising paperwork and maximising existing digital systems.

The purpose of the project is to create a smooth process for the identification and authorisation of posts/vacancies (known as Right to Recruit) across a variety of network systems and with multiple users.

We anticipate this solution may be the development of an online web based format or a Ms Access Database or we are open to your ideas of what may provide a suitable platform within existing software!

If you are a current employee interested in sharing a little of your time and IT expertise to further this project with us, please contact the HR team for more information by end of October 2019.

Wednesday Whistle

Caretake/Site Manager Awards



We are very pleased to announce that Dave Manning the Chaddlewood Premises Manager was shortlisted by 'The National Network of School Site Staff' for the 'Caretaker/Site Manager award'.

Dave was nominated by Chaddlewood's Head Teacher Sarah King, who stated *There is no job too small or large for him to tackle and he takes a huge pride in the school environment. He is like a school elf, if you ask him to put something up or paint an area, it is done by the next morning. During the Summer holidays he wanted to contribute to the new Foundation area so built a beautiful wooden tepee for the children and painted it, adding a lovely sign. When the beautiful bench and planted border we had bought and planted to commemorate the passing of a beloved member of our cleaning team, looked overgrown and old, Dave renovated the bench and planted new flowers before I had a chance to even ask. When we found a tame rabbit running around the car park he helped us catch it and foster it while we tried to find the owner.*

He is everything you need in a school caretaker: fun, flexible, thoughtful, generous with his time, professional, excellent at his job and an integral part of the team. I'm not sure what we would do without him!

Mark Bullard Estates Director added, 'It is lovely to see a great team working well in Chaddlewood across all skillsets and that the Estates staff play their part well. We are very proud of Dave for being nominated and then being shortlisted.

Wembury BioBlitz Event



The KS2 Eco Reps were involved in the BioBlitz at Wembury Beach on Friday. The event was the 10th annual community BioBlitz held in partnership with the Marine Biological Association of the UK. The first of which was held at Wembury beach in 2009. The students thoroughly enjoyed looking for a range of species in the rock pools, listening for birds and testing the water quality in the stream. They even wrote their own seaside poem. The BBC's Countryfile production team were also on site to capture the event, which was aired on 13th October.



Wednesday Whistle

Recruiting for the 2021 Tallships Race



Please consider suitable candidates for the following opportunity from your current Years 12s, and also any Year 11s who are looking to join a WeST sixth form...

Next year will be the 10th anniversary of the successful Tallships programme at Coombe Dean. As such, we are planning something just a little bit special in addition to our usual week away at sea, and we have found a secret weapon to aid us in this endeavour – sailing vessel 'Olga'!

She is an incredibly fast Bristol pilot cutter tallship, which until recently had been tied up to Gloucester docks and used as a museum piece under the stewardship of Swansea museum, but now back on the water and capable of winning against the current tallships leaders in her class.

We are recruiting for between one to two Year 12 students from each WeST school, and also any Year 11 students who are looking to join a WeST sixth form. The cost is roughly £1300 per student, with fund-raising assistance available (prices are subject to change). *Sailing experience is desirable, but not essential for the right candidate.*

The Race:

The proposition is to complete the final leg of the race, from 22nd July until 3rd August 2021; from Mariemamn in Sweden to Szczecin in Poland – 9 days at sea, racing to WIN!

The finish line will be a huge event, with roughly four million visitors and one hundred tallships!

The fee includes:

- Four days training in advance
- Your accommodation / bunk
- Food and drink
- Safety equipment and wet weather gear
- Travel to Sweden and return from Poland

The benefits of taking part:

An opportunity for mastering perseverance, teamwork, focus, dedication, navigational skills, self-reliance and resilience.

A great addition to your CV and an opportunity of a lifetime!

THE NEXT STEP?

Interested parties are invited to an Information Evening at Coombe Dean School in November 2019 (Date to be announced). You will be given the opportunity to meet the crew of our ship, as well as the current organiser of Coombe Dean's Tallships programme. After a presentation there will be opportunity to ask questions. Finally, those who wish to sign-up may do so, with information on how the deposit of 25% can be placed in order to secure your place onboard.

Please ask any interested parties to fill out the form at the bottom of the Coombe Dean website news post; <https://www.coombedean.co.uk/tsr21/>, which is also available from the Coombe Dean Facebook page.



Wednesday Whistle

WeST Students gain greater subject insight through Geography Lecture



The Geography Department at Ivybridge Community College hosted a talk, on Wednesday, 25 September, by Dr Chris Spencer, Senior Lecturer in Geology and Physical Geography, Department of Geography and Environmental Management, from the University of the West of England, Bristol. He delivered a mini lecture and follow up session on coastal systems and landscapes, "Using a systems approach to understand coastal landforms and inform coastal management".

It was an event organised by the Geography Department at the College and was offered to all Sixth Form geographers across WeST. There was an excellent turnout and the students were really positive about the event. In his session, Dr Spencer looked at local examples to support our students' understanding, such as Dawlish Warren and Slapton Sands. He also linked the topic of coasts to the changing climate, carbon and water cycles, demonstrating that in order to be successful geographers; we must take a broad approach and consider interrelationships with the wider world. He followed the lecture with an insight into studying Geography at university and all of the opportunities that go alongside this, notably the option to travel and see geography in action.



We were really grateful that Dr Spencer then gave up additional time to provide support to our Year 13 students who are currently undertaking their Non-Examined Assessment (NEA) and answer any specific questions they had on how to develop their coastal research. This was a really valuable experience for our students and we hope to host another session very soon.

Junior Life Skills



Year 6 spent a morning out of school learning all about key life skills. They participated in workshops designed to equip them with the skills to be safe in a number of danger situations. Representatives from the Royal Life Saving Society, the Police, the Fire Service, the Lifeguards, the Dogs Trust, Southern Power, BT and South Hams Council were all on hand to offer advice, give demonstrations and answer questions. The children learned a lot and had fun participating in all the activities.



Wednesday Whistle

Stowford School Awarded Primary Science Quality Mark



Primary Science Quality Marks have been awarded to 200 infant, junior, primary, middle and special schools to celebrate a commitment to excellence in science teaching and learning. So far, since its national launch in 2010, over 3500 schools across the UK have achieved a prestigious Primary Science Quality Mark.

The Primary School Quality Mark programme ensures effective leadership of science, enables schools to work together to share good practice and is supported by professional development led by local experts. It encourages teacher autonomy and innovation while at the same time offering a clear framework for development in science subject leadership, teaching and learning. Schools that achieve PSQM demonstrate commitment and expertise in science teaching and leadership.

Stowford School has been awarded a 'Gilt' level award which is only awarded to 30% of schools achieving the award.

The Primary Science Quality Mark is led by the University of Hertfordshire, School of Education in collaboration with the Primary Science Teaching Trust.

Jane Turner, PSQM National Director said: "Gaining a Primary Science Quality Mark is a significant achievement for a school. The profile and quality of science teaching and learning in each awarded school is very high. Children are engaging with great science both in and outside the classroom, developing positive attitudes towards science as well as secure scientific understanding and skills. Science subject leaders, their colleagues, head teachers, children, parents and governors should be very proud."

Mrs Williams, Headteacher of Stowford School said, "I am immensely proud of the award. It demonstrates the school's commitment to a broad and balanced education for all children. I would like to thank Mrs Chislett, our Science leader for all the hard work she has done with the staff and children to achieve the award."



Wednesday Whistle

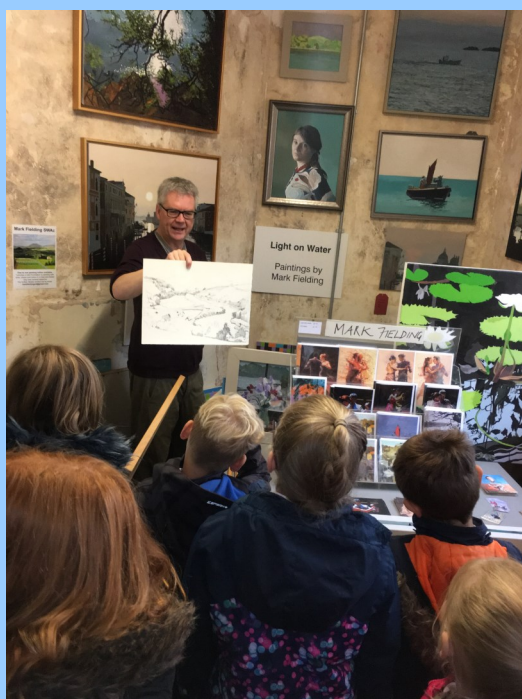
Royal William Yard Experience



On Monday 7th October, the Arts Ambassadors from Dunstone and Oreston Primary Schools went on a special behind-the-scenes tour of the Ocean Studios at the Royal William Yard. The ambassadors got to see inside real-working studios and even to speak to some of the artists about the work they do and how they use their studios.

It was great for the children to see the processes which go into creating art, and also to appreciate that art can come in many forms; the children saw studios for photographers, oil painters, potters, jewellery making, a letter-press business and a print studio among others. We hope they have been inspired to try some of these for themselves.

The ambassadors are now going to report back to their classes to share their experience. Thank you to Fran from RIO for organising and taking us on the tour!



APPRENTICESHIP NEWS



Leadership Apprenticeships With The Learning Institute

- L3 Team Leader Apprenticeship
- L7 Master's Degree Apprenticeships
- MA: Values-led Leadership Apprenticeship or
- MA Education: Inclusion and SEND (incorporating National SENCO Award) Apprenticeship

The Learning Institute is WeST's in-house Provider of Apprenticeships

L3 Team Leader Apprenticeship has a second cohort starting in January 2020. This apprenticeship which runs over 19 months is ideal for any member of staff with new responsibilities for leading a team. This may be an HLTA leading a team of TAs, an Administrative Lead or Year Group Tutor with responsibilities for other staff (examples of roles) in this flexible apprenticeship.

L7 Master's Apprenticeship in Strategic Management and Leadership. Choose to study for an MA: Values-led Leadership or MA Education: Inclusion and SEND (incorporating National SENCO Award) as part of this amazing apprenticeship. The apprenticeship enables study of key skills, knowledge and competencies of strategic leadership and management in a framework of Inclusion and SEND or being a values-led Leader. The apprenticeship runs over three years.

If you are interested in a **Leadership** apprenticeship, either for yourself, or for your staff contact **Joy Mounter** to find out about the programmes that are available by emailing:

joy.mounter@learninginstitute.co.uk

Apprenticeships are for everyone!

Wednesday Whistle

TEACHER SUBJECT SPECIALISM TRAINING Secondary Mathematics Core Maths

Lead School: IVYBRIDGE COMMUNITY COLLEGE

Teacher Subject Specialism Training (TSST) courses provide high quality professional development to those teaching or wanting to teach Secondary or Core Maths. The aims of the courses are to:

- Enhance your mathematical knowledge to give you confidence to teach mathematics
- Inspire your enthusiasm for mathematics
- Provide you with motivating activities and tasks for teaching mathematics
- Enhance your pedagogical skills in teaching mathematics

For state school teachers, TSST courses are FREE, funded through the Department for Education. The courses are also open to Returners to teaching who wish to upgrade and revise their mathematical skills whilst gaining up-to-date teaching experience.

Ivybridge Community College as Lead School is partnering with the Centre for Innovation in Mathematics Teaching (CIMT) at the University of Plymouth to offer these courses. There will be regular face-to-face sessions throughout the year, supported by e-learning and on-line assessment, and certification from CIMT.

TSST Secondary Mathematics

The course focuses on enhancing the teaching of mathematics at Key Stage 3 and GCSE; it is also suitable for numerate teachers wishing to transfer over time to teach more mathematics at either Key Stage 3 or GCSE mathematics. It covers all topics in the Foundation Tier of GCSE including problem solving; there is an option to extend your study to include Higher Tier topics in GCSE.

TSST Core Maths

The TSST Core Maths course is for those planning to teach the new Core Maths courses in post-16 education, based on applications of mathematics and statistics to contexts in

Biology, Physics, Chemistry, Psychology, Business Studies, Geography.

The new Level 3 Core Maths courses are for students who have passed GCSE maths but are not continuing to A-level mathematics.

All participants will have the opportunity to register for 2 free 30-credit Masters degree modules:

"Teaching Mathematics through Problem Solving" and

"Teaching Mathematics for Understanding"

which can be the starting point for an on-line Masters degree in Mathematics Education at the University of Plymouth.

An introductory meeting for these TSST courses will be held on

Wednesday 13th November at the University of Plymouth,
1630–1730 hours.

For further information and an application form please contact:

Liz Holland on liz.holland@plymouth.ac.uk



Wednesday Whistle



Train to be a be an outstanding teacher with Teach South West

Teach South West in association with South West Teaching School Alliance (SWTSA) provide School Direct teacher training with an Exeter University PGCE



Teach South West
@TeachSW



Teach South West
@TeachSWest

UNIVERSITY OF
EXETER
ITE Partner



For more information please go to:
www.teachsw.co.uk

TRAIN TO TEACH TASTER DAYS

Ivybridge Community College
9am – 1pm

Wednesday, 6 November 2019

Wednesday, 29 January 2020

Wednesday, 4 March 2020

Wednesday, 17 June 2020

Newton Abbot College:
9am – 1pm

Wednesday, 15 April 2020

Teach South West in association with South West Teaching School Alliance (SWTSA) provide School Direct teacher training with an Exeter University PGCE



Employability Fair

Coombe Dean School will be hosting our bi-annual Employability Fair on Friday 6th December 2019 from 8am until 3pm. There will be 40 stands exhibiting in our Sports Hall from HE's/Training Providers/Colleges and Employers

If you are not holding a Careers Fair this year, why not bring a cohort of students to us!
For further details please contact Nikki Gould on (01752) 482924