

Wednesday Whistle

Tree Planting Ceremony



Ivybridge Community College staff, students from Years 7 to 12, their parents and the Chair of the Governing Board, Mike Saltern, recently participated in the 'Tree and Wild Bulb' planting ceremony.

This was led by Nick Paskin, a Science Technician, who is also an ecology expert, and Thom Guy, who is a Science Teacher at the College. Nick explained the technique used to successfully plant the 105 trees, which were donated by the Woodland Trust, which included hawthorn and oak trees, as part of their 'Big Climate Fightback' campaign, which aimed to plant one million trees on this weekend.

Along with members of the College's Sustainability Group, whose motto is 'Keep Ivy Green', they harnessed the support of parents and staff alike to plant the first set of trees around the College's main all-weather pitch.

The Committee on Climate Change states, "the UK needs a net increase of 32,000 hectares of woodland every year for the next 30 years, in order to help achieve the target of zero carbon emissions by 2025."

"At Ivybridge Community College we are pleased to continue our steps to make the College a greener place to learn and work. Nick hopes that this will be the first of an annual event and has other events planned in the future." said Gill Taylor, Deputy Principal.



Indoor Athletics Event



On Tuesday 28th November Stowford year 5/6 team entered the Ivybridge Learning Community Indoor Athletics event.

There were 14 schools present; Other WeST schools were Woodlands and Holbeton. Stowford came second! We are very proud of the team.



Next week is our end of term Christmas Edition of the Wednesday Whistle.

We would love to hear your festive news and updates along with photographs.

Please send any contributions to bal-ford@westst.org.uk to be featured.

Let's share the Christmas spirit amongst the WeST community!



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In Search of Our Secret 'Science' Santa

Last week, two large boxes were donated to Coombe Dean. Once the boxes were checked, they were passed onto our busy Science department.



When the boxes were eventually opened, there were hundreds of pounds worth of lab microscopes, but more importantly, a treasure trove of biology slides - 500 individual specimens in total. To view these under a microscope as opposed to on the internet is to bring the Science to life. Using the focus wheel dramatically enhances the 3D nature of a sample.

What is particularly impressive is that some of the slides are from Germany, some are even from Russia and a few date back to 1890! This leads us to believe that this collection must be the life's work of an individual, and therefore highly cherished. We will take extra care of these slides, but would love to share with the kind donor the joy our pupils are already receiving from them. It really is like Christmas here at Coombe Dean's Science department!

We would very much like to reach out and contact our 'secret Santa'. There is even a stamp on the side of one of the microscopes; 'Bot. Dept. Leeds University' as a clue to help us in our festive quest...!

Take a look at the Plymouth Live coverage, although you may have to forgive the unusual headline:

<https://www.plymouthherald.co.uk/news/plymouth-news/someone-leaves-box-bits-birds-3624288?fbclid=IwAR0en1hl45NBdc6lknNJoRdooWHz89sGunJEJT8xJpnTF64tOwtUmpNuYUc>



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Modern Slavery Statement of WeST

You may recall that earlier this year we shared our Modern Slavery Statement for Westcountry Schools Trust. The full statement is available on the public website ([click here](#)) and sets out our commitment to prevent modern slavery and human trafficking in our education arms, business units, and supply chains. This forms part of the Trust's responsibilities under Section 54 of the Modern Slavery Act 2015.

Modern Slavery is a serious and often hidden crime in which people are exploited for criminal gain. The impact can be devastating for the victims. Modern slavery comprises slavery, servitude, forced and compulsory labour and human trafficking. For information on the agencies tackling this area please [click here](#) for a short informative video from the Gangmasters and Labour Abuse Authority. In addition a range of resources and information is available from Gov.UK – [click here](#).

The WeST Modern Slavery Statement focuses on key areas that as a Trust we can ensure best practice, including:

- Due diligence in our supply chains:
 - ◆ We are committed to conducting our business in a lawful manner and this includes engaging with our suppliers to ensure that they share our high standards.
 - ◆ Any new supplier will be asked to confirm that they meet the requirements of the Act.



- ◆ We will continue to build up on our existing systems to identify, assess and monitor potential risk in our supply chains.
- ◆ The Trust reserves the right to exclude any bidder, contractor, or service provider who has been convicted of an offence under the Act.
- Due diligence as an employer:
 - ◆ Ensuring Safer Recruitment training for relevant employees.
 - ◆ Ensuring thorough and rigorous pre-employment checks.
 - ◆ Using the HR Resources toolkit for up to date and compliant template contracts.
- Training and Policies
 - ◆ Throughout the year, various communications / activities will take place to raise awareness with both colleagues and pupils/learners.
 - ◆ Information on modern slavery and human trafficking considerations is included in the child protection training completed by all employees.
 - ◆ Operating a clear and accessible Whistle-blowing Policy. Employees are responsible for ensuring they raise these matters at the earliest opportunity and in accordance with the policy. All reports will be fully investigated, and appropriate remedial action taken. We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken.
 - ◆ The Trust implements several policies which help to support our anti-slavery stance, these are available on the Staff Portal area of the website.

Continued overleaf...

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- Further Steps

- ◆ During the next financial year, the Trust will seek to further develop our commitment to resolving modern slavery issues.
- ◆ In the coming year our whistleblowing policy will be reviewed and enhanced.
- ◆ We will continue to develop effective communications with our suppliers to confirm their understanding and compliance in line with our expectations.
- ◆ We will seek to develop internal audits and reviews of our control systems and procedures to ensure best practice and that they are effective in countering modern slavery.
- ◆ We will implement specific training on modern slavery risks for relevant groups of staff.

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.

To access a short video on the subject, please visit:

<https://www.gla.gov.uk/publications/resources/glaa-videos/glaa-what-are-you-doing/>

HR Matters Venue

The HR team are looking for willing hosts for our upcoming HR Matters scheduled for 15 January 2020 10am-12pm. This session will cover redeployment, new policies and pay awards. Please contact us on 01752 891754 ext 1765 or email us at HR@westst.org.uk to nominate your school!

We look forward to seeing you there!

GENERAL ELECTION

12TH DECEMBER 2019

If you have registered to vote, find out when and where you can cast your vote
at: <https://wheredoivote.co.uk/>



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NOTICE BOARD

Vacancies

The following vacancies are currently being advertised within our organisation:

Coombe Dean School

- Science Technician

<https://www.eteach.com/job/science-technician-1080243>

Glen Park Primary

- Meal Time Assistant

<https://www.glenpark.plymouth.sch.uk/community-1/job-vacancies>

Holbeton Primary School

- Teaching Assistant (grade C) Full-time
- Teaching Assistant (grade B) Part-time

<https://www.holbeton.devon.sch.uk/page/?title=Vacancies&pid=82>

The Learning Institute, Roche

- Digital Communications Coordinator

<https://www.learninginstitute.co.uk/vacancies>

Westcountry Schools Trust

Head of Timetable Planning (Devon Grade T)

Closing date is 12:00pm on Friday 13 December 2019.

Interviews will provisionally take place on the week beginning 16 December 2019.

For a job description or to discuss the post in confidence with Rob Diment (Director of Secondary School Improvement), please call Beth Alford (PA to the CEO), on 01752 891754 or email at BAford@westst.org.uk to arrange a convenient time.

Vacancies (cont)

Westcountry Schools Trust

- **Executive Director of English (L16-20) required from September 2020**

The closing date is 12:00pm on Monday 13 January 2020.

Interviews will be held the week beginning 27 January 2020.

Informal conversations are welcomed. If you would like to discuss the post in confidence with the Director of Secondary School Improvement, please call Beth Alford, PA to the WeST Executive Team, on 01752 891754 Ext 1442 or email at BAford@westst.org.uk to arrange a convenient time.

<https://www.tes.com/jobs/vacancy/executive-director-of-english-devon-1270236>

- **Executive Director of Mathematics (L16-20) required from September 2020**

The closing date is 12:00pm on Monday 13 January 2020.

Interviews will be held the week beginning 27 January 2020.

Informal conversations are welcomed. If you would like to discuss the post in confidence with the Director of Secondary School Improvement, please call Beth Alford, PA to the WeST Executive Team, on 01752 891754 Ext 1442 or email at BAford@westst.org.uk to arrange a convenient time.

<https://www.tes.com/jobs/vacancy/executive-director-of-mathematics-devon-1270244>

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HOT DATES



Train to 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



 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

Christmas Pay Dates

Devon and Plymouth

We are pleased to confirm that arrangements have been made to align the Christmas pay date for Devon and Plymouth payroll and that all staff will receive their December pay on the 20th of the month.

Cornwall

Following Staff Consultation, the Cornwall pay date will remain as 31st December.

Countdown to Christmas!



14
days to go