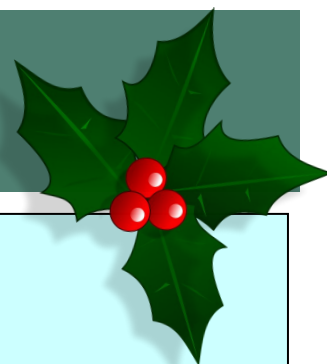


# Wednesday Whistle



## A message from the CEO..

We have nearly reached the end of the autumn term and the Christmas break is literally 'around the corner'. I hope that the miserable weather doesn't dampen your festive spirit!

I start by thanking you all for your collective efforts and determination in ensuring the very best education for our children. We are one team, albeit varied and spread across different locations, but we pull together to serve the children in our care.

Through the weekly editions of the Wednesday Whistle we have shared many successes and celebrated a multitude of children's achievements. These are the very reasons we do what we do.

The start of term saw WeST expand in size with the addition of the former Plym Academy Trust schools. We made new friends, forged new relationships but also grasped the opportunity for new learning. I believe that through our new 'hub structure' we will now stride from strength to strength.

An extremely pleasing aspect of work has been the opportunities for collaborative professional development. There are far too many examples to mention individually but I must sign post the Jean Gross vocabulary event, the Ambition Institute programmes, those on the sovereign WeST cohort of NPQSL (Plus), the Forensic Reading trip to Gorse MAT, the WeST Governance Conference and our safeguarding training.

In the same breadth WeST hasn't been solely inward facing. We have supported the Plymouth Challenge initiative, contributed significantly to Initial Teacher Training and supported a nearby MAT.

As our sector matures and moves forward it is essential that we don't create artificial boundaries but we work for the good of all children and make a positive contribution of our physical footprint.

I sign off by wishing everyone a very merry Christmas and a prosperous New year.

Best Wishes

**Rob Haring**

CEO WeST





It's beginning to look a lot like Christmas...



# Wednesday Whistle



## Stunning Performances in College Christmas Production



Before the Christmas break, Ivybridge Community College proudly presented five sell-out performances of Disney's *Beauty and the Beast* to rave reviews.

"It is always a sheer joy to see our students perform with such amazing conviction and passion. *Beauty and the Beast* is one of the iconic children's musicals and included many of my favourite songs, which were sung in beautiful harmonies and wonderful solo performances. I loved it so much that I am watching it again on Saturday!" Gill Taylor, Deputy Principal

"I was completely blown away last night by the accomplishment of our students and staff in producing such a perfectly polished production. For a couple of hours I was transported back in time to a place of magic, wonderful song and enthralling set design. Ivybridge Community College has raised the standard of Performing Arts again this year and as a teacher of many of the cast and crew members I felt exceedingly proud and privileged to be part of this College." Lisa Sheridan, English Teacher



## Christmas fund raising at Plymstock School

### Christmas Cards

Katie in Year 13 has designed and made Christmas cards which she is selling in aid of Alzheimer's UK. We are very proud of her. Katie has already raised £140.

### 'Sleep-out' for the Soup Run

Jo and Harry recently took part in a sponsored 'sleep-out' with their youth group and despite horrendous weather managed to stay out all night. The whole group have raised in excess of £1000! This money will be going to Plymouth's homeless and the Soup Run. They are part of the 'Wired Youth' group at Plymstock United Church.

The staff congratulated these two boys this week and are incredibly proud of their effort, personal achievement and resilience to stick with their challenge given the weather. In particular, for their empathy and recognising that others need help and being minded to be active citizens within our community.

### Collection for the Plymouth Food Bank

The Plymouth Food Bank is a charitable trust in Plymouth that helps people with food packages when they are in need of support. Students across Key Stage 4 collected food for the Food Bank to help make a positive difference.

Year Group Leads were:

Y9 - T Wilkins

Y10 - J Birchnall

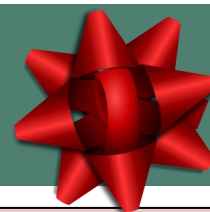
Y11 - L Williams

Mrs Wilkins wants to say a huge thank you to all the students that donated. And another huge thank you to the Caretakers who will deliver the van load of donated items.

Your actions do make a difference.



# Wednesday Whistle



## Christmas Festivities at Stowford School!



We have enjoyed our yearly tradition of having a large fir tree delivered from the local Lukesland Estate near Dartmoor. The tree has been kindly donated by parents who have had their children attend Stowford School in the past. Festivities and Performances this year will include our KS1 Performance of 'Lights, Camera, Action!' and a KS2 Performance of 'Carols by Candlelight', which takes place in the Ivybridge Methodist Church, always a beautiful setting for this event.

We will also be having a special Christmas Lunch and Christmas Jumper Day where staff will serve children their Christmas Dinner whilst dressed up in a variety of Christmas hats and outfits to add even more fun to this happy occasion! Our lovely Stowford Choir will be visiting 2 local nursing homes to share a range of Christmas Carols.

Stowford has also recently held a very successful Christmas Fayre, organised by our hard working PTA and we are pleased to announce that this event raised a fantastic amount of £2,381.84 which will go towards developing our outdoor education programme. All in all, we are having a really busy and exciting time and we would like to take this opportunity to wish everyone in our community a wonderful Christmas!



## Military Kids Club Christmas Disco



Last week, Woodford held a fabulous Christmas disco for all the Service children across WeST. The children had a brilliant time dancing and playing games. There was even a dance off between the girls and boys, where the winners received a selection box prize. Thank you to Mr Frankow, who was the resident DJ for the evening. The children all went home with a selection box and a smile on their face, having made some new friends.



## Plym Chamber 'Light up Plympton' tree project.

Well done to Year 5 Sycamore class at Woodford Primary School who decorated a tree as part of the Light Up Plympton Christmas tree competition and were awarded as winners!

The Deputy Lady Mayoress, Mrs Terri Beer came to the school on Monday 2<sup>nd</sup> December to judge the tree. Well done to the pupils who showed Mrs Beer the Year 5's work and talked with great confidence about why and how they had decorated the tree. The Deputy Lord Mayoress was very impressed with the ideas behind the tree and the impeccable manners and discussion with the School Parliament representatives. Sycamore class were very pleased with their prize of two iPad Airs.



# Wednesday Whistle

## Policy Update / Implementation

As all colleagues will be aware, over the last few months the Trust has been consulting on a series of revised employment policy documents:

- Dignity at Work Policy and Procedure
- Redeployment Policy and Procedure
- Code of Conduct
- And supporting social media employee guidance

The intention of the revised policies and procedures is to provide closer alignment across the Trust. Representatives of Trade Unions, leadership teams, and Trust Board have been involved in the development of the documents prior to the formal consultation period for employees.

Employees were offered the opportunity to provide feedback and reflections on the policies and their implementation, one of the key areas raised was regarding the difference in pay protection arrangements/durations for support staff and teachers. This difference is reflective of the differences in national terms and conditions and the Trust commitment to maintaining these.

The final documents have been uploaded to the staff portal WeST website for all employees to view. You may recall earlier this year we launched a new staff portal area for key employment documents and information on the WeST website and your local senior school administrator can share the password for all employees to access from any internet device or please contact HR on [hr@westst.org.uk](mailto:hr@westst.org.uk).

In addition, the documents and supporting toolkits will be available from the HR Resources folder for Headteachers / Principals and Seniors Leaders to review. If you have not been able to access this folder area please liaise with HR and ICT for support.

The documents will also be circulated for school systems / records to be updated. Key to the implementation plans will be the communication of the revised documents.

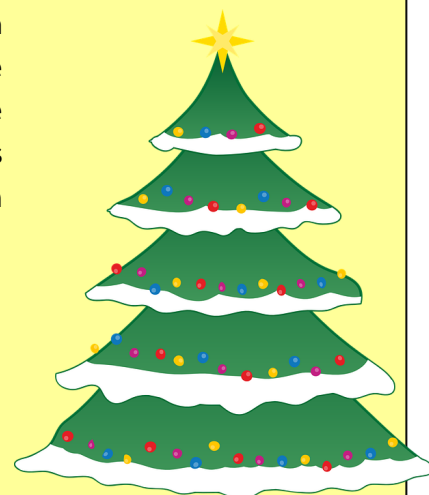
Thank you to all who have supported the communication of these key updates across the Trust. The documents became effective from the date of Trust Board adoption **12<sup>th</sup> December 2019 onwards** and therefore form part of the employment contract for all employees.

These policies will provide the foundation for working towards closer alignment across the Trust and further documents are currently under development. Once the draft documents are prepared they will also be circulated for employee consultation.

Please liaise with HR should you have any queries on the policy documents and implementation plans ([hr@westst.org.uk](mailto:hr@westst.org.uk)).

Many thanks,

The HR Team





## NOTICE BOARD

### Vacancies

The following vacancies are currently being advertised within our organisation:

#### Coombe Dean School

- Administration Apprentice
- Teaching Assistant

<https://www.eteach.com/school/coombe-dean-school-jobs-1339/>

#### Ivybridge Community College

- Deputy Principal

<https://www.ivybridge.devon.sch.uk/news/?pid=9&nid=3&storyid=815>

#### Plymstock School

- Teacher of Mathematics

<https://plymstockschool.org.uk/vacancies/>

#### Westcountry Schools Trust

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

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

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

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



### Vacancies (cont)

#### Westcountry Schools Trust

##### Caretaking Supervisor (Devon Grade D)

We are seeking to internally appoint an exceptional individual from within our WeST network of schools to the position of Caretaking Supervisor based at Ivybridge.

The core purpose is to undertake the caretaking role and support other surrounding Trust schools, undertaking maintenance tasks both reactive and planned work. The post holder will open the school premises and supervise the day to day duties of the caretaking staff. They will have responsibility for inspections of the school and be expected to resolve any findings. The successful candidate will embrace a positive Health and Safety culture and undertake security lockdown.

If you believe you have the knowledge, skills and personal attributes to successfully take on this role, then we would warmly welcome your application.

Closing date is 12:00pm on Wednesday 08 January 2020

Interviews will provisionally take place on Friday 10 January 2020.

To discuss the post in confidence please call Mark Bullard Director of Estates at WeST on Tel: 01752 891790 ext 1328.

For a job description or an application form please contact HR on [HR@westst.org.uk](mailto:HR@westst.org.uk)



# Wednesday Whistle



## 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](http://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!



# 7



## days to go