

INCLUSIVE | MULTI ACADEMY TRUST

ANNUAL REVIEW 2021-2022

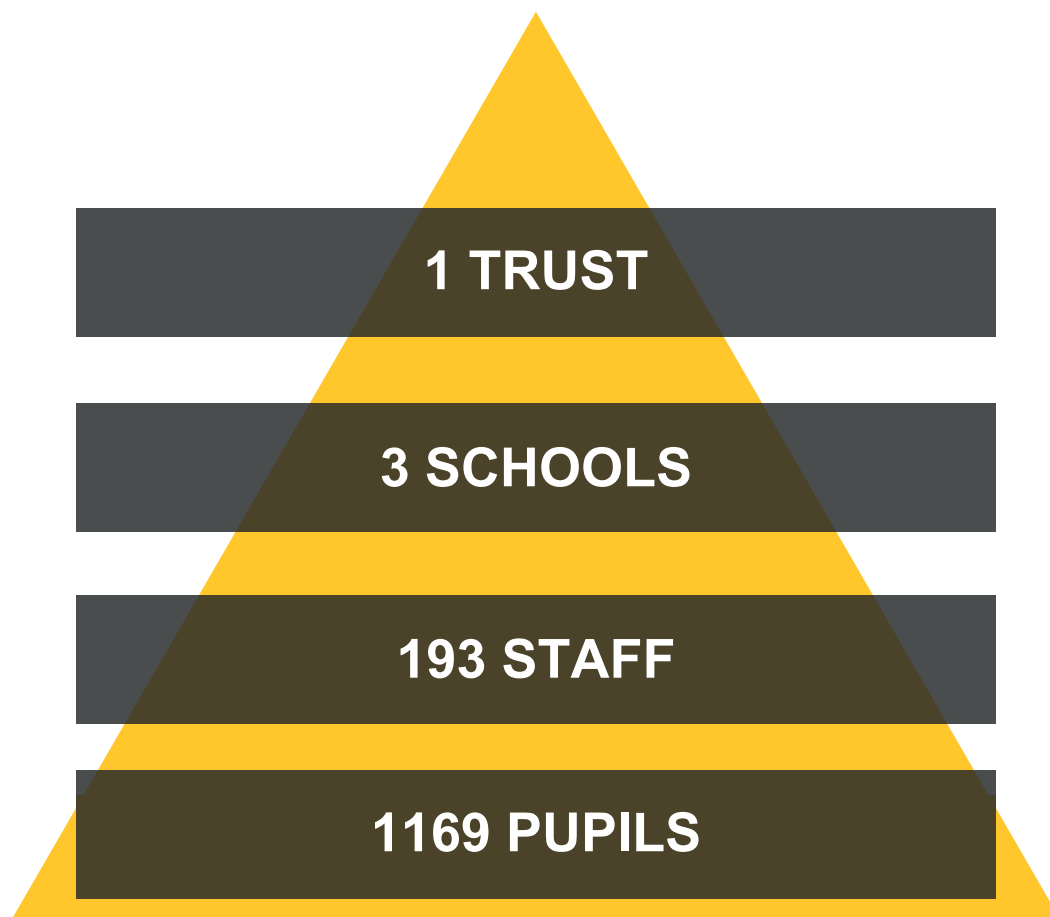


Happy children learn, happy staff thrive, happy parents build a community.

OUR PROMISES:

We promise that children in the Inclusive Multi Academy Trust will:

- feel welcome, valued and safe
- develop outstanding academic and social skills
- have fun whilst fostering an intrinsic love of learning
- respect and celebrate everyone's similarities and differences
- build lasting, healthy relationships and support networks
- engage with and contribute substantially to their local community





1

GREEN FLAG AWARD



2

 INSPECTION VISITS

1

 GREATER REPRESENTATION PUBLICATION

2

TRUST CAMPOUTS



TRUST PARTICIPATION
FOR ALL PUPILS

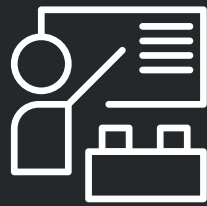


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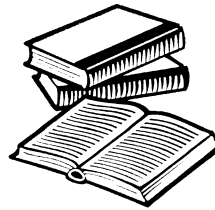
**SCHOOL
DOG**



TRAINED 15 NEW
MENTAL HEALTH
FIRST AIDERS



**7 ECT'S
7 RQT'S**



2

**FOYLES BOOK
GRANTS**



18

**INTER TRUST
SPORTS FIXTURES**



**2 PROMS
IN THE PLAYGROUND
CONCERTS**



SUPPORTING SCHOOLS

18

ACROSS

4

 TRUSTS

**WITH GOVERNANCE
SUPPORT**



1

**GOVERNANCE
REVIEW**



**£247K
CAPITAL
INVESTMENT**



- 300 CHILDREN
- 2 COUNTRIES VISITED
- 6 NATIONALITIES



1

 NEW STAFF BULLETIN

1

 MESSAGE FROM THE SECRETARY OF STATE

2

 VISITS FROM WATFORD MAYOR

2

 MP VISITS

7

 VISITS FROM LOCAL COUNCILLORS

HIGHLIGHTS

Beechfield School Ofsted Inspection May 2022 - Good



- Pupils are enthusiastic about school
- Pupils respond to the high expectations staff have of their learning and of their behaviour
- Pupils value each other's differences and are respectful of different cultures and beliefs
- Feedback from parents is overwhelmingly positive. Parents appreciate the caring ethos and adults' support of their children's social and emotional development, and their academic achievement
- Governors and the Trust coordinate their work well
- Leaders have created a positive culture of safeguarding
- Leaders have put in place a coherent and ambitious curriculum that is supporting all pupils to achieve well
- Pupils with SEND learn well alongside their peers

Cherry Tree Primary Ofsted Inspection May 2022 - Good



- Pupils thrive at Cherry Tree Primary School
- Many pupils take time to talk to the school dog, Bonnie. She helps them feel calm if they are anxious or upset
- Pupils have a strong understanding of environmental issues
- Leaders are ambitious for all pupils to achieve well, including those pupils with special educational needs and/or disabilities (SEND)
- Leaders take their responsibilities for keeping pupils safe seriously.
- Pupils are accepting of others and recognise that everyone is different
- Staff are proud to work at Cherry Tree

Laurance Haines - Greater Representation Publication



- Laurance Haines leaders joined the first cohort of the Great Representation programme, hosted by Herts for Learning Education
- The EDI Forum provided a safe space for brave discussion around discrimination and inclusion, which was celebrated through a case study included in the Great Representation book and e-book shared with all schools in Hertfordshire
- Visits from Andrew Moffatt, The Black Curriculum and Professor Paul Miller have supported staff development and have directly influenced school and trust policy
- The words, "You see me. You hear me. I belong." continue to shape the culture and curriculum of the school
- Curriculum developments and efforts to make it more representative of the school community have been described as comparatively radical by advisors
- School leaders will be running a workshop at the National Race Conference in March 2023 to showcase developments across the school and Trust

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WHAT OUR PUPILS SAY

TOP 5 SUBJECTS VOTED BY PUPILS

ART

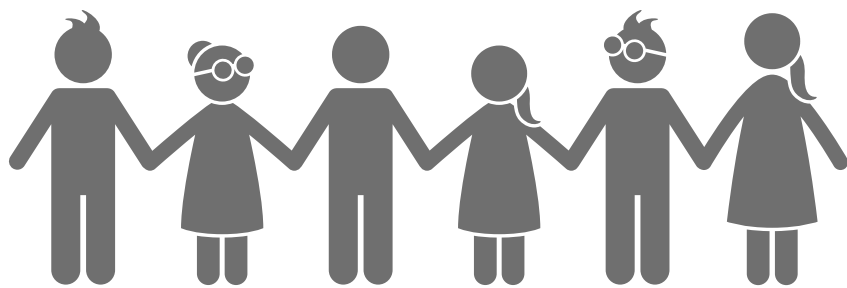
MATHS

PE

COMPUTING

ENGLISH

- 95% of pupils said they feel safe in school
- 98% of pupils feel that their Headteacher and senior members of staff do a good job
- 95% of children said they were happy at their school



* Feedback taken from a recent pupil survey

WHAT OUR PARENTS SAY



"We certainly appreciate your hard work in looking after and encouraging our children. We know much time is spent outside of school hours to make sure things run smoothly, that learning is engaging and that you are keen to find ways to improve. Thank you!!!"

"Like what the school stands for, its inclusiveness and the sense of school community. The teachers and head teacher always come across as proud of their pupils."

"Thank you, you are all amazing. Support staff, office staff, teaching staff, leadership, everyone. Never underestimate the impact you have on the children in your care, in the present, and also in how they will navigate their world in the future. Thank you for teaching and caring for my children every day."

* Feedback taken from a recent parent survey



OUR TRUST PEOPLE STRATEGY



In the Autumn term 2021, we established a Trust staff forum. We invited staff from our schools to join us in order to influence the strategic direction of the Trust whilst being part of the decisions we take that effect our staff, our pupils and their families. 12 members of staff joined our group. They represent all three schools and a cross section of roles. Across the year we held 5 meetings. We are very grateful to these staff for their support.



"I have loved my experience of working in this group. I've learned a lot from it too and understood more about certain things that go on. It's also nice to see people from different schools. It's also made me see (that maybe is not obvious to staff in general) that the academy really is trying to do the best for all their staff. It's been great to be able to help colleagues by voicing their opinions and ideas to the group."

"I have found being part of the people's strategy a really positive experience. It has highlighted the collaboration of the trust schools and working as one Trust has true impact on policy and working practices for all."

"I have enjoyed being part of the people strategy team and helping to shape the Trust's strategic direction. It was such a great honour and responsibility to represent my colleagues and be their voice in our meetings. The people strategy sessions have helped me to see things from different points of view and to meet with other lovely people from across the Trust."



OUR AIMS

1. Develop a culture, in which staff in all schools see themselves working as part of a wider Trust where the value of Trust collaboration is clearly recognised.
2. Ensure staff wellbeing is at the heart of the Trust. Staff will feel valued, listened to and well informed.
3. Strengthen processes which attract, select, develop and retain the most talented staff who represent the diversity of our Trust.
4. Enable our staff to be the best they can be by making maximum use of existing skills and capabilities and providing strong professional development opportunities.
5. Develop and embed a staff culture that encourages and values equality, diversity and inclusion across our workforce enabling all staff to achieve their very best.

WHAT WE ACHIEVED

- Supported the development of our People Strategy
- Supported the development of a new appraisal policy
- Contributed to improving the flexibility of our leave of absence policy
- Contributed to reviewing SEND practice across the Trust
- Considered Covid implications on staff wellbeing
- Discussed ways to support staff morale
- Gave feedback on our new staff newsletter
- Discussed social media initiatives across the Trust
- Supported the development of our Equality Plan
- Contributed to the production of new menopause guidance



TWEETS OF THE YEAR

OUR TOP VIEWED OR MOST MENTIONED TWEETS



MrsBallLHS
@mrsballlhs · 21 Sep 2021

Great to see the Trust Head Teachers working collaboratively this morning on the EYFS curriculum ❤️💙💚 @HeadLHS @headcherrytree @HeadBeechfield @inclusiveMAT @CEOInclusiveMAT @LHS_Watford @BFS_Watford pic.twitter.com/tkcV3XnHQq



👍 2 🗨️ 4 ❤️ 26



MsEssexBF
@MsEssexBF · 11 Oct 2021

We are trailing behind in the @inclusiveMAT @TTRockStars competition. Let's pull back the win! Get playing! @HeadBeechfield @BFS_Watford @MissFullerBF @MissAliBF #WorkHard pic.twitter.com/m3i9HDDeEc



👍 7 🗨️ 13

Congratulations to our @COOInclusiveMAT on receiving her ISBL CEO Award for Exceptional Contribution to School Business Leadership 🏆👏 We have a great team leading our Trust! @ISBL_news #leadership #schoolbusiness #multiacademytrusts #watford #hertfordshire @Observer_Owl pic.twitter.com/IFs4YQ7bZp



👍 2 🗨️ 2 ❤️ 39



Mrs Scott
@MrsScottBF · Dec 2

Today Beechfield Year 1 participated in an Academy multi sports competition against Laurence Haines and Cherry Tree. We had so much fun and can't wait to find out the results! @MissFinchBFS @inclusiveMAT @BFS_Watford @HeadBeechfield pic.twitter.com/pKWiYlDvDH



👍 2 ❤️ 18



Cherry Tree Headteacher
@headcherrytree · Jan 24

It was a pleasure to be joined by @WatfordMayor this morning. The children were incredibly inquisitive in their assembly and some of them are now looking forward to maybe stepping in to your shoes one day...! Thank you for your time 🙌 @CTS_Watford @inclusiveMAT pic.twitter.com/KW1RByZAtu



👍 4 ❤️ 35

@LHS_Watford celebrating World Hijab Day. Read all about here lhaines.herts.sch.uk/worldhijabday @Observer_Owl thought it was great to see this initiative in our schools. pic.twitter.com/m6PuHohMAD



👍 4 ❤️ 7



Cherry Tree Headteacher
@headcherrytree · Mar 4

A brilliant effort by the staff here at @CTS_Watford 🙌 We love reading! @MrsSibbitCTS @inclusiveMAT @Observer_Owl pic.twitter.com/8DI5SkxAN



👍 9 ❤️ 31



LHSErasmus+
@LHSErasmus · Apr 25

Planes, trains and buses! And a bit of walking, just for fun 🚗🚆🚂 I couldn't be prouder of these guys today! @HeadLHS @LHS_Watford @inclusiveMAT @CEOInclusiveMAT #Erasmus #ErasmusPlus #fifewaystowellbeing pic.twitter.com/9foqjPWWpE



👍 1 🗨️ 2 ❤️ 21



Cherry Tree Headteacher
@headcherrytree · May 13

Go on then Year 6...you've worked hard for it! Class of 2022! 🙌 @MissPenfoldCTS @MrsMalhotraCTS @inclusiveMAT pic.twitter.com/jLXxkI0w9h



❤️ 24



PST
@PSTLHS · Jun 15

Myself and @LHSNuture visited Phasells Wood tonight. Leading the way of fun and laughter is @MrsMakinsonLHS @pandit_mrs @ECOLHS1 & Mrs Shan. @LHS_Watford Year 5 are a credit to you! @HeadLHS @inclusiveMAT pic.twitter.com/Ji55BIG2cu



👍 5 ❤️ 16



Cherry Tree Primary School
@CTS_Watford · Jul 14

Hello to our new team members @MissMerrillCTS @MissWatraCTS @MissPatmanCTS and @MissByrneCTS Everyone @CTS_Watford and @inclusiveMAT would like to welcome you to our team 🙌🍌🍌🍌

👍 4 ❤️ 15

