

BISHOP BEWICK

CATHOLIC EDUCATION TRUST

SUMMER 2021



A great education has the power to transform lives.

AN UPDATE FROM THE CHIEF EXECUTIVE

I am delighted to be able to say, that since our last newsletter we have grown to a Trust of 21 schools and are now officially over half way to building our full community of 39 schools. There have been some delays on 1 school in Northumberland and 4 schools in North Tyneside, but we are hopeful they will complete on the 1st August.

As well as all the work surrounding completing academy conversion, everyone in the Trust has been working incredibly hard to continue to build Bishop Bewick CET, establishing its values and beliefs, developing its infra-structure and all processes needed to support all of our schools. Despite the significant issues surrounding Covid-19, much progress has been made. A special thank you should go to all of the staff involved with finance across the Trust, who have had to get used to new financial systems and processes as well as working with new teams. They have done this with good grace, smoothly and very quickly indeed.

The Trust working parties, established to shape our future, have undertaken a huge amount of work this year. As we approach the summer holiday and reflect upon their progress, it is clear that an incredible amount of good work has been completed.

Our Governance working party has worked hard to deliver high quality support for schools new to the Trust, explaining the way governance works within an Academy and Trust structure. A number of virtual training sessions took place as schools joined Bishop Bewick. The working party is now looking at establishing an advisory group on Governance moving forward as the Trust grows to its full 39 schools. This proposed Governance representative group would aim to undertake key development work in areas such as training and support for LGCs together with new Governors. The group will also act as a sounding board to the Directors for proposed new initiatives together with feedback on how the Trust is performing for schools.

The School Improvement working party has focused on the completion

of the first cycle of the Peer-to-Peer school pilot, where headteachers from 16 Primary schools have worked in groups of four to develop and share best practice, visiting each other's schools and giving high quality feedback. This has started to develop some excellent cross region networks and the headteachers involved have been incredibly positive about the experience, the working party have agreed to extend the pilot into next year.

The work of the Culture and Ethos group has moved to looking at how as a Trust we can embed the 7 principles behind Ethical Leadership. There are further articles on both the Peer-to-Peer Pilot work and Ethical Leadership areas in this edition.

In the previous newsletter I outlined three of the five core values we have agreed as a community of schools. In this edition I would like to explore the final two principles that drive the work we do

Each individual is unique and has a purpose in life

Schools should therefore pay regard to the 'formation of the whole person' including developing their spirituality, Bishop Bewick schools will offer a broad and balanced curriculum so that all our children can find and explore their individual gifts and talents whatever these may be.

We fundamentally believe that our children should be cared for in such a way that allows them to develop spiritually, morally, intellectually and culturally, encouraging them to acquire a greater sense of responsibility, taking an active part in society and ultimately becoming highly responsible citizens.

In all our schools we will offer high quality, broad curriculums and extra curriculum provision to students, so that all students can find something at their school to help them develop their unique talents.

We want our students to demonstrate faith in action, becoming involved in their wider community, supporting charitable works. We seek to develop students who demonstrate good manners, respect and kindness towards all.

Everyone should be valued and cared for as if one family

Our staff are our greatest resource; therefore, a large part of the Trust's work is to ensure they are given opportunities to develop professionally from the early years of their career through to leading roles in our organisation. Our culture is to coach and mentor. This means that we listen to our staff and take careful consideration of their opinions and ideas. We ensure our staff are well treated and are able to enjoy the best working conditions. We value and listen to parents, our parish communities as well as our Directors and Governors. Our aim is to ensure that our staff remain within our Trust and see their future with us, building strong capacity across schools for leadership and other key roles. Ultimately, we want staff to be happy, parents to feel involved and listened to and finally for all levels of governance to be supported and developed.

As we end this academic year, I would like to personally thank all the leaders and staff in our schools, who have worked so hard throughout this very difficult period. Teaching and being part of a school community is the best job in the world, most of the time! However, this year has been challenging for all and staff have gone over and above, time and time again, their dedication to ensure our children have had the best education possible under the circumstances is humbling.

Thank you all and please enjoy the time with your families and friends in the summer break.



Anita Bath

AN INTRODUCTION TO THE BBCET DIRECTORS OF PRIMARY STANDARDS



ANDREW JAMES

DIRECTOR OF PRIMARY STANDARDS. HEADTEACHER, ST AIDAN'S

Andrew has been teaching for over 25 years across a range of social contexts including a spell teaching abroad. He has extensive experience as a senior leader, including nine years as headteacher of St Aidan's Primary School in Wallsend.

Andrew qualified as an Ofsted Inspector in 2016. He is a School Improvement Partner for Hartlepool Local Authority and a Challenge and Support Partner for the Diocese of Durham and Newcastle joint Education

Team. He has a particular interest in mathematics, behaviour management and school ethos and has supported schools in developing practice in these areas. For a number of years Andrew delivered taught sessions on the North Tyneside Early Years SCITT and was responsible for quality assurance of the outstanding ITT programme. Locally, he represents Wallsend on the North Tyneside Schools Forum and is a trustee of the charity Wallsend Action for Youth.



MARIA ELLIOTT,

DIRECTOR OF PRIMARY STANDARDS. HEADTEACHER, ENGLISH MARTYRS

when she was appointed as Deputy Head in a disadvantaged school, then moved on to Headship in 2005; having initially been seconded by the diocese as acting Deputy Head. During this time, Maria worked closely with the Local Authority in the setting up of Children Centres, becoming Head of Centre. At this time, Maria became an accredited Local Leader of Education (LLE); supporting a number of schools within my local authority and the diocese.

In September 2013 Maria took up an Executive Headteacher role to support a Middle school in Northumberland, which was facing many challenges including being judged Inadequate by Ofsted.

Maria took up her current post in September 2015, becoming

headteacher of a large 2 form entry, culturally diverse Catholic school in the West End of Newcastle.

Maria is currently a Diocesan RE Inspector, Recruitment Advisor and new Headteacher mentor for both the Diocese and Local Authority. For the past 6 years Maria has been a Foundation Governor of my local Catholic Secondary school and during a time of great turbulence acted as Chair of Governors of a local Catholic Primary school.

Maria has significant experience of leadership in both the Primary and Middle phases and where her 17 years of headship, school to school support and improvement have been a key element.



STEPHEN FALLON

DIRECTOR OF PRIMARY STANDARDS. HEADTEACHER, ST STEPHEN'S

Stephen has been teaching for 27 years, 16 of which have been as headteacher at St Stephen's RC Primary School. He was also an executive headteacher at St Mary's RC Primary school for 6 years.

As a National Leader of Education, he has provided support to a number of schools in various contexts across the region. He is an accredited School Improvement Partner and has worked with a number of local authorities

including Northumberland, North Tyneside and Hartlepool. In addition to this, he is a Challenge and Support partner for the Diocese of Durham and Newcastle. Stephen has worked as an inspector with Ofsted since 2005. He has a particular interest in curriculum design and broadening opportunities and learning experiences for young people.

School Improvement

LEARNING FROM EACH OTHER'S SCHOOLS: BBCET PEER-TO-PEER PILOT

16 schools in the Bishop Bewick Catholic Education Trust have been piloting an exciting Peer-to-Peer programme as a mechanism for school improvement.

The system involves the headteachers of groups of schools collaborating, sharing best practice and challenging each other in a supportive atmosphere. Currently there are 4 schools in each group with representation from each of the 3 local authorities that the Trust covers. By the end of the summer term it is hoped that all schools in each group will have hosted a visit and shared feedback with the Trust and Local Governing Committees.

So far, the headteachers have found that developing trusting relationships has been key to the future success of the initiative. Already headteachers are commenting on the quality of the personal development they are gaining through these opportunities.

The aim is that headteachers will be critical friends who are able to challenge and support in equal measures for the ultimate goal of improving Catholic Education for all within the Trust.

The programme offers an opportunity for extensive collaboration beyond the visits of headteachers to schools. For example, through collective understanding, it is hoped that subject

leadership networks, moderation groups and opportunities to see excellent practice in other settings will also become regular features. As the Trust continues to move forward, this ensures the best opportunities for our pupils and schools.

So far headteachers within the groups have covered a variety of areas that they deem as central priorities to their schools. These have included: Reading and Maths Catch Up effectiveness, use of Catch Up Premium, Analysis of Learning Opportunities in Early Years and Provision of Curriculum including subject specific 'deep dives'. Work has been varied, informative and carried out in an atmosphere of mutual collaboration and support.

CULTURE AND ETHOS WORKING PARTY

As a Catholic Trust the culture and ethos of how we work as individual schools and collectively is of great importance. Since the autumn term the Culture and Ethos Working Party has developed a Mission Statement for the Trust, based on the values, principles and behaviours that are important in its work. The group has also worked with school chaplains to produce a Trust prayer.

During group discussions a consensus quickly emerged that for leaders at all levels in the Trust, how we do things is as important as what we do. It was agreed that we would use the Ethical Leadership in Education Framework as a basis for embedding our values into the schools and leadership teams within our Trust, creating a consistent approach to leadership.

The Ethical Leadership in Education Framework, was developed by a team of researchers led by Dr Carolyn Roberts who built upon the 7 Values of the Nolan Principles, by developing 7 Virtues of Leadership.

- 1 Trust**
leaders are trustworthy and reliable
- 2 Wisdom**
leaders use experience, knowledge and insight
- 3 Kindness**
leaders demonstrate respect, generosity of spirit, understanding and good temper
- 4 Justice**
leaders are fair and work for the good of all children
- 5 Service**
leaders are conscientious and dutiful
- 6 Courage**
leaders work courageously in the best interests of children and young people
- 7 Optimism**
leaders are positive and encouraging

The group has used these values and virtues in developing the work already undertaken on the Trust vision for what makes an excellent Catholic school. The intention is that the virtues will form the basis of a common understanding and language that leaders at all levels of the Trust can use both in their own work and in working with others.

As a group, we use the Ethical Leadership Framework to explore the different decisions which may be taken in a variety of scenarios by leaders. We then agree the approach we would expect our Leaders to have taken. This will be done through training for existing and aspiring Leaders, Trustees and Governors and when groups undertake work in a new area.

We believe that a significant part of Catholic education is developing the moral purpose and a sense of service in our pupils, so as Ethical Leaders can set a great example our school communities.

David Watson
Headteacher St Thomas More North Shields

I.T. AND COMMUNICATIONS WORKING PARTY

The I.T. and Communications working party was established to:

Develop effective ways for schools to communicate and share key documentation across the Trust (Internal communication via BBCET Office 365 Tenancy)

Develop a professional website that collates key information and enables all stakeholders to be updated and informed around Trust developments (External communication)

Explore 'Remote' & 'Blended' learning solutions during local/national lockdown

Identify schools who need IT support

Begin to explore effective IT systems across the Trust

In the past year the working party have achieved a great deal toward these goals:

- Establishing an Office 365 tenancy for the Trust. This includes building SharePoint sites and folder structures for Trust Admin, Trust Finance and Trust Leadership. Relevant permissions for access to these sites is being rolled out to include the members of the primary and secondary curriculum groups. The idea behind this is to provide a portal to enable Trust wide sharing of good practice in curriculum areas. The members of the working party have been involved in planning the structure of the sites in a way that will work across all 39 schools within the Trust.
- A brand-new website for the Bishop Bewick Trust has been created which includes information about the ethos and goals of the Trust, as well as information on each of our 39 schools with relevant links to their individual websites. The site has an area for Trust wide vacancies and schools can send any advertisements to Michael.ashton@shhs.org.uk for publication. An area for Trust wide newsletters is also available, as well as a Governance page where you can find relevant policies and supporting documentation. The members of the working party have been involved at various stages of the website development including research from existing Trust websites, to sharing ideas and about their 'look and feel' as well as the content of the new site.

Remote training sessions in the use of Microsoft Teams and the wider use of Office 365 were offered to all schools early on in the pandemic to ensure that schools felt comfortable in providing an online curriculum offer, which later led to live online teaching.

The sessions were planned and delivered by Martin Edworthy who is the eLearning Coordinator within Sacred Heart High School. The sessions were well attended and feedback was very positive. Members of the group shared their own experiences in a range of online learning platforms including Microsoft Teams, and some more appropriate to Primary schools such as See-Saw and Espresso.

Currently, levels of IT Support in schools across the Trust vary. Some schools in Newcastle remain with the IT 'Managed Service' provided by Newcastle City Council, other secondary schools have in-house IT solutions who also support some of their primary feeder schools.

IT Assist is the largest private provider of IT Support across primary schools within the Trust and feedback about their level of service is extremely positive. Members of the group have been involved in collating this information and sharing experiences within the group of the IT support solutions in their schools.

Work is currently underway to obtain a range of quotes for broadband services

that schools may or may not choose to opt into. The Trust will not impose any particular provider for any IT service onto schools, the idea is to provide a range of options and schools are free to choose a provider or remain with their current provider.

QUOTES FROM MEMBERS OF THE GROUP:

"Being part of the IT and Communications party has been really worthwhile, it has enabled me to form new working relationships with staff in the trust and I think it's also helped to develop the sense of community and belonging. It's great to be able to discuss new ideas and reassuring to know that the central team are there to support the school as we move forward."

Rhonda Murray,
Business Manager
St Benet Bishop Catholic Academy

"Being part of the IT and Communication working party has been very beneficial and worthwhile in terms of being able to input into the strategic direction in which we move forward as a Trust. It's been a collaborative approach in which all members of the group have been able to voice their professional opinion, and this has been taken onboard as key decisions are made."

A clear vision and way of working has been set as our foundations through the work that Michael has led with input from others in the group."

Vinny Turner, Headteacher
St Teresa's Catholic Primary School

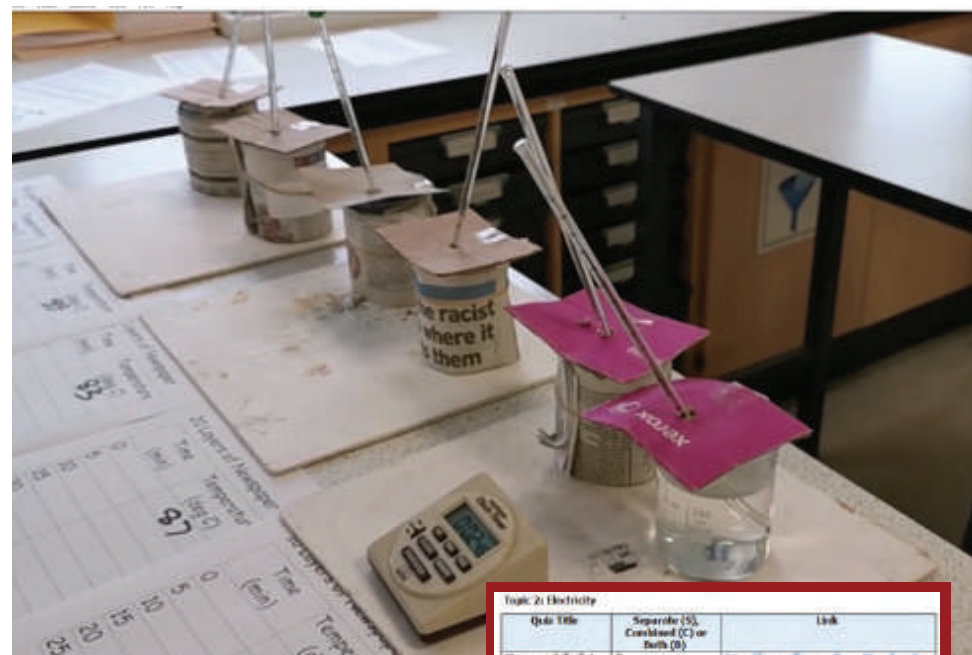
Secondary Science Curriculum

In November 2020, the Secondary Science Curriculum Group was established between the Science leaders across each of the 5 secondary schools in the trust.

The aim of the group, which held its first meeting in January 2021 and has been meeting bi-monthly thereafter, has been to share best practice in all areas of the Science curriculum across all of the secondary schools in the Trust, with a focus on ensuring consistent and excellent quality in remote learning and in the delivery of the catch-up curriculum this academic year.

Several projects we have been working on so far include looking at the best courses to support KS5 students who wish to take a vocational science pathway as an alternate provision to A-Levels in further education, establishing a shared resource drive which allows for educational resources to be distributed and used across the Trust and looking at how practical skills can be embedded consistently throughout GCSE Science courses.

The successful formation of this group has been one of the major positives of this academic year as our regular meetings have given us the benefit of being able to support each other to



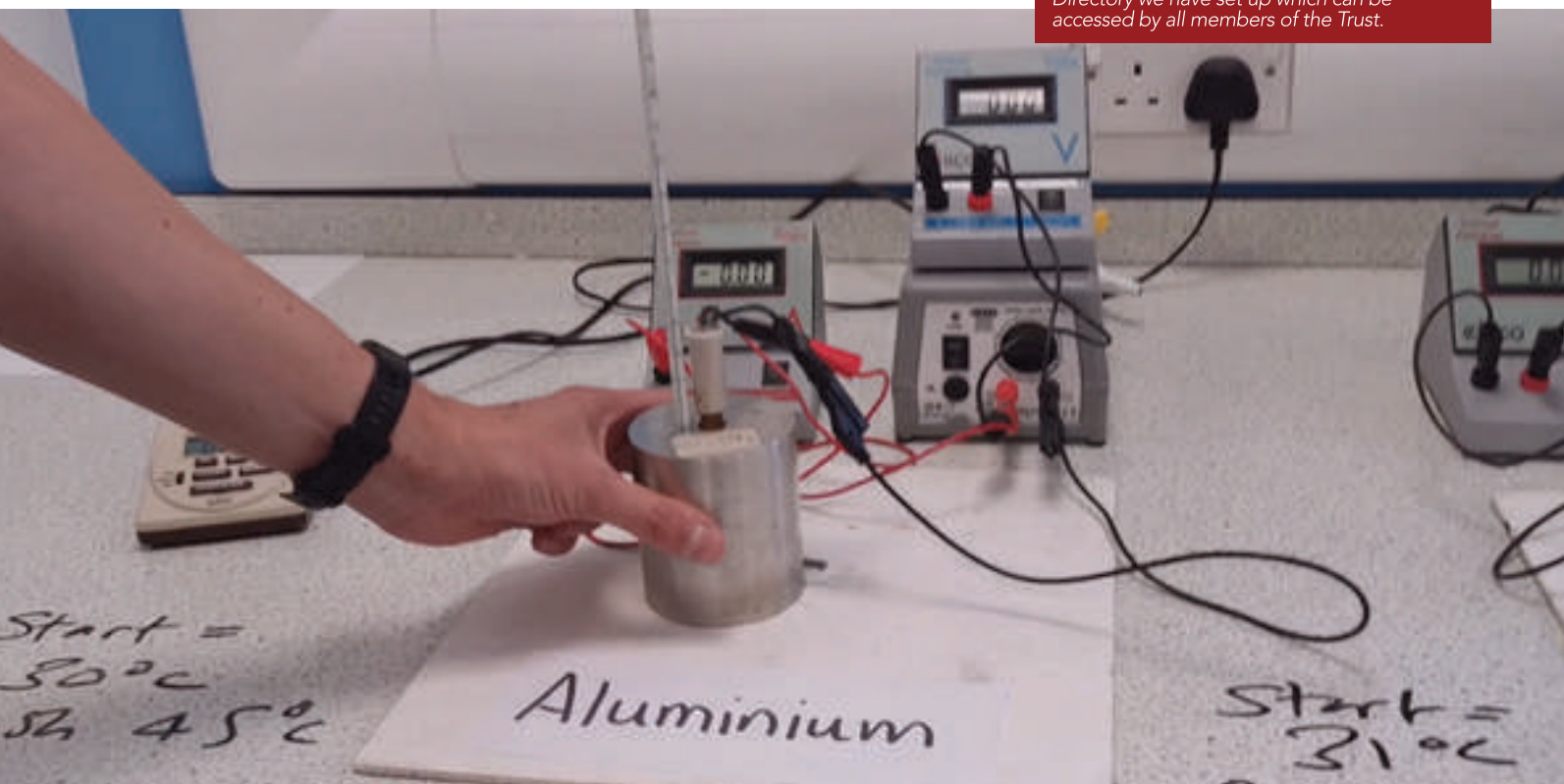
drive high standards in science teaching across the Trust, whilst also allowing us all to share updates and CPD on areas of focus in science.

I am sure the group will go from strength to strength as we continue to meet over the next academic year and beyond, as we develop new ideas and resources for the Science curriculum across the Trust.

**James Turnbull, Head of Science
St. Mary's Catholic School**

Topic: Electricity	Quota Title	Separate (S), Combined (C) or Both (B)	Link
Homework Task 1	Introduction to Electricity (Provisional)	S	https://www.bishopbewickcatholiceducationtrust.co.uk/wordpress/wp-content/uploads/2020/11/Introduction-to-Electricity-Task-1.pdf
Homework Task 2	Current and PD (Higher)	S	https://www.bishopbewickcatholiceducationtrust.co.uk/wordpress/wp-content/uploads/2020/11/Current-and-PD-Task-2.pdf
Homework Task 3	Current and PD (Provisional)	S	https://www.bishopbewickcatholiceducationtrust.co.uk/wordpress/wp-content/uploads/2020/11/Current-and-PD-Task-3.pdf

Here is an image of the Microsoft Forms Directory we have set up which can be accessed by all members of the Trust.



A Message from the Chair of Directors



Firstly, can I say a huge thank you, on behalf of the Board, to everyone actively working at building connections across the Trust. Collaboration, one of our five Trust values, is already coming alive across schools.

It's wonderful to have people giving Directors personal, first-hand feedback from their working group or peer-to-peer experience, on how the simple act of getting to know each other and working together is making a real difference.

Staff positivity and enthusiasm, school improvement and Governance are just some areas Directors are being informed of

where collaboration is working well. Going forward, the new Primary Leads and Governance advisor will create further opportunities for more of us, in some way, to play our part across our wider communities and make a real difference to the pupils in our Trust.

However, we all know this is only the start and we have a long way to go, so please share your stories where things are working well and let us turn problems into opportunities and our neighbours into our friends.

Dave Harrison

Rolling out the Early Career Framework (ECF) at Bishop Bewick Catholic Education Trust.

Sacred Heart Catholic High School is the approved delivery partner for the national roll-out of the UCL Institute of Education programme in the North of Tyne region.

After a challenging year for trainee teachers, it is vital that early career teachers entering their professional vocation continue to receive the best support and development. The Early Career Framework will allow teachers to develop the skills and confidence they need in a two-year package.

The Early Career Framework (ECF) is a two-year professional development programme for Early Career Teachers (ECTs) and their mentors, which will become statutory in September 2021.

Sacred Heart Catholic High School is an approved delivery partner for the ECF (UCL Institute of Education Programme).

Primary and Secondary schools within the Bishop Bewick Trust have been involved in the successful delivery of the early roll-out throughout 2020-2021.

Experienced teachers across schools within the Trust have delivered interactive sessions to ECTs and mentors through online sessions, which are all linked to the Teachers' standards. The programme provides ECTs and mentors with detailed reading and resources to guide them through their meetings and help assess the ECT's emerging needs.

Funding is provided for schools who choose to work with a DfE approved lead provider (including UCL via Sacred Heart), and they will receive additional funding to

backfill 36 hours of mentor time spent undertaking training. As well as this, all schools will be eligible for funding to cover ECT and mentor time off timetable in Year 2 of the programme. ECTs will have 10% off their timetable funded in their first year of teaching.

The ECF programme has provided me and my mentor with a purposeful structure to our weekly meetings. The resources are useful and the online delivery sessions have allowed me to develop my pedagogy as well as share teaching strategies with other ECTs within my subject area. A current secondary school ECT.

We are looking for more ECTs to join our ECF programme for the teaching year 2021-2022.

Schools will need to register their interest with us by emailing ecframework@shhs.org.uk



Parent Governor Power: supporting our school and the local community

When a position for a new Parent Governor became available at SS Peter and Paul Catholic Primary Academy in Cramlington, I knew I wanted to be considered. I believe every child should be given the maximum opportunity to discover their full potential, whether it be through education or extra-curricular activities.



My main focus when I was appointed was to look at ways to improve the children's playgrounds. After speaking to numerous parents, we all agreed that the space the children have is bland and not a stimulating area for the children to enjoy their free time.

Following approval from the Headteacher Mrs Myserscough, I

looked at ways we can involve the local community to help with this task. I sent letters to parents and local businesses explaining my plans and asking if they could help in any way big or small.

One of the businesses I contacted was our local Asda store. Each Asda has its own community champion who are assigned to support the local community offering donations and grants to those who need it. I was lucky enough to receive a reply from Jackie Burt, Cramlington's champion, who was more than happy to help as much as she could.

Needless to say, we were lucky enough to receive some lovely toys for the children but Jackie also provided us with compost, pots, and seeds. I am hoping to make our outdoor learning area into a more useable space for the children, by building a vegetable patch, herb garden, outdoor reading area and sensory garden. Eventually, we would like the children to take responsibility for the growth of these vegetables. We are planning in the future to harvest them and give to the houses around us.

Parent governors are a vital way of supporting and improving education in our region. If you would be interested in becoming a governor in one of our Bishop Bewick Schools, please contact: enquiries@bbcet.org

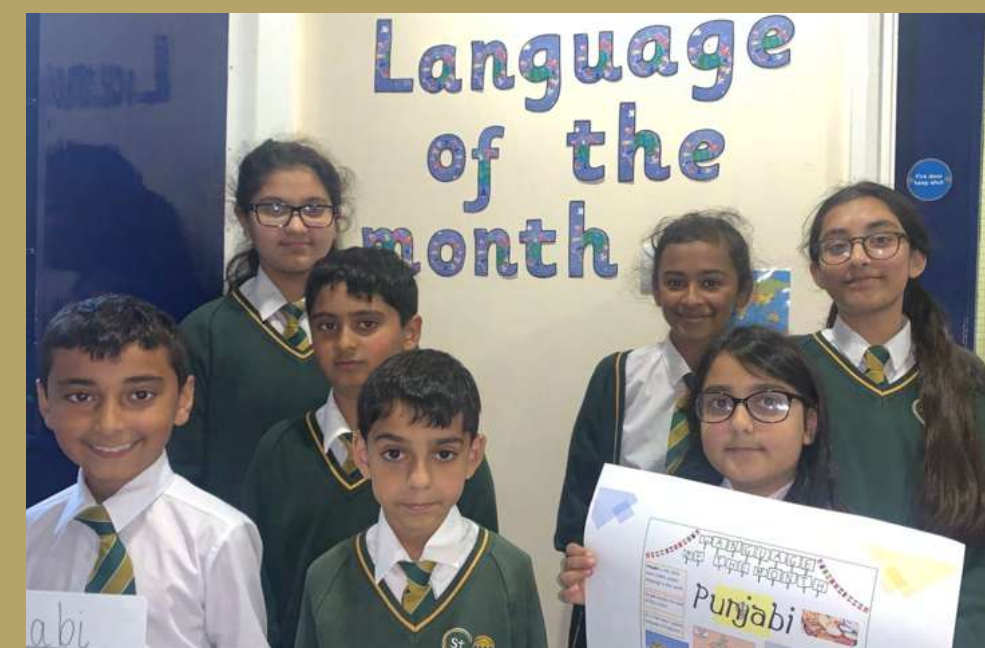


Gold Award for staff and students at St Michael's Elswick

In November 2020, St Michael's were awarded the Gold EAL Quality Mark, following a process of moderation by the EAL academy. The EAL Quality Mark is an award made to schools for their achievements in meeting the needs of pupils learning English as an additional language.

St Michael's achieved the gold award by designing a well-structured curriculum for the pupils of Elswick, with a sharp focus on vocabulary. They have embedded the use of 'pre-teach' and 'same day intervention' across the school to enable all children to succeed in every lesson.

These practices result in positive outcomes for all pupils, in particular the progress and attainment of pupils with English as an additional language. The award recognised the excellent



relationships between home and school, and the support on offer for families. Examples included Small Talk play sessions for parents and their 0-3 year olds and free English lessons designed to help parents improve their reading and written English.

'Language of the Month' celebrates the diverse languages spoken in schools and gives the children the opportunity to show respect for each other's languages and cultures, as well as broadening their skills.

As a School of Sanctuary, St Michael's shows a strong commitment to being a safe and welcoming place for those seeking sanctuary. The moral purpose of the school leads to a deep engagement, not just with all the school's stakeholders, parents, pupils and staff, but also the wider Elswick community.

To find out more information about effective EAL teaching strategies or the EAL Quality mark, please contact Charlotte Chapman by emailing enquiries@st-michaels.school.

St Paul's, Alnwick

Situated in the expanding, historic market town of Alnwick, in a beautiful area of Northumberland, St. Paul's is a vibrant and inclusive school which enjoys excellent facilities in extensive grounds. One of the main attractions is its location.

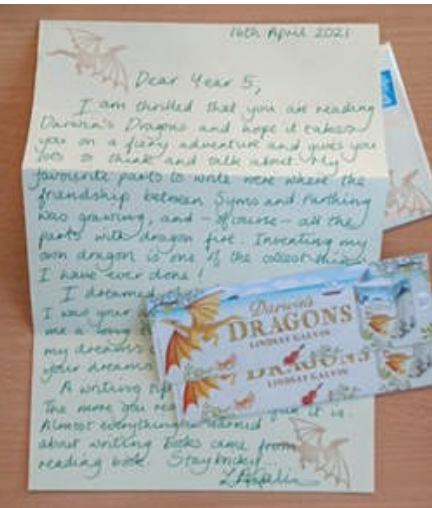
It is wonderfully wedged in between two of Northumberland's well-known attractions: Alnwick Gardens and Barter Books. Both establishments have had a huge influence on school life with regular visits incorporated into the curriculum. The gardens have inspired us with new ideas and initiatives to help bring to life our very own outdoor classroom.



Developing reading is a high priority at St. Paul's. Just as books can transport you to another place, so too can the best bookshops. Housed in Alnwick's grand Victorian station, Barter Books is one of Britain's largest second-hand

book stores and is located just a stone's throw from the school. This year visits to the shop have not been able to take place.

In response our English lead has thought of creative and inventive ways to promote reading for pleasure across school. The children have enjoyed the Christmas Story mobile library visits which provided the opportunity to choose books while adhering to COVID guidance and were delighted to receive letters from authors in response to their correspondence.



Reading journals have been used effectively across school, enabling children to pause and reflect, ask questions, and connect ideas based upon their reading. It has helped them become more engaged readers and acts as a focus for personal ideas they want to remember.



BESPOKE CURRICULUM

At St. Paul's Primary this year we have developed a bespoke curriculum in which children learn to respect themselves and each other whilst developing resilience and confidence in an exciting curriculum that inspires, motivates and challenges. Newcastle Foundation have upskilled staff in delivering Commando Joe's missions and have enhanced PE provision for all.



PROMOTING WELLBEING

Witnessing firsthand how affectionate our children were to their own dogs, and seeing the emotional support these pets provided to families during lockdown, governors and staff agreed that a school dog would be the ideal pet for the St. Paul's family. Chip might be mischievous at times, but he generally behaves in class and runs the daily mile with enthusiasm. He loves welcoming everyone into school every day and runs to greet

children bringing smiles to faces of children and parents alike. He has had a positive impact on the wellbeing of all, visited homes of reluctant returners, provided older children with the opportunity for responsibilities at a time when 'bubbles' were not able to mix and helped a child develop the confidence to venture outside by walking to swimming with him this term.



BISHOP BEWICK TRUST

St. Paul's were eager to join the Trust and have benefited greatly from being part of this larger family of schools. The school improvement Peer-to-Peer Pilot has already provided opportunities for staff to visit other settings and share good practice, in addition to creating a

support network for the Senior Leadership Team. The school as drawn on the expertise of the Finance Team within the Trust and St Paul's have been able to make savings by accessing services through the BBCET.

We are excited about the future and know that being part of the Bishop Bewick Catholic Education Trust will ensure we grow as a school to be the best we can be.

All Change at Lunchtime for St Mary's, North Shields

Just before Easter, St Mary's Primary School North Shields moved its catering to the Trust, under the care of Lee Robson, the Trust Catering Manager.



The aim was clear, to improve the quality of the food for children and staff. In the article below Colette Bland the Headteacher reflects on the processes used to achieve this and how things are going with this new initiative.

"We have had the good fortune of working with Trust directors and Lee Robson, to explore ways to improve the school meals offer to pupils in our

school. Lee audited our kitchen and worked with our cook to identify what equipment would be required to run the service, he then sourced, ordered, took delivery of and managed the setup of the new equipment within our kitchen. He worked with our school cook to design menus that offered a range of nutritious meal options.

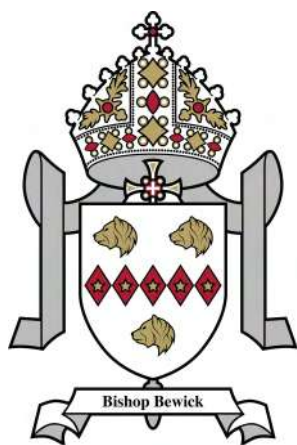
"This has been a really exciting change for us as we have never had a say in our menus. Lee has provided training and support for the catering team on site. We now run a 3-week menu cycle with 3 main course options and choice of pudding.



"All food is cooked from fresh ingredients sourced from local providers. The quality of the food is excellent and the service as you approach is an assault on the senses with the contents smelling and looking delicious. Our children are excited about their food and the number of clean plates at the end of service says it all!

"Lee is passionate about serving top quality food to our children and the way he has set up and organised our catering provision means that we have seen an increase in the number of pupils opting to have school meals and we have also seen an increase in the number of staff having school meals.

"We now have a school meals service to be proud of, our children are happy and look forward to school dinners - it's a pleasure to be in our school dining room over lunchtime."



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