



GEP ACADEMIES WEEKLY BULLETIN WEEK COMMENCING 01 March 2021

Reminders for this coming week:

TRUSTEES & GLAC CHAIRS

01.03.21
16.30 – 18.30

Forthcoming meetings:

AUDIT COMMITTEE

11.03.21
13.00 – 15.30

EDUCATION COMMITTEE

18.03.21
13.00 – 15.30

BOARD MEETING

22.03.21
13.00 – 15.30

CONFLICTS OF INTEREST COMMITTEE

20.04.21
09.30 – 11.00

TRUST ACTION COMMITTEE

29.04.21
Time tbc

AST/GEP JOINT HEADS MEETING

20.05.21
Time TBC

RESOURCES COMMITTEE

20.05.21
13.00 – 15.30

A message from Kathryn Krynicki, our Director of Primary Education

Welcome back after half term!

I am sure many of you were very grateful indeed for a few days respite from the job. From my conversations, I know how challenging it has been to carry our live lessons, teach in school, carry out parent consultations and fulfill the roles of not only educator, but doctor, social worker, cook, cleaner and carer all at the same time!

Hopefully, the end is now in sight. Following the Prime Minister's announcement, we now have a road map out of lockdown and hopefully a more 'business as usual model' in our schools.

One of our first jobs will be to baseline our pupils, to find out how they are doing not only academically but more importantly with their mental well-being and resilience. I am hopeful that this could be a pivotal point in education, where ministers reflect on what our young people really need to make them resilient, well rounded humans who can face the future with enthusiasm.

It is a time for us in schools to consider not only the curriculum we offer but our pastoral support to our pupils and the methods we will use to assess our EYFS children right through to our post 16 students. Then comes the hard work about how best to support each individual and prepare them for the next stage in their life.



Whatever the future brings us in the educational world, I believe, school leaders and staff are more prepared than ever to be open to change. As we move forwards with our joint work, it is a time for us to show true partnership. We can reap the rewards for our staff and pupils in our 'stronger together' model.

Wishing you all a calmer sail through the uncharted waters of this half term! Please remember that the school improvement team are here to help you navigate the seas.

Actions for Heads:

The next Joint AST/GEP heads meeting will take place on Thursday 18th March from 9.30am to 11.30am

Where this has not happened already, headteachers must ensure that the admissions policies, circulated by Gary Lelliott on 9 February 2021, are published to school websites ASAP

Actions for Governors and Trustees:

Budgeting – Preparing for the school budgets

There is a governors training session taking place tomorrow at 6.30pm. This is being presented by Patrick Overy (AST Director of Finance and Operations) and Sarah Allen (AST Finance Officer). To book your place, [please click here](#)

Safeguarding training

The safeguarding training that was scheduled for 3 February 2021 and being run by Ruth Murton of [Leadershipwise](#) has been moved to **15 March 2021**. Don't forget to [book your place](#).

The governors' conference that was planned for 15 March 2021 has been postponed. Governors will be notified when a new date has been set.

School Improvement Update:

TDT Working paper: A Culture of improvement: Reviewing the research on teacher working conditions.

This is an interesting 'working paper' which explores the potential impact of teacher working conditions on student attainment. [Please click here](#) to access the paper.

There are five aspects of teachers' working conditions that appear most closely associated with increased student attainment:

1. Creating opportunities for effective teacher collaboration to explore student data, plan and review lessons and curricula, and plan and moderate assessments
2. Involving teachers in whole school planning, decision-making and improvement
3. Creating a culture of mutual trust, respect, enthusiasm in which communication is open and honest
4. Build a sense of shared mission, with shared goals, clear priorities and high expectations of professional behaviours and of students' learning
5. Facilitating classroom safety and behaviour, where disruption and bullying are very rare and teachers feel strongly supported by senior leaders in their efforts to maintain this classroom environment

An interesting read as we prepare to welcome all staff back to school.

Free teacher webinar



[Elevate Education](#) are running a free teacher webinar on how to improve students' metacognition skills before assessments on **Thursday 4th March**, 3.30pm – 4.30pm.

During this seminar, they will be drawing upon research with 3000 students in December and their work with over 900 schools and multi-academy trusts in the UK to cover the biggest mistakes students make in the lead up to assessments and how teachers can help.

If you are interested in attending please [click here](#) to register.



NCCE(National Centre for Computing Education)

In a bid to encourage more schools to teach Computer Science at GCSE and to strengthen the Computing offer in the primary curriculum, [the National Centre for Computing Education \(NCCE\)](#) has established a Surrey Hub based at Woking High School.

The hub would like to invite all primary headteachers and teachers to a remote gathering on **Wednesday 10th March** from 16:00 via MS Teams. They are keen to understand how they can help with the computing curriculum at primary level and are at present in a position to offer bursaries of £220 per day for one teacher per school to attend courses. Contact Gaby Sutton for the meeting link.

Bursary funded secondary cpd is also available for a wide range of courses.

Please click [here](#) to view a flyer with further information or email Ahmed Afana on: teachcomputing@wokinghigh.surrey.sch.uk

Surrey SLP are running a **Women in STEM** evening on Thursday 17th March at 7pm via zoom. You will hear from two female speakers who have forged strong careers in the STEM world on what inspired them to follow their chosen path and how they got there and then have the opportunity to discuss what can be done to inspire more girls to continue with STEM subjects in further education. Please [click here to sign up to attend](#). Open to all teachers from across all phases.

School Operations:

Gender Pay Gap Report

The Gender Pay Gap Regulations impose a mandatory annual gender pay gap reporting obligation for any employer with a headcount of 250 or more employees.

The gender pay gap shows the difference between the average earnings of men and women. This is expressed as a percentage of men's earnings e.g. women earn 10% less than men.

It is important to note that the gender pay gap differs from equal pay. Equal pay deals with pay differences between men and women who carry out the same jobs or work of equal value. The gender pay gap shows the difference in the average pay between men and women within an organisation.

GEP Academies latest Gender Pay Gap Report (using the snapshot date of March 2020) is now available to view on the [GEP website](#).

In summary, although our pay gap has widened slightly since the last snapshot date in March 2019, we are pleased to report that the number of females occupying the highest paid roles (upper quartile) has increased, however the number of females occupying the lowest paid roles (lower quartile) has also increased. In the middle quartile the number of females has reduced, and the number of males has increased. Therefore, the main factor influencing our increased gender pay gap is connected to the increase in females in the lowest paid roles.

We are confident that our pay gap is not a pay issue as our approach to pay is gender neutral by design; our gap is driven by the structure of our workforce.

Clinically Extremely Vulnerable Staff (CEV)

There have recently been a number of people added to the CEV list and as a result have been advised to shield.

Any members of staff who have recently received such a letter will need to follow the government's guidance on CEV, this guidance overrides any doctor's letter/advice if the shielding letter is still in place.

This means that any CEV member of staff must not attend work. They will therefore undertake work from home, where it is possible to do so. This may mean that they are given alternative suitable tasks.

Even if the member of staff has had one or both doses of the vaccine, they must still continue to shield (and remain away from school) until the guidance is updated.

The current shielding letters are in place until at least 31 March 2021. This will be subject to a government review before 31 March and either a new letter issued, or new guidance outlined.

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Jack's visits and meetings this week:

Trustees and GLAC Chairs	01.03.21	16:30 – 18:30
Kings school visit (virtual)	02.03.21	09:00 – 10:00
1:1 HR manager	02.03.21	10:30 – 11:30
Wisley Airfield developers	02.03.21	14:00 – 15:30
Maths School SSB and control option meeting	03.03.21	10:00 – 12:00
Guildford Grove school visit (virtual\0	04.03.21	10:00 – 11:00
Maths School roundtable	04.03.21	14:00 – 15:00
Fullbrook school visit (virtual)	05.03.21	08:00 – 09:00
Executive team meeting	05.03.21	10:00 – 12:00