

SCHOOL REPORT

September 2019



AT WORK AND AT PLAY

New outdoor play areas for Cablesforth and Tadcaster



VIRTUAL REALITY

York St John partnership offers children a vision of the future

Expanding horizons for children at our schools

Ebor is a multi-academy trust within a defined geographical area – and yet we scour the world for examples of best practice in education.

The curricula in our schools reflect the local communities they serve and are enriched by experiences gained by our teachers who we encourage to develop their craft.

This year we have sent classroom practitioners from schools across our trust to Canada and Singapore and we have welcomed visitors from Shanghai on a return exchange from China, where they saw Ebor in action.

This expanded view contributes to an ambition for the children at our schools to become global citizens. Thanks to technology the world is more accessible than ever and there are tantalising opportunities to link with schools internationally with untold benefits for our children.

And yet we know there are some children at our schools whose home backgrounds mean they may unwittingly miss out. Educating children and young people is not exclusively a job for teachers.

Parents and



Shanghai teachers, right, present Ebor's Richard Ludlow and Gail Brown with a gift from China

carers have a key role to play. Most give their children safety, stability and love and want only the best for them. However there are those parents and carers who – through no fault of their own – lack social and cultural capital. Their own education experience may not have been positive and they may have had limited life chances. They don't love their children any less, but they struggle to give them the educational nourishment that starts at school. A lot of the time they don't know what they don't know.

We see children for whom a school trip is a marvel because it means driving on a motorway; learning a musical instrument when there is no chance of one at home; and reading books because they only exist at school.

As educators we recognise this attainment gap and we do what we can to narrow it. For our part, we are determined to make education in our schools fulfilling and relevant, even exciting and fun. We do this by introducing new ways of learning, broadening horizons and sparking curiosity in eager young minds.

Sometimes, as is the case at our Selby and East Riding schools, this is as simple as buying minibuses for schools to share so they can explore the richness of their locality at a low cost. We are lucky to live and work in some of the most beautiful parts of the country, brimming with history and heritage.

Inspiring a love for life-long learning will go some way to addressing the attainment gap. We truly want to give our children the roots to grow and the wings to fly.

Ebor Academy Trust:
our geographical area

Now we are 24

Ebor Academy Trust is made up of 22 primary schools, one secondary and a primary phase special school – 24 in total. We are always interested in speaking with other schools who may want to consider joining us.

As at 1 September 2019 Ebor comprises:

- Robert Wilkinson Primary Academy
- Haxby Road Primary Academy
- Brotherton and Byram Community Primary Academy
- Ebor Academy Filey
- Staynor Hall Community Primary Academy
- Sigglesthorpe Church of England Primary Academy
- Camblesforth Community Primary Academy
- Filey Church of England Nursery and Infants Academy
- Park Grove Primary Academy
- Sproatley Endowed Church of England Academy
- Alderman Cogan's Church of England Primary Academy
- Easington Church of England Primary Academy
- Patrington Church of England Primary Academy
- Marfleet Primary Academy
- Tockwith Church of England Primary Academy
- Hob Moor Community Primary Academy
- Hob Moor Oaks Academy
- Lakeside Primary Academy
- Osbaldwick Primary Academy
- Tadcaster Primary Academy
- Riston Church of England Primary Academy
- Braeburn Primary and Nursery Academy
- All Saints' Church of England Infant Academy, Hessle
- All Saints' Church of England Junior Academy, Hessle



LOWDOWN: TRAINING ASSISTANT APPRENTICESHIP LEVEL 3

by SUE HINCHCLIFFE,
Educational Apprenticeships Director
Investing in TA training and improving knowledge, behaviour and skills is one of the most transformative things a school can do to add value to quality first teaching.

As well as a significant proportion of a school budget, TA employment is often the largest investment of Pupil Premium

and SEN funding; that specifically aimed at narrowing gaps and improving life chances for underprivileged and vulnerable children.

But typically TAs receive little or no training to carry out their role.

Research shows that when TAs have the appropriate training, their impact on pupil outcomes is significantly improved.

Our programme has received excellent feedback. Headteachers say they have seen significant advancement in TA Apprentices' understanding, motivation and contribution in schools.

They describe growth in confidence, an improved quality of interactions and effective support for pupils amongst some of the benefits of the training.

LOWDOWN: SCHOOL BUSINESS PROFESSIONAL APPRENTICESHIP LEVEL 4

School Business Professionals perform a unique role, administering and managing the financial, site and HR services within the school context. They provide essential support to school leadership teams, implementing their financial and business decisions. This requires them to understand educational issues as well as business management.

In many cases SBPs receive no formal training for their job.

Through its innovative, high quality School Business Professional Apprenticeship Programme, Education Pathways can now provide an opportunity to upskill administrative staff, enhance their development and increase their contribution to their school's overall effectiveness.

Our Level 4 School Business Professional Apprenticeship is aimed at those employed in a school office environment, or academy trust central team. Applicants must not already hold a level 4 qualification in this, or a similar, subject area.

It is also suitable for newcomers to the role and applies to both primary and secondary phases.

OBE for chief executive

Richard Ludlow has been awarded an OBE for services to education.

He said: "I am thrilled and humbled – and I see the honour as recognition of a magnificent team effort."

It is Mr Ludlow's intention to retire at some point during the 2019-2020 academic year.

Now more can join Ebor apprenticeship education courses



A government minister is holding up Ebor's "Education Pathways" apprenticeship scheme as an example of good practice other multi-academy trusts across the country would do well to follow.

The accolade comes as Ebor has been awarded "main provider" status, which means apprenticeship courses are now open to other academy trusts and maintained schools.

Lord Agnew, Parliamentary Under Secretary of State for the School System, was interested to hear about how Ebor uses the apprenticeship levy – a compulsory tax on all employers with a pay bill of more than £3m per year – at an event attended by chief executive Richard Ludlow.

Now the minister, responsible for academies, multi-academy trusts and school improvement, is to share a case study of Ebor's success.

"It makes sense for an education



Educational Apprenticeships Director Sue Hinchcliffe with the first TA Apprenticeship cohort. The programme was also featured in The Guardian (above)

provider such as Ebor to ensure its staff receive appropriate and timely continuous professional development," said Mr Ludlow.

"By becoming an employer-provider, we can access our own levy funding to upskill employees at no financial cost to the individual.

"By working collaboratively with other trusts and maintained schools, it also has the potential to increase the variety of education-based

courses, the size of cohorts and the frequency of the apprenticeship courses."

The trust is delivering apprenticeships for Teaching Assistants Level 3 and School Business Professionals Level 4. A Property Maintenance Operatives Level 2 programme is coming soon.

Full details and videos are on the main Ebor website at www.ebor.academy

Chief Operating Officer appointed

Debbie Simpson has been appointed as Chief Operating Officer of Ebor Academy Trust.

She has previously been chair of the Institute of Continuous Improvement in the Public Sector, head of transformation and change and a senior civil servant.

Tim Jolly, headteacher at Braeburn Primary and Nursery Academy, with Olivia Prosser and Mason Heavey who are showing off the school's new uniform



Changes for the better as Scarborough primary joins Ebor's family of schools

Roop Singh, a British Sikh, was pleased to share important aspects of his religion with an inquisitive audience at Braeburn, as part of lessons to develop pupils' knowledge of British people with different traditions

The new headteacher at Braeburn Primary and Nursery Academy in Scarborough has been looking back on a "whirlwind" year when the school joined the trust.

Tim Jolly formally took the reins at Braeburn at the start of the summer term, joining from Staynor Hall Community Primary Academy in Selby – another Ebor school. He said that while rapid progress had taken place, the best was yet to come.

"We've had a particularly hectic year that has been something of a whirlwind, but I'm pleased to report that the school is stable, heading in

the right direction and becoming an academy has been one of the best things to happen to the school." As part of Ebor Academy Trust, Braeburn has now joined a "family" of schools that support and look out for each other.

"There are many benefits for the children of Braeburn that being part of a successful trust can bring," said Mr Jolly. "We now have an excellent core staff and our children's education is further enriched by the various subject specialists we have across the trust. English, maths, music, IT, PE and science have all been boosted, thanks to input from Ebor colleagues."

Building work has already started on a new Early Years outdoor area which will provide a more stimulating experience for younger children. Further construction will improve the sense of flow throughout the school.

Braeburn will be at the forefront of providing support for children's

social and emotional wellbeing, with the creation of a space in the school called The HUB, which stands for Helping Us Belong. The initiative is in response to government calls to teach children how to look after themselves emotionally.

Looking ahead there will be more musical opportunities and choir, sports clubs and free after school swimming lessons.

In the classroom, more Chromebooks – special kinds of laptops – will be available for more children as the school looks to enhance teaching and learning through effective use of IT.

A more visible change will be the introduction of a smart new uniform. The school has worked alongside the children and the Parents' Group on the design. A set of uniform, comprising t-shirt, jumper, book bag, PE bag and PE kit, is being provided free of charge to each child.

"We're determined that by working with parents and carers, we can help realise children's potential at Braeburn and put the school at the centre of its proud community," said Mr Jolly.





Angela Clark with pupils, from left, Chester, Esmail and Rosie at Filey Church of England Nursery and Infants Academy



Matt Brown with pupils, from left, Juan Diego, Isla, Parker and Nancy at Osbaldwick Primary Academy

Easy way to get the message across



Ebor is using video more and more to get the message across in an easily digestible way.

Examples include the apprenticeships programmes, featuring contributions from apprentices themselves as well as heads and course leaders.

Ebor's PE and sport specialist Gareth Jones was behind the "Get Active" video which advised schools how to get the best out of PE and featured schools and pupils across the trust.

Ebor's Christmas and end of school year videos are popular and give staff and parents a glimpse into what goes on at other schools.

"Everyone is always busy so watching a three minute video on your phone or PC is a straightforward way to absorb what can sometimes be complex information," said Tim Moat, Ebor's director of communications.

All Ebor videos are on the website www.ebor.academy



New faces at the top

There's a new beginning but familiar faces at the top of two Ebor schools.

Angela Clark, deputy headteacher at Filey Church of England Nursery and Infants Academy with some 20 years' experience, moves up to become head of school following the retirement of Denise Crosier.

And Matt Brown, deputy headteacher at Osbaldwick Primary Academy for the last 12 years, moves up to become headteacher following the retirement of Lesley Barringer.

Mrs Clark said: "Filey Infants is a wonderful school – the children are so enthusiastic and always keen to learn. We've always been a creative school and this is something I'm really passionate about."

Filey is a long way from Australia,

where Mrs Clark was born, but she moved here as a child and attended Scalby secondary school in Scarborough.

After starting her teaching career in Skipsea, Mrs Clark moved three years later to Filey CE Nursery and Infants School, as it then was, as a Year 1 and 2 teacher. Over two decades she progressed to assistant head and then deputy head.

Mr Brown said: "Osbaldwick is on an upwards trajectory. We have stability in our staff and I'm excited because I know the school is going to become even more successful.

"And we are so lucky with our locality – parents are amazed at just how much outdoor space we have here."

Mr Brown started his teaching career in Tang Hall and so knows this part of York very well. He moved to Hemingbrough and then on to Sheriff Hutton before joining Osbaldwick.



Meanwhile maths specialist and senior leader Kerry Verity, pictured, has moved from Alderman Cogan's Church of England Primary Academy in Hull to become head of school at Easington Church of England Primary Academy, after Paul Goodwin stood down at the end of the summer term.

"Coming to teaching later in life has ignited a commitment to providing all children with skills for life-long learning," she said.

East Riding schools are proud to take part in world's largest lesson

Three primary schools in the East Riding are working with three schools in Africa to make the world a better place.

Children are collaborating on common themes as part of a planet-wide initiative comprising 130 countries and millions of children.

Closer to home, Ebor Academy Trust schools Riston Church of England Primary Academy and Sigglesthorpe Church of England Primary Academy, together with local authority school Skirlaugh CE Primary, have spent a term exploring the need for clean water and sanitation – one of 17 “global goals” for sustainable development identified by world leaders. These goals have the power to end poverty, fight inequality and stop climate change and are behind the United Nations’ “World’s Largest Lesson”.

Sarah Hall, headteacher at Riston, said pupils in all of the schools had responded positively to the initiative. “The children here love it and between us, the three schools have established excellent links with our counterparts in Sierra Leone.

“One of the African schools is in a tent, with no walls, and our children feel passionately that everybody has the right to access a good education and a place to learn is critical. It is



great to widen our children’s horizons at all of our schools and a privilege to hear the children talk with such passion and determination about their desire to reduce inequalities.

“We regularly exchange letters and emails and our three schools in England, along with our three partners in Freetown, have set up an

International Pupil Council, led by the children in all of our schools, to work out what to do next.”

The East Riding schools are bidding for funding from the British Council which, if successful, could mean exchange visits.

Further details are also online at www.globalgoals.org

Right: Wearing their “global vision” glasses and carrying buckets as part of their clean water and sanitation project are children from Riston Church of England Primary Academy. Below, children at a school in Sierra Leone



Staynor Hall sparks online sensation

What started as a project about oceans at Staynor Hall Primary Academy in Selby has transformed into a conservation mission – and a global online sensation.

Year 3 and 4 pupils swung into action to defend the environment after they discovered the damaging effects of plastic pollution.

Over 1,000 people have now signed a change.org petition to lobby the Environment Secretary to stop food producing companies using plastic in their packaging. “We explained to the children that if our petition gets enough support and enough people sign it, then the Government will have to talk about it and listen to them,” said teacher Hannah Spark who, with colleague Isi Stewart, worked with the children on the project.

Through social media, the children won backing from Brisbane, Australia, collected celebrity endorsements from Simon Mayo and Sara Cox –

and local MP Nigel Adams visited the school to tell the children how the government is responding.

Mr Adams also signed the petition himself and promised to hand it personally to the Environment Secretary.

“The children were very excited to meet the MP and are very grateful he has offered to hand it over in person,” said Miss Stewart. “They also took the opportunity to ask questions and find out more about how the government is tackling this issue and what it means to be an MP”

Picture shows Selby MP Nigel Adams signing the online petition, watched by children at Staynor Hall Primary Academy and teachers Hannah Spark, left, and Isi Stewart



Bees add buzz to junior scientists



Budding scientists at Tockwith Church of England Primary Academy are buzzing – using bees to help the school achieve a silver Primary Science Quality Mark.

The prestigious award recognised that science is a focus of the school and has a high status with children, staff and parents.

And judges were impressed with the school's science action plan, part of which is setting up an apiary to study and look after bees.

Tockwith teacher Julie George is a Science Champion across the Ebor Academy Trust group of schools, where she shares her passion and knowledge. She delivered a lecture on bees at the Science, Technology, Engineering and Maths (STEM) centre at the University of York.

Mrs George said: "I am proud of the school's achievement and pleased that everyone's hard work and commitment to science has been recognised with this award.

"We know science teaching is good at our school when children have those 'wow' moments and are inspired to investigate and learn.

"Our bees produced 40 pounds of honey last year, which we sold at various fairs to help pay for their upkeep."

Part of the award criteria was to ensure the school used different types of scientific enquiry in planning and in displays, together with a portfolio of evidence and critical reflections to make sure there has been an impact.

Children and staff wear protective beekeeping outfits when they are studying the bees.



Mrs George and children from Tockwith Church of England Primary Academy, in their protective beekeeping clothing

Children glimpse hi-tech future



Children from Park Grove, Tockwith and Haxby Road schools in York descended on York St John University to find out more about how to be a games designer and to get to grips with augmented reality and virtual reality.

With the use of technology accelerating in schools it was a fascinating glimpse into the future as York St John has excellent resources – and is keen to strike up an education technology partnership with Ebor.



At the end of an introducing talk by subject lead Warren Fearn, one youngster asked the question "Can we come back?" – even before the day had started.

On top of the technology, a session on learning to draw with pencil and paper was equally well received.

The initiative is backed by funding from Digital Schoolhouse, part of PlayStation. Future events will include trips by York St John into schools around the trust.



Ebor is part of a growing organisation specialising in leadership development within schools.

Now Inspiring Leaders, which comprises six teaching schools across Yorkshire and the East Midlands, has appointed Ebor's John Winter to become leader of programmes for NPQML. John retains his role as assistant head at Ebor Academy Filey.

During the last academic year, Inspiring Leaders trained 130 school leaders in the north of England.

The professional qualifications are national recognition of achievement and development in school leadership.



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Above, having fun in Osbaldwick Primary Academy's early years. New outdoor equipment has been installed at both Tadcaster Primary Academy, right, and Camblesforth Community Primary Academy, above right