



Salterns Academy Trust

Salterns Academy Trust Newsletter

Issue 3 - Autumn 2023

Welcome from the CEO



As the publication of this newsletter marks the end of another successful term for our trust schools, I wanted to start by saying 'thank you'!

Our inclusive and vibrant learning community thrives because of our highly skilled and caring staff, our incredible students, our supportive family members, our amazing volunteers and our much-appreciated external partners– thank you for all you do every day to support all our children to become happy, confident and successful learners.

This is an exciting time for us and although the moment when Mayfield School legally joins Salterns Trust is still eagerly awaited, it has been wonderful to see the close working

partnerships that have already been forged as transformation begins for all three schools at the start of this period of growth and change in our Trust.

We continue to receive attention for the excellent quality of education offered in our Salterns schools and you can see this recognised in this particular edition of our newsletter by Ofsted, the Department for Education, UNICEF and the Arts Council.

The Trust Board is pleased to announce the appointment of a new Trustee and Company Director - Emma Johnson. Emma has recently taken early retirement from her role as Executive Director of Finance at the University of Portsmouth, and we are delighted that she has decided to continue her contribution to support education in the City by joining our Board.

We are also pleased to announce the appointment of **Victoria Bruce** as our interim Chief Finance Officer. Vicky has a wealth of experience in managing finances within large and complex organisations and we are delighted to welcome her to our Executive Team.

Trust Vision and Values

Our vision is that ***We will provide an excellent and inclusive educational experience that prepares our students for the world of tomorrow.***





Salterns Academy Trust

- ✓ Inclusive and student-centered
- ✓ High ambition for all
- ✓ Curriculum excellence
- ✓ Promoting wellbeing
- ✓ Community and collaboration
- ✓ Continuous improvement
- ✓ Professional development

This vision and our values underpin all work within our schools and are integral to our culture and ethos, ensuring that ***our students are at the heart*** of everything we do.

Strategic Priorities for 2023/24



Salterns Academy Trust



Trafalgar School

In September, the Trust board sets out its strategic priorities for the year, setting out what we need to do next to deliver our vision and provide an excellent and inclusive education for every one of our students.

This year our priorities are:

- Set out plans for further ***growth of the Trust*** and ensure we are ready to provide excellent and inclusive education for more Portsmouth families .
- complete the process of ***welcoming Mayfield School*** into our trust
- further develop our ***partnerships and collaborative working*** to support school improvement and leadership development
- Continue to improve the ***academic progress*** of all students through ensuring high rates of ***attendance*** and by developing ***excellent provision for children with SEND*** or those experiencing other barriers to learning (such as financial hardship).
- ***Strengthen governance*** processes as the Trust grows, ensuring best practice in recruitment, development, succession planning and effective interaction between tiers of governance.
- Continue to ***invest in developing our school estates*** so that our schools have high quality facilities for the delivery of excellent, inclusive education

Trafalgar School rated Good by Ofsted

We are delighted that following an Ofsted inspection of Trafalgar school in the summer term that the school retained its ***good*** rating for the school's overall effectiveness - with a rating of ***outstanding*** for its personal development curriculum offer



Here are a few quotes from the highly complimentary Ofsted inspection report:

- ‘Pupils thrive and feel safe in this highly inclusive school.’
- ‘Relationships are highly positive because staff take time to understand and remove barriers to pupils’ learning.’

- 'Inclusive practice threads through all aspects of leaders' work to make sure all pupils have the opportunity to succeed.'
- 'Pupils behave in a mature and exemplary way towards each other.'
- 'Pupils see themselves as 'Team Trafalgar' and are proud to represent their school.'
- "The personal development of pupils is exceptional.'
- 'Teachers have expert knowledge about the subjects they teach.'
- 'Pupils openly share how they are overcoming challenges in the nurturing 'Relational Practice Community Circles'...they take pride in each other's successes and take great care not to 'harm the community' feel of the school through unkind behaviour.'

We are delighted that the hard work of Trafalgar School leaders, teachers, support staff and the whole school community has been recognised by Ofsted and reflected in this incredible report

Salterns Academy Trust Schools recognised for excellence in languages

We were thrilled that our Trust bid to become one of only fifteen DfE Languages Hubs across the country was successful!

Admiral Lord Nelson School and Trafalgar School will work together with seven DfE designated Hub Partner schools (and other affiliated schools) with the aim of improving languages learning across the 7-16 age range, as well as encouraging pupils from all backgrounds to study languages through to further and higher education.



As a Trust we are delighted that the strong leadership of languages by Rebecca Britti and Aamir Kohli in our two schools has been recognised nationally and that they will co-lead our Language Hub and share their passion for languages learning across the region.

We are proud to have achieved recognition for the excellent languages education we deliver and leading a DfE Language Hub will allow us to share expertise and collaborate to ensure as many students as possible are able to benefit from an engaging languages curriculum experience.

**The NCLE (National Consortium for Languages Education) comprises: University College London, the British Council and the Goethe-Institute.*

Artsmark Gold Award for Trafalgar School!

We are delighted to announce that Trafalgar School has been awarded an Artsmark Gold Award.

In making this award the Assessors said:



'Evidently, you place high value on the arts, and recognise that they serve to underpin your school values of Inclusion, Respect, Community, Aspiration and Resilience.

There is a firm commitment to promoting the arts at Trafalgar, and to increasing your students' cultural capital and, as a UNICEF Rights Respecting School, the Duty Bearers ensure that pupils receive their right to participate in a wide range of cultural and artistic activities.

During this cycle of Artsmark you have had a particular whole-school focus on developing students' oracy skills in partnership with Voice 21, and ways in which the arts might help boost this important area of learning. These oracy strategies have promoted creative pedagogies across all departments, and facilitated a new mapping of the curriculum through schemes of work which chart progression of knowledge and skills.

Your Activities Weeks have facilitated a variety of enrichment opportunities, such as workshops with artists, theatre trips, residential abroad and gaming sessions.

Through your whole school performances of School of Rock and We will Rock You, your young people have been exposed to various jobs in the creative industries, and have a growing understanding of potential future career pathways, including back-stage roles. These productions also served to raise the profile of the arts with all school stakeholders and enhanced the school's reputation for the arts within the local community.

Pupil Voice and influence has been developed through the election of your Arts Champions, who have taken a lead on fundraising projects for your whole school productions; organised music recitals, art and photography exhibitions and marketing for events.

Congratulations on your Artsmark Gold Award!

Admiral Lord Nelson School strikes UNICEF GOLD again!



Admiral Lord Nelson School successfully achieved reaccreditation for the UNICEF Rights Respecting School GOLD Award. This means that the school continues to base its ethos and values around the human rights of all children as written in the United Nations Convention on the Rights of the Child ([what's that?](#)) in 1989.

Throughout the past decade, ALNS has worked really hard as a school to continue to meet the high standards of the Gold Rights Respecting School Award and in July 2023 they were awarded this prestigious accreditation from UNICEF for the third time in a row.

In the reaccreditation process, the assessors identified the following strengths of the school in their report:

- Rights are explicitly linked to all areas of the school's work: they are visible on displays, linked across the curriculum and very prominent on the website and school communications.
- Consistent messaging about rights and respect underpinning every dimension of the school's work.
- Inclusion is strong: all children feel valued and supported to be the best they can be.
- Student voice is valued highly, and the range of student voice groups give ample opportunities for all young people to put their suggestions forward and for these to be acted upon..

Historian Dan Snow speaks to Salterns Students



Year 10 and 11 History students from both Trafalgar School and Admiral Lord Nelson School were given special pre-Christmas treat in the form of a talk by "the History Guy" Dan Snow.

He gave a passionate talk about the discipline of History and why it is such an important subject to study before giving a subject specific talk about interwar Germany and the rise of Hitler, linking with the topic year 10 are currently studying, and year 11 have already studied.

The talk ended with an incredible insight into a documentary he has filmed, due to be released on Disney+ next year about his involvement in finding the lost Shackleton ship, which was an added bonus which both staff and students enjoyed!

Charlie said *'he can't wait to watch the documentary "and "that he was very tall!'*

Lily said that the talk was *'really engaging and interesting and helpful for revision*

Salterns Trust working in Collaboration

'New to UK' Teaching Course

This term we have launched a Trust wide CPD programme to support our colleagues who are new to teaching in the UK. This has been an excellent opportunity for colleagues to network and share practice, run collaboratively by leaders from Trafalgar, Mayfield and Admiral Lord Nelson Schools. Our first session began at Trafalgar School in September with a traditional British themed afternoon tea. So far, we have focussed on building and maintaining relationships, the UK teacher standards and The National Curriculum, supporting students with SEND and pedagogical practice rooted in our Trust Teaching and Learning Principles. We are looking forward to continuing to work together, building upon our professional learning offer into the new year.



Working together to develop Teachers and Leaders at all levels

Working with the HISP Teaching School Hubs, the Trust has been working hard to ensure continual professional development at all levels and provide progression for all teachers at every stage of their career.

We have successfully created a culture of continuous professional development where staff feel empowered to take part in CPD, which is linked to their specific development needs. We see benefits in staff retention and the growth of leadership positions within our schools which is ensuring, as the Trust grows, that effective outreach work can take place both across the city and beyond.

As we continue to grow, we aim to ensure that all leaders have the opportunity to complete an NPQ. We aim to keep growing our team of facilitators of both internal and external CPD to ensure leaders reap the benefits of this in developing their own knowledge and skills, and in turn those of their teams. We are confident that this will continue to support our aim of providing an excellent and inclusive education experience for all our students.

Please take a moment to read more in the case study below, published by the Teaching Schools Hubs Council and written on behalf of the trust by Alice Raeburn, Deputy Headteacher at Trafalgar School.

[case study](#)



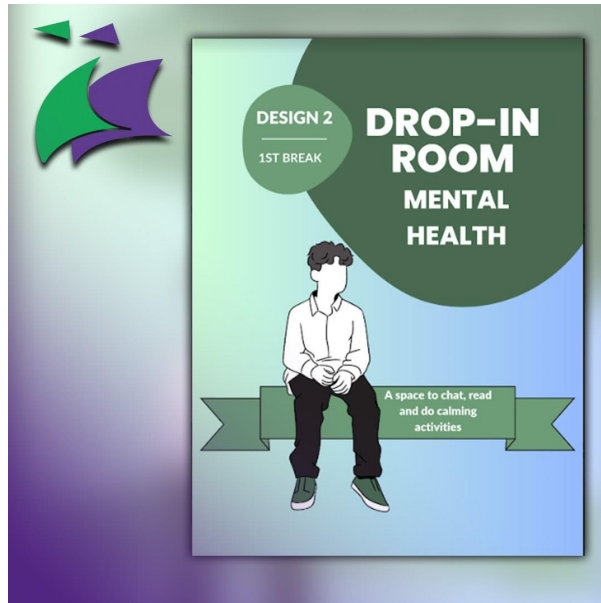
Admiral Lord Nelson School launches mental health support resources



Good mental health is a vital part of any inclusive education experience. It helps students learn effectively, and manage the challenges they may encounter each day, as well as grow into resilient young adults. To support the positive mental health of its students Admiral Lord Nelson School has recently launched a new Mental Health section on its website.

There is a section that students can use to seek advice and self-help and there is also a section specifically for parents who are worried about their child's mental health or behaviour at home. the webpages can be accessed via the ALNS website or by following this link: [Mental Health - Admiral Lord Nelson School - Dare to Dream, Aim to Achieve \(alns.co.uk\)](#)

in addition, a new drop-in room is open every first break. It is supervised by the Youth Mental Health Ambassadors and Anti-Bullying Ambassadors. Students can use this if they wish to speak to someone about their mental health or if they have a bullying concern.



Trafalgar School and *Enable Ability* deliver independent travel training

Trafalgar School, working in partnership with Enable Ability have delivered training to 19 children and young people to support them with independent travel around the city



Participants were asked to identify their concerns about travelling independently before the training and identified a range of worries including vehicles breaking down, not having a phone to call for help, and being attacked.

After the training one of the pupils at Trafalgar school commented that they would be keen to take a trip to the Portsmouth Historic Dockyard for the first time. One parent of a child

who had attended the Enable Ability training commented that, "just wanted to say a big thank you for today. My child has been able to recite all that he has learnt from today's session which has been amazing ... so well done to you and your team".

All of the participants on the scheme have been sent a Solent Go bus pass topped up with 5 days' worth of travel to encourage them to keep getting out and about on the bus.

Mayfield School Update

The Mayfield School staff and governors, supported by staff from across the Trust continue to work at pace to implement the changes needed to improve the school and we are already seeing rapid improvement in the quality of education experienced by all children at the school

In previous editions of the Trust Newsletter we have advised you that Salterns Trust was working with Portsmouth City Council and the Department for Education (DfE) to complete the work to bring Mayfield School into the Trust. This work has included a number of issues with the estates that have arisen during our due diligence work including the need for some remodelling of the primary phase accommodation and completion of the site works associated with the school rebuild.

Although the legal work has not yet been completed, the trust continues to work with school leaders to support the delivery of the improvements needed to the education of Mayfield students. An Ofsted monitoring visit in mid-November by three members of His Majesty's Inspectorate determined that safeguarding is now effective and that student behaviour has improved significantly and is no longer at the inadequate levels seen in the 2022 Ofsted Inspection.

The Trust has been successful in its work to secure DfE grant funding for school improvement and will use this grant to improve the IT infrastructure at the school and enhance the classroom experience through the installation of teaching screens. Large interactive TV screens that will replace the projectors and white boards within the secondary setting, providing a range of new teaching and learning opportunities across the secondary phase of the school. The Trust will also be investing in the primary phase, improving the flooring and furniture for reception, year 1 and year 2 classrooms.

Larger capital bids for DfE grant funding to enhance the indoor and outdoor spaces at Mayfield School have also been submitted and we hope to be able provide updates on these in the next issue of this newsletter.

The Trust, Portsmouth City Council and the DfE are committed to working together in the coming months to resolve all outstanding matters so we can complete the legal aspects of academy conversion as soon as practicable and welcome Mayfield School officially into Salterns Trust.

We will, of course, provide further updates when we have further information to share.

Salterns Academy Trust achieves "Cyber Essentials" accreditation



Keeping our students' data safe and secure is a priority of the Trust and we are delighted that our hard work in this area has meant we have been awarded "Cyber Essentials" certification.

Cyber Essentials is a government backed programme which provides peace of mind that our cyber defences will protect against the vast majority of common cyber-attacks simply because these attacks are looking for targets which do not have the Cyber Essentials technical controls in place.

By gaining this accreditation we can be confident that we have taken the right steps to keep data secure and reduce the risk of a cyber-attack affecting information about our students and wider school community.

Trust Annual General Meeting - January 2024

The AGM of the Salterns Academy Trust will take place on Wednesday 17th January 2024 at 6pm

This meeting provides an opportunity for the Trust Board to hear directly from you and we welcome interested parents and carers, families, staff and other members of the school community to attend this meeting via Zoom, and to submit any questions that they would like to ask the Trust Board.

To allow for sufficient time for informed answers to be provided by Trust leaders, questions must be received before 24 hours before the meeting,

If you wish to register your interest in attending this on-line meeting, or wish to submit a question to be answered at the meeting please contact clerk@alns.co.uk



We welcome your feedback on anything contained in this newsletter or on any matters related to the Trust or its schools.

In addition to the usual channels of communication you may already use, feedback can be provided by clicking in the following link and completing this form.

[feedback form](#)

PROVIDING AN EXCELLENT AND INCLUSIVE EDUCATIONAL EXPERIENCE THAT PREPARES OUR STUDENTS FOR
THE WORLD OF TOMORROW.



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