

Salterns Academy Trust Newsletter - Spring 24

Issue 4

Welcome from the CEO



Welcome to the Spring 2024 edition of our termly Salterns Trust Newsletter!

It has been another busy term for our schools and the Trust as our two schools continue to deliver our vision of an excellent, inclusive educational experience that prepares all our students for the world of tomorrow. We know our staff are our greatest asset and we are incredibly proud of their commitment and dedication to ensuring that all our students receive the support they need to be able to go on to aspirational futures of their choice.

Investing in the ongoing professional development of our staff is central to our trust culture and as well as high-quality internal professional development opportunities, we are proud to

work in close partnership with our regional Teaching School Hub to lead the Portsmouth delivery of the national programmes for teacher training, teachers in the early stage of their career and leaders at all levels, including Headship.

Our trust and school leaders have continued to work closely with Mayfield School, supporting its continued school improvement journey. We were pleased that the OFSTED inspection visit in November confirmed that the required significant improvements in safeguarding and behaviour have now taken place, with the Trust's support.

The Trust Board is pleased to announce the appointment of a new trustee and company director, Richard Barlow. Richard is Deputy Principal at Havant & South Downs College and has extensive experience in school governance, as well as many years working alongside the secondary Headteachers in Portsmouth.

We are also delighted to announce that, following a rigorous recruitment process, we have appointed Victoria Bruce as our Trust Chief Finance Officer. Vicky has been our interim CFO since November, prior to which she had a long career in financial leadership in the higher education sector.

Finally from me, an enormous thank you to all our staff, parents and volunteers for all they have done to support our young people to be successful throughout this term!

Trust Conference

The first annual Salterns Academy Trust staff conference took place in January, and we were delighted to welcome staff from Mayfield school, who joined the teams from Admiral Lord Nelson School and Trafalgar school at the Guildhall for this inspiring and motivational event.

The conference was an opportunity for staff from the three schools to network and build connections with colleague's across the Trust, celebrate our collective achievements and set out our plans for the future, with contributions from the Chair of the Trust, Commodore Andy Cree, the Trust CEO, Nys Hardingham and Trust Education Director, Claire Copeland.





We were delighted that Dr Stuart Lawrence attended as our keynote speaker. Stuart is the younger brother of Stephen Lawrence and has over 20 years' experience working as a youth engagement specialist and is the author of "Silence is not an Option". With his trademark message of hope and tolerance, Stuart spoke to staff about the importance of teaching and the positive and necessary impact this can have on young lives.

Salterns Schools lead the way in Relational Practice

The goal of our schools is to establish the best possible climate for learning for students. Students learn best when they feel safe, not just physically but also emotionally. Feeling safe means feeling valued, respected, and included in school life.

Creating relational and restorative schools is a deliberate act of design that flows through structure, policies, procedures, and everyday interactions.

Relational practice describes a way of being, an underpinning ethos, which enables our students to build and maintain healthy relationships. It provides a strong framework within which we promote a whole-school ethos founded on the importance of relationships. This includes a range of approaches to managing conflict and tensions in a way that repairs harm and mends relationships if and when these relationships do break down.

Although its roots are in restorative justice – as a way of repairing harm – relational practice has the bolder ambition of proactively developing the sense of community and seeking to increase the social capital between and across the school and, from there into the wider community.

The underlying premise of relational practices rests with the belief that people will make positive changes when those in positions of authority work with them, rather than doing things to them or for them. This is achieved by providing a combination of high challenge and high support.

"Challenge" does not mean confrontation, but setting, rules, limits, and expectations. There are consequences to actions, concerns are outlined openly and honestly, and responsibility



Since January 2022, at the request of Portsmouth City Council, 25 schools in Portsmouth have been working with Trafalgar school to further develop and embed relational and restorative practice in their schools .

Solent Language Hub Goes live!

The Solent Language hub, led by the Salterns Academy Trust was officially launched on 18th January 2024, with a launch event involving all 9 of the partner schools that make up the

hub. This event brought together a range language leaders from across the city to discuss and shape the work of the hub, and how we can use the opportunities offered to us to improve the delivery of language education to our students and deliver the our vision of:

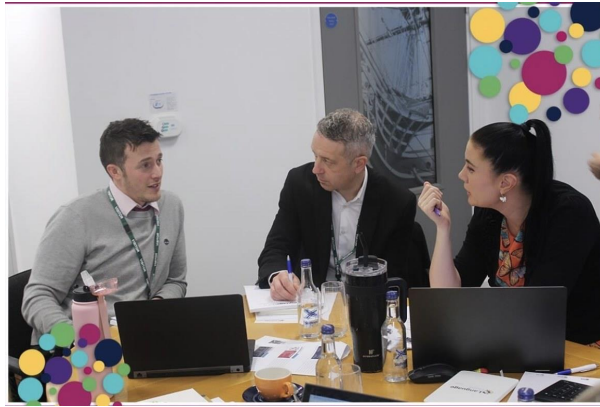
Fostering collaboration across Portsmouth that inspires young minds to become confident linguists in our multicultural world.



The Hub working group met in March to discuss cultural capital and priorities for school development over the 3 year funded programme. The session was attended by Liz Lord (University of Portsmouth) and Pete Budd (Havant and South Downs College) to consider how we can support our students in the transition from KS4 to KS5 and encourage students to continue language study at A level and beyond.

The Hub's first training session is scheduled for early in the Summer term and is being hosted by Helen Myers (AQA and Pearson Exam Boards) who will discuss the new Languages GCSE specification.





Embracing Professional Development across our Schools

The Trust has now entered the third year of working in partnership with the HISP Multi Academy Trust Teaching School Hub. The Salterns Academy Trust continues to be an invaluable supporter of the Hub, with the 'Golden Thread' of professional learning woven across our schools.

We are proud to share that our collective commitment as a Trust to the '*Golden Thread*' suite of national professional development has been recognised nationally as the Salterns Academy Trust 'Golden Thread' [Case Study](#) details our drive towards providing quality professional learning within the Trust and beyond through our partnership with HISP. The document, which outlines implementation and impact, has been included (as one out of five) in the first batch of case studies published by the Teaching School Hubs Council.

With professional learning sitting centrally as a focus in our schools, we have passionately supported the Early Career Professional Development Programme, facilitating training for Early Career Teachers (ECTs) and Mentors in both the first and second years of Induction. Both Admiral Lord Nelson School and Trafalgar School have been recognised for providing excellent facilities for ECT and mentor sessions with participants from across Portsmouth and beyond benefitting from the knowledge and expertise of ALNS' Davina Wise and Penny Gray, and Trafalgar's Alice Raeburn, Aamir Kohli, Ali Dudman and Carrie Alexander. We are pleased that Steph Bartlett from Mayfield School will soon be joining our facilitator team too!



James Schillemore, Early Career Framework Lead for HISP said:

'The support we have received from both schools has been second to none. The professionalism shown by the admin and site teams as well as the enthusiasm and passion of the facilitators has made the events a real success. I must pass on particular thanks to those staff in both schools who have gone above and beyond in their efforts to make these days so valuable for our new teachers and their mentors.'

To support HISP's role as an Awarding Body of the Induction Programme, Davina Wise, Penny Gray and Alice Raeburn are trained Quality Assurance Officers, which involves quality assurance of assessment documents completed by Induction Tutors and visits to schools across the county to check statutory requirements are in place for ECTs and mentors. Admiral Lord Nelson School had a highly successful visit recently to confirm statutory requirements and quality professional learning is in place for our ECTs and mentors, which it is!

In preparation for the new DfE changes to teacher training, we have been working closely with our colleagues at Hampshire School-Centred Initial Teacher Training (SCITT) to pilot Intensive Training and Practice weeks which will be part of the new national Initial Teacher Training programme. These pilot weeks have taken place across ALNS and Trafalgar, and

leaders at HISP have been appreciative of the commitment we have demonstrated during these changing times.

Our commitment to working with HISP has not only focused on colleagues in their early stages of their careers, but we have also championed the National Professional Qualifications with trained facilitators across the Trust.

In our schools many colleagues have demonstrated their commitment to their own professional learning. Huge congratulations go to all of our colleagues who have successfully completed and passed their NPQs!

Salterns Academy Trust: Proud to sponsor Teach Portsmouth's Long Service to Education event

Teach Portsmouth are recognising the achievements of school and college staff across the city, and we're pleased to join them as a lead sponsor.



We're sponsoring the long service to education event at Portsmouth Guildhall on 26 June. We couldn't be more excited to recognise those who have worked for 20 years or more in the city.

We have always supported Teach Portsmouth by attending recruitment events and sponsoring an award category at last year's gala. Our support continues by sponsoring the Long Service to Education event alongside other local sponsors, such as The News and University of Chichester Academy Trust.

For more information about the event, please visit www.teachportsmouth.co.uk/celebrates

Attendance Matters!



**"THIS MORNING,
SHE WAS WORRIED
ABOUT SCHOOL...
BUT LOOK AT HER
NOW!"**

**MOMENTS
MATTER,
ATTENDANCE
COUNTS.**

 HM Government
Head to the Education Hub to find out more.





National data continues to highlight the strong connection between attendance and academic achievement. Nationally, figures from 2018/19 reveal that only 40% of persistently absent children in Key Stage 2 met expected standards, compared to a striking 84% of regular attenders. Similarly, in Key Stage 4, just 36% of persistently absent students achieved grades 9 to 4 in English and maths GCSEs, in contrast to 84% of their regularly attending peers.

However, the positive impact of good attendance extends beyond academics. Consistent school attendance fosters positive peer relationships, a crucial factor for mental health and wellbeing.

Salterns Academy Trust is dedicated to enhancing attendance rates across its schools. Implemented attendance strategies have yielded improvements in overall attendance. Both schools within the trust have put in place measures to support attendance - including bolstering their attendance teams to engage with more families and targeting persistent absence.

Admiral Lord Nelson School initiated two attendance monitoring projects this term, focusing on year 11 and years 7-10 students. Encouragingly, 60% of participating students have seen improvements in their attendance.

At Trafalgar School, a 12-week attendance project conducted in the autumn term showed significant improvements among participating students. Monitoring is ongoing to assess the sustainability of these gains. Moreover, the project has transitioned to specifically support female students who are experiencing barriers to learning due to financial hardship, who are now demonstrating similar attendance improvements in the early stages of this initiative.



Portsmouth Digital City Project - Computing Week



As part of the Portsmouth: The Digital City project, The Salterns Academy Trust was pleased to be part of our city's first ever city-wide Computing Week. The vision of Computing Week is to ensure that all members of the community have access to a wide range of events, opportunities and training to use technology safely in an ever changing world.

As part of a long list of activities being undertaken by a number of partners across the city Admiral Lord Nelson School was delighted to welcome Holly Foxcroft who led a "Job like me" workshop for girls at ALNS. This was an exciting opportunity to hear from a local (and global) Cyber Security Expert as she explained her role, her journey and the opportunities available for our girls.



Holly has been voted one of the most influential women in cyber and diversity and is a huge advocate of our Digital City project. We are hoping to be able to invite Holly back in the near future to speak to more of our students about her work and the exciting and fast moving world of cyber security.

As part of the weeks events, students from ALNS joined students from across the city to take part in a competition to raise awareness of the importance of staying safe online and the benefits of technology. Not only did ALNS students win this competition, they also won an additional prize as recognition for their work, which includes a free talk from industry experts and access to <https://www.appsforgood.org/>

Governor Vacancies

Becoming a school governor is a great way to make a lasting impact to the lives of young people in our community. As a school governor, you'll have the opportunity to contribute your skills, experience, and passion to help shape the direction and policies of our schools. Whether you're a parent, a professional, or a community member, your involvement as a governor will help make positive change and help to ensure that our schools provide the best possible learning environment for our students. Join us as a school governor and become an integral part of building a brighter future for our children and our society as a whole.

To find out more about our current vacancies please contact clerk@salternstrust.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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