



BISHOP BEWICK

CATHOLIC EDUCATION TRUST

Staff Newsletter



One Trust, One Family

A great education has the power to transform lives



Reflecting on the year

Anita Bath, Chief Executive

Survey feedback

Earlier this year, we asked staff to complete our first Trust wide staff experience and wellbeing survey through Edurio. Trustees wanted to find out how staff in Bishop Bewick view their work and look for areas they can improve as employers. A fantastic 66% of staff completed the survey which is a great result and provided a comprehensive picture of staff perceptions of working in schools and for the Trust. Using Edurio means we have access to national benchmarking with other Trusts, which helps us to see how well we are performing and to identify areas that need further development.



Overall findings

As you can see from the overview of all the key areas, we are above the national benchmarks in all the categories where we can look for differences. It is wonderful to see how general job satisfaction is at 83% and 11% above national benchmarks. Reducing workload for all staff remains a key priority for all leaders within Bishop Bewick. One development that will support staff next year is our SharePoint system that will provide access to a wealth of resources to help with planning and preparation. Work also needs to be undertaken to ensure staff have a stronger understanding of the work of the Trust and to ensure that communication between the Trust and our staff is clearer. We want everyone to feel part of our community, and this will be an important area for development in our plans for next year.

MODULE	POSITIVE RESPONSES	DIFFERENCE FROM PREVIOUS	DIFFERENCE FROM BENCHMARK
General job satisfaction (NEW NPS for 23/24)	83%	-	+11%
Communication	67%	-	+14%
General	65%	-	-
Student behaviour	62%	-	+15%
Career opportunities	60%	-	+10%
Leadership dynamics	59%	-	+7%
Trust perception	53%	-	+2%
Workload	43%	-	+6%

Next steps

All headteachers and executive headteachers have received individual reports for their own schools and will share findings with staff, governors and their Directors of Support before the end of Autumn 2024. We will report back at the end of next academic year on the impact of planned improvements. Our next whole Trust survey will be in 2026.

It just remains for me to thank you on behalf of all the central team and Trustees for the tremendous work you have done this year and the truly transformative impact you have on the lives of our children. Summer is the time for rest and time with families and friends, so please use this precious time for yourselves to enjoy a well-earned rest.

Update from our Head of Governance, Gilly Box

Good governance is at the heart of Bishop Bewick’s success, enabling us to build a sustainable, better future for all the children across all of our schools. We are very lucky here at Bishop Bewick to have such dedicated and supportive governors and Trustees, and this has been an exciting year for us as we start to look at more ways of working together and improving communication across all levels of governance.

As we look ahead to the next few years, we want to create a vision for governance that is dynamic and vibrant, empowering governors and Trustees to carry out their critical roles with confidence and drive. We want to establish a continuous feedback loop between the Trust Board and local tier of governance, and foster a single Bishop Bewick governance community with a shared sense of mission, vision, values, culture and purpose.

As we have started to implement this vision, some changes this year include the introduction of Trust Board summaries for LGCs, and the recently launched Chairs’ Forums. In September we will welcome the first of our new governance partners, who will work with those schools taking part in our clerking pilot, as well as helping to support communication and training for governors across all our schools. We also hope to create more opportunities for governors to share their skills and experiences, as well as working more closely with particular groups including parent, staff and link governors.



COMING TOGETHER



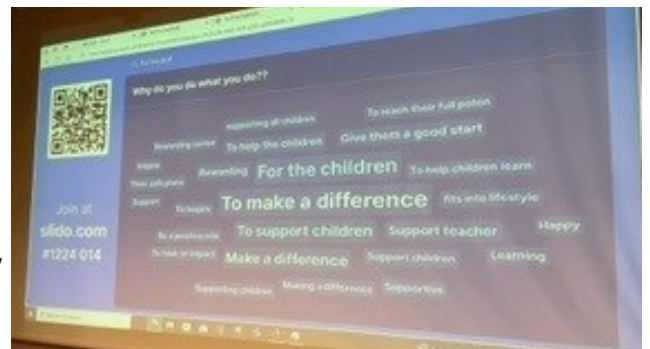
As we have moved into our second year as a whole Trust we have started to build upon opportunities for staff to come together and meet their peers through network meetings, conferences, training and school projects. Our most recent events that have taken place include the School Business Managers Network Meeting on the 25th March and our Continuing Professional Development Day for Teaching Assistants on the 8th July.

Our School Business Managers Network Meeting was held on the 25th March at Gosforth Park hotel. It was a brilliant team session attended by 38 of our 39 schools alongside colleagues from our central team. Updates were shared about the financial challenges, ongoing procurement projects and health and safety amongst other things. It was an interactive event with the balance of the time split equally between short briefing/presentations and time in-between for group discussions and feedback. We will continue to hold these face to face network meetings at least twice a year.



Anthony Gollings, Chief Finance Officer

On Monday 8th July, with great pleasure, we held our first BBCET Continuing Professional Development sessions for 330 teaching assistants from across all our schools. Colleagues travelled from far and wide to attend either the morning or afternoon sessions which were led for us by Sally Franklin from the organisation 'Maximising the Impact of Teaching Assistants'. The day marked the beginning of a year long project which will support all schools to ensure the optimal deployment and practice of teaching assistants. Getting this right is fundamental to developing independence and improving self esteem in students, and in preparing them well for next steps, and adult lives. Feedback has been very positive, to summarise, one delegate wrote 'everyone in education could benefit from this content. Eye opening and exciting.' Another wrote 'Very clear and optimistic content, I am looking forward to working towards a whole school approach'. The work will continue throughout next year, with a series of Webinars, discussions and virtual sessions for teaching assistants, school leaders and teachers.



A huge thank you to all who attended and contributed so positively to the sessions.

Nicola Taylor, Trust SEND Lead





UPDATE FROM OUR SPEECH AND LANGUAGE THERAPISTS



Nicola Head, Ellen Fleetwood, Gemma East

We are the Speech and Language Therapists for the Trust and we have thoroughly enjoyed our first year in this new and exciting role. We have been visiting schools to build on actions agreed in the Autumn term, delivering training sessions for staff, and supporting schools to choose screening and targeted interventions that will suit their school. All Trust primary schools are now planning to screen and support children's understanding and use of spoken language across a range of key stages. We are noticing a significant impact in schools who already have screening and intervention in place. We will continue to work closely with schools to support and monitor these interventions over the coming year. Phonological Awareness skills are also key skills for speech, language and literacy. We will be continuing to explore how schools can best identify and support children who have difficulties in this area.



Our online training sessions were well received, feedback suggests that these sessions will have a high impact on practice. We presented our, 'Using Visual supports in the Early Years' alongside school staff to showcase examples of excellent practice in our schools. All our online training sessions have been recorded and are available to watch on the CPD section of the Trust website.

We have also enjoyed opportunities to deliver bespoke training sessions in schools, supporting staff to identify and support children with speech, language and communication needs (SLCN) and raising awareness of Developmental Language Disorder (DLD). Schools have been considering their classroom environment and quality first teaching approaches alongside specific strategies and groups to support children's SLCN.

Great training, I am excited to implement

Well presented, to the point and full of advice.

Really interesting. I am more confident and positive in identifying DLD

Good ideas and recommendations to use in the classroom to benefit all children

The training was eye opening with great examples for each area of SLCN

We are looking forward to continuing our work next year celebrating and supporting:

- DLD awareness day (18th October 2024)
- No Pens Day Wednesday (27th November 2024)
- Bilingual and multilingual learners
- Children in Key stage 2
- Working in partnership with families





Primary

CPD Leads: Rebecca Thomas and Katie Morris

We hope that schools have found the CPD programme over this academic year to be useful. While still in its early stages of development, we have tried to ensure that the offer is as broad as possible to enable the sharing of good practice and support leaders within their subjects. We have benefitted from some successful partnerships with a range of external providers, including; The Maths, English and Computing Hubs, Seven Stories and Historic England. We are hugely grateful for how much of the CPD offered has come from within our own Trust, with colleagues sharing some of the amazing practice that goes on within their settings. It has been hugely beneficial to work together on developing foundation subject curriculums and utilise the expertise and facilities we have within Bishop Bewick. We send our heartfelt thanks to those who have led training this year.

Next year, we are hoping to keep the momentum of the inaugural year of the programme going and have some new opportunities for staff from all across schools to engage with including; maths subject knowledge development for support staff, further in depth curriculum development across foundation subjects and a range of opportunities for Early Years practitioners.

EVERYONE FEELS VALUED AND HAS OPPORTUNITIES TO DEVELOP

CPD CALENDAR

Thu, 19 Sept	Latin - Classics For All / virtual	Reserve A Place
Wed, 25 Sept	MITA Session 1 - Option 1 / virtual	Reserve A Place
Thu, 26 Sept	MITA Session 1- Option 2 / virtual	Reserve A Place
Thu, 26 Sept	LbQ - A session exploring how to make the most of Learn By Questions in L... / St Charles' Catholic Primary ...	Reserve A Place

TOGETHER WE ARE GREATER THAN THE SUM OF OUR PARTS

CPD VIDEOS

Filter by Phase: Filter by Topic: [Show All](#)

Trust Pastoral CPD Click Here	Working Scientifically - CPDS Click Here	Primary CPD Session 3 - Light for Years 3 & 6 Click Here
Student Mental Health & School Counselling Click Here	Supporting Speech & Language - Think Language Click Here	Autism Click Here

Secondary

CPD Leads: Ian Bradley, Alex Robertson and Charlotte Thompson

The Secondary CPD Team have supported schools across the Trust to deliver their school development priorities with a focus on evidence-based approaches to teaching and learning. The range of support available for staff across the Trust has been consolidated this year with the development of a CPD Video Library now available on the BBCET website. The bitesize videos cover a wide range of best practice across diverse topics such as adaptive teaching; approaches to SEND; behaviour in the classroom; pastoral; effective revision; artificial intelligence and many more.

The team also contributed to the design and delivery of a new whole school action research programme based around the teaching and learning priorities for one of our secondary schools. The programme ran throughout the year and resulted in a highly successful celebration event where the outcomes were shared for the benefit of staff across the school.

The Directory of Specialist Support was converted to a digital format, which can be monitored in real time and has continued to enable all schools to access expert curriculum support in the majority of subject areas.

In 2024-5 the CPD Team will develop new opportunities for staff to get involved in research and development projects across the Trust. The team will work with leaders in all schools to identify interesting projects that have the potential to change the way we work and improve outcomes for students. The first project will investigate the use of artificial intelligence and the implications for staff and students. The team will be identifying staff who would like to take part in the project in September 2024.



EMPLOYEE BENEFITS



CAR LEASE SCHEME



To order a car, go to the NHS Fleet Solutions website: <https://www.nhsfleetsolutions.co.uk>

Click on the **LOGIN/REGISTER** button, then choose **CREATE ACCOUNT**

Enter your personal information. Under the Employer Information section enter the **VPD code: A15** and choose **Bishop Bewick Catholic Education Trust** from the Organisation drop down.



CYCLE TO WORK SCHEME



To order a cycle, you first need to find a GCI reseller using the Green Commute Initiative website:

<https://greencommuteinitiative.uk>

Once you have found a reseller, choose your cycle then go to the GCI website to complete an application form.

Please note, we do not have a corporate scheme so there is no employer code to enter on the application.

On receipt of the application, GCI will send you an invoice which you must send to finance@bbcet.org.uk

The accounts team will then pay the invoice and you will receive a credit voucher to enable you to go and collect your cycle.

On receipt of payment GCI will send out all salary sacrifice paperwork. This must be sent to the named payroll contact in your school and be forwarded to Newcastle City Council payroll to set up the salary sacrifice. A copy also needs to be sent to finance@bbcet.org.uk

METRO SCHEME



Corporate Metro Season Ticket scheme

Our Corporate Metro Season Ticket scheme will help your staff make significant savings on their travel to work. And the best part is, it won't cost you a penny.

Simply buy discounted annual Season Tickets on behalf of your staff and recoup the costs over the year from their salary. This gives your staff the cost-saving benefits of an annual Season Ticket, including of course being able to use it to travel on their days off, with the convenience of being able to spread the cost.

There's no minimum purchase quantity. It's as simple as that.

And, new for 2024, employees can now choose from a one, two or All Zone Corporate Metro Season Ticket.

For more information about these benefits please visit our website: <https://www.bishopbewickcet.org/member-benefits>



ENGLISH MARTYRS'
CATHOLIC PRIMARY SCHOOL



OUR LADY & ST ANNE'S
CATHOLIC PRIMARY SCHOOL



ST JOSEPH'S
CATHOLIC PRIMARY SCHOOL



SS PETER & PAUL
CATHOLIC PRIMARY SCHOOL



ST ALBAN'S
CATHOLIC PRIMARY SCHOOL



ST OSWALD'S
CATHOLIC PRIMARY SCHOOL



ST AIDAN'S
CATHOLIC PRIMARY SCHOOL



SACRED HEART
CATHOLIC PRIMARY SCHOOL



ST VINCENT'S
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ST BEDE'S
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ST BERNADETTE'S
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ST CATHERINE'S
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ST CHARLES'
CATHOLIC PRIMARY SCHOOL



ST COLUMBA'S
CATHOLIC PRIMARY SCHOOL



ST CUTHBERT'S
CATHOLIC FIRST SCHOOL



ST THOMAS MORE
CATHOLIC HIGH SCHOOL



ST CUTHBERT'S
CATHOLIC HIGH SCHOOL



SACRED HEART
CATHOLIC HIGH SCHOOL



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CATHOLIC ACADEMY



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CATHOLIC SCHOOL



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ST TERESA'S
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STAR OF THE SEA
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