

# Schools Newsletter



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## Greetings!

I am sure you will agree that the first half of this term has passed by in a flash. Thank you for the many schools that have invited me to visit - I am constantly amazed by the outstanding practice I see in all our schools and I consider myself very fortunate to be able to do this in my role. We have so much to celebrate and shout about in Cambridgeshire.

The change programme in the Local Authority continues at some pace and I will be sharing with you after half term some more of the details of how we will be transforming and responding to the issues you raised in the school survey. Schools Forum recently met and the challenges of funding for Cambridgeshire remain. Details of the meeting on the 5th October can be found [here](#). We have some difficult decisions to make after half term about how we allocate the money we have received from government and we will be holding consultation events on the 12th and 20th November to share the budget proposals and we will be seeking feedback.

Just a reminder of a few things -

- Primary Heads Teacher forum will take place on the 22nd November. The venue is now Huntingdon Racecourse and you can book [here](#).
- The Education Team at Cambridgeshire County Council are seeking to gather your views on professional training and development offered to teaching professionals by external providers. Can you please send this link to staff in your schools to enable us to review the provision for training in the county - <https://www.smartsurvey.co.uk/s/K5NEN/>

And finally please ensure you have a break over the half

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term holiday and I look forward to seeing you in November.

Best wishes,

Jon

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## School Teachers' Pay Award 2018/19

Cambridgeshire County Council has taken the decision to uplift all salary points for centrally employed teachers, in accordance with the STPCD, as follows:

- 3.5% uplift applied to all points of the unqualified pay range and main pay range
- 2% uplift applied to all points of the upper pay range, leading practitioner pay range and all allowances
- 1.5% uplift applied to all points of the leadership pay ranges
- Where a teacher/leadership group member is paid on the minimum of their pay range/band, their salary, excluding any allowances, will be uplifted to the new minimum.

All pay uplifts will be back-dated to 1st September 2018. Any pay uplifts, other than those stipulated as mandatory by the STPCD, will be linked to performance.

Please be advised that this decision is being shared with you for information purposes. Notwithstanding the statutory requirements of the STPCD you are able to interpret and apply the recommendations that it contains as you consider to be appropriate within your own pay policies. View the Final Agreed Pay Policy for Centrally-Employed Teachers [here](#).

## Your views on continuing professional development

The Education Team at Cambridgeshire County Council are seeking to gather your views on professional training and development offered to teaching professionals by external providers (i.e.anyone other than your own school or trust).

Your answers will help us understand what's important to you when choosing a course and will help us understand what you would like to see in future, especially in terms of online training on offer.

The survey should take only take 10 minutes.

[This link](#) will take you to the survey.

## Head of Virtual School

Jo Pallett has taken the decision to leave her post as Head of Virtual School at the end of this term. Details of leaving arrangements for her will be confirmed in due course.

Claire Hiorns, Deputy Head of the Virtual School has agreed to take on the role of Interim/Acting Head for two terms starting on 1 January 2019. The plan is to advertise for a permanent replacement for Jo in the spring term with the aim of the new Head of the Virtual School taking up post on 1 September 2019.

## For info: NHS Cambs and Peterborough - changes to the Family Nurse Partnership

From October 2018 changes will be introduced across the Cambs and Peterborough FNP Service. Support to vulnerable women aged 19 and under at time of conception will be provided more flexibly. See the new [Family Nurse Partnership and Health Visiting Teenage Pregnancy Pathways form](#).

## The Knowledge Hub

The Education Advisers' Knowledge Hub Page is currently set up to support all aspects of Safeguarding. These pages will continue to be updated to support the work of the Education Safeguarding Team, however, with our change from Education to Leadership Advisers and the shift in our roles and responsibilities, a new 'Group' is being created entitled 'The Leadership Toolkit'. This will constitute a central resource store supporting school teams to analyse their current school leadership, policies and practices, and develop strategies to support improvement going forward.

By becoming a member you will have access to:

- An extensive library of resources supporting all areas of Safeguarding which includes:
- Model policies
- Audit Tools
- Guidance Documents
- Training resources for use with a variety of Stakeholders
- Wiki Pages (Information Pages)
- Alerts and announcements keeping leaders abreast of updates and current thinking.

We look forward to seeing you there!

Chris Meddle and Diane Stygal - The Leadership Advisory Team

## Focus on success - a service to support young people

Form the Future hope to relieve some of the stress and pressure on young people with the launch of 'Focus on Success', a private careers advice service. The social enterprise has recently moved to a more convenient city centre location and now have a dedicated room to offer private sessions.



Their Career Advisors use Morrisby, an assessment tool that identifies an individual's strengths, motivators and passions. They can then use this to provide more specific, tailored guidance above what they can offer within their school careers advice sessions.

To find out more, email [careersadvice@formthefuture.org.uk](mailto:careersadvice@formthefuture.org.uk).

## Cambridgeshire PE Advisory Service is the first port of call for all things related to PE and school sport

Our remit is to:-

- Provide reliable, professional and sustainable support services for all schools and settings
- Raise awareness of physical education's contribution to public health and wellbeing
- Lead the development of a workforce to deliver high quality physical education and sport in schools and in the wider community
- Establish physical education as central in the school landscape, contributing to whole-school outcomes
- Celebrate the impact of safe, inclusive and high quality physical education on all children and young people

<https://www.cambslearntogether.co.uk/services-to-schools/pe/>

Carol Way, County Inclusion Manager, has taken the decision to leave her post as County Inclusion Manager at the end of the term. Details of leaving arrangements for her will be confirmed in due course together with information on future points of contact with regard to questions over managed moves and exclusions.

## Using the Pupil Premium - some thoughts

Sir Kevan Collins, CEO of the EEF, writes:

First, we must strengthen the link between the pupil premium and teaching..... There is undoubtedly still a place for targeted support, but high-quality first teaching is the most powerful driver of educational equity.

Second, schools should regard it as absolutely legitimate to spend their pupil premium to get - and keep - the teachers they need to deliver that high-quality teaching.... using the premium to tackle the recruitment and retention challenge - and evaluating new approaches as we innovate - must make sense at a time when it is schools' biggest worry.

Third, more should be done to encourage schools to share successful strategies.

Read the article in full [here](#).

## PSHE Service Wellbeing Subscription

Information about the subscription for primary and special schools was sent into schools earlier this term. Thank you to everyone who has responded. The subscription includes access to the online Personal Development Programme, consultancy support visits, tools to support the review and development of whole school approaches and discounts on courses, in school training and Life Education visits. All PSHE Service resources, programmes and training will be reviewed and updated to support schools in preparing for the forthcoming statutory status for Relationships Education (Primary), Relationships and Sex Education (Secondary) and Health Education. Please contact me for further information. [Annabel.talbot@cambridgeshire.gov.uk](mailto:Annabel.talbot@cambridgeshire.gov.uk)

## Anti-bullying in school support

The PSHE Service has developed a programme of anti-bullying support and training for primary schools including: Playground buddies - supporting peers, promoting play and managing a Friendship Bench. Whole school training on 'Celebrating Girls' Friendships' and 'Conflict Resolution and Peer Mediation'; Midday Supervisors - positive behaviour management, responding to conflict/bullying and facilitating playground games; workshops for parents/carers to share your school's positive relationships and anti-bullying practice; consultancies and bespoke training to enable schools to prevent and respond effectively to bullying including challenging cases. Please find an information booklet with further details [here](#). To discuss please email [sasha.barker@cambridgeshire.gov.uk](mailto:sasha.barker@cambridgeshire.gov.uk) or phone 01480 376256.

## Training Courses, Events and Conferences

For a list of all current training courses provided by the Local Authority and Teaching schools [click here](#).

### Professional Development Programme at the University of Cambridge Primary School:

**Professional Development Courses each run by leading experts in their field, aim to bring together practice and research.**

- Reading for Pleasure 4-Day PD | Course Leaders: Professor Teresa Cremin, Dr Wayne Tennent, Jon Biddle, Aimee Durning. Book [here](#).
- Philosophy for Children Level 1 | Course Leaders: Lisa Naylor. Book [here](#).
- Making Numbers: Early Years & Year 1 Maths | Course Leaders: Dr Sue Gifford &

Dr Jenni Back. Book [here](#).

Twilight Sessions (in collaboration with the Chartered College Hub) each course is run by leading experts in their field and aim to bring together research and practice

- Developing Dialogue (at Swaffam Bulbeck Primary School). Book [here](#).
- Reading for Pleasure Teacher Reading Group (free). Book [here](#).

MA ATM Maths Network Meeting (free). Book [here](#).

### **[Training for New or Inexperienced PE Subject Leaders in Primary Schools](#)**

Thursday 1 November 2018, 13.30 to 16.30, Comberton Village College, Comberton.

Three half-day courses to support teachers in developing confidence and understanding of what is involved in PE subject leadership, and provide opportunities to share practice for the improvement PE in a primary school.

### **[Drug & Alcohol Education in Primary & Special Schools](#)**

Monday 19 November 2018, 13.30 to 16.30, Ambury House, Huntingdon.

A course to support staff in reviewing drug policy and drug education in primary and special schools. We will consider drug education in the wider context of safeguarding and PSHE and look at robust procedures for responding to situations and incidents.

### **[Maths - Mastery in the Curriculum](#)**

Tuesday 20 November, Tuesday 26 February & Tuesday 2 April 09.30 to 12.00, Winhills Primary School, St Neots. KS1 & KS2 (3 part course). £150 per delegate.

### **[PSHE Network Meeting](#)**

Tuesday 20 or Monday 26 November 2018, 14.30 to 16.30.

Network meetings, part of the Wellbeing Subscription, include national and local updates on PSHE and opportunities to share practice. Relationships Education and, subject to consultation, PSHE are due to become statutory in all schools for implementation in 2019. This year's network meetings will include discussion about these changes and up to date information.

### **[HLTA Preparation and Assessment - Diamond Teaching School](#)**

Higher Level Teaching Assistant status preparation and assessment. Thursday 8 November and Wednesday 12 December 2018, 9.00 to 15.00, Winhills Primary Academy, St Neots. £290 + VAT (plus Assessment £450) per delegate.

### **[Maths - Mastery in the Curriculum - Diamond Teaching School](#)**

KS1 & KS2 (3 part course) Tuesday 20 November, Tuesday 26 February & Tuesday 2 April, 09.30 to 12.00, Winhills Primary Academy, St Neots. £150 per delegate.

### **[A Deeper Look at Grammar in KS2- Diamond Teaching School](#)**

For teachers and TA's, Wednesday 21 November 2018, 13.30 to 16.00, Winhills Primary Academy, St Neots. £60 per delegate.

### **[Primary PE Network Meeting](#)**

Wednesday 14 November 2018 - 09.15 to 12.30 - Stanton Training Centre, Huntingdon.

Two workshops to enable PE Curriculum leaders to be up-to-date with the most recent changes in all aspects of PE and school sport, and enable colleagues to consider strategies to be advocates for the subject. Ideally PE coordinators would attend both sessions because content will not be the same.

### **[Promoting Health in Early Years Settings](#)**

Tuesday 20 November 2018, 09.15 to 12.15, CPDC.

This course is based upon a unique resource to support settings in developing the emotional and physical health and wellbeing of the whole setting community. Participants will explore ways of effectively implementing the resource in their setting.

### **[A Deeper Look at Grammar in KS2](#)**

Wednesday 21 November 2018, 13.30 to 16.00, Winhills Primary School, St Neots. For teachers and TAs. £60 per delegate.

### **Specialist NQT Training for Secondary PE Teachers**

Thursday 6 December 2018 - 09.30 to 16.30, Bourne Golf & Fitness.

Dedicated programme offering intensive and specialist secondary PE training and development. It is designed to enhance teacher training experiences, and will build subject expertise and confidence in both practical and classroom activities. NQTs will be provided with a range of resources and strategies to implement in schools alongside the opportunity to network and share strategies with other PE NQTs and trainees.

### **Reducing Teacher Workload**

(`Developing Teaching and learning' tab)

Monday 19 November 2018 at the Bewick Bridge Primary School (13.00 - 15.30), Helping teachers to develop skills to help with work/life balance and prioritisation. From £65 per head.

### **Building Leadership Capacity - `Leadership' tab**

Tuesday 30 October 2018 at the Bewick Bridge Primary School (09.00 - 12.30), Developing Leadership skills for Senior Leaders. From £260 per head, includes 5 sessions.

### **Improving Progression in English for R and Y1 - `English' Tab**

Tuesday 30 October 2018 at the Cambridge Golf and Conference Centre (13.00-16.00). From £65 per head, up to 2 free places for Schools with Element 2.

**Tell us what you think of this Newsletter or if you know of a colleague who would like to receive it, please share this email address: [schools.news@cambridgeshire.gov.uk](mailto:schools.news@cambridgeshire.gov.uk)  
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