



### In this issue:

- Message from our CEO
- Awards and recognition
- Heads' Highlights
- Careers and Teaching School Update
- Central Services round up
- What has been happening in Inclusion?
- Who is who at Maiden Erlegh Trust?

## Awards and recognition



FRAMEWORK FOR  
ETHICAL LEADERSHIP  
IN EDUCATION

Maiden Erlegh Trust is one of the country's 200 pathfinder organisations, working with the National Governors Association on its ethical leadership programme. Pathfinders work on one or more of the following priority areas:

- Leadership principles
- Safeguarding
- Management styles
- A model community

All schools and Trust leaders, will use the language and values of ethical leadership in their decision-making to strengthen further our work with stakeholders.

We've signed the

**time to change**

**Employer Pledge**

let's end mental health discrimination

Maiden Erlegh Trust commits to:

**time to change**

On 11 June Trust leaders signed the mental health employers pledge.

Our reviewer commented positively on our *“holistic approach ... taken for both staff and students alike and it is really apparent that there is a genuine commitment to support everyone with their mental health and normalise the conversation.”*

We are committed to strengthening our work further and each school has named Mental Health Champions to support this work.

## Message from our CEO

2018-19 has been a very exciting year for the Trust, one in which we have grown and changed (for the better) and one in which we have held fast to our values and vision.

Our aim is to create high quality comprehensive schools which are positive communities in themselves and are schools of choice for families in the communities they serve.

We are extremely proud of the fact that the DfE has recognised the strength of our work at Maiden Erlegh Reading and entrusted us with setting up and running a new school for 11-16 year olds in north Reading.

Maiden Erlegh School started the year with an extremely positive Ofsted inspection and has welcomed a new Headteacher who has taken the school even further forwards.

Great Hollands Primary School and Maiden Erlegh Chiltern Edge go from strength to strength, and have received positive external reviews.

None of this would be possible without the talent and dedication of school and Trust staff, the hard work and positivity of our pupils and students and the support of parents.

Well done and thank you to you all.

**Mary Davies (CEO)**



## School Awards

**Maiden Erlegh School:** The school already holds the NACE Decade of Excellence award for its work with the most able, the Young Carers' Silver Award, Basic Skills Award for work in English and Maths, the RE Quality Mark and the EQuality Award. Next year the school will work towards the Stonewall Award and the Anti-Bullying Award.

**Maiden Erlegh School in Reading:** The school holds the NACE award for its work with the most able, the Basic Skills Award for work in English and Maths, and the EQuality Award. Next year the school will work towards reaccreditation of the NACE Award.

**Great Hollands Primary School:** The school will be working towards the NACE award for its work with the most able and the NASEN award for work with SEND. They are aiming to achieve these by Autumn 2020.

## Heads' highlights and welcome to Maiden Erlegh River Academy

### GREAT HOLLANDS PRIMARY SCHOOL

School improvement? No, it's more than that, it's school transformation! Great Hollands Primary School's journey with the Maiden Erlegh Trust has created an academic establishment that now offers hope and excellence for all. Supported by the Trust, our early reading programmes, effective learning behaviours and a newly found pride in the school, have helped change us to a 'can do' school where anything is possible.

Networks across the Trust have broadened our horizons, allowing us to share good primary practice and learn from successes elsewhere. Like a phoenix from the flames, our school now offers our children the opportunity to achieve more than they thought possible...and we've only just begun.

**Richard Ferris, Headteacher**

87% parents &  
88% students rate  
the school good or  
better

### MAIDEN ERLEGH CHILTERN EDGE

The greatest strength of MECE are the students. I am proud of their manners, resilience and sheer determination to capitalise on the opportunities provided and to succeed in spite of the challenges we have faced. Recognition also to staff who have admirably risen to high expectations.

The Trust has been instrumental in supporting continuous improvement to the infrastructure, systems and development of TLA through training of, in particular, senior and middle leaders. We are very grateful for this support and the capacity that has been created by the donation of a Deputy Head and secondment of staff.

**Moira Green, Headteacher**

79% parents &  
80% students rate  
the school good or  
better

### MAIDEN ERLEGH READING

I am proud that Maiden Erlegh School in Reading continues to be a vibrant, fresh and exciting school community that has become the school of choice in our area, representing our diverse community and serving our local families and community with excellence in all we do. In our school we take pride in our learning, attitudes and actions. We often talk about this idea as living the MER DREAM: showing **D**etermination in all we do, **R**espect for everyone, **E**xcellence in our work, **A**ttitudes for success and **M**aturity in our choices. I am very proud of the fact that staff and students alike look to live this dream every day!

**Andy Johnson, Headteacher**

89% parents &  
81% students rate  
the school good or  
better

### MAIDEN ERLEGH SCHOOL

I am incredibly proud of our students this year. The determination and dedication that Year 11's and Year 13's have shown in the run up to the exams has been exemplary and I am sure will lead to great successes in August. We have had the Year 6 induction day which was a fantastic event with the new students enjoying their first real experience of Maiden Erlegh, there were lots of smiles at the end of the day and the only tears were those of parents waving goodbye in the morning! We have had a vast array of extra curricular activities going on and some notable highlights include being finalists in the Mock Trial, finalists in 3M STEAM event and winning the U16's Berkshire Girls Cup in football. Finally, this term saw the launch of our new house system, the votes were counted and recounted and I am pleased to announce the 6 new houses from September 2019 will be: Yousafzai, Curie, Wilde, Roddick, Attenborough and Bolt.

**Paul Gibson, Headteacher**

92% parents &  
93% students rate  
the school good or  
better



**RIVER ACADEMY**

*We are delighted and very proud to have been awarded this project by the Department for Education. Maiden Erlegh River Academy will aim high in all aspects of its work. Community and inclusion are key to the Maiden Erlegh ethos and this new school will prepare students, from all backgrounds and of all abilities, to fulfil their aspirations. The new school's curriculum will deliver high quality academic and vocational courses, as well as a range of enrichment opportunities. This will mean that our students will leave us ready to take their place in the community as well-rounded and confident young adults. We also want Maiden Erlegh River Academy to be a leading educational establishment in the local area supporting the training and development of teachers and support staff.*

***"schools for the community, schools as a community"***



## TRUST CAREERS, WORK EXPERIENCE AND WORK RELATED LEARNING

I am proud to say that our Trust careers provision has received external recognition through winning the Berkshire Apprenticeship Award 2018 and the Careers and Enterprise Company Award. The Trust Careers Programme was also featured as an example of best practice by the Thames Valley Berkshire Advisor Network. Another highlight has been the annual Careers Fair, where we hosted our biggest and best event yet to over 600 students and parents from across the Trust secondary schools. Students within the Trust have had the opportunity to engage in a wide variety of Careers and STEAM provision including whole-year group events such as Year 7 STEAM days, Year 8 Vision My Future days and Year 10 Think Ahead days. We look forward to continuing and expanding this work as we move into the next academic year.



**Rob Buck**  
Careers Lead

## TEACHING SCHOOL

Another very busy year for the Teaching School. In addition to providing the equivalent of more than 25 days of CPD and School to School support, developing training programmes, growing our alliance and team of SLEs (we now have more than 30!) and providing intensive leadership support, we have worked tirelessly to recruit and support the upcoming generation of new teachers. Shazia Nawaz and Jonathan Newton have processed more than 80 School Direct applications, interviewed across our 13 alliance schools and recruited trainees in 5 different subject areas across Primary and Secondary schools! Jonathan has coordinated the Induction of 14 NQTs across the Trust, 8 university trainees and 24 visiting teachers from China over 2 separate weeks. More recently, Mary Davies has, through her NLE work, supported a number secondary schools and secured multiple DfE grants – no mean feat! Through the outreach work, recruitment and retention of early career teachers and the strategic support for school improvement, CPD and Appraisal across the Trust it has been a year to be proud of!



**Richard Hawthorne**  
Director of Teaching School

## What is a Teaching School?

Teaching schools give successful schools like Maiden Erlegh an important role in the training and professional development of new teachers and qualified staff as well as contributing to the raising of standards through school to school support and Continuing Professional and Leadership Development. Maiden Erlegh School is a National Teaching School designated by the National College for Teaching and leadership.

Find out more by clicking the icons or visiting the website



[www.berkshireteachingschoolalliance.co.uk](http://www.berkshireteachingschoolalliance.co.uk)



## Core Values

*One of our core values is that we are never complacent and compare our work against national benchmarks. This commitment is as true at Trust level as it is across all of our schools.*

## The Maiden Erlegh way

Since starting at Maiden Erlegh I kept hearing about the Maiden Erlegh way. At first I thought it was some magical teaching formula I didn't know about yet, but I soon found out.

The Maiden Erlegh way is about something very different but something just as good. It's all about kindness, welcoming people in, making them feel part of the team.

I'm looking forward to sharing the Maiden Erlegh way with others when they start and are looking for this mysterious formula.

*Written by a member of staff at Maiden Erlegh School - July 2019*

## Maiden Erlegh ranked best school in Wokingham

The Real Schools Guide, published last week, places Maiden Erlegh School at the top of schools in Wokingham and top of non-selective schools in Berkshire.

The guide takes into account 51 different data points including GCSE results, Attainment 8 scores and other factors like Progress 8, student-teacher ratios and absence rates.

This is an amazing achievement—well done to all staff and students for their tremendous work.

The full report can be found [HERE](#).

## Maiden Erlegh Trustees

As the Trust nears the end of this academic year we can look back with quiet satisfaction on a job very well done. There is always more to do but once in a while we should pause for a moment to celebrate our successes and there are many of them across the entire Trust. They all have something in common and that is sustained commitment and dedication from a talented team of hard working colleagues determined to achieve the very best for our students, of whom we can be very proud. Staff and students alike bring great credit to our Trust and, on behalf of Trustees, I want to say thank you.

**Nick Jones, Chair of Trustees**

## Central Services

It has been an incredibly busy year for the central services team, but one which has seen significant developments. Most of the work of central services goes unseen, but directly contributes to the Trust's excellent reputation whether that be our financial stability, our marketing activity or our high reputation as an employer of choice.

We were pleased to have been awarded just over £2m in grant funding for roofing works at Maiden Erlegh School, Maiden Erlegh Chiltern Edge and Great Hollands Primary, with each of these projects underway and due to complete in early Autumn.

Maiden Erlegh Chiltern Edge now benefits from new network infrastructure and telephone system, and the larger programme of work to redevelop the site is at the pre-application stage.



The Trust's catering function is growing and we are working to bring the catering of both Maiden Erlegh Chiltern Edge and Great Hollands Primary School in-house over the next 12 months.

Finally the excellent news received recently regarding River Academy means the team will be even busier over the coming months.

**Mr Jonathon Peck**  
Chief Financial and Operations Officer

## Work with other schools

Within the Trust, we have set up network groups for Headteachers & Directors, Curriculum and Standards Leaders and Inclusion & Safeguarding Leaders. These groups meet termly and discuss cross-Trust themes. They also, on occasion, include peer review and best practice sharing.

Through the Teaching School, our National Leaders of Education and Specialist Leaders of Education have supported a range of local schools and spoken at conferences on a variety of school improvement themes including: curriculum development in science and English, Pupil Premium provision, staff wellbeing and governance.

We have also been delighted to work with Waingels College and Bulmershe School this year on a series of **Parent Empowerment Sessions** covering themes such as substance abuse, gangs and grooming and e-safety. Following extremely positive feedback, we will be running similar events next year for parents and students.

We have also worked with them on a series of peer reviews looking particularly at Year 10 and Year 12.

# COMING SOON

## Parent Conferences

(Information and Empowerment)

Following a successful series of Parent Conferences last year, organised in association with Maiden Erlegh School, Bulmershe School, and Waingels College, we will be running a second series during the next academic year in association with Bulmershe School, St Crispins School, Waingels College, Maiden Erlegh School and Maiden Erlegh School in Reading.

Topics will include: **Gangs, Drugs, Mental Health, Online Safety and Positive Parenting.** The first conference will cover Gang Culture and takes place on **19 September 2019** at Maiden Erlegh School in Reading. Further details will be available on our website nearer the time.



Elizabeth Burton-Phillips MBE pictured with Mary Davies (CEO, Maiden Erlegh Trust) and Tom Bartlett (Principal, Waingels College) following her presentation on Drug Abuse and Addiction in March this year.

## What has been happening in Inclusion?

The inclusion remit covers safeguarding, child protection, physical and mental health, special educational needs, behaviour and pastoral care.

This year much focus has been on aligning policy and practice in schools. With four very different schools accommodating children with very different needs it is not feasible for us to have a one size fits all approach. So we tailor approaches so that they are fit for purpose in the particular setting but retaining Maiden Erlegh principles and ethos. The way in which schools administer detentions might differ for example, but the tariffs are the same in each school.

We launched a new safeguarding monitoring system CPOMS which has fundamentally changed the way we record and monitor safeguarding and child protection concerns in schools. It allows any member of staff to log a concern in a central confidential repository for action by the safeguarding team. This has made tracking and analysing much easier. It also gives peace of mind to staff that their concern is formally recorded.

The Inclusion Teams within schools are evolving organically to meet the needs of their children. As the Maiden Erlegh School in Reading children have grown up and changed then so have their needs and vulnerabilities and the roles and responsibilities of staff have therefore had to change with them.

Next year will see a particular focus on Mental Health and a move to better equip all staff with basic skills to help and support youngsters. By the end of term I will be a trained Mental Health First Aid (MHFA) Trainer and next year will deliver staff training so that we have a network of trained first aiders in all of our schools. This ties in with a recent government commitment to train all new teachers in Mental Health First Aid.

**Alison Walker**  
Director of Inclusion and Safeguarding



## Great Hollands Primary School goes from strength to strength

When Great Hollands Primary School joined the Trust, we could see the tremendous potential of the pupils, and the dedication of the staff. They have proven us right and more! The quality of the school experience every day is credit to all of them, as well as the excellent support of the parents and governors.

We know that education, is far more than test results, but we do want their hard work and talents recognised where possible. It is absolutely fantastic, therefore that their academic endeavours have been so well rewarded in the recent SATS with results showing significant increases on previous years'. This year 68% of pupils reached the expected standard in reading, writing and maths (combine) which is 3% higher than the national average. Results for expected standards in reading and in Grammar-Punctuation-Spelling were 81% and in mathematics 89% - all of which were above national averages.

Richard Ferris, Headteacher, said: "I am incredibly proud of our pupils both in Year 6 and throughout the school. Our team of dedicated and hard-working staff have been relentless in ensuring our pupils achieve their very best, not just in tests but in everything a 'GREAT' primary school should offer. Great Hollands Primary is on an amazing improvement journey, I am delighted to be the Headteacher of such an incredible school."

**"schools for the community, schools as a community"**

## Key Trust staff

**Jonathan Peck**  
**Chief Financial & Operations Officer (CFOO)**  
 Finance, HR, ICT, Administration, Estates, Compliance

**Mary Davies**  
**Chief Executive Officer (CEO)**  
 Trust Strategic Development, School Improvement, Trust Leadership

**Francois Walker**  
**Executive Headteacher Primary (EHTP)**  
 Primary Phase Strategy and School Improvement (primary)  
 1 day / week

**Alison Walker**  
**Director of Inclusion & Safeguarding (DoIS)**  
 Trust strategy and standards lead for:  
 •Pastoral and Behaviour,  
 •Safeguarding,  
 •Inclusion & Equality,  
 •Disadvantaged Provision

**Sara Elliss**  
**Trust Lead (p/t)**  
 Trust Curriculum Lead (secondary)  
 MES & MER Timetable

**Richard Hawthorne**  
**Trust Lead (p/t)**  
 Trust-wide CPD  
 Trust Appraisal Strategy

**Graham Attridge**  
**Trust Assessment & Reporting Lead**  
 Assessment and Reporting Strategy  
 Trust Data lead

**Rob Buck**  
**Trust Careers/Destinations Lead (p/t)**  
 Assistant Headteacher

**Francesca Brooke**  
**Trust Lead (p/t)**  
 Google Classroom / E-Safety

**Richard Hawthorne**  
**Teaching School Director**

**Jonathan Newton**  
 ITT/NQT Coordinator

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[river-academy.org](http://river-academy.org)



[berkshireteachingschoolalliance.co.uk](http://berkshireteachingschoolalliance.co.uk)



*“schools for the community, schools as a community”*