

THE DIOCESE OF GLOUCESTER

DGAT NEWSLETTER

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DEAR DGAT FAMILY



We are all starting to come to terms with the death of Her Majesty Queen Elizabeth II as a nation and as individuals. I know that space has been made in your school to remember this inspirational, servant-hearted and humble lady who has been a constant in our lives. It is also a time of change as we welcome Charles III as King and Head of the Church of England.

As a mark of respect our newsletter begins with an invitation to take a moment to give thanks for Queen Elizabeth and all she has given to our nation and beyond.

While the term has started rather solemnly, I hope that you were able to have some time to relax during the summer and do more of the things you enjoy. I have always loved the beginning of each new academic year. Everywhere is tidy and organised, things are recently labelled, children and staff may have moved classrooms and our wonderful cleaners have worked their magic. There is something special about starting in a new exercise book, getting new rulers, pens and pencils and finding out who is sitting where.

September is a good time for new starts and thinking a bit differently about the things that may have become habit or 'the way we have always done things'. Having welcomed two new dogs into the Howie family our routine has been upended and my morning schedule before work is very different. It has been refreshing to think differently about how and when to get everything done, and it has made me question why I do things the way I do and my usual routine. I've also been avidly learning from friends who have more than one dog and from blogs and podcasts.

Having an open mind to change and to new learning is an essential part of working in education whatever your role. It is what we want for our children, yet we often find it so hard to let go of what we have always done because it is familiar, even though it may not be the best way of doing it. I am proud that we intentionally look for best practice across our family and share it through teach meets and training sessions, and that we take seriously what the latest educational research tells us.

As a Trust we will be changing the way we look at some elements of our IT across the organisation this year. I'll keep you up to date with this in the next newsletter in November but the aim is to make Trust-wide communication quicker and easier and to enable better sharing of documents, ideas and planning across our schools.

Another change for the coming year is that we hope to do more Trust wide events for children across the Trust so we will be implementing a Trust children's parliament or council this year. More information on this will follow.

With my prayers and best wishes for the term ahead

Rachel

Canon Rachel Howie
CEO

FAMILY ALBUM



Minchinhampton's year 6s were invited to speak at Education for Sustainability panel discussion WOMAD 22. Brilliant job!



Longney had a great time learning to play Handball with the Active Schools Network.

Team building escapades for Primrose Hill's residential – not everyone ended up in the river!



We loved Christ Church's year 2 felt fish project from the Summer term – great work!



Lakefield's residential trip to Bude was a huge success – we so glad you had such glorious weather!



It looks like a pirates life for St James with their fabulous puppets and visit from Pirate Ron.

Winchcombe's years 5 and 6 have some serious talent brewing wit their Henry More inspired Sculptures!



Children at St Matthews have created some beautiful cards to send to terminally ill children.



TRUST UPDATES

The summer is always a busy time in the central office, and you will find several policies and documents have been updated. Please remember to use the members' area of the website here as there are many useful documents to support you in your role. If you have forgotten the password your headteacher will be able to help.

TWITTER

The Trust has a Twitter (@DGATSCHOOLS) and a LinkedIn presence (<https://www.linkedin.com/company/dgat>). We are aiming to increase our usage of these to better share and celebrate the work of the Trust as well as advertise events that are happening. If you use these platforms, you might like to follow these accounts. If you don't use Twitter you can see our feed on the homepage of the website.

WEBSITE

The Trust website has been updated over the summer and will continue to be refreshed in the coming months. If you have not visited it before it gives a good overview of who we are together as one organisation and is worth a look – www.dgat.org.uk/home. If you are new to the Trust, there is a members' area, which requires a password that you can get from your headteacher, which includes policies, templates, guidance materials and resources – all designed to support you with your work life balance.



MENOPAUSE POLICY

Perimenopausal and menopausal women make up a significant proportion of the DGAT family workforce and ensuring they get the support they need is important. Menopause impacts people very differently from very mild symptoms that have no impact on daily life to those that can cause significant distress and discomfort. A menopause policy has been introduced across the organisation – you can find it in the members area of the website.



FLOURISH IN FAITH

Somewhere in your school you will find a copy of this picture – there is also one in the central office. It is such a powerful image. It is completely overwhelming to stop and think about this. Christians believe that God loves everyone – you, me – the people we think are hard or even impossible to love. Every person is precious to God, unique and special. In the Bible it says God is Love (1 John 4:8)

This song by Brandon Heath is all about how God looks at people going about their everyday lives and loves them all –
<https://www.youtube.com/watch?v=P5AkNqLuVgY>



You will never look into
the eyes of someone
God does not love.

CENTRAL TEAM

The Trust Central Team work hard to support all 19 schools in the Trust. The team is based at 3 College Green in Gloucester which is in the grounds of the cathedral. Some of them will be familiar to you as they visit schools regularly, some are based more in the office. Wherever they work, their role is to ensure that the 4000 children in the Trust get the best deal possible with the resources we have available. Please find details of how to contact them below:

CEO
 Executive Assistant
 Deputy CEO
 Executive Administration
 Hd of Business and Operations
 Project Lead
 Hd of Finance
 Finance Assistant
 Finance Lead
 Finance Lead
 Finance Lead
 Governance Lead
 School Effectiveness Lead
 School Effectiveness Lead
 Quality Assurance Lead

Rachel Howie
 Mia French
 Helen Springett
 Emma Anderson
 Rob Jones
 Claire Morgan
 Keren Bass
 Steve Green
 Chris Thompson
 Susanna Hogan
 Katy Graham
 Nicki Wadley
 Jackie Buckland
 Aisling Stranack
 Catherine Leahy

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 eanderson@glosdioc.org.uk
 rjones@glosdioc.org.uk
 cmorgan@glosdioc.org.uk
 kbass@glosdioc.org.uk
 sgreen@glosdioc.org.uk
 cthompson@glosdioc.org.uk
 shogan@glosdioc.org.uk
 kgraham@glosdioc.org.uk
 nwadley@glosdioc.org.uk
 jbuckland@glosdioc.org.uk
 astranack@glosdioc.org.uk
 cleahy@glosdioc.org.uk



Continuing Professional Development and Learning (CPDL)



The 2022–23 CPDL brochure is available on the website – please take time to have a look and see what is available for your role. Information about booking is included – please remember to speak with your line manager before booking. Upcoming training for the next half term is also detailed below:

15.09.22	New to Target Tracker	3.30 – 5pm	Teaching Staff
20.09.22	Headteacher Away Day	9am – 3pm	Heads
22.09.22	Welcome to DGAT	4 – 5pm	All
27.09.22	Maths Subject Leads	3.30 – 5pm	Teaching Staff
	Chair of Gov Forum	6.30 – 8.30pm	Governors
29.09.22	Local Governor Pay Panel Training	6 – 7.30pm	Governors
03.10.22	Role of the Safeguarding Governor – annual update and networking	6 – 8pm	Governors
04.10.22	EYFS Forum	1.30 – 3.30pm	Teaching Staff
06.10.22	ICT Leads	4 – 5pm	Teaching Staff
	Clerks' Forum	10am – 1pm	Clerks
11.10.22	Headteacher Huddle	1.30 – 2.30pm	Heads
13.10.22	Deputy Heads Forum	1.30 – 3.30pm	D. Heads
18.10.22	DGAT New Governors Induction	10am – 3pm	Governors
01.11.22	Headteacher Huddle	1.30 – 2.30pm	Heads
	English Subject Leads	3.30 – 5pm	Teaching Staff
	STEM Leads	3.30 – 5pm	Teaching Staff
	New Chairs' Network	4 – 6pm	Governors
03.11.22	Target Tracker Champions	3.30 – 4.30pm	Teaching Staff
	Role of the SEND Governor	6 – 8pm	Governors



SCHOOL EFFECTIVENESS

"FOR EVERYTHING THERE IS A SEASON, A TIME FOR EVERY ACTIVITY UNDER HEAVEN. A TIME TO BE BORN AND A TIME TO DIE. A TIME TO PLANT AND A TIME TO HARVEST." ECCLESIASTES 3:1-8

As Rachel has written in the introduction to the newsletter, September is always a time for new beginnings. It's a new season. Looking at the Ecclesiastes Bible verse this could be seen as a time to plant. We plant expectations as we set out what we expect from our new class. We plant the seeds for the goals and aspirations we set for ourselves and our children. I know that each of you will be contemplating how you will meet your goals and in how you will nurture and care for the children entrusted to you.

The new season always feels full of promise. New classes, freshly cleaned and gleaming, sharp new pencils ready to be used, crisp new exercise books ready to be filled with all the learning ahead of us in this term and for some of us new teams and colleagues to work with and welcome.

Amid this new season we mourn the death of our Queen, whilst welcoming our new King. The verses from Ecclesiastes seem very apt and poignant. It is important that as we reflect on 70 years of such devoted service from the Queen and the example of her leadership, we also look ahead to the beginning of a new reign and the opportunities this brings. Unknown possibilities just like the beginning of the school year, as the passage says 'for everything there is a season'



In this season, we too as a central team have made some changes. The School Improvement Team is now the School Effectiveness Team. Jackie and Ais will be School Effectiveness Leaders. This is because our work is not just about improvement but about assuring that work in school is effective for the children.

In line with this we have developed the School Effectiveness Handbook (previously the School Improvement Handbook) and have added the proformas and materials that will be used. The Subject Leaders' Handbook has also been updated. These documents are designed to support you in your role and are on the website in the Members' area.

At the beginning of this new season not only do individual schools create new development plans, the central team do too. Throughout our meetings and training this term we will be sharing the five Trust school effectiveness priorities with you all. We set out these priorities for the year ahead, planting them with the hope that when we harvest in the summer, those expectations will have been met.

Reflecting more on the Ecclesiastes passage we see it reminds us that there is a time to keep and a time to throw away. For me this means a time to look objectively at what is working well and what is not. Sometimes we need to throw away some of the old to be able to embrace the new. Hopefully, some of the thinking we, as a central team, have done will help us achieve this.

Jackie, Ais, Catherine, and I are really looking forward to working with each and every one of you as we move into this new season.





Trust Governance opportunities

Have you considered becoming involved with or supporting other schools within the Trust? We have several volunteer governance vacancies across the Trust which are open to members of staff from schools across the DGAT family.

Being a local governor means that you will:

- Have a strategic role in pupils' education.
- Have a key role in monitoring the progress of the school.
 - Be asked to dedicate time to the development of the school to ensure the best possible outcomes for all pupils.
 - Develop as a strategic leader with an opportunity to make a real difference to the school.
- Have an active role in all aspects of school life – from policy development, finance to recruitment!

- Make decisions in collaboration with the rest of the local governing board.
- Bring a fresh viewpoint and perspective to discussion and debate– remembering the role is not to represent individual staff member's views (or your own!).
- Support the local governing board in its strategic monitoring of the school's improvement priorities.
- Ask questions and provide challenge to support the local governing board's monitoring activities.

The role of local governor is a great opportunity to develop wider leadership skills and contribute to the school's improvement journey. It provides an opportunity to see a different aspect of your day-to-day experience of the school, how decisions are made both locally and at a Trust-wide level. Previous experience is not necessary as we offer excellent support and training. We are keen to hear from people from all roles within our schools.

If you would like to know more about the opportunities available please contact our Governance Lead, Nicki Wadley for an informal conversation. Nicki can be contacted at nwadley@glosdioc.org.uk

If this opportunity isn't for you, do you know someone who may be interested? If you do, please encourage them to contact Nicki for an informal conversation.

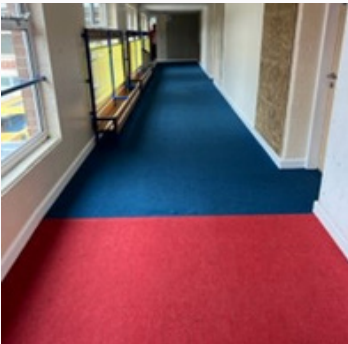
SUMMER BUILDING PROJECTS

The summer is a time when some of the more major work goes on in and around our school buildings. This summer has been no exception. The roof at Minchinhampton Academy has been replaced, a new Mezzanine floor and a new entrance have been installed at Bibury CofE Primary and the corridors at Dursley CofE Primary have been repainted and the carpets have had a deep clean.

Bibury CofE Primary School is a beautiful historic building with many amazing features however the space was not very flexible and the entrance to the main office was not ideal. As you can see the new office enables visitors to be greeted through a hatch rather than through the office door which is much safer and the new mezzanine provides additional learning space for the children.



At Dursley the colour scheme has been changed to more muted colours than were previously in place which creates a consistent feel throughout the school. This, along with the deep clean of the carpets and the removal of the Covid arrows has improved the environment for the staff and children.



LOOK OUT FOR THE NEXT ISSUE ON 10.11.22
IF YOU HAVE ANY INCLUSIONS, PLEASE SEND THEM TO
EANDERSON@GLOSDIOC.ORG.UK

FIND US ONLINE

