

# Newsletter

## April 2018

### Welcome Back!

I hope everyone has had a good Easter and a well-earned rest. I simply can't believe how fast this year is going!

As we begin the summer term we obviously want to wish all our Year 6 students the very best of luck for the forthcoming SATS and thank all staff for the support you have provided in preparation. Of course we also send our best wishes to Year 2.

We have an exciting event planned for June 19th where children from all of the St Chad's Academies will be joining together for a choral event at Lichfield Cathedral. I hope this will be the first of many opportunities where we can come together as a Trust!

News from the central team:

- A wedding proposal was made and accepted by Reena! I know you will join us in our warm congratulations to Reena, we will keep you informed!
- A huge congratulations to Chloe on passing her Level 3 Business and Administration Apprenticeship!

Have a good term, don't hesitate to contact us if we can help in any way.

Best wishes, **Sue Wedgwood CEO** – St Chad's Academies Trust

## Mother's Day at Holy Trinity



On Tuesday 13th and Wednesday 14th March, Holy Trinity CE Primary Academy held a **Mother's Day** lunch for all the school mums.

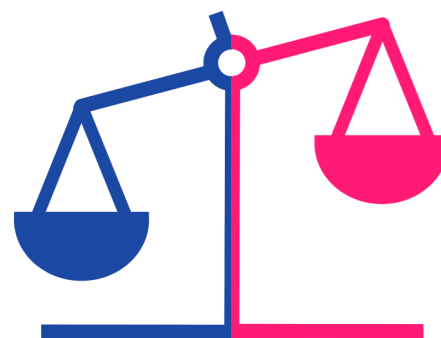
Special **pink** invitations were sent out and the PTA team made paper flowers for mums to keep as a memento which were handed out on the day. The kitchen team made a fabulous roast dinner with a selection of desserts, which was thoroughly enjoyed by everyone.

Mr Dickson, Principal said "We wanted to give our mothers and grandmothers the opportunity to spend time with their children and enjoy a special moment. The children thought it was a great idea and were very excited to greet their relatives at the door and escort them to the hall for lunch. We have received some beautiful comments from our mum's and it is definitely something we will be doing again".

We must say a huge 'Thank You' to Mr Andy Hall, from House of Party who donated the tablecloths and balloon decorations to help make our day that bit more special.



# Gender Pay Gap Report 2018



If you are an employer with 250 employees or more, new legislation introduced this year means you will need to publish your gender pay gap data annually. From April 2017 employers have up to 12 months to publish this information.

Our Trust succeeds and prides itself on true collaboration, sharing good practice and academy to academy support rooted in our distinctively Christian foundations; spiritually, morally, socially, culturally and academically. The Trust's Gender Pay Gap Report is based on 'snapshot' data taken on the 31st March 2017 to include all academy employees; teaching and support within the 12 primary-only academies within the Multi Academy Trust, which has now grown organically to 14 academies.

Whilst a gap is shown, this is relatively in line with the education sector as a whole.

The Trust is comfortable that all employees are paid equally for doing equivalent jobs across the Trust and the gap is related to employees carrying out different roles. All employees receive pay in line with national pay scales and in line with agreed national T&Cs of employment.

## Understanding the gap

Female employees make up 85% of our workforce and represent 80% of the top ten paid employees in the upper quartile. The Trust's workforce is significantly made up of female employees, carrying out duties which are predominantly undertaken by women.

Female employees are represented well across all quartiles.

Through the use of the apprenticeship levy, academy to academy support, opportunities to access continual personal development and the data illustrated in our reporting, the Trust will monitor positions across all quartiles to enhance the Trust's vision for succession planning and enhancement of its workforce; recruiting, retaining, sustaining and future proofing the Trust's mission.

### Mean Gender Pay Gap

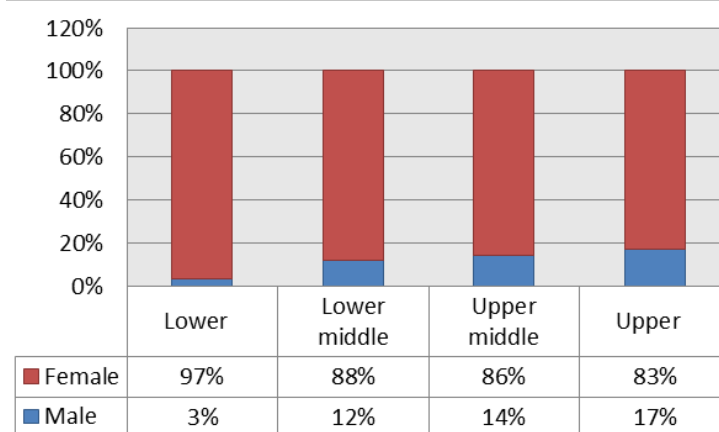
18%

### Median Gender Pay Gap

21%

Upon completion of the report the Trust benchmarked our figures against other Multi Academy Trusts across the country, including other Diocesan MATs to strategically view our positioning within the education sector;

- Academy Transformation Trust, Mean = 28.3% and Median = 41.52%
- Education Central Multi Academy Trust, Mean = 27% and Median = 36%
- Reach2 Academy Trust, Mean = 24.75% and Median 0.65%
- Bishop Anthony Educational Trust (Diocese of Hereford MAT) Mean = 26.4% and Median = 12%
- Diocese of Ely Multi Academy Trust, Mean = 16% and Median = 23%



## Key points

- An employer must comply with the regulations for any year where they have a 'headcount' of 250 or more employees on 5th April (where the private and voluntary sector regulations apply) and 31st March (where the public sector regulations apply), but employers of all sizes should consider the advantages.
- There are six calculations to carry out, and the results must be published on the employer's website and a government website within 12 months.

- Where applicable, they must be confirmed by an appropriate person, such as chief executive.
- Gender pay reporting is a different requirement to carrying out an equal pay audit.

The Trust has calculated the pay gap for our employees and has published the following narrative on the Trust website to ensure compliance with the new legislation.

# Home is where the heart is

## St John's CE Primary Stafford

St John's recently organised a project for their Service pupils. It was entitled 'Home is where the heart is' and looks at despite mobility, home is very important and it's not just a house. They invited Service children from other schools. All children created a tile which culminated in the artwork below.



## Department for Education

### Looked After Children Update

On 26 February 2018, the DfE updated their 'Designated teacher for looked-after and previously looked-after children' statutory guidance. The guidance explores the development of PEPs, the role of the designated teacher, staff training, working with parents, and much more. This is a must read for:

- \* Governing boards of maintained schools in England
- \* Proprietors of academies
- \* Designated teachers for look-after and previously LAC in maintained schools and academies
- \* Headteachers, SENCOs and other teachers
- Child Poverty
- An extra 1.5 million children will have been pitched into poverty by 2021 as a consequence of the government's austerity programme, according to a study of the impact of tax and benefit policy by the Equality and

Human Rights Commission.

The EHRC study forecasts dramatic increases in poverty rates among children in lone parent and minority ethnic households, families with disabled children and households with three or more children.

There are clear winners and losers from austerity tax and benefits changes since 2010, the study says. The regressive nature of the policies means that low-income families have been hit hardest: the poorest fifth will lose 10% of income by 2021, while the wealthiest fifth will see little or no change.

David Isaac, chair of the EHRC, said: "It's disappointing to discover that the reforms we have examined negatively affect the most disadvantaged in our society. It's even more shocking that children – the future generation – will be the hardest hit and that so many will be condemned to start life in poverty."

The commission called on the government to reconsider existing policies that hit the most disadvantaged groups hardest, and to review social security benefit levels to ensure they provide an adequate standard of living.

The study says the negative financial impacts are largely driven by the four-year freeze on working-age benefits from April 2016, cuts to disability benefits and reductions to work allowances in universal credit.



# Welcome

## & Farewell

We are sorry to say good-bye to Annette Wilkinson, School Business Manager at Birchills and one of the original members of St Chad's Academies Trust and Laura Shaw, School Business Manager at St John's Wednesbury. Both will be missed for their expertise and commitment to their respective academies and their significant contribution to the Trust. We wish them well in their new roles.

We warmly welcome **Baljinder Kaur** and **Ruth Owen** to the role of School Business Managers at Birchills and St John's Wednesbury respectively.

## Happy 60th Birthday

During the Easter Holidays Steve Rayner celebrated his 60th birthday, alongside this he also ran his very first marathon congratulations and what an achievement!



## DFE Funding

New funding has been made available to support talented music, drama and dance pupils to realise their potential and kick-start a career in the arts has been announced by the DfE.

See <https://www.gov.uk/government/news/funding-boost-for-the-arts-to-support-talented-pupils>

The DfE has issued several reports relating to teacher workload;

### Mapping professional development for reducing teacher workload

See <https://www.gov.uk/government/publications/mapping-professional-development-for-reducing-teacher-workload>

### Reducing teacher workload

See <https://www.gov.uk/government/publications/reducing-teachers-workload>

### Workload challenge research projects: summary report 2018

See <https://www.gov.uk/government/publications/workload-challenge-research-projects-summary-report-2018>

## Events

### Save these dates...

- UNESCO's International Dance Day-29th April
- Walk To School Week May 16th – May 20th
- Principals Forum– 24th May (Trinity Wolverhampton)
- National Family Week May 27th- June 3rd
- World Hunger Day May 28th
- Chairs Meeting-9th June
- Science QLC– 13th June
- St Chad's Cathedral Music Share– 19th June
- SEN QLC– 20th June
- English QLC-26th June
- Maths QLC– 27th June
- Principals Forum-4th July
- Raising Achievement Boards– 9th-13th July