

Edith Cavell Primary, Sewell Park Academy, Notre Dame High, Nelson Infants, Open Academy and City of Norwich School receiving their Inclusion Charter certificates.

Norwich Opportunity Area School Newsletter

₩ @NorwichOA



IN THIS ISSUE

A word from the Chair

It doesn't take long to move from thinking we are just back from the summer break to it being as we'd never been away. I hope the new school year has started well. In the same way, can you believe it's coming up to two years since the announcement of Norwich as an opportunity area, and a year since we published the delivery plan that followed on from the previous year's discussions about what the priorities are for education in Norwich. It was a privilege for those of us on the Partnership Board to be presented with updates on so much work across so many schools.

Now we start the second of our three years of this work. The commitment across Norwich to social mobility, to changing the life chances of those from disadvantaged backgrounds through the power of education, is very clear. In a time of tight Government budgets, we are pretty unusual in continuing to receive financial support from the Department for Education to support the ideas that those in Norwich believe will make the most difference.

Jackie, Claire and all of us on the Partnership Board look forward to this coming year with excitement. It's a time of year when in schools we celebrate results from the summer where we are pleased and redouble our efforts where we were disappointed. Over the coming weeks we will get a clearer view of how disadvantaged pupils across Norwich as a whole fared. It's both an important time to reflect on impact so far and pick up the momentum of the programmes that schools believe will contribute the most to meeting the aspirational ambitions in the Norwich opportunity area plan.

We welcome your thoughts – please be in touch as is helpful to you. We hope you find the information in the newsletter helpful. We know that heads, governors, staff and parents together can achieve great things.

Best wishes



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Partnership Board

In 2018-19 our partnership board will meet half-termly, and we have formed new working groups to address three themes through our continued work on our priorities for Norwich: Communication, Inclusion and Collaboration.

These thematic working groups will look at the performance of our projects to improve social mobility for young people in Norwich in terms of engagement, progress and delivering impact.

We are pleased to have expanded the range of expertise in our Partnership Board with some new members:



Sebastian Gasse

Head of Education Participation, Infrastructure and Partnership Service. Norfolk County Council.



Tim Lawes

Headteacher of Catton Grove Primary School.

Tim will sit on the Inclusion working group.



Stuart Allen

Headteacher of Mile Cross Primary School.

Stuart will chair the Communication working group.



Kirsten Francis

Head of Locality for South Norfolk and Norwich City Healthy Child Programme.

Children and Young People's Health Services Norfolk.



Bob Cronk

Director of neighborhoods, Norfolk County Council

We are very pleased to welcome these new members to our Partnership Board and look forward to working with them.

Theme 1: Communication Improve early speech, language, listening & communication skills

In July the Partnership Board approved a project for early speech and language learning in the home, to complete the "Communication Champions" school and nursery staff CPD programme. Targeting four wards in the city, this project will commit £572,000 of OA funds into encouraging parents who

have traditionally not accessed support available to come along to family learning events in their area. Four "Community Communication Champions" will be employed and placed in a school, library, children's centre and nursery to look at the impact of each as a hub. The OA will also be commissioning a series of

classes for parents to develop their child's early speech and language in each of the hubs. If you would like more information about the project, which should be up and running in January 2019, please contact

Jacqueline Bircham

We are about to recruit for a lead for all of the work across our Early Years priority. If you are interested in this role, please register your interest with

<u>Claire Sparrow</u> who will send details as soon as they are available.

Communication Champions

This term the Communication Champions from our first cohort will receive the next stage of their training.

In Spring this year, they received CPD over a series of twilights to the enhanced level of the Speech, Language and Communication Framework.

In September sessions begin to enable them to look in more detail at how this learning can be shared with colleagues and used to create a universal approach in schools and settings.

The next stage of CPD includes: Creating a training programme for colleagues and parents in your organisation, developing your own professional development plan; being a champion – how to deliver, encouraging colleagues change their practice; coaching supporting colleagues, delivering the TCT online short course and Sustaining a network - marketing your events to other schools and parents. The course will also look in more detail at theory and practice in attention listening; vocabulary; development of understanding; supporting the development of sentences and speech sounds.

We are also accepting new schools and early years settings on to cohort 2 of the training. Sessions begin in September and are delivered by the Communication Trust.

Training can be undertaken as a series of twilights, or on a Saturday. Schools and nurseries can reclaim costs of covering staff who attend training.

If you are interested in signing up please contact -

Shona Chrichton at the Communication Trust:

SCrichton@thecommunicationt rust.org.uk

WellComm packs for schools and nurseries that have signed up to the Communication Champions Network should be with you early in September, and we will be in touch soon with details of setting up your membership to a professional speech and language organisation.



Theme 2: Inclusion

Raise attainment through targeted, evidence based, CPD and stronger school leadership and support children at risk of exclusion from school

We have a number of primary school leaders who have agreed to Primary Education **Supporters** in the Norwich Opportunity Area.

Their role is to work with you to decide which programmes offered Opportunity through funding are the right fit for your school, to support you as

needed in getting them rolled out, and link you generally with the programme. They come from a variety of settings and represent a broad range of expertise. If you would like one of them to visit the school to go through existing and new Opportunity Area projects, grants and opportunities with you, contact

chris.smith@education.gov.uk



Penny Sheppard Joe Mills Headteacher Queens Hill Primary



Assistant principal Charles Darwin Primary



Victoria McConnell Headteacher Wensum Junior Academy



Tim Lawes Headteacher Catton Grove Primary



Cara Fahy Headteacher Magdalen Gates Primary



Paula Jones Headteacher **Edith Cavell** Academy



Clare Jones CEO Diversa MAT Executive Head **Bignold Primary**

Middle leader development in FE

20 leaders from 8 FE and sixth form colleges across 4 OAs including Norwich have signed up to take part in the pilot programme of FE middle leader development which begins in October 2018 and runs until February/March 2019.

The blended programme of learning includes: a 360 learning diagnostic, face to face workshops, mentoring, networking across OAs and college-based projects. Participants will explore a number of modules, covering areas such as leading, managing inspiring teams, and and curriculum design and leadership, with a particular

supporting on disadvantaged young people.

The programme has been codesigned partnership with board members, college staff from OAs and the Education and Training Foundation coming together to develop the content and structure. Uniquely, participants have agreed to be OA Ambassadors, and will also select a college-based project to work on which directly supports one of the priorities in the plan.

This innovative programme plugs a gap in the department's CPD offer for FE colleges, and successful subject to а evaluation will be scaled up and

aligned with the development of a national programme.

Colleges participating from Ipswich, Norwich, Hastings and Fenland and East Cambridgeshire OAs are

- East Norfolk 6th Form College
- City College Norwich
- West Suffolk College
- Suffolk New College
- College of West Anglia
- Easton and Otley
- East Coast College
- Sussex Coast College

Norwich Inclusion Charter

We are really pleased to welcome Jan Cockburn to the team as the Norwich Inclusion Charter project manager. Jan joined the NOA team on 3rd September and is based at the PDC, and will be working with schools and providers to support the charter work. She will be meeting schools that have already signed up to the Charter and would be pleased to visit schools who are thinking about doing so.

Jan has a long association with working in schools in Norfolk through her roles with the Careers Service, The Exchange (The EBP for Norfolk until 2010) and NWES between 2010 and 2018. She has worked on writing and delivering projects that promote employability and enterprise skills and science.



Jan Cockburn
Inclusion Charter Project Manager

"I am really looking forward to meeting all of the NOA schools in the next few weeks and building on the interesting and innovative projects already happening to support school staff and the children at risk of exclusion. I am a strong believer in collaborative working, sharing good practice and working on ideas that promote sustainability"



Schools that have signed up have selected an Inclusion Governor, most of who attended a workshop in June with VNET and will attend a further follow up session in September.

Schools have also nominated an inclusion champion, and these members of staff have met to form the new network and consider what shape the Inclusion Charter programme will take.

Primary school Inclusion Champions are hosting coming meetings at each of their schools so that they can share good practice on their approach.

In secondary schools Inclusion Champions have worked on several project ideas, and are now in the process of evaluating the programmes for young people that ran in the Summer term with our partners in alternative provision.

The theme of our next
Inclusion Charter
conference is "An Inclusive
Culture" and will take place
on

Monday 19th November, 3pm-6.3opm The Space, Norwich NR7 8SQ

Register on Eventbrite....

https://noacultureconference. eventbrite.co.uk

It will feature a keynote presentation from Deborah Page, the Principal Educational Psychologist / Head of Service from Derbyshire council on findings of their research into the impact of school culture on exclusion.

There will also be workshops from a range of providers of whole school approaches to inclusion, which could be funded through the Charter programme.

Supporting parents to transform behaviour with the Benjamin Foundation

We have commissioned some 6 week parenting programmes for parents who would appreciate building support a positive relationship with their child, managing and improving their child's behaviour. The Benjamin will run Foundation programmes in the North of the city in October and two in the West of the City in November and December. The support will be targeted separately for parents of primary and secondary children in both areas, and parents can choose from daytime or evening sessions. If your school is already familiar with the "Time for You"

emotional wellbeing service provided by The Benjamin Foundation, or using the Nurtured Heart Approach®, then this training would be particularly powerful to help parents to use the same approach at home but equally it works as standalone training.

The Nurtured Heart Approach is simple but transformational: even after the first session parents will have a new way of looking at things which will have an immediate impact on how they understand their child's behaviour. Six weekly sessions will use video clips and discussion to

focus on building positive relationships and ensuring clarity about rules and consequences.

The Benjamin Foundation can offer an introductory workshop, or can visit/call parents, who may be uncertain about attending the programme. School staff wanting to find out more about the Parenting Programme or about the Nurtured Heart Approach should contact Kirsty Pitcher on kirsty.pitcher@benjaminfoundation.co.uk or call 01603 615670.



The Benjamin Foundation



SECONDARY SCIENCE – THREE DAY CPD TRAINING 08:45 on 30 January 2019–15:15 on 12 June 2019

In this three-day training course, Niki will investigate the evidence, and give classroom teachers and leaders a range of evidence-based ideas that they can use to enhance their practice, and strategies to implement meaningful change. Day one will be introduced with a keynote from James de Winter, Associate Lecturer in Science Education at the University of Cambridge.

UPCOMING RESEARCH SCHOOL TRAINING DATES-

FOR MORE INFORMATION GO TO RESEARCHSCHOOLEVENTS

LEADING LEARNING – THREE DAY CPD TRAINING

o8:45 on 16 January 2019-15:15 on 5 June 2019

We're delighted to announce that we will be repeating our very successful Leading Learning course for 2018-19. Participating School Leaders will devise a high impact CPD programme for their schools and the programme will support you with a range of evidence-based tools to help you lead learning with success, and to improve and evaluate your CPD programme.

EARLY YEARS TEACHING – THREE DAY CPD TRAINING

o8:45 on 21 November 2018– 15:15 on 3 April 2019

The EEF works with teachers and researchers to turn important messages from research into applicable, useable strategies. The Early Years toolkit is an accessible summary educational research from early years teaching. Norwich Research School is working closely with Early Years specialists from West Earlham Infant and Nursery School and Bignold Primary School to produce actionable, practical approaches for Early Years teachers, based on research and evidence from Early Years settings.

Theme 3: Collaboration

Give young people the information and support they need to move successfully between school, college, university and into work.

Careers Staff development

Careers Leads in Secondary schools have been offered Careers Lead training as part of a national offer to upskills members of senior staff to support them in devising a sound careers education strategy.

Several Norwich schools have also signed up to the new Careers Hub, which will support them to become lead schools locally in careers and enterprise education.

The Norwich Opportunity Area has offered secondary and special schools, and colleges additional capacity to support careers education through the "Careers Facilitator Network".

This project enables schools to free up the time of a member of support staff or teacher who will also be trained in the practical implementation of a careers education strategy, and will be able to ensure that their school gets the best possible value out of the offer from the Enterprise Adviser Network. We are also pleased to have the support of Norfolk Chamber of Commerce in linking schools to local industry and employers through enhanced membership of Young Chamber.

If you haven't yet signed your school up to the Careers Facilitator Network contact Jacqueline.Bircham@newanglia.co.uk

Community Mentoring

VOLUNTEERING MATTERS FOR OUR COMMUNITY

Volunteering Matters will be linking 60 young people in Norwich to community mentors this term, with the aim that 60 mentoring partnerships will be in place by December.

Mentors will support young people and their families to navigate through the key events and processes around important transition points: primary into high school, Year 8/9 into KS4 and GCSE options, and Year 11 into post 16 provision.

Schools should nominate young people that they would like to for a programme of mentoring that will support the young person up to Summer 2019. You can do so by contacting lan Duckmanton

<u>ian.duckmanton@volunteering</u> matters.org.uk.

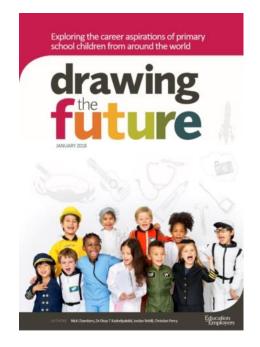
Volunteers will be recruited from the community with a good understanding of the context that young people and their families live in. If you have staff or parents who might make a great mentor, please contact lan, who can give them more details and get them signed up to this worthwhile programme.



Informed Aspirations

The Partnership Board approved a primary school focused enterprise and careers project in July, under the working name of "informed aspirations".

A recent international survey by Education and Employers asked over 20,000 children, aged seven to 11, in 20 countries, to draw pictures of the jobs they wanted to have when they grew up.



The results of the survey demonstrate that children arrive in school with strong assumptions based on their own day-to-day experiences and show that children's career aspirations are influenced by who they know and that they need to be introduced to different types of careers at an early age.

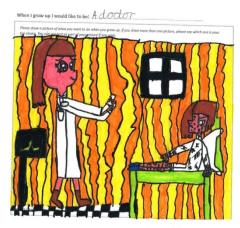
Girls in more deprived schools were more likely to want to be shop workers and beauty therapists, while better-off boys wanted to be managers and lawyers. Generally, girls were much less likely to want to become engineers or scientists, but more likely to want to become a nurse or beauty therapist; boys were more likely to want to have jobs such as airline pilot and mechanic.

The project will offer a range of careers and enterprise programmes to primary schools, offering a choice of CPD for teachers. activities for or children. We also are for commissioning support schools to develop their parent and community engagement to enable more families confidently inform and grow their children's aspirations, drawing on case studies of some excellent existing work in this area happening in Norwich primary schools already.

We will also open a Community Innovation Grant scheme before Christmas asking organisations to come up with solutions that enable KS₃ aged children and their parents to do any or all the following:

- Work together on a range of focused activities
- ★ Link skills and interests to the world of work
- Facilitate conversations about future goals

Education Employers









We are often asked what priorities other Opportunity Areas are focusing on. Below are the published priorities in the delivery plans of the other 11 OAs. We share good practice that is coming out of Norwich and look to our colleagues in other areas for ideas and good practice. If you'd like to know more, or be put in contact with schools in other areas to share their learning, get in touch Claire.sparrow@newanglia.co.uk

Blackpool

Priority 1: Raise attainment and progress in Blackpool's schools

Priority 2: Support for vulnerable children and families to improve attendance and outcomes and reduce exclusions from school

Priority 3: Improve advice and support for young people when moving between schools/colleges and into work

Derby

Priority 1: Increase the number of children achieving a good level of development in the early years.

Priority 2: Raise attainment in our primary and

secondary schools

Priority 3: Ensure all our children benefit from a broad range of experiences throughout their school lives.

Doncaster

Priority 1: Narrow the attainment gap in literacy and numeracy

Priority 2: Increase the number of good school places so that every young person has access to high quality teaching in a school that is run by strong leaders

Priority 3: Help more of Doncaster's young people to find the right academic and vocational routes

Priority 4: help the most vulnerable to access opportunities that will support them to succeed

North Yorkshire Coast

Priority 1: Children get a head start in life through a high quality early years education

Priority 2: The North Yorkshire Coast becomes an area where children excel in maths

Priority 3: A generation of readers who use the power of literacy and a love of reading to unlock opportunities **Priority 4**: A good secondary school place for every

young person on the North Yorkshire Coast

Bradford

Priority 1: Strengthen school leadership and the quality of teaching

Priority 2: Improve literacy in Bradford's primary schools, particularly for disadvantaged pupils **Priority 3**: Improve access to rewarding careers **Priority 4**: Use evidence and research to remove

barriers to learning

Hastings

Priority 1: Improve Literacy

Priority 2: Raise attainment in maths

Priority 3: Improve mental health and resilience **Priority 4**: Prepare young people for work:

Oldham

Priority 1: Ensure all children are school-ready by the

age of five

Priority 2: Raise attainment for all, and fastest for

disadvantaged pupils

Priority 3: Prepare children and young people for life,

learning and work

Stoke-on-Trent

Priority 1: Improve outcomes in Early Years Foundation

Stage

Priority 2: Improve outcomes in English, maths and

science

Priority 3: Improve pupil engagement in learning at all

stages

Priority 4: Improve the choices young people make

from 16

West Somerset

Priority 1: Every child has a great start in life.

Priority 2: Educational excellence in the classroom

Priority 3: Transition to adulthood

Priority 4: Skills for employment and business

Ipswich

Priority 1: Ensure all children in Ipswich are prepared to learn for life by developing key behaviours such as resilience and self-regulation

Priority 2: Strengthen the teaching profession in Ipswich by providing world-class support and development

Priority 3: Improve attainment for disadvantaged pupils by embedding evidence based practice in the teaching of English and maths

Priority 4: Inspire and equip young people with the skills and guidance they need to pursue an ambitious career pathway

Fenland & East Cambridgeshire

Priority 1: Accelerate the progress of disadvantaged children in communication, language and reading

Priority 2: Strengthen the effectiveness of support for children and young people with mental health concerns and those with SEN

Priority 3: Raise aspiration and increase access for young people to a wide range of career choices and post-16 routes

Priority 4: Recruit, develop and retain the best leaders and teachers in Fenland and East Cambridgeshire

Careers Hub

Following the publication of the Careers Strategy, the government has created 20 Careers Hubs across England broadly using a model developed in the North East, one of which is to be based in Norfolk and Suffolk.

The NE model implemented recommendations from the Gatsby Foundation who developed the "Good Benchmarks", Guidance Career commonly referred to as the Gatsby Benchmarks. 30 schools and colleges from across Norfolk and Suffolk have signed up to be part of the Careers Hub, including a number of Opportunity Area secondary schools and colleges.

On the 3rd September, I was appointed as the New Anglia Careers Hub Manager. I am excited to start work and I believe wholeheartedly in the project. I look forward to working with the members of the Hub, the Enterprise Coordinators, and the Enterprise Adviser Network so

together we will deliver an outstanding project.

Careers Hubs comprise of between 20 and 40 secondary schools and colleges working collaboratively to drive forward the agenda for careers guidance and employer engagement so that within two years each provider meets the Gatsby Benchmarks enabling young people to enter the world of employment in the right careers and secure employment for life.

By inclusion in the hub, schools will be supported to rapidly advance careers education all from different starting points creating networks, sharing practice, and creating a lasting stable careers programme throughout the Hub.

Members of the Hub will develop a shared vision to champion careers and enterprise in partnership with the local authority, LEP, universities, FE colleges and other training providers, employers, third sector and career quidance professionals.

It is our goal to support schools and colleges in the Hub enabling them to deliver the Gatsby Benchmarks sooner and more thoroughly than they might on their own.



Andrew Farley
Careers Hub Manager

andrew.farley@newanglia.co.uk

What has the Youth Board been up to?

Since our recruitment drive with the Youth Board Project Challenge back in March, we had a large response of young people from the high schools wanting to be involved.

Collectively we decided to split the youth board into 2 groups: Link Reps and a strategic board due to the number of young people wanting to be involved. The Link Reps come up with the ways in which we would deliver the projects (a student exchange and parent/family workshops in numeracy, literacy, and employability for parents). These meetings have been taking place since April on a fortnightly basis at OPEN Youth Trust on Bank Plain with the support of Alex, one of their youth workers, the group has also written the tender documents for these 2 projects with the assistance of Mel Blanche from MAP and young commissioners from the Norwich Youth Advisory Board (YAB). These have gone out to tender and we will soon be looking through the bids made to decide on the provider to deliver these projects in partnership with the youth board.

The strategic board is a smaller group of young people chaired by Norwich North MP Chloe Smith; this board is made up of a Secretary, 4 Priority Area Reps

working with each of the 4 priorities working groups, a Link Coordinator – coordinating the work of the Link Reps and working with them and their schools, and the Partnership Board link – who has the role of informing the partnership board of everything that the youth board is doing and holding them to account. This group also helps to come up with the ways in which we can connect the youth board to fellow students, but also engage with the whole programme.

Lastly, we are currently looking for a Head of communications in the youth board, so if you know of any students that would want to do this role. Please do get in touch with me at:

ryan.norwichopportunityarea@g mail.com



Ryan Bedwell Woods, Norwich Opportunity Area Youth Board

Partnership Board

Dr Tim Coulson, Chief Executive Officer Samuel Ward Academy Trust *(Chair)*

Chris Snudden, Assistant Director for Education, Norfolk County Council.

Adrian Ball, Chief Operating
Officer, Inspiration Trust
Brian Conway, CEO of St John the
Baptist Multi Academy Trust and
Executive Headteacher, Notre
Dame High School.
Chris Starkie, Chief Executive

Chris Starkie, Chief Executive Officer, New Anglia Local Enterprise Partnership.

Natalie Cramp, Chief Operating Officer, Careers and Enterprise Company

Alan Hopley, Chief Executive, Voluntary Norfolk

Corrienne Peasgood, Principal, Norwich City College

Professor Richard Andrews,

Professor in English Education, University of East Anglia.

Stephanie Beavis, Assurance Director and Head of Public Service, KPMG

Jo Philpott, Headteacher, City of Norwich School

Sebastian Gasse, Head of Education Participation, Infrastructure and Partnership Service. NCC

Stuart Allen, Headteacher, Mile Cross Primary School.

Tim Lawes, Headteacher, Catton Grove Primary School.

Kirsten Francis, Head of Locality for South Norfolk and Norwich City Healthy Child Programme. NHS

Bob Cronk, Director of Neighbourhoods, Norfolk County Council.

Dates for your diary

Primary Heads Meetings-

Wednesday 7th November 2018. 10am-1pm Tuesday 12th March 2019. 1pm-4pm Wednesday 19th June 2019. 10am-1pm Venues to be confirmed.

Secondary Heads Meetings-

Wednesday 10th October 2018. 8am-10am Wednesday 6th February 2019. 4pm-6pm Wednesday 15th May 2019 8am-10am Wednesday 10th July 2019. 4pm-6pm All at City of Norwich School

Primary Inclusion Champion Meetings-Primary Group 1

Tues 2nd October 2018. 2.30pm. Nelson Infants Weds 14th Nov 2018. 2.30pm. Norwich Primary Thurs 31st Jan 2019. 2.30pm. St Michaels CE VA Tues 19th Mar 2019. 2.30pm. W. Earlham Junior Thurs 16th May 2019. 2.30pm. Bluebell Primary Weds 26th June 2019. 2.30pm. Wensum Junior

Primary Group 2

Weds 3rd Oct 2018. 2.30pm. Magdalen Gates Thurs 15th Nov 2018.2.30pm. Catton Grove Tues 29th Jan 2019.2.30pm. Mousehold Weds 20th Mar 2019.2.3pm. Angel Road Tues 14th May 2019. 2.30pm. Mile Cross Mon 24th June 2019. 2.30pm tbc

Primary Group 3

Thurs 4th Oct 2018. 2.30pm. Lakenham Primary Tues 13th Nov 2018. 2.30pm. Edith Cavell Weds 30th Jan 2019.2.30pm. Parkside School Thurs 21st Mar 2019. 2.30pm. tbc Mon 13th May 2019. 2.30pm. Avenue Junior Tues 25th June 2019. 2.30pm. tbc



Celebration Event-

Tuesday 18th September 2018. 6pm-9pm Soul Church, Norwich.

Inclusion Charter Conference-

Monday 19th November 2018. зрт-6. зорт The Space, Norwich.

Keep in touch-

Jamie Weatherhead, Head of Delivery, DfE

Chris Smith, Norwich Team Lead, DfE

OpportunityAreas.EAST@education.gov.uk

Jacqueline Bircham, Programme Director

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Claire Sparrow, Programme Coordinator

claire.sparrow@newanglia.co.uk

You can also follow us on Twitter:

