



Welcome to the final FMATConnect of 2021.

Each FMATConnect provides us all with the opportunity to share good news, successes, and details of all the other activities that take place in order to benefit the lives of our students.

This edition is packed full of inspirational activities that demonstrate how colleagues are working hard to enrich the lives of our students and it has been great to read about

the wide range of extra-curricular events that have been able to take place despite the pandemic.

Within this edition, there are examples of sporting successes, music and arts events, visits from ex-students, the re-introduction of clubs, trips, visiting speakers and an investment in increasing the number of CEIAG activities.

We all know that the pandemic has meant that additional precautions and innovative solutions have had to be found, but it is essential that we find these solutions so that all our students have an exciting and enriching educational experience.

Thank you to all staff for the hard work you have put in this year. I would ask that you look after each other and I wish you a safe, healthy, and restful Christmas break.

**MR SIMON JONES | CEO**

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# CONNECTING WITH BOURNVILLE

## HEAD OF ACADEMY UPDATE | A JOYFUL NOISE

So... singing hasn't been banned yet however Christmas is still not quite normal. Nativity plays are state authorised, oh yes they are, oh no they aren't , oh yes they are...

The indomitable spirit of Bournville School means that we will not be deterred from enriching the lives of our children by providing them with the opportunity to beat the other local schools (sorry I mean engage in competitive sport!). Our netball teams have conquered all of the competition. Not quite the 20 nil of our Lionesses but still a healthy 15 nil against Shenley.

Our careers team continue to provide valuable opportunities for students, widening their horizons for the future. Recently, students have visited the offices of PwC to develop their employability skills as part of the Y10 Aspirations Program. We have also seen the return of educational visits, with three aspirational PE trips to local universities for some of our KS4 children. All of Y10 are now working to secure work experience placements for the summer, following our official launch. We mustn't forget the 50 applications we have received from all year groups for students to become reading mentors to our primary students. Our first cohort of 14 start their training tomorrow.

Enriching lives further is giving students a real sense of what Christmas is all about. Our '12 Days of Christmas' program leads up to the Christmas break. Staff and students are working collaboratively to spread a little joy through simple acts of kindness. There is definitely a sense of enjoyment planned with competitions, quizzes, rewards and celebration assemblies. However, as a school that values tradition and promotes British Values, there will be a sit-down Christmas lunch, rooms decorated and lessons teaching our students about the history of Christmas, how it is celebrated around the world and more topically how to be sustainable this Christmas.

For the full program see below

Certainly, the highlight will be a visit from renowned singer, Adam Pettit of the 12 Tenors, who will be visiting school on the 9th and 10th December. We are very lucky to have him conducting workshops with our students over 2 days, culminating in a concert at 2.00pm on the 10th December. So, we are inviting you all to take part in our celebrations again (virtually of course because Omicron is threatening our fun). A concert, you will not want to miss!

**MISS M GREEN | HEAD OF ACADEMY**



DATE	ACTIVITY
Wednesday 1 <sup>st</sup> December	Kindness Advent Calendar
Thursday 2 <sup>nd</sup> December	Christmas crafts
Friday 3 <sup>rd</sup> December	Christmas crafts
Monday 6 <sup>th</sup> December Form time till 9.15am	Best decorated home room wins (to include a post box for cards)
Tuesday 7 <sup>th</sup> December	Thank a Teacher cards
Wednesday 8 <sup>th</sup> December	Christmas in History – quiz Canteen Christmas Lunch
Thursday 9 <sup>th</sup> December	Adam Pettit workshops
Friday 10 <sup>th</sup> December	Christmas Jumper Day/ Adam Pettit workshops and concert!
Monday 13 <sup>th</sup> December	Make a wish for 2022 or show gratitude – crafts/ Thank a teacher
Tuesday 14 <sup>th</sup> December	Christmas traditions from around the world
Wednesday 15 <sup>th</sup> December	Having a sustainable Christmas - quiz
Thursday 16 <sup>th</sup> December	Christmas box – empty your home room post box/ Reward Trip
Friday 17 <sup>th</sup> December	Celebration assemblies



# CONNECTING WITH ERDINGTON

HEAD OF ACADEMY UPDATE | ENRICHING LIVES

One of the areas we have been focusing on this term has been to raise the participation rate in after school activities. Prior to March 2020 we always prided ourselves on the wide range of out of hours opportunities students actively involved themselves with, these ranged from traditional sporting, arts and academic areas, along with hobby pastimes such as crochet and linking with external providers, such as Erdington Rugby Club. With the disruption of the past 18 months students have not been in the habit of attending these types of activity, which we believe are vital for the student's mental wellbeing, along with being a significant element of the FMAT academy experience.

One of the ways we have been working on re-engaging students in the routine of after school participation is to raise the rewarding and positivity within subject areas, along with introducing a colours system for all subjects - part of the criteria for receiving full subject colours is through participation in subject extracurricular activities.

English have also piloted a subject rewards strategy, "Literary Legends". The weekly Literary Legend award is designed to help build resilience, momentum, and incentive in our students, so they can always achieve and try their best.

To encourage praise and acknowledgment for achievements and accomplishments in the classroom, class teachers select one student from each of their classes, who have consistently demonstrated a strong work ethic linking to the school's five core values: dedication, ambition, excellence, integrity, and tradition.

Those awarded the Literary Legends title, hold this title for the week and receive: A Literary Legend certificate; three achievement points; a personalised slide of recognition dedicated to them and their achievements and a subject VIP pass, which will allow them to exit first in their English lessons. This pilot has had strong positive feedback from students and staff and will now be rolled out into other subject areas. The building of student's confidence is starting to have a positive impact on students' attendance to after school activities.

**MR S MALLETT**

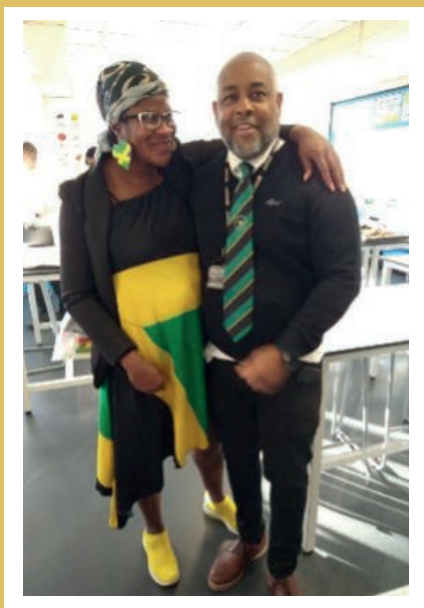
**HEAD OF ERDINGTON  
ACADEMY**





# CONNECTING WITH ERDINGTON

## BLACK HISTORY MONTH

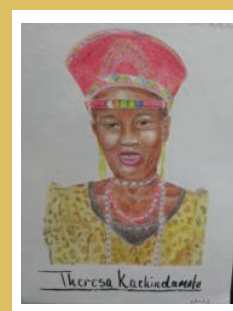
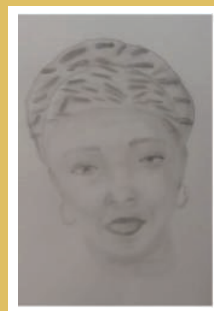


October is a month for celebrating Black History. At Erdington Academy we marked the month through a celebratory event hosted by staff and students. We are fortunate enough to have a community of students, staff and families from rich and diverse backgrounds.

During the evening, Miss Folkes (food teacher) and her team of staff cooked up tasty Caribbean and Asian food to be enjoyed. To compliment this, Mr Wheatley (Head of Music) and Mr. Haughton (Music teacher) ran samba drumming workshops. Mr Daniel (Head of Art) put on an excellent display of artwork competition entries and the English department showcased a range of thought provoking poems written by the students. I'd like to thank all the staff, students and families that contributed to a fun and thoughtful evening.

It's been some time since we've been able to come together as a community but we hope this is the start of future cultural events at Erdington Academy.

During Black History Month, October, we asked our students to be creative and submit entries for Art and Design briefs. The art brief was to create a portrait of someone black from the past or present that has inspired you. As you can see, we had drawings from a wide range of famous people including politicians, activists, singers and actors. The design brief was to create an accessory inspired by black culture. We had a range of entries including handmade jewellery, hat designs and dresses.



## Y11 ACHIEVE CONFERENCE

On Monday 13th October, fifty year 11's had the opportunity to visit the University of Birmingham for an Achieve Conference, where they found out about the importance of achieving the best grades possible to get into further education. There were also some current University students giving useful revision tips and shared experiences of School and University (one of the students had achieved 11 A\*s). In addition, the students were lucky enough to have a talk from a psychologist who spoke about controlling anxieties and how to look after themselves and others using the five ways to wellbeing.

The lessons learnt from this conference were that Universities are placing an increasing emphasis on GCSE results when considering University applications with popular courses such as Law and Psychology requiring grade 7's and above in GCSE's to have an application even considered. The University students gave some top revision tips for the students i.e. to take your mock exams

seriously giving maximum effort, use past exam questions, create a timetable and subjects that students are confident in should wait until the afternoon/evening to revise. The psychologist stressed the importance of looking after wellbeing linking to the 5 strands: Keep Learning (reading a book or watching the news); Connect (talking instead of texting or speaking to somebody new); Take Notice (taking a different route on your journey to or from school); Give (A compliment or a hug) and Being Active (daily exercise, kick about in the park with some friends).

Overall the trip was a huge success, with our year 11 students feeling really positive about the experience. They took away some extremely useful tips which gave them food for thought for the year ahead.

**MR READ AND MISS BULMAN**

**ACHIEVEMENT CO-ORDINATORS**



# CONNECTING WITH ERDINGTON

FUTURES WEEK OCTOBER 2021

'Futures Week' here at Erdington Academy is one of two whole school CEIAG events that we hold each academic year. There is a career focus for students in lessons throughout the week – which contributes to Gatsby Benchmark 4 – linking subjects to careers. In addition, there is a programme of events throughout the week (Gatsby Benchmarks 3, 5, 7)

## The aims of the event are:

- To ensure all students have a wider knowledge of apprenticeships, further and higher education routes available.
- To give students meaningful encounters with employers and further/higher education providers.
- To link curriculum learning to careers.
- To raise aspirations for all stakeholders.

## Events included were:

- Year 9 Whole Cohort Personal Development Training with RAF (GBM 5)
- Year 10/11 NHS Heroes Virtual Event in room 9 3pm – 3.30pm (GBM 3,7)
- Careers Focus in Lessons throughout the week (GBM 4)
- Year 7 and 8 Guess the Teacher competition (Gatsby BM 4)
- Year 7 whole cohort motivational talk with ex-student Shanequa Paris who is now a presenter on CBBC Newsround (GBM 5)
- Year 11 Raising aspirations trip to Handsworth Grammar School
- 32 providers exhibited at our Careers Fair from a wide variety of sectors for ALL students in Year 7-11 on rotation throughout the day 9am – 3pm (GBM 5,7).

**LISA MILLWARD | LEAD PRACTITIONER | SUBJECT OF LEADER OF GIRLS PE | CAREERS LEAD**



# CONNECTING WITH FAIRFAX

## HEAD OF ACADEMY UPDATE | PERSONAL DEVELOPMENT OF FAIRFAX ACADEMY

At Fairfax we are proud of our personal development offer and have been delighted to return to some resemblance of normality since the pandemic.

Our sporting fixtures have resumed and we have been proud to see our Saturday morning rugby teams delivering our school motto 'Sinceritas Laboris'.

Last Thursday we had our first Enrichment Day since the beginning of the pandemic and it was great to see a breadth of activities developing our students' character and personal development. The activities included:

- Trips to Art Galleries
- House Hockey
- House Football
- House Chess
- House Spelling Bee
- Art Mosaics
- Rewards Trip to Tamworth
- Commonwealth Themed activities in English and MFL

- Relationships SRE activities Y10 and Y11
- Knife Crime education Y10
- CEIAG Careers Pathways and Options Y11 and Sixth Form

These elements of our curriculum are essential in developing student skills and form part of our character education.

One of our largest school contributions to personal development is The Eisteddfod Zone, which is now well underway. The Eisteddfod provides students opportunities to compete in many categories such as 2D and 3D Art, Creative Writing, Photography, Flower Arranging, Spoken Word, Drama, Choir, Vocal, Dance and Instrumental. But more than this, Eisteddfod is led for students, by students, which feeds in to the Academy's character development offer. Throughout the Eisteddfod Zone students get the opportunity to lead, collaborate, participate, motivate and compete.

**MRS D BUNN | HEAD OF ACADEMY**





# CONNECTING WITH FAIRFAX

## REMEMBRANCE AT FAIRFAX

Our third ARKS value at Fairfax is respect, alongside ambition, kindness and safety.

Remembering and respecting the sacrifices made in global conflict has always formed a significant and formal part of Fairfax Academy's yearly calendar, and this year we were happy to be able to mark the occasion as a whole school.

We were proud at the respect our students demonstrated as 1600 pupils left the building in silence, stood silently whilst 'For the Fallen' was read, observed 2 minutes silence and finally stood for the Last Post before re-entering the building quietly and respectfully.

Each year we invite a number of veterans and forces representatives and this year we were honoured to be joined by members of the RAF Veterans Association, the Royal Welch, the British Caribbean Veterans Association, the WRAF Women's Royal Air Force, and the British Legion and 100-year old Joan. Joan was overwhelmed by our students and felt the tribute was an excellent way to teach students about remembrance and respect.

Kind regards

**RICHARD LARKIN ASSISTANT HEADTEACHER , MRS H WILLIAMS | ASSISTANT HEADTEACHER**





# CONNECTING WITH SMITH'S WOOD

HEAD OF ACADEMY UPDATE | HELPING STUDENTS TO OVER COME BARRIERS CAUSED BY COVID-19

The impact of Covid-19 continues to be felt across the country and in the communities around Smith's Wood Academy, the impact is magnified. The students, staff and families of the Academy have worked tirelessly together to ensure that children are given support with their well-being and emotional needs and also by helping them to fill any knowledge gaps caused by lost learning. At Smith's Wood Academy, we have gone a little further...

## WELL-BEING SUPPORT

Helping students with their mental and physical well-being allows them to become resilient, confident young people who attend school regularly and feel happy and content. At Smith's Wood Academy we recognise that well-being support is a gradual and highly complex process that requires the talent of a special person. We were delighted therefore to recruit Gemma Hammill-Moss into our student well-being team. Gemma is an experienced well-being mentor and has worked with young people across the West Midlands and North America. Gemma is providing individual and group support to the students of Smith's Wood focussing on their individual needs whilst also equipping them with the skills to manage their well-being and mental health. Gemma's work is already having impact and we are seeing the attendance of students increase significantly.

## INCLUSION SUPPORT

To be successful in the academy, students have to make safe and informed decisions around all aspects of their conduct and behaviour. For a range of reasons, this is difficult for some students, but at Smith's Wood Academy we are committed to helping all of our children to demonstrate the very best conduct and behaviour. For a young person to be able to reflect on their own mistakes, takes patience and skilled support and we are again delighted to have recruited Stacey Chetwynd into our student well-being team. Stacey is an experience Teaching Assistant and qualified Cognitive Behaviour Therapist. Stacey is working with children across the Academy but particularly students with SEND to help them to make safe and informed decisions. Stacey is running breakfast clubs, group sessions and 1:1 support sessions with our students and we seeing significant impact with calm, happy children, demonstrating impressive conduct at all times.





# CONNECTING WITH SMITH'S WOOD

## HEAD OF ACADEMY UPDATE CONTINUED

### WELL-BEING CO-ORDINATION AND ORGANISATION!

The offer of well-being and inclusion support alongside our internal and external mentoring, use of support agencies and other specialist mentors, takes organising and coordination! Emma Bartlett (Head of Key Stage 3 maths, Young Carers coordinator and House Participation Leader) has stepped up to the plate to become the Academy 'Well-being Co-ordinator'. Emma is working closely with all of the well-being and pastoral team to ensure that the right students are receiving the right support and is helping the Senior Leadership Team to track impact for external scrutiny.

### PLUGGING GAPS CAUSED BY LOST LEARNING

Homework is a key tool in helping students to plug gaps caused by lost learning as a result of Covid-19. Homework can also help parents and carers to support their child with work and help with engagement at all levels. At Smith's Wood Academy we have invested resources from our Recovery Premium and purchased a number of homework books for every child in Key Stage 3 that are linked to the Academy curriculum. Our students complete certain pages from the books every night and get them checked in lessons during the following day. We are currently running at an 82% completion rate and we are delighted with hard work of our students.



## SOCIAL MEDIA

In order to improve our communication links and promote our Academies and the Trust as a whole, we would like to encourage all of our employees, Directors, Associates and parents to follow our social media sites. Links to social media can be found on our websites.



[www.bournvilleschool.org](http://www.bournvilleschool.org)

[www.bournvilleprimaryprovision.org](http://www.bournvilleprimaryprovision.org)

[www.erdingtonacademy.bham.sch.uk](http://www.erdingtonacademy.bham.sch.uk)

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

[www.fairfax.bham.sch.uk](http://www.fairfax.bham.sch.uk)

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



# CONNECTING WITH THE DIRECTOR OF EDUCATION

MARTYN JOBLING | DIRECTOR OF EDUCATION

I would like to start by thanking you all for your continued hard work over the past half term.

As the nights draw in and the mercury starts to fall even in 'normal' times this time of year can be tough in schools. This year we have thrown Covid-19 and new variants into the mix, but yet, as one team we have continued to move forwards at pace and improve for the benefit of the communities we serve.

I have spent a lot of time in each academy and I can list significant strides forwards in all of them despite the individual pressures that the current state of the pandemic has brought. When you also factor in a successful visit from Ofsted in early November to one of our academies, I can look back (as you should to) with pride on what we have achieved.

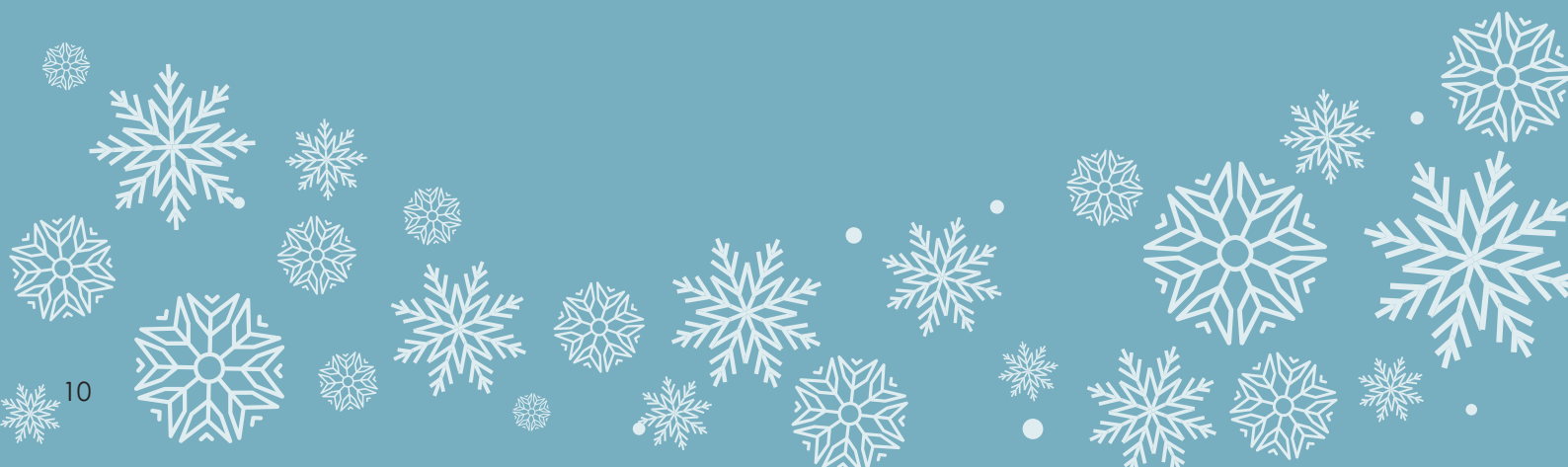
The data and conversations in our academies tells me that the focus on behaviour on the return to more normal face to face teaching is having a positive impact on student outcomes and staff wellbeing. Also, the professional learning opportunities that have been provided to support with improved teaching and learning are ensuring children continue to make progress in their learning and the children in examination years have been well prepared and focussed during their mock season. The contingency plans that have been made in line with the DfE announcement regarding what may happen to formal examinations in the summer means that our children and staff are well prepared for whatever the future holds for that particular element of school life. The drive on literacy to address the decline seen during the height of the pandemic and successive lockdowns will continue to help support across academies and the engagement with the National Tutoring Programme and, after the holidays, the School Lead Tutoring Programme, will all help to ensure that those in our community most affected by the disruption to their education receive the opportunities they need and deserve to bridge the gaps in their knowledge and skills that have opened up.

During my time as a senior leader in schools, I was always passionate about the curriculum and its continued development. Therefore, it will come as no surprise that over this past term I have been focussing a lot of my thinking and time with the Heads of Academy on this area. Many people incorrectly assume when we talk about the curriculum we are talking about the individual subjects and the number of lessons students have, that is the timetable. However, when we talk about curriculum, we are actually talking about the map which charts our students' route through their learning journey from early years to post 16. We as educators have the responsibility to ensure that we provide the routes which give the students the appropriate opportunities during their time with us to develop the knowledge, understanding and skills that they require to reach and then exceed their fullest potential.

As a group, myself and the Heads of Academy have spent a lot of time working with external experts and debating what the knowledge, skills, personal attributes and fundamental experiences are that will best serve them regardless of which site students receive their education on. Over the coming weeks we will be in a position to begin to share our thoughts and trajectory over the coming months and years and we will be excited to continue to develop this vision through the Team Network Groups (TNGs) and Strategic Development Groups (SDGs).

Our vision is to ensure the full curriculum offer for all FMAT students is truly world class and that regardless of where the child receives their education the opportunities they are afforded and the knowledge and skills they develop are the same.

As our attention starts to turn towards Christmas and the holidays I would like to end by wishing you and your families the merriest of Christmas's and a Happy New Year. I look forward to continuing our journey of school improvement in 2022.





# CONNECTING WITH THE COO

JOHN FITZGERALD | CHIEF OPERATING OFFICER



## COVID-19:

It was great to welcome all our students back to our Trust in September. We have followed government guidance and completed mass testing which went smoothly. Thank you to all staff that contributed to the testing and keeping our students and colleagues safe.

Nationally has seen a rise in positive cases and if we can remind everyone to stay vigilant, wear masks in communal areas, continue to wipe down touch points when you have used them and adhere to risk assessments. We are coming up to Christmas so keeping yourselves, students and colleagues safe in the lead up is greatly appreciated.

All on site test kits have been ordered for the return of all staff and students after our seasonal Christmas break

## DEFIBRILLATOR'S ON SITE:

We are really pleased to confirm that we have invested in a defibrillator for Smiths Wood, which now falls in line with all of our Academies..... lets hope we do not need to use it!

## MEET THE TEAM



Wendy Thom  
HR Manager

Wendy recently joined the Trust in November 2021 as HR Manager heading up the HR Central Service Team.

Wendy brings with her an array of transferable skills within all areas of HR gained over 30 years experience. She holds a qualification at CIPD Level 7, CIWM (Certificate in Workplace Mediation) along with NEBOSH General Certificate

Having set up several Central Services Departments in her career she is passionate along with her team in providing an exceptional, efficient trust-minded central service function that champions the visions and values of the Trust.

She looks forward to working with the Academies.

## RETIREMENT

### ANDY GREEN – TRUST ESTATES MANAGER

Finally, I would like to mention Andy Green, Trust Estates Manager.

After 32 years in education, Andy is retiring. One thing you might not know about Andy, is that his Dad and Grandfather were Estates managers or Caretakers as they were known. With Andy retiring that is the end of 114 years of Green caretaking!

Andy has worked tirelessly over the years to improve the facilities and learning environments of our academies for the benefit of our students and staff. Some staff, especially on snow days, wish he hadn't worked quite so tirelessly to open the sites.

Needless to say, I am sure you will all join me in thanking Andy for all his hard work, commitment and dedication over the years and wish him a very happy retirement.





# CONNECTING WITH THE COO

JOHN FITZGERALD | CHIEF OPERATING OFFICER

## GRAPHIC DESIGN

In October I organised a video shoot on behalf of Smith's Wood in lieu of their Open Evening which had unfortunately been cancelled. We had a successful day of filming and everyone was very happy with the final video, which gave us a 3 minute version for the website along with a 30 second edited version for use on social media.

Video is proven to engage with stakeholders more widely than static advertising, therefore we are hoping to roll this out to our other academies in the Spring, when the nights are lighter and the weather better for filming. Working with Simon, the videographer from Reach, gave me a real insight in how to plan the day to get the best results and I look forward to working on this project next year. As well as adding another professional element to our websites, these videos can be played for example, in the hall before Open Evening presentations or whenever there is an audience for an event as well as on TV screens in Reception areas.

With the use of photo imagery increasing, whether updating the gallery on websites, FMAT Connect or prospectuses, we constantly need an up-to-date image library at our disposal. A new initiative I am undertaking is to visit an academy each week for a couple of hours to photograph students in lessons, groups or site photographs. By covering just two or three lessons each visit it ensures there is less disruption to staff and students and makes the project more manageable. Each visit is pre-planned so that teachers know if I am attending their lessons and photo consent is checked before arrival, ensuring we are compliant with data protection and safeguarding. Each visit will involve different classes and year groups to provide a variety of photos.

If there is anything that you would like photographing, please let me know in advance and I can plan this into the day.

KEELEY CLARKE | GRAPHIC DESIGNER





# CONNECTING WITH THE COO

JOHN FITZGERALD | CHIEF OPERATING OFFICER

## FIRST AIDERS

Throughout the trust we have 59 first aiders:



Other than the medical advisors, these are volunteers; teachers and support staff like you and me.

Recently the first aiders have attended:

- 1 heart attack
- 1 possible heart attack
- 1 partially severed finger
- 2 serious road traffic accidents
- 1 choking incident
- 1 child not breathing due to medical condition

Various other serious first aid incidents concerning students and staff with diabetes, epilepsy plus many more situations.

Contrary to popular belief, it is not all about plasters and bandages. Your medical advisors and first aiders are dealing with first aid situations on a daily basis and I would like to highlight this to everyone. Without our volunteer first aiders A) we would not be compliant with the health and safety at work act and B) we would not be able to support staff, students, contractors or visitors in a medical emergency or first aid incident.

Please look after your first aiders. If you know they have dealt with a serious incident or medical emergency, make time to make sure they are ok. They are just normal people doing an extraordinary role.

Well done to our first aiders and thank you for volunteering.

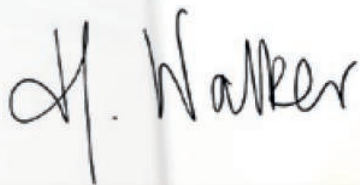
**TRACY STEVENS | TRUST FIRST AID TRAINER**





# Welcome

We're excited to be partnering with **Fairfax Multi-Academy Trust**, helping you to transform the use of IT across your school communities. RM will be your trusted ICT partner – whether that's delivering hardware and infrastructure products, technical expertise from your RM Engineer or advice from your Service Manager and Contract Manager - the RM team will work behind the scenes to ensure your leaders, teachers and pupils are supported.



**Helen Walker**, Director  
Integrated Service Delivery



# Meet Your Team



## **Liam Parrott**

### **Contract Manger**

Great to have you onboard. I will be working closely with FMAT to provide robust contract governance and ensure that we deliver on our commitments. I'll be supporting the Trust with the development of their IT strategy and also keeping them up to date on trending educational developments, policy changes and innovative ways of doing things.

**M:** 07990 147 897

**E:** lparrott@rm.com



## **Hassan Khaliq**

### **Support Consultant**

Happy to be part of the team, I am the trusts support consultant, I will ensure the day-to-day activities of the site engineers are met whilst working closely with Ian Neal to corroborate IT systems are in capable use, I will also be involved with the escalation process of your service calls and any ongoing projects/installations.

**E:** hkhalik@rm.com



## **Ian Neal**

### **Technical Operations Manager**

I'll work with the local and wider team to keep IT running as smoothly as possible, manage the local team of IT engineers, and be the first point of escalation for service queries. Liam Parrott and I can also provide advice for the technical elements of the Trust's IT strategy.

**E:** ineal@rm.com



# CONNECTING WITH THE TRUST PASTORAL LEAD

KAREN CORNELL | TRUST PASTORAL LEAD

Covid-19 continues to impact on the students of our academies in many ways. A pandemic by its very nature impacts everyone with children least equipped to cope. This can then manifest itself in many ways in our students, for example:

- Heightened anxiety leading to poor attendance.
- Stress disorders leading to a lack of focus and poor decision making.

Both of these manifestations will impact children in different ways with the most common being a change in their behaviour and response to situations. Whereas once a simple request by a teacher asking a student to tuck their shirt in would have been met with calm compliance, anxiety and stress caused by Covid can potentially turn the same scenario into a conflict situation. Similarly, a day consisting of a registration session, 5 lessons, a break and a lunchtime would be easily managed by a student, a lengthy absence due to Covid can potentially make the same day feel insurmountable.


Scenarios such as these have influenced my work in all of our academies over recent weeks and has allowed me to reflect on how we can best meet the needs of our students in a world that continues to fight the pandemic. It is my belief that calm, consistent and simple processes are key to supporting our students and helping them to make safe and informed decisions in each of our Academies. I have been privileged to support leaders in several of our academies to make sure their behaviour and well-being strategies are aligned to the values of the MAT and the individual academy but also the needs of each community.

The common strategy that exists in academies that are experiencing a calm, happy and positive atmosphere is the correct balance between consequence, praise, reward and support as part of a well-being offer. If the energy of a pastoral team for example is purely focused on consequence, the impacts will not be sustainable. However, if the work of a pastoral team has been structured in such a way to balance their efforts between all 4 aspects of well-being, it is clear that over time, children will learn from mistakes, thrive on reward and reap the benefits of support.

I have been particularly pleased to see first-hand the use of playbooks in academies recently. This has allowed for a consistent use of language and a clear process for all staff to use when dealing with potential conflict situations. Playbooks are used to great effect in many industries and provide support and guidance to individuals whilst also allowing for a more personal, relational response to be used.

It is strategies such as these that will support the young people of FMAT to continue to recover, recharge and adapt to a world that is still trying to come to terms with the Covid pandemic. Our students deserve the best pastoral and well-being care that is aligned with high expectations of safe, informed decision making. Children do make mistakes but because of the work I am seeing across our Trust, I am confident we are giving them the very best opportunity to successfully turn their mistakes in to learning experiences which will develop their character and resilience in the future.

KAREN CORNELL | TRUST PASTORAL LEAD



Great Work  
Well Done!

# CONNECTING WITH STAFF REWARDS

## PERKBOX - THE STAFF REWARDS PROGRAMME

As an employee of Fairfax Multi-Academy Trust, we offer you a staff rewards system called Perkbox.

Perkbox features discounts on goods and services, monthly free prize draws, wellbeing services, and either a free cup of coffee from Cafe Nero, or a free sausage roll from Greggs each month!

Perkbox is an on line platform, accessible [here](#), but you can download the app if you have a smart phone. If you do not have an account yet, just click the below.

Perkbox offers instant savings, such as 10% off Apple products, 6% off Argos, 8% off ASOS, and that's just the A's.

You can buy digital vouchers to spend in supermarkets, such as Asda, Tesco, Marks & Spencer, and the digital vouchers are great for big ticket purchases, such as 7.5% off PC World.

Finally, you can link your credit/debit card to get instant savings in some restaurants, which may be useful once they open back up.



### I want to sign up to Perkbox!

Just click [here](#) to complete a form, to request an account





**EXCELLENCE.**  
**DEDICATION.**  
**AMBITION.**  
**INTEGRITY.**  
**TRADITION.**