



# Eastern Multi-Academy Trust

Empower - Motivate - Aspire - Transform



## DATES FOR YOUR DIARY

**16th November**

Principals' meeting.

**8th December**

Alex Bedford CPD



## NEWSLETTER - NOVEMBER 2021

### Winter nights are drawing in....

I hope that you managed to enjoy the unusually mild Autumn weather over the half term break. We seem, all of a sudden, to have been plunged in to colder dark evenings, brrrrr!

With winter health in mind, please can I encourage you to take up the opportunity to have your free winter flu vaccination at Boots? We have arranged for all EMAT staff to be able to access this service free of charge this year. When you protect yourself from the flu through vaccination, you're also protecting those who can't get vaccinated from catching the flu. This includes those who are too young to get vaccinated. Most of our pupils are also being offered the vaccination this year too. More details on how to access your free vaccine will be sent out to you all shortly and further information from Boots in on the information below. Email [helen.naish@eastern-mat.co.uk](mailto:helen.naish@eastern-mat.co.uk) to receive your voucher.

I am thrilled that we have been able to secure Alex Bedford for our next Leadership Webinar, following the success of Mary Myatt's last week. Alex is a Primary Adviser for Unity Schools Partnership and Research

School and has worked as an associate consultant for the Institute of Education, UCL. I am very excited to hear from him.

Our Associates programme has now been launched, following successful appointments. We are delighted to have secured strong practitioners in their field of expertise who are focused on delivering an excellent educational experience to all children and students. Each Associate also leads a professional learning network for leaders in their area of expertise - expect to hear more from them soon! The Associates programme forms a vital part of the EMAT School Improvement Strategy. Read more on our Associates [here](#).

The Executive Leadership Team are pushing forward with pace on all strands of the EMAT Strategic Plan to realise our ambitions and secure EMAT success for now and the future. We very much look forward to continuing to work with our academy leaders and staff at all levels to ensure our children achieve their full potential. Thank you for your continued hard work and commitment to providing a great education for all of our children.

With best wishes,  
*Paul Shanks, CEO*



# Free Winter Flu Vaccination Service

Helping you stay healthy throughout the flu season

Seasonal flu is highly contagious and affects people of all ages. For some, it can increase the risk of developing more serious illnesses such as bronchitis and pneumonia, or can make existing conditions worse.

The best way to avoid catching and spreading flu is by having a flu vaccination in early autumn, before the flu season starts. That's why we've teamed up with Boots to offer you a vaccination. Simply redeem your voucher before 31st January 2022.\*

For more information please contact:

[helen.naish@eastern-mat.co.uk](mailto:helen.naish@eastern-mat.co.uk)

\*Flu vaccination paid for by your employer. Service available in participating Boots Pharmacies from September 2021. Age 16+. Subject to eligibility criteria. While stocks last. Terms and conditions apply. Visit [boots.com/flu](https://boots.com/flu) for details and a list of participating stores.

**Boots**  
Let's feel good

We would **love** to hear from you with feedback and suggestions for improving both our newsletter and communications, but also any ideas you have for school improvement.

It would also be great to share what is going on in your school in this newsletter.

Please send us your feedback, suggestions, ideas or newsletter posts via this link:

## FROM THE CHAIR OF TRUSTEES

It has been yet another busy half term for all of our academies and the Board continues to be in awe of the amazing work that is undertaken, especially under the backdrop of Covid and the additional pressures that this brings.

We are aware of the absences in our academies increasing over the course of the half term and the impact that this has had on both children and colleagues alike, but please rest assured that we continue to work with the Executive Leadership Team to monitor the situation closely, and will be highlighting the fantastic work that you have undertaken to continue to educate our children with the Regional Schools Commissioner in our upcoming annual meeting. Thank you!

Kind regards,  
Julie Perry

## Vision, Mission & Purpose



***Our relentless focus on raising educational standards, community engagement, people development & wellbeing, formed on strong foundations of operational and governance excellence are the keys to EMAT success now and in the future.***

## Leadership Webinar

Following the success of our first Leadership Webinar with Mary Myatt, we are delighted to announce that we have secured [Alex Bedford](#) for 8th December. Alex is going to be leading on Pupil Book Study.

Pupil Book Study is a window into the lived experience of pupils, as opposed to just the observed experience. It is also a mirror in which to reflect professional practice and identify what helps learning, and what hinders it by outlining clear and coherent structures in which to talk with pupils and look at their



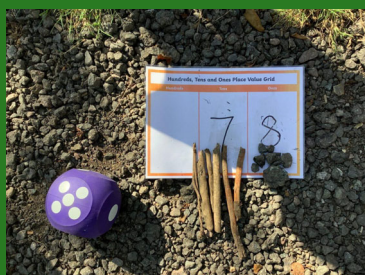
books.

Pupil Book Study gives headteachers, senior and middle leaders a systematic toolkit to evaluate the impact of the curriculum through studying teaching and learning. Infused with cognitive science research and evidence-informed practice, it offers schools the architecture for excellence, helping remove the risk of making assumptions. Pupil Book Study is a guide for schools that offers 7 specific and fully exemplified areas to focus quality assurance systems. The keystone between teaching, learning and the curriculum, Pupil Book Study offers schools the tools to explain why things are as they are and presents solutions to the areas that limit or hinder progress. Schools report that Pupil Book Study has been some of the most powerful and impactful work they have ever undertaken, resulting in positive change.

Each academy has been allocated 2 spaces, as we are limited on numbers. There will be follow up sessions in January too.



## Upwell Academy's Maths Outdoors Project



At Upwell Academy, we follow a mastery approach in Mathematics. In practice, this means our children are taught concepts which are built in small, logical steps and are explored through clear mathematical models and images. The focus is on depth – not acceleration – so that *all* of our children have a chance to embed mathematical learning.





To support teaching for Mastery, we have developed high-quality resources, which complement lesson coherency and provide further opportunities for regular practice, but with the added benefit of taking this learning to the ‘not so far’ great outdoors!



Our children use objects and pictures to physically represent mathematical concepts alongside numbers and symbols as part of a typical mastery lessons indoors – this helps them to visualise ideas. Now imagine them doing this, but with grouping real eggs in arrays (in eggboxes) laid by our chickens and further envisage the rich level of mathematical discussion that can be achieved! This is just one ‘eggsample!’



Across all year groups, our teachers utilise the space and resources to teach problem solving, measurements, geometry, data gathering, counting, percentages and many more aspects.

With access to the outdoor maths resource trolleys, our playhouse, shop and market area, our new chicken enclosure, coop, and our mud kitchen; our teachers use maths in the garden as a curriculum tool to help our children to understand how maths is applicable in real-life contexts.

Math garden tasks, such as measuring the area for a plot, or collecting data regarding the growth of vegetables or the number of minibeasts, become embedded when the children reinforce the learning during their own playtime. The children make effective use of the mud kitchen which provides a ‘real-world’ kitchen experience (dependent upon how messy you are as a cook, of course!)



Additionally, The Maths Garden provides a space for further school interventions, supporting children with additional needs and where they can enjoy exploring nature and being with friends. Wellbeing, social skills, and citizenship is enhanced through spending time with the chickens and learning how to provide care and behave around them. Children are keen to learn more and share the knowledge they have gained with others. Eggs are collected, counted daily, and distributed for sale.

A special thank you to Val Cook, Chair of Upwell Academy Council, FOSA and all of the Academy staff who have helped to see the project through to fruition.

**For more information, contact [Teresa Ellington](#) – Deputy Principal and Mathematics Lead**

## Staff Spotlight

Zak Robinson

ECT @ Norwich Road  
Academy

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I began my journey with **Eastern Multi-Academy Trust** back in September 2020. However, my passion for teaching began way back when I was in Year 6. Something sparked my interest and the desire to work hard to where I wanted to get. I chose to have voluntary placements throughout years 10 and 11, until I was able to volunteer in a school whilst I was in college. From there I went off to Bishop Grosseteste University, Lincoln, where I was able to achieve my degree in Education Studies with Sport. I then applied through **Eastgate Academy** to continue my studies in the form of a PGCE. I was placed at **North Wootton**, where my EMAT journey began in Year 5. Here I began to learn the basics of teaching; working closely with my mentor and the other experienced teachers around me. Immediately, I felt at home and that I was not only part of the school team, but a team that was much bigger than I could have ever believed. I trained here throughout the first term and the onset of COVID-19. This brought with it, its own challenges. I was unable to teach how I would

have wanted, for example, the sharing of pupil resources was difficult. This made using concrete materials challenging, but I worked with my mentor to find other ways. After an eye-opening first term, I moved to my next placement at the head cluster for the PGCE course; **Eastgate Academy**. Here I was placed with a greater depth class within Year 3/4. Again, COVID-19 struck as we went back into a lockdown on my very first day. I was unable to meet my full class for the first nine weeks whilst working here. I still went in to support with the key worker children and began to tackle some items on my checklist that were perhaps harder to complete whilst managing a full class. I felt that I flourished within this environment, as I taught across all of Year 3/4 and worked with a variety of children and teachers, all with their own unique teaching style. Looking back, I feel that this experience was invaluable to me. I cherished it every day and still do. As my training year concluded, I began to look for a job. My headteacher at **Eastgate** suggested I looked at the **EMAT** page for job listings.

I did so and applied for a few. I remember the day well, the 29th April 2021. I was contacted by **Norwich Road Academy**, asking if I could prepare a poetry lesson to teach Year 6 for 30 minutes the next day. I informed my mentor, who stayed behind after school to support me. We prepared the lesson together and the next day (which was on my birthday!), I set off to have my very first interview. Upon arrival, I felt welcomed immediately and extremely at home. I taught my lesson and felt that I had had a strong interview. Later that day, I got the call asking if I wanted the job! I jumped at the chance to work at a truly fantastic school, and my third within **EMAT**. Throughout my experience within **EMAT**, I have only ever met committed teachers who are supportive, kind, caring and above all, fantastic at what they do. I am very excited to see where the next two years take me on my ECT journey and I couldn't think of a more supportive team, all the way to the top, with which to begin my teaching career.

If you are interested in undertaking Initial Teacher Training at Eastgate Academy, please click below to contact Linda Hothersall, Principal

[ITT Enquiry Link](#)

# Welcome & Farewells



## **Admirals Academy -**

Welcome to Deborah Howard, Teacher

## **Central Team -**

Welcome to Amanda Watson, Finance Assistant

Farewell to James Starling, Facilities Manager

## **Diamond Academy -**

Welcome to Christine Smith, Receptionist & Admin Assistant

## **Emneth Academy -**

**\*\*Congratulations to Tracy Hall on achieving 20 years of service!\*\***

## **Glade Academy -**

Welcome to Louise Brook, Midday Supervisor

## **Kings Lynn Academy**

Welcome to Clare Westwick, Teacher

Welcome to Louise Bell, Teacher

## **Nelson Academy -**

Welcome to Tom Mayes, Midday Supervisor

## **North Wootton Academy -**

Welcome to Theresa Dunn, Teaching Assistant

## **Raleigh Academy -**

Farewell to Rebecca Seager, Midday Supervisor

## **Queensway Academy -**

Farewell to Steve Kramer, Site Supervisor

Farewell to Lorraine Kiley, Teaching Assistant

**\*\*Congratulations to Karen Lynn for 5 Years of service!\*\***

## **West Row Academy -**

Welcome to Michelle Lee, Teaching Assistant

# ASSOCIATES APPOINTMENTS

We are really excited for the future and to be able to lead the direction of school improvement plans



through the [associate programme](#), as well as being able to increase the level of support to all of our academies through the knowledge and expertise these specialist staff bring.

The successful applicants for the associate programme for this academic year are:

Wellbeing - Gemma Everitt, HR

EYFS & Phonics - Emma Kato, Norwich Road Academy

PE - Lynsey Skate, Emneth Academy

T&L with Maths Focus - Teresa Ellington, Upwell Academy

Behaviour - Dawn Marshall, Norwich Road Academy

SEND – Jo McAndrew, Nelson Academy

Art - Gill Sekatawa (Nelson Academy) and Sita Mistry (Kings Lynn Academy)

We look forward to sharing their work with you all in the coming weeks!

## Health & Wellbeing

As a member of EMAT staff, you can access the services and resources of [Health Assured](#).

We also have access to their services via an app which we would encourage you to download from the [app store \(apple\)](#) or [google play \(android\)](#). Our employer code is **MHA002183**.

The My Healthy Advantage app and online portal is a comprehensive library of resources to help you get through life's challenges. Health assured services include;

- Counselling and referral services for employees and their immediate family.
- Telephone support and counselling provided by qualified and experienced therapists
- Support for mental health conditions, stress at home or work & financial issues including debt
- Family and relationship matters support and advice
- Health and wellbeing information

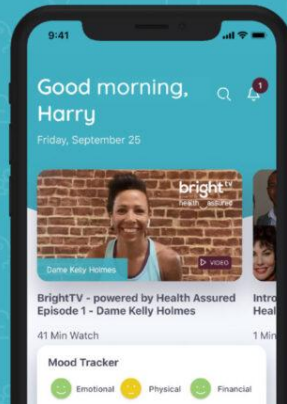
health assured

Have you downloaded the My Healthy Advantage app?

Topical articles, wellbeing videos including BrightTV & in-the-moment counselling support all at your fingertips

Remember you can call our FREE confidential helpline 24/7, 365

0800 028 0199



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Google Play



Are you a  
VDU user?  
Have you  
claimed  
your free  
eye test?

Collect your eVoucher from

Specsavers®

FREE  
EYE  
TESTS  
AT



On completion of

DSE training on Educare

employees should send their completion certificate to [helen.naish@eastern-mat.co.uk](mailto:helen.naish@eastern-mat.co.uk)

This forms part of the eligibility criteria for issuing the e-voucher for a free eye test at Specsavers.

Communication



We have a number of new email distribution groups that have been set up for sharing good practice and promoting inter-academy communication:

Art	<a href="mailto:EMAT.Art@eastern-mat.co.uk">EMAT.Art@eastern-mat.co.uk</a>
Design Technology	<a href="mailto:EMAT.DT@eastern-mat.co.uk">EMAT.DT@eastern-mat.co.uk</a>
English	<a href="mailto:EMAT.English@eastern-mat.co.uk">EMAT.English@eastern-mat.co.uk</a>
EYFS	<a href="mailto:EMAT.EYFS@eastern-mat.co.uk">EMAT.EYFS@eastern-mat.co.uk</a>
Geography	<a href="mailto:EMAT.Geography@eastern-mat.co.uk">EMAT.Geography@eastern-mat.co.uk</a>
History	<a href="mailto:EMAT.History@eastern-mat.co.uk">EMAT.History@eastern-mat.co.uk</a>
IT	<a href="mailto:EMAT.IT@eastern-mat.co.uk">EMAT.IT@eastern-mat.co.uk</a>
Looked After Children	<a href="mailto:EMAT.LookedAfterChildren@eastern-mat.co.uk">EMAT.LookedAfterChildren@eastern-mat.co.uk</a>
Maths	<a href="mailto:EMAT.Maths@eastern-mat.co.uk">EMAT.Maths@eastern-mat.co.uk</a>
MFL	<a href="mailto:EMAT.MFL@eastern-mat.co.uk">EMAT.MFL@eastern-mat.co.uk</a>
Music	<a href="mailto:EMAT.Music@eastern-mat.co.uk">EMAT.Music@eastern-mat.co.uk</a>
Operations	<a href="mailto:EMAT.Operations@eastern-mat.co.uk">EMAT.Operations@eastern-mat.co.uk</a>
Physical Education	<a href="mailto:emat.pe@eastern-mat.co.uk">emat.pe@eastern-mat.co.uk</a>
Phonics	<a href="mailto:EMAT.phonics@eastern-mat.co.uk">EMAT.phonics@eastern-mat.co.uk</a>
Pupil Premium / Disadvantaged Students	<a href="mailto:EMAT.PupilPremium@eastern-mat.co.uk">EMAT.PupilPremium@eastern-mat.co.uk</a>
Religious Education	<a href="mailto:EMAT.RE@eastern-mat.co.uk">EMAT.RE@eastern-mat.co.uk</a>
Safeguarding (DLS's)	<a href="mailto:EMAT.Safeguarding@eastern-mat.co.uk">EMAT.Safeguarding@eastern-mat.co.uk</a>
Science	<a href="mailto:EMAT.Science@eastern-mat.co.uk">EMAT.Science@eastern-mat.co.uk</a>
SEND	<a href="mailto:EMAT.SEND@eastern-mat.co.uk">EMAT.SEND@eastern-mat.co.uk</a>
Vice and Assistant Principals	<a href="mailto:EMAT.ViceAssistantPrincipals@eastern-mat.co.uk">EMAT.ViceAssistantPrincipals@eastern-mat.co.uk</a>

We have been reviewing our social media accounts and have consolidated several @EMAT accounts on twitter to just one:



[@ EMAT Edu](https://twitter.com/EMAT_Edu)

*please follow us (and we will follow you back!)*

We have also created an [EMAT LinkedIn profile](#) - please connect with us to help grow our network & profile.

## Don't forget.....

*December pay date has been moved forward to 17th December 2021, with claims for overtime or expenses to be submitted and authorised by 10th December to be included in the December payroll!*



**Lets get social! Follow us [@EMAT Edu](https://twitter.com/EMAT_Edu) [EMAT on LinkedIn](#)**

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