



# Eastern Multi-Academy Trust

Empower - Motivate - Aspire - Transform



## DATES FOR YOUR DIARY

4th January 2022 - staff training day

18th January 2022 - Principals' meeting



# NEWSLETTER - DECEMBER 2021

### How is it possible that we have got to December again?

It doesn't seem two minutes ago that we were gearing up for Christmas 2020 and the unknown of whether Christmas would go ahead as we had all planned, and so here we are again!

I have been reflecting on the past year and the challenges that we have experienced in education, and more generally. From a second lockdown, to the start of the vaccination programme and wider opening of schools again to all pupils. It has certainly been eventful.

I appreciate that everyone working in or supporting our academies is facing significant challenge. We are seeing a rise in Covid cases across the board, which is compounded by the usual winter colds and bugs, and a new variant has recently been discovered and we don't yet know what impact this may have. Certainly, the signs are of a cautious approach with several of our previous restrictions enforced again.

This inevitably has an impact on our children and I am in constant awe of how you are all adapting plans to minimise any disruption. I have been meeting with colleagues from other trusts in the past few weeks and it is becoming clear that the challenges we face are also being faced across the country. I appreciate that this doesn't change the situation we find ourselves in, but it does offer a level of reassurance that these challenges are not isolated to Norfolk and Suffolk.

Thank you for everything that you have all done for our children this term. We appreciate the hard work and effort that you have all put into supporting the children of EMAT and supporting each other. Well done and thank you!

I would also like to take this opportunity to thank the many volunteers on our Academy Councils who provide excellent challenge and support to our academies. The last two years has been very strange in that the majority of AC meetings have been virtual, but we have been impressed by the innovative ways AC Members have found of monitoring the impact of their academy's work through virtual monitoring activities. A huge thank you to you all for your efforts and support.

Finally, I would like to take this opportunity to wish you all a Merry Christmas and a Happy New Year. Please make sure that you take this time for you and your families.

With best wishes,  
*Paul Shanks, CEO*

## Flu Vaccinations

There is still time to claim your voucher for a **free flu vaccination** at Boots, however, you only have until 31 January 2022 to access this scheme. To obtain your voucher, please email [Helen.Naish@eastern-mat.co.uk](mailto:Helen.Naish@eastern-mat.co.uk) You are able to book your appointment online at a date, time and location convenient to you ,once you have received your e-voucher. Please be aware that we will be unable to issue vouchers between 18 December 2021- 3 January 2022 due to the Christmas break.



# 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/flujob](https://www.boots.com/flujob) for details and a list of participating stores.



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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:

[Suggestions](#)

## FROM THE CHAIR OF TRUSTEES

The Board of Trustees would like to thank you for all the work you have put in this term, we wish you health and happiness for 2022.

We would like to say a special thank you to all of you who are members of our academy councils, you have been inspirational in your passion and enthusiasm in discharging your duties in the best interest for our children and young people. We are only just starting to reach our full potential and your challenge and support is crucial.

Best regards,

## Our Strategic Pillars

Click [here](#) to read our Strategic Plan



Educational Standards

Community

Operational Excellence

Engagement

People Development & Wellbeing

Governance & Compliance

## Subject Networks

You will have seen from the last newsletter that we have setup email network groups for subject leads; we are now looking for volunteers to coordinate networks in the following areas:

DT

English

Geography

History

Assistant Principal/Vice Principal group

Science

RE

Music

MFL

Looked After Children

IT

The Associates will lead on networks in their subject domain and these should be coming online by the first half of the spring term, but we would like to see all subject areas develop their own informal learning networks. Networks would meet a minimum of once a term, virtually or face-to-face, to share good practice, collaborative problem solving and planning and resources with a view to supporting the workload of leaders and teachers.

Co-ordinators would be the facilitator of the meeting and would be responsible for arranging the date and time and putting together the agenda. If you are interested in co-ordinating a subject network, please contact [Rebecca Schrooder](#) so that we can establish a network lead directory. The current list of subject specific email groups can be found below:

Art - [EMAT.Art@eastern-mat.co.uk](mailto:EMAT.Art@eastern-mat.co.uk)

Design Technology - [EMAT.DT@eastern-mat.co.uk](mailto:EMAT.DT@eastern-mat.co.uk)

English - [EMAT.English@eastern-mat.co.uk](mailto:EMAT.English@eastern-mat.co.uk)

EYFS - [EMAT.EYFS@eastern-mat.co.uk](mailto:EMAT.EYFS@eastern-mat.co.uk)

Geography - [EMAT.Geography@eastern-mat.co.uk](mailto:EMAT.Geography@eastern-mat.co.uk)

History - [EMAT.History@eastern-mat.co.uk](mailto:EMAT.History@eastern-mat.co.uk)

IT - [EMAT.IT@eastern-mat.co.uk](mailto:EMAT.IT@eastern-mat.co.uk)

Looked After Children - [EMAT.LookedAfterChildren@eastern-mat.co.uk](mailto:EMAT.LookedAfterChildren@eastern-mat.co.uk)

Maths - [EMAT.Maths@eastern-mat.co.uk](mailto:EMAT.Maths@eastern-mat.co.uk)

MFL - [EMAT.MFL@eastern-mat.co.uk](mailto:EMAT.MFL@eastern-mat.co.uk)

Music - [EMAT.Music@eastern-mat.co.uk](mailto:EMAT.Music@eastern-mat.co.uk)

Operations - [EMAT.Operations@eastern-mat.co.uk](mailto:EMAT.Operations@eastern-mat.co.uk)

Physical Education - [emat.pe@eastern-mat.co.uk](mailto:emat.pe@eastern-mat.co.uk)

Phonics - [EMAT.phonics@eastern-mat.co.uk](mailto:EMAT.phonics@eastern-mat.co.uk)

Pupil Premium / Disadvantaged Students - [EMAT.PupilPremium@eastern-mat.co.uk](mailto:EMAT.PupilPremium@eastern-mat.co.uk)

Religious Education - [EMAT.RE@eastern-mat.co.uk](mailto:EMAT.RE@eastern-mat.co.uk)

Safeguarding (DLS's) - [EMAT.Safeguarding@eastern-mat.co.uk](mailto:EMAT.Safeguarding@eastern-mat.co.uk)

Science - [EMAT.Science@eastern-mat.co.uk](mailto:EMAT.Science@eastern-mat.co.uk)

SEND - [EMAT.SEND@eastern-mat.co.uk](mailto:EMAT.SEND@eastern-mat.co.uk)

Vice and Assistant Principals - [EMAT.ViceAssistantPrincipals@eastern-mat.co.uk](mailto:EMAT.ViceAssistantPrincipals@eastern-mat.co.uk)

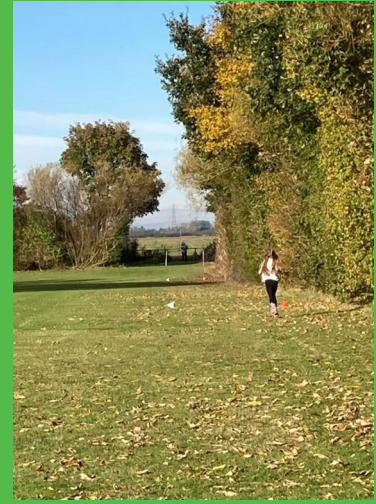
## Cross Country Success at Emneth Academy

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Cross Country has been an area of focus the last half term, for the children of Emneth Academy. During their PE lessons and extra-curricular sessions, the children have been developing their running technique, increasing their stamina and improving pace.

At the beginning of November, forty KS2 children represented Emneth Academy and attended the Marshland Cluster Cross Country Competition. All of the children ran well and demonstrated fantastic improvement and lovely cross-country running skills. Emneth Academy were crowned the overall winners of the Marshland Cluster event. Their performance also ensured that they also won the Girls Competition and the Boys Competition. This is the first time ever that Emneth Academy have successfully won all three competitions and trophies.



More importantly, 38 of the children who attended the cluster competition, qualified and had the opportunity to progress further, to attend the SSP West Norfolk Cross Country Finals, held later in the month.



The children competed in the SSP West Norfolk Finals last week. Once again, the children tried extremely hard and performed well. Ten children from Emneth Academy finished in the Top 10 in their races and for the first time ever, Emneth Academy celebrated an SSP West Norfolk Finals Winner!

An amazing achievement by all that attended.

A special thank you to Lynsey Skate, Emneth Academy PE Lead

For more information, contact [Lynsey](#).

## Staff Spotlight

# Graham Frammingham

## Assistant Principal (Communication & Literacy)

### @ King's Lynn Academy

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Twenty-six years ago – twenty-six years! – I sat in a computer suite at Nottingham University, in front of an old-fashioned PC that looked like something from NASA. My lecturer was talking to us about a new technology that might just help our teaching. We sat there, listening attentively.

“So, the idea is that this thing – called the “internet” or “World Wide Web” – could be useful in the future. It will allow you to get computers to talk to each other and get hold of information that might support learning.”

We thought for a moment – it certainly seemed an idea with potential. Our lecturer was certainly enthusiastic. Then we went for lunch. And played pool, listening to Oasis. On a jukebox.

Fast forward, Dolorian style, through teacher training in the Midlands, returning to Kings Lynn to teach at KES, followed by Downham Market Academy. I left what became DMA for a

And that internet thing – well that caught on didn't it?

These shifts of thinking echo what we are asking the students to do every day – they represent our learning as professionals. This truly is a profession where the phrase “life long learning” is not some meaningless platitude, but core. Learning can seem to be an allusive process, happening sometimes invisibly in our classrooms. Trying to make it as effective as possible, getting students to know and remember more, is our simple (and complex!) goal. A focus of our work in KLA, central to our CPD, is supporting teachers and learners to be the best that they can possibly be.

That's one of the things that has kept me so enthused in my career – the unique place of schools in developing learning for everyone.

Within these shifts and changes of education, I think that there are some basic tenets that will never change. One of my roles here at KLA is developing reading, in terms

Our KLA canon is our list of 100 books we recommend for our students and staff – take a look on [our website](#). We have reading for pleasure lessons in English, where the students and teacher enjoy the shared experience of a story. These are universally popular – I think a love of story is deep in our DNA.

A quarter of a century ago I would have agreed with all of these sentiments. I knew that the technology we had seen in that computer room would have some kind of use, but “zoom” was a noise that children made playing with toy cars, and “teams” was a common noun that happened at football on the weekend.

In terms of reading. I couldn't have possibly guessed that we would be able to magically beam a text to a student, which they could read aloud independently in a completely different place. I couldn't imagine that a computer could listen, identify errors and score that reading, offering areas to improve. Microsoft Teams is

Trust role in English, before joining the leadership team here at KLA as an Assistant Principal.

Unsurprisingly many things have changed. The debate and shift between the importance of skills – APP anyone? – and knowledge curriculums; uniforms of shirts and ties, to sweatshirts, then all the way to blazers; overhead projectors to ICT in every room and the cleverest of smart boards.

of both reading skills and culture. The suites of BBC micros are now laptops, or our catch all “devices”. It seems that the good old-fashioned paperback has never had such competition for our time. Being able to read is our students right, and teaching reading is the responsibility of all teachers in our academy. As well as our teachers learning about vocabulary, fluency, and the readability of texts, we continue to encourage students to read texts for pleasure.

now able to work as a platform to support just this through assignments – a new piece of magic that we are currently learning about at KLA. Clearly no replacement for actual humans being in the same room – but what a teaching tool at our disposal.

All those years ago, I would have shaken my head in disbelief. I think it would have interrupted that game of pool! I could never have believed how much I would learn through teaching.

If you are interested in further information , please [contact Graham](#)



# Welcome & Farewells

## **Admirals Academy -**

Farewell to Vincent Titheridge, Teacher

## **Diamond Academy -**

Welcome to Kate Sparrow, Finance and Administration Assistant

Welcome to Melissa Boulton, Higher Level Teaching Assistant

Farewell to Laura Shakil, Finance and Administration Assistant

## **Emneth Academy -**

Welcome to Judith Amey, Teaching Assistant

## **Glade Academy -**

Farewell to Hannah Woolls, Cover Supervisor

## **Kings Lynn Academy**

Farewell to Barry Delve, Teacher

Farewell to Leonie Hayward, Teaching Assistant

**\*\*Congratulations to Jade Gascoigne-Markham for successful completion of her apprenticeship\*\***

## **Nelson Academy -**

Welcome to Helen Marshall, Cleaner

## **Norwich Road Academy -**

Welcome to Ella Cade, Apprentice Teaching Assistant

Welcome to Rachael Rolph, Higher Level Teaching Assistant

Congratulations to Anja Twite, who has moved from Teaching Assistant to Receptionist

Farewell to Nikki Davies, Teacher

Farewell to Caitlyn Brinkworth, Teaching Assistant

## **Raleigh Academy -**

Farewell to Jasmine Mutimer, Cleaner

Farewell to Rebecca Seager, Midday Supervisor

Farewell to Katarzyna Titheridge, HLTA

## **Queensway Academy -**

Welcome to Kerry Bartlett, Teaching Assistant

Welcome to Stacey Cronin, Teaching Assistant

Welcome to Kim Darton, Midday Supervisor

## **West Row Academy -**

Farewell to Charlotte Goodchild, Teaching Assistant



# THETFORD GUILDHALL HERITAGE PROGRAMME

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Following a successful Heritage Lottery bid by Thetford Town Council, Eastern Multi Academy Trust is both pleased and proud to partner its seven Breckland Primary and Infant Academies with the Guildhall in a new and exciting curriculum programme.

The three year programme will see all of the pupils from Admirals, Diamond, Glade, Norwich Road, Queensway, Raleigh and West Row Academies work in partnership with the Guildhall and their historians and heritage experts. The project will see the pupils working in year groups studying key historical figures via the true stories that occurred on the sites still present in the town of Thetford.

The Project will be overseen by Amber Pullen, our new Schools Liaison and Education Programme Development Officer, who will support both pupils and teachers in the delivery of the programme. The programme intent aims to engage pupils within the history of their local area and home town, with the implementation phase seeing pupils research, respond to and re-communicate the stories of the famous sons and daughters of the town. It is intended that the impact of the programme will see pupils qualify as Thetford History Heroes, able to re-live and re-tell the famous stories for years to come.

Amber (pictured below) has worked in Theatre in Education since graduating from the University of Exeter in 2017. She has facilitated for a number of educational outreach projects in schools across Suffolk and Norfolk and has used theatre as a learning tool whilst performing and teaching English throughout Italy in 2019. With a background in theatre and the performing arts Amber is passionate about creative learning and using the arts to bring the curriculum to life. Amber will deliver the units in the Academies via the use of high quality and diverse resources, but there are also significant opportunities for exciting site visits, engagement in Drama and Performance workshops which will lead to significant opportunities for extended writing. Unit delivery is organised as follows:

## ***Nursery/Reception***

Charles Burrell & his Marvellous Steam Machines  
(Engineering, Industrial Revolution)

## ***Year One/Two***

Dr. Alan Minns 'Stinky Streets, Public Health & the Poor'  
(Equality, Sanitation, Public Health)

## ***Year Three/Four***

Sophia Singh's Super Snaps (WW1 & WW2, Suffragettes, LGBTQ)

## ***Year Five/Six***

Holmes & Cable, Celebrity Convict Couple  
(Justice & Criminal System, Relationships, Potential for change & Aspiration)



# Staff Wellbeing



**Update by Staff Wellbeing Associate, Gemma Everitt,  
Senior HR Business Partner**

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I am delighted to be taking on the Associate role and to be able to dedicate some of my time towards encouraging healthy working habits that support the wellbeing of staff. Here are a few recent 'Headlines' on the steps we are taking to support colleagues across the EMAT group.

## **Mental Health First Aid Training (Adult)**

We are very pleased to confirm that, following successful previous cohorts, we have again partnered with the National Education Union (NEU) and Mental Health First Aid England to run a further Adult Mental Health First Aid course.

The two day face to face course will be held on **8 and 9 February 2022, in Thetford, at our Diamond Academy**. The content of the course can be found on the [Mental Health First Aid England website](#)

The course is complimentary and we ask that you have permission and support from your Principal or line manager if you wish to take part. The opportunity is open to support, teaching and leadership colleagues. Spaces are limited and can be reserved by completing the registration form [here](#).

## **Health Assured Renewal and Upgraded services for staff and their families**

Health Assured are leading specialist Employee Assistance Programme (EAP) providers and have been working in partnership with EMAT for three years. Feedback from staff has been positive and we have extended the range of services that are now available, not only to staff, but for their families to.

Whether for yourself, or for a family member, complementary and confidential advice can be provided by Health Assured's dedicated team of specialist advisors in person, on the telephone or via the online App, providing lifestyle information, legal advice, financial services as well as Health and Wellbeing support, including mental and physical health, trauma, or counselling.

The past year has been a challenge and we recognise that for most, having a confidential and trusted support network is vital. That's why we have enhanced the Health Assured options, to include new virtual or of face to face counselling, and the introduction of 'Active Care'. Active Care is specialised support for anyone who may be absent from work due to stress and anxiety to provide dedicated care and support - *tailored individually to what is right for you.*

Whether you are a line manager, peer, colleague or interested for yourself or your family, more information on Health Assured can be found by visiting the website [www.healthassuredeap.co.uk](http://www.healthassuredeap.co.uk) or by downloading the My Healthy Advantage app (see below).

Health Assured can be contacted confidentially by telephone on 0800 028 0199.

Website Username and Password both EMAT, and when selecting the Online App please enter the access code MHA002183 to activate your confidential account services.

## Supporting you in the moments that matter – Policy changes

As part of our commitment to the health and wellbeing of our staff, and in line with our statutory obligations, we have reviewed two key policies; Sickness Absence and Leave and Time off, to ensure that as we move forward our staff, line managers and business services are working together to support each other. Your feedback and the feedback of managers across our Trust has helped to shape these changes and in the New Year you will see me (COVID permitting) out in the academies talking with staff and managers. Please come and say 'hello'.

Thank you to all of my Associate Colleagues for making the first term so enjoyable, if you have any ideas or suggestions about Wellbeing at work, please do [get in touch](#).

I wish you all a restful Christmas break and look forward to seeing you in the New Year.

*Gemma*

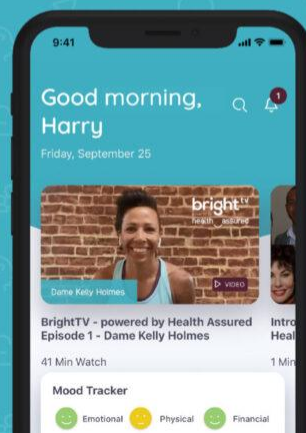
health assured

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



## Staff CPD Offer

Our new and exciting trust wide CPD programme was launched earlier this term with an excellent session led by author, writer and speaker, Mary Myatt. Academy leaders enjoyed two hours of Mary's insightful and down to earth approach to Reading, Learning and the wider Curriculum. The session reinforced the Trust's approach to the use of a knowledge rich curriculum, and Mary's thought provoking approach to curriculum design and the power of reading certainly left leaders empowered to continue to review the day to day practice within our classrooms





This week's CPD session saw a combination of Trust Principals and Primary and Secondary Curriculum leaders engage in the first of a three-part input on 'Pupil Book Study'. Alex Bedford, author of "Pupil Book Study: An Evidence-Informed Guide to Help Quality Assure the Curriculum" delivered an excellent session to launch the approach, which will ultimately provide leaders with a systematic toolkit to evaluate the impact of the curriculum through studying teaching and learning. 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. The sessions continue in January '22, when Parts 2 and 3 will be delivered by Alex.

Looking further ahead into the New Year will see EMAT host Daniel Jones, the CEO of The Children's Endeavour Trust, a Multi-Academy Trust in Ipswich. He has been a National College for Teaching and Leadership accredited Pupil Premium reviewer since 2016, and successfully wrote the bid that won the National Pupil Premium Award in 2017 for Springfield Junior School. The achievement of disadvantaged pupils continues to be a focus for improvement for all of our Academies, and this twilight session aims to support Academies in meeting this challenge. Places for this session during February '22 are unlimited and exclusive to EMAT; booking details will be sent direct to Academy Principals.

Please see the [EMAT website](#) for a comprehensive overview of our current CPD offer, and if you require further details on any of our programmes, please contact [Greg Sadler](#), Regional Director.

[See our website for full details](#)

## Academy Council Exclusion Training

Following feedback from Academy Council Members, we have arranged for Louise Hodgson (Exclusions Officer, Norfolk CC) to provide a virtual webinar for Academy Council Members on Exclusions Panels. Louise recently led an excellent session for our Principals on the legal framework of exclusions and the importance of the evidence packs (what should be included, etc). We are following this up with training for Academy Council Members who may be asked to sit on a panel, which in some cases may relate to another academy within the Trust.

We would like **at least one person from each Academy Council** to attend this training please, so that we have a pool of colleagues that are suitably trained to sit on the panels if required. We all hope that we never have to use exclusions but the sad reality is that sometimes they are necessary, and Academy Council Members play a pivotal role in ensuring that the decision has been taken appropriately and within

the guidelines as set out by the Department for Education.

This one-hour session will take place via Teams on

Thursday 3rd February 2022, 6-7pm

***Please make a note in your diaries!***

Further information and booking arrangements will be sent to all AC Members in January.

Follow us [@EMAT\\_Edu](#)



*(and we will follow you back!)*

Connect with our [EMAT LinkedIn profile](#)

to help grow our network & profile coverage.

Don't forget.....

*.....December pay date has been moved forward to 17th December 2021 to accommodate Christmas, but January 2022 pay date returns to 25th of the month.*



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