



I am very pleased to be sending you this newsletter for New Vision Trust. We came together in March 2018 as four schools (Vicarage, Nelson, Gallions and Elmhurst) to form a Multi Academy Trust (MAT). One of the main aims for our Trust is to pool all our expertise and work collaboratively to enhance and empower all four schools so that all our pupils get the very best education and enrichment opportunities. Our Board of Trustees, chaired by Rev. Quintin Peppiatt, have worked with me to support and oversee the work of our four schools and we are very pleased with the progress that has been made so far. Further information is available on our Trust website- <http://newvisiontrust.co.uk>

**Shahed Ahmed (Chief Executive Officer)**



I can't believe it has been over a year since we formally set up the Trust for our four schools. Much has happened in the year. I am excited by the opportunities that have been given to students, staff and even governors to learn from one another over the past year. The Key Stage two results are some of the best in the country which is a credit to work of the students, staff and carers. Next year, we will be entering difficult financial times with the introduction of the new funding formula from central government so we will have to continue to look for savings that can be achieved through our work together. I hope and believe this can be done without diminishing the excellent education our students receive.

Chair of Board of Trustees, Rev. Quintin Peppiatt

**ABOUT US**

An overview of our Multi Academy Trust, our schools and our Head Teachers  
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**COLLABORATION**

We are committed to working together to learn best practice from each other.  
See pages 3-4 for more.

**ENRICHMENT**

Some of the amazing achievements and enrichment activities our pupils have been involved in.  
See pages 5 - 6 for more.

**SAFEGUARDING AT NEW VISION TRUST**

The New Vision Trust is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. Our schools are safe places for children, where our responsibilities for safeguarding children are taken seriously. The Designated Safeguarding Leads from each school have joined together to ensure the highest standards of safeguarding across the MAT. The first task was to establish an overarching safeguarding policy which is now on the New Vision Trust Website.

The Trust's Designated Safeguarding Officer is Fiona Cullen (Head Teacher at Nelson Primary School).

The Trustee with responsibility for Safeguarding is Diana Green MBE. Fiona and Diana have also met together to write the report for the HR committee of the Board of Trustees. All schools are fully compliant within the recommendations of the Keeping Children Safe in Education document that was last updated in September 2018.

Individual schools' DSLs are: Jane Nash (Elmhurst), Rhian Walstone (Gallions), Fiona Cullen (Nelson) and Farzana Hussain (Vicarage). Future plans include joint training as DSLs and further developing the web pages for safeguarding on each school's website. t



**Nelson Primary School**

Inspiring ambition, Achieving success



# LEADERSHIP TEAM



## SHAHED AHMED - CEO AND EXECUTIVE HEAD AT ELMHURST

Shahed is an experienced Headteacher and National Leader of Education. He worked with the Headteachers and Governing Bodies of the four schools to come together to form this Multi Academy Trust (MAT). His role is to support the schools to work collaboratively so that the strengths of each school in the MAT can contribute to all of our four schools improving further. Shahed is very passionate and committed to enabling all of our pupils in our four schools to achieve the very best.

## SUKWINDER SAMRA - HEADTEACHER ELMHURST

Sukwinder Samra Heads the team at Elmhurst Primary School with passion and commitment. 'Little seeds, big dreams' is at the centre of the schools pledge, providing each child with a sound foundation to plant their roots and grow into individuals who can dream big and achieve great things.



## SHAZIA HUSSAIN - HEADTEACHER GALLIONS

Shazia Hussain is at the helm of Gallions Primary School, educating a richly diverse community with a passionate staff who see children as individuals and work enthusiastically to ensure all children thrive. A compassionate and committed school that is ambitious and inclusive and believes that every child has the right to be successful.



## FIONA CULLEN - HEADTEACHER NELSON

Fiona Cullen is the Headteacher leading Nelson Primary School with 'ambition and achievement' their driving force. A school that is committed to the academic, personal, social and emotional development of all pupils. In partnership with parents, governors and the local community, pupils from Nelson will become global citizens ready to question, take risks and fulfil their ambitions.



## SHABANA KHAN - HEADTEACHER VICARAGE

Shabana Khan is the Headteacher leading Vicarage Primary School with high aspirations for her school community. Vicarage have built partnerships with parents and families to ensure there is mutual understanding and support to meet the needs of the children and the community they serve. Nurturing children's interests and talents in a variety of subjects including sports, art and music has uncovered some very talented singers.





## NAHT ASPIRE PEER REVIEW

As a result of securing funding from the MAT Development and Improvement Fund, New Vision Trust schools utilised some of this bid for external benchmarking through working on a peer review. A robust peer review process (NAHT Peer Aspire) was instigated in Autumn/spring term 2019. The process was further strengthened by the inclusion of three additional good/outstanding local schools. Following an initial self-evaluation, senior leaders spent two days at one of the seven schools, working with the school's leadership and guided by one of two lead reviewers, David Herbert and Helen Brown. The school improvement rubric covered all the main school improvement areas and was well grounded in research.

Over the course of the two days, a number of intensive activities took place including dialogues with the leadership team, parents, governors and pupils, meetings with teachers and subject leaders, climate walks, collaborative book look and lesson visits. Shabana Khan, Headteacher from Vicarage felt that this genuinely robust and collaborative self-evaluation process generated more open, honest and supportive discussion that had not been possible through previous peer review models.

*"The process was very empowering and allowed us to both lead the review and to gain a complete picture of our provision. We also found immense value in collaborating with colleagues across the MAT (as well as other schools) and we welcomed the extensive specialisms they brought. We learnt much from the reflections and challenges of our co-reviewers, which were all the more effective due to the high levels of professional trust that permeated throughout the review."*

- Shazia Hussain (Headteacher, Gallions Primary School)

This collaborative process was informative to the school involved but also valuable to the reviewer colleagues since it provided a platform to reflect on their own practice and setting. All the schools were energised by the project and found that the process corroborated their own judgement of where the school placed itself. A follow up meeting attended by senior leaders from all seven schools following the two day reviews allowed schools to share strengths and areas for future partnership work. There is further follow up training for the schools, scheduled in Summer 2019, to work on common areas including learner voice.

## SCHOOL COUNCIL

The school councils across The New Vision Trust have been working together collaboratively on 'Tackling litter'. The initial meeting was hosted at Vicarage Primary School where pupils were given the opportunity to meet and get to know one another. At this meeting, they agreed on an area that was relevant to all four schools - reducing litter.

A further meeting took place at Nelson Primary School, where pupils worked with the school councils from other schools to share best practice. They took away ideas from what each school was doing to reduce litter.

In February, Gallions Primary School hosted a meeting for all the School Councillors from The New Vision Trust where pupils presented their projects. The School Councils received a warm welcome from Mrs Shazia Hussain, the Head Teacher of Gallions Primary School. Pupils worked in groups with pupils from each of our four schools; it was a great opportunity for our pupils to get to know each other and work together. Pupils from each school gave a short presentation on 'Tackling Litter' action, which they have been working on for the last year.

Mr Shahed Ahmed, CEO of The New Vision Trust congratulated the school councils at the four schools for working collaboratively and highlighted the benefits of working together as a Multi Academy Trust. The school council leads were thanked for their hard work. At the next school council meeting in the summer term at Elmhurst Primary School, pupils will decide on their next joint project.



# ASSESSMENT

Assessment is the means in which teacher evaluates what they've taught and how well the children have grasped it and it happens constantly throughout the school day, both formally and informally. In order to ensure that all of our children are making progress and meeting yearly expectations, schools need a solid assessment system. A good system should be easy to understand and not create needless paper work or bureaucracy for our staff, so that they can concentrate their efforts on planning and delivering excellent lessons.

Over the past year and a half, the assessment leads from all four MAT schools have been working together to develop a robust system which benchmarks progress against national expectations, so that we can be confident that our children are on track to meet their targets. The schools now all use NFER national tests, which have been trialled across the country, to judge attainment and progress at three points in the year. Of course, test outcomes are only one part of the picture; judgments made about attainment and progress are also formed by the teacher's daily interactions with the children through discussions or marking books, small, low stakes tests and a solid understanding by staff of yearly curriculum requirements. The most important part of this cycle is what is done with the information. Any children not meeting expectations are given personalised support, so that no child slips through the net.

Following an inspiring peer review process, all of the MAT schools have decided that a next step in terms of assessment is to look at pupil voice within learning. We want to ensure we are creating active learners who can clearly articulate their thinking and help to shape their own learning journey. We feel that this will lead to even better engagement in lessons and will help to develop students as critical thinkers.



# COMMUNICATION



This new online payment and communication app has enabled easy communication between schools and parents. The new payment system was rolled out across the MAT and has proved highly effective. In today's climate it is paramount that we do our best to improve our carbon footprint. By introducing ParentMail across all four schools, we have managed to significantly reduce our copying output, hence saving paper and ink and doing our part to save the environment.

# RECRUITMENT

New Vision Trust are very fortunate to have dedicated staff continuously working to achieve the best for all our pupils. As a drive to ensure we continue to recruit the best teachers, we have implemented a joint recruitment drive. We have a joint advert, joint teacher open day and we will also conduct joint interviews. This will help us recruit better candidates across the MAT.

**NEW VISION TRUST**  
GOING FURTHER TOGETHER  
WORKING TOGETHER TO NURTURE AMBITION, ACADEMIC SUCCESS AND CREATIVITY  
CEO: SHAHED AHMED OBE

**Recruiting for:** Class teachers for September 2019 (beginning (or earlier))  
**Closing date:** Ongoing  
**Salary:** Inner London pay scale  
**School:** One of our Trust Primary Schools

New Vision Trust is an ambitious and successful Multi Academy Trust (MAT) comprised of four good and outstanding primary schools in the London borough of Newham: Vicarage, Nelson, Elmhurst and Elmhurst. In this highly effective partnership each school retains their unique character whilst benefiting from the mutual support and challenge of belonging to a leading MAT.

New Vision Trust is at the forefront of educational innovation, leading school improvement at a local and national level. Our staff are committed to ensuring that our learners receive the highest quality of education. As a member of the New Vision Trust, you will receive ongoing support and development in your role.

The Trust includes OFE nationally funded English and Maths Hubs as well as a successful Teaching School. Expertise across the MAT includes phonics (two of the schools are Read Write Inc model schools), Music, PAF, Art, Shakespeare and Debating ensuring a rich and stimulating curriculum across the Trust schools.

| Professional Development   | Personal and enrichment benefits   |
|--|--|
| Access to high quality professional training and leadership development, including nationally recognised programmes e.g. NPFL and NPFLA. | Inner London pay in an outer London borough  |
| High quality education programme for all pupils and the opportunity for exclusive career progression.                                    | Excellent work environment including laptops, available to support planning and preparation. |
| Extended and paid opportunities for 1:1 tuition, after-school clubs and running external courses.  | Medical and well-being benefits.   |
| Regular opportunities to work with a network of professionals through the LSC Maths Hub, ETR (Teaching School) and English Hub.          | Opportunities for study visits abroad.   |
|  | PS22 Starting salary £31,543. See below for further PS22 benefits.                           |
|  | Free on-site parking for the majority of the Trust schools. Easy access to public transport. |

If you are interested in working for New Vision Trust, we encourage you to arrange an informal visit to our schools. Please get in touch at any time throughout the year with your CV and send it to Salma Ahmed, Trust Business Manager, at: [sahmed@newvisiontrust.co.uk](mailto:sahmed@newvisiontrust.co.uk). We also hold Teacher Recruitment Open Days - the next Open Day is scheduled on **Thursday, 4th April**. Book your place at: [www.newvisiontrust.co.uk/recruitment](http://www.newvisiontrust.co.uk/recruitment).

Logos for Elmhurst Primary, Nelson Primary School, and Vicarage are at the bottom.

# FINANCIAL UPDATE

Over the past year all four schools have worked collaboratively to improve services and make savings across the Trust. All schools carried out a 'tidy up' exercise by reviewing the services used and saved substantial amounts of money by ceasing amenities no longer providing value for money. As four schools together, with added buying power, we were able to negotiate better deals with external companies. Our School Business Managers have grown in confidence and are now re-evaluating and restructuring an array of services and have begun to centralise provisions. All this was reflected in our first Annual Financial Reports published in December. We underwent a comprehensive financial audit which we passed with flying colours. This shows a strong overall management of our school's finances.

Funding across the education sector has gradually been decreasing. In order to sustain and optimise the level of education we provide it is vital that we seek out additional funding for our MAT. One such application was submitted by the Trust and we are proud to say that the application was successful and an additional £93,000 has been awarded. This is being used to improve teaching and learning across our MAT schools.



# CONCERTS

Both Gallions and Nelson have recently held very successful concerts in recent weeks.

Gallions School's Spring Concert saw nearly 100 performers playing and singing in front of a large crowd of friends, family and staff. Gallions Junior and Senior Choirs performed, as well as the Year 4 Handel Violin Group and the Year 6 Cello group. The Year 3 & 4 Cello and Double bass ensemble 'Bass Attack' also performed. It was the debut of Gallions' String Quartet too. Composer Stephen Chadwick has been working with the Junior choir who premiered a piece by the new composer in residence. The concert ended with a finale from the Senior Orchestra.

On Thursday 4th April, our four MAT schools came together to take part in the first New Vision Trust Singing Festival. Hosted by Nelson Primary, a Platinum Sing Up school well known for excellence in singing. All the choirs spent the afternoon working hard in rehearsals. After school, the big moment came and children took to the stage first as separate choirs, then joined en masse to sing their hearts out in a truly powerful performance. An audience of parents, teachers and governors were thoroughly impressed and children were reported to be 'extremely happy' afterwards.

Well done to the Music Team for putting together an incredible display of our children's musical brilliance.



# SPEECHMAKING FESTIVAL

The annual event, run by the Elmhurst Teaching School Alliance, was held in November and saw 16 students deliver speeches, both famous and original, in front of a live audience. Pupils from our four MAT schools took part.

This year's theme was 'If I Ruled the World...' and saw performances of oracy by the likes of Obama and Malala, as well as Shakespearean soliloquies and original pieces. The speeches were judged by experts from oracy charities Debate Mate and Voice 21, as well as experienced education consultant Jane Bednall.

While all the students did themselves and their schools proud, victory was claimed by Star Primary in both the famous and original speech categories.

We often take for granted that our children know how to speak; they chat and piffle without much thought or difficulty. However, this is an assumption that does a disservice to both the children and the craft of speaking itself.

This is not a new idea, it stretches all the way back to Ancient Greece and the trivium - the idea that logic, grammar and rhetoric are the basis of all later education. However, a focus on oracy has recently reemerged after a period in the shadows. This will be of huge benefit to children. Even aside from all the research which reveals the impressive academic benefits of oracy-led education, on a human level you can see the confidence, eloquence and understanding imparted to students has the potential to be life-changing. This is why events such as the East London Speechmaking Festival are so important and inspiring.

Seeing the 16 amazing children deliver such powerful words (some of the most powerful were the ones they had written themselves) was testament to what can be achieved when a generation finds its voice. We can't wait to hear what they say next.

# EAST LONDON DEBATING LEAGUE



Pupils from across our MAT have been making their voices count in the East London Debating League this year. The 19-school competition, which sees teams of pupils from across Newham compete to be crowned oratorical champions.

The prestigious annual competition, which is run jointly by the Elmhurst Teaching School Alliance and charity Debate Mate, has seen pupils as young as 10 tackle complex issues ranging from the funding of space travel to electing headteachers.

# GEOGRAPHY BEE

On the 6th March 2019, Elmhurst Teaching School Alliance hosted the fifth annual Geography Bee at Elmhurst Primary School, facilitated by Jonny Walker. Eighteen schools took part and fought it out to the bitter end. Pupils had an extensive revision pack to learn from, but extra research was definitely necessary as pupils had to name rivers from their consonants only (for example: YNGTZ and LMPP) and to name cities from just a picture. After several gruelling rounds and a close-fought battle, Gallions and Colegrave progressed to a gripping tie-break. Well done to the eventual winners, Colegrave.



# SPELLING BEE

Last year, the Newham Spelling Bee Team held the Newham Spelling Bee competition finals 2018, at Elmhurst Primary School.

The teams from each school included children from Years 3, 4, 5 and 6, who had to learn how to spell 100 really challenging words. Some of the tricky words were, flibbertigibbet (meaning a frivolous, flighty, or excessively talkative person) and arachibutyrophobia (meaning the fear of peanut butter sticking to the roof of the mouth). Not forgetting to mention ortographobia, which is the fear of making spelling mistakes.

After a tense competition, the winning school was Vicarage Primary School. The prizes were presented by the Mayor of Newham, Rokhsana Fiaz. The competition also had the added excitement of a visit from published poet and author, Paul Delaney, who entertained the children with his amusing poems.

This year's Spelling Bee promises to be another tense competition!



# POETRY RETREAT

Every year Elmhurst Teaching School Alliance organises a 'Poetry Retreat' to the New Forest or the South Downs, lead by SLE Jonny Walker and poet Adisa The Verbaliser. 60 pupils taken from 6 schools attended last November's retreat in the South Downs where they were treated to a week of poetry, performances and nature.

Pupils spend four days in a youth hostel, exploring the area through walking and talking about what they see. Pupils (and staff) produce poetry after this which is shared at a celebration event which takes place a few weeks after the visit.

It was a lively, engaging and busy week, filled with opportunities for pupils to challenge themselves to think more deeply, speak their mind and express themselves through poetry. Particular successes this year were that the calibre and variety of pupils' writing was high. There were lots of opportunities for independent poetry writing, whilst also introducing pupils to a wider range of poetic forms, and this has allowed pupils to produce writing which is more 'true' and less scaffolded.

All four MAT schools will be attending next year's poetry retreat in the New Forest in November.

