



Bushey St James Trust

Newsletter

December 2017

Bushey St James Trust Update – Hartsbourne Primary School now join the BSJT Family!

It is now nearly two years since the two Headteachers of Bushey Meads School and Hartsbourne Primary School met to discuss emerging plans to collaborate more across the two schools. This was initially at a strategic leadership and Governance level, but very quickly became well embedded across a number of key curriculum areas and involving staff from both schools.

The focus was always to share best practice and strengthen the excellent provision in both settings and this has proved invaluable.

Building on this success Karen Stockman, the Chair of Governors at Hartsbourne, formally applied to join the Bushey St James Trust in January of this year and since then much work has been completed to make it a reality. A thorough due diligence process looking all aspects of the school: financial, leadership and management, teaching and learning, site and facilities, IT infrastructure and current contracts has been conducted. In addition a significant amount of legal work related to amending the Articles of Association and refining the overall Trust Structure to reflect the proposed expansion of the Trust has also been undertaken. A full review of Governance across the Trust was also thoroughly conducted by the Senior



Governance Advisor in Hertfordshire Kathy Dunnett. She published a very positive final report about our work across the three schools, which has since been submitted to the Regional Commissioners Board as part of

We are now delighted that Hartsbourne Primary School were granted their Academy Order on December 1st and have now officially joined the Bushey St James Trust.

We know that all the hard working and dedicated staff, students, parents and carers and Governors will add a brilliant new dimension to our outstanding work across the local area. We would like to thank all the staff and Governors who have contributed so much to taking us to this stage of the journey and for all their hard work. The future together looks exciting and bright!



their final consideration to the expansion of the Trust. A Governance Action Plan has also been drafted which will build on the best practice that exists and ensure further developments across all three schools.



The Journey of Success through the Trust

 	<p>With GCSE and A Level exam results from the summer not far behind us, it is great to see so many students from the Trust primary schools achieving such great success and moving on to exciting University Degrees, Higher Level Apprenticeships and work place opportunities. Here are a few success stories to showcase from the Trust Alumni:</p>		
	<p>Max: Head Boy of Bushey Meads School 2016-2017 Reading Psychology at the University of Sussex</p>		<p>Emily: Head Girl of Bushey Meads School 2016-2017 Reading Psychology at the University of Sussex</p>
	<p>Dhanisha: Reading Business Management at the University of Birmingham</p>		<p>Joshua: Reading Politics at the University of Hull</p>
	<p>Ryan: Reading Law at Liverpool John Moores University</p>		<p>Esther: Studying Childcare at the University of Bristol</p>
	<p>Guiseppe: Reading Geography at the University of Plymouth</p>		<p>Olivia: Taking a gap year before pursuing a Higher Level Apprenticeship</p>
	<p>Frazier: Completing further level 3 studies</p>	<p>We are also extremely pleased to welcome the following students into Bushey Meads Sixth Form following their success at GCSE: From Little Reddings Primary School: Sophie Oster, Emily Aldersley, Vicky Pratt, Miltitsa Stefanov and Ella Ward From Hartsbourne Primary School: Mackenzie Fookes, Samantha Goode and Aaron McMahon</p>	
<p>The vision of the Bushey St James Trust is that we continue to build on these successes and create a seamless learning journey from Reception right through all the Key Stages to Year 13; all working together to ensure every child within the Trust achieves their true potential and flourishes at every stage of their education and throughout their lives, developing a real curiosity for learning, a growth mindset and a real desire to achieve.</p>			

Meet the New BSJT Trust Board		
<p>The BSJT Strategic Trust Board oversees all the work of the Trust. On the board there are five Members (three Independent Members and two Members who are also Trustees/Directors) and seven Trustees/Directors who sit on the Trust Board. The three Independent Members are:</p> <p>Rev David Poultnay Specialist Area: Project and Change Management.</p>  <p>Dave has over 15 years' experience working in project management. This experience was initially in delivery of railway signalling systems but more recently in the charity and voluntary sector. Dave is currently the vicar of a local church (Holy Trinity Bushey) and has been ordained for 8 years. He has a passion for taking on churches that are struggling and turning them around and developing them to the point of long term viability with clear vision and purpose. He has had specialist training in change management and has worked with a number of voluntary organisations to assist them through periods of change and restructuring.</p> <p>He is involved in several local charities and was instrumental in setting up Red Trust Bushey which works specifically in the community around Little Reddings and Bushey Meads. He has a passion for restoring local community and the importance of developing community cohesion to enable people to thrive.</p> <p>He was part of a team that took the first primary school in Luton through the process of becoming an academy. He has had extensive</p>	<p>experience of school governance within both the primary and secondary schools for over 8 years and a real passion for supporting the work of the Bushey St James Trust in enhancing the education and future lives of young people in the local area.</p> <p>Adrian Duke-Cohan Specialist Area: Finance and Business Development.</p>  <p>Adrian is a local resident. Having grown up in Stanmore, he has lived in Bushey since 2004 and relocated his primary business to the area in 2005. He has a real heart for the local people and the community and originally applied to be a governor at Hartsbourne Primary School for those reasons; simply to give something back. Adrian has gained a wealth of experience in financial services since 1988 and is currently a Director of three different companies; Dukes IFA Limited, now based in Bushey Heath which has been operating as a limited company since 2004, Dukes Wills & Trusts Limited and also a new retail shop in Bushey 'Just Because' which sells gifts and accessories. He has other business interests, primarily in an auto-enrolment company. With two children currently of Key Stage 2 age at two different schools and recent experience of local governance within a primary school setting, he sees the role of Independent Member as something that he can give his full attention to and one through which he can continue to contribute to the local education landscape in Bushey, within the Multi Academy Trust setting.</p> <p>Anna Smakowska Specialist Area:</p>	<p>Education and Local Governance. Anna is the Headteacher of Woodlands School in Edgware, Harrow, London. Woodlands is a primary maintained special school in the Local Authority of Harrow for children which caters for 120 pupils aged 3-11 years with a wide range of complex and profound learning difficulties. These include severe autism, complex medical conditions, physical and mobility difficulties, as well as severe developmental delay. The school is recognised as an excellent educational provision and this is evidenced by LA requests for continued expansion since 2006 and increased parental requests for places. Anna has extensive experience of local governance through her own school's local Governing Body and also from serving as a Parent Governor at Bushey Meads School from 2013 - 2016. She has 14 years of teaching experience (9 in senior leadership) and two sons.</p> <p>There are two more Members who are also Trustees and Directors:</p> <p>Sam Russell Chair of Bushey St James Trust Interim Chair of Little Reddings School Local Governing Body Specialist Area: Recruitment, HR and Relationship Management</p>  <p>Sam moved to Bushey when he was ten years old, attending Bushey Hall School (now the Bushey Academy) before taking a degree in European Politics at the University of Kent. Sam has been a School Governor for nearly 11</p>

<p>The New BSJT Trust Board ctd.</p> <p>years, starting at Bushey Meads School. When Bushey Meads and Little Reddings became the Bushey St James Academy Trust, he became an elected Bushey Meads Trustee. In August 2013, he took over as Chair of the Trust. At this time, the Trust was in need of new Headteachers for both schools and he coordinated the process which resulted in the recruitment of Mr Turner and Miss Simmonds to the Trust. Sam is a Railway Manager, where amongst other things, he works on recruitment and people management as well as local community engagement. Previously, he worked in Local Government, including a short time supporting colleagues in Schools and Social Care. He lives with his wife, Gemma and his baby son, Rowan.</p> <p>Sir Alan Steer Specialist Area: Accountability, Education Strategy and Policy</p>  <p>Alan began his teaching career in Leeds in 1971. Subsequently, he taught in Northamptonshire and Hertfordshire before moving to Redbridge where he became a very successful Headteacher at Seven Kings School in Ilford for 23 years. He has served as an Education Adviser to the Government and as Pro-Director of the Institute of Education. From 2001-2003 Sir Alan was a member of a Ministerial working group for Special Educational Needs. In 2004 he worked with the DfES as an adviser to promote personalised learning. In 2005 Sir Alan was asked to</p>	<p>chair a group of teacher practitioners to investigate issues of school behaviour and discipline. The report of the group was published in October and immediately endorsed by the government and all the teacher professional associations. A number of the recommendations made were included in the 2006 Education Act. In the autumn of 2007 he chaired the 8-13 age range expert group which made a substantial contribution to the Children's Plan which was published that December. He was subsequently appointed as a co-opted member of the Ofsted Board in September 2008 as an Education expert and was involved as a director at the Teaching Awards and also chaired the judging panel for the Ambition AXA Awards. In 2004 he was knighted for his services to education. In April 2009 he concluded a further review into pupil behaviour in school with the publication of his report: Learning Behaviour, Lessons Learned. He is married with three grown up sons and an expanding collection of grandchildren.</p> <p>As a local educationalist, Sir Alan has joined the Trust Board as an Independent Member. Alan has a wealth of experience, a passion for seeing all young people achieve their potential and will contribute an enormous amount to our ongoing journey of the Multi Academy Trust in this important role.</p> <p>The other 5 Directors/Trustees who also sit on the BJST Trust Board are:</p> <p>Dinah Hoeksma Chair of Bushey Meads School Local Governing Body</p>	<p>Specialist Area: Finance and Accountability</p>  <p>Di has over 30 years of experience as a teacher and school Governor, the latter including Primary and Special schools in Bushey. With over 12 years of experience as a local Borough Councillor she has an excellent knowledge of the local area as well as many contacts locally. Chairing the Scrutiny Committee and Leisure Committee, as well as being a Financial Monitor responsible for overseeing the Council's budget and expenditure, she has real strengths in the area of financial accountability and securing best value. She was instrumental in helping to set up a Women's Refuge in Watford and for several years was the Treasurer of this organisation. More recently she has been a key member of a group who have established a Senior Citizens' Day Centre in Borehamwood and is a Trustee for Community Action Hertsmere.</p> <p>Richard Abrahams Vice Chair of Bushey St James Trust Vice Chair of Bushey Meads School Local Governing Body Specialist Area: Business Improvement and Innovation</p>  <p>Richard runs an International Training and Development company working with clients from diverse industries such</p>
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<p>as Oil & Gas, IT, Food and Retail, Recruitment and Schools (to name a few), where the essence is on ‘unleashing the talents within the organisations’. Richard is the author of two books, ‘The Fire Free Work Day’ and ‘Your Pocketful of Inspiration’ and is currently writing his third book called ‘Time’. Richard is known for his productivity results, where he shows individuals and businesses how to get ‘More from Less’. He specialises in ‘Inspiring People to take MASSIVE ACTION’ and helps businesses from one man bands to global businesses turning over £1.2 billion to unleash their full potential. Richard was a voluntary youth leader for 35 years, before becoming a Governor at Bushey Meads School and has been Vice Chair for the past 11 years. Richard has previously run an ‘outdoor education’ company specialising in the school industry. Whilst living in America, Richard worked closely with the ‘Environmental and Adventure School in Seattle, Washington (where his daughter attended), co-leading remote backpacking coastal hikes along the Olympic coastline each year for 6 years even returning after moving back to the UK.</p> <p>People that work with Richard knows he brings inspiration, enthusiasm and motivation to the table. He is a forward thinker, always seeking the best way to get results. In his spare time, Richard enjoys the time spent with his family.</p> <p>Nick Smith</p> <p>Specialist Area: Finance, Legal and Corporate Business Oversight</p> <p>Nick lives in Bushey and has two children at Hartsbourne Primary School, with his youngest child due to join in 2018. Nick has been</p>		<p>a governor at Hartsbourne for almost 10 years, originally applying due to his longstanding interest in Education and a desire to undertake a voluntary role in the community, before later becoming a Parent Governor once his initial term expired. Having spent a significant period at Hartsbourne, Nick was keen to gain a different perspective within the Multi Academy Trust. Nick is a CFO at a fashion company and brings to the Trust Board the skills he has developed throughout his professional career, where he has led a number of Finance departments and held executive responsibility for a number of other areas including Legal, IT and Logistics.</p> <p>Janet McNulty</p> <p>Specialist Area: Corporate Strategy, Scrutiny of Standards and Change Management.</p> <p>Janet has lived in Bushey since 1992 and takes a keen interest in helping the local community. For five years she was chair of the Bushey Festival and does voluntary work at the local museum and Reveley Lodge. At the former Bushey United Reformed Church, she leads the group of Elders that managed Church affairs, including being Church Secretary and Treasurer. She was an independent member of the Hertsmere Council Standards Committee until its abolition, scrutinising professional standards among council members.</p>	<p>Janet's professional life was in education and latterly in whole-council management where she was Head of Corporate Performance and Development in a new unitary authority in Berkshire. Here she was responsible for whole council improvement, the quality of services, performance indicators, response to government inspections, Audit Commission liaison, Best Value, information management, community safety and equal opportunities. She managed reports to the Council's Scrutiny Committee and links with partner agencies, including setting up the multi-agency Children's Board.</p> <p>Executive Principal of Bushey Meads School</p> <p>Jeremy Turner</p> <p>Specialist Area: Education Strategy and School Improvement</p> <p>Jeremy has over 20 years of experience working in a diverse range of secondary schools in Inner and Outer London and Hertfordshire and over 18 years' experience of school leadership at a senior level. This experience has involved working with all aspects of school governance and trusts. He has been a Lead Strategic Partner in four teaching and learning partnerships and consortiums, served on the Barnet School Forum and at a regional level on various Educational Management Committees. He has participated in Local Authority Strategic Reviews and has worked at a National Level on the Strategic Board of Partners in Excellence (PiXL) since 2008.</p> <p>He has supported the work of the</p>
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The New BSJT Trust Board ctd.		Poignant Assembly at HPS
<p>Specialist Schools and Academies Trust and the National Leadership College speaking at many conferences and developing the National Professional Qualification for Headship (NPQH) and Senior Leadership programmes.</p> <p>In his previous school where he was the Headteacher for 8 years, Governance in 2011 was rated as Outstanding and, under the re-inspection in 2014, Leadership and Management was rated as Good with Outstanding features and Governance as a 'real strength of the school'. His work with the Bushey St James Trust, highlighted by Ofsted and the Local Authority, has included a formal review of Governance at Little Reddings School which played a key part of their journey to Good. He works collaboratively across a number of schools in Hertfordshire and also Chairs the Management and School Improvement Committees of Chessbrook, the PRU in Watford.</p>	<p>to UK landfill sites; the purpose of this project is to cut down this figure by encouraging recycling." As well as educating children about this very important issue, he also fully involved children in his project.</p> <p>They explained to me that they wanted to find out more about recycling and were clearly inspired to follow Joshua's footsteps when they hope to move across to Bushey Meads in two years' time.</p> <p>Joshua also expressed....</p> <p>"It has been very engaging to work closely with the school and the students in Mr Wells' class. It was inspiring for me to understand the children's opinion on the matter and to be able to respond by creating a product designed specifically for them with their needs in mind.</p> <p>Little Reddings is a happy, welcoming school with a very friendly environment; I have met with the students and teachers on multiple occasions to gain some target market feedback and research. I plan to continue to work closely with the school throughout the project."</p> <p>Andy Wells, Year 5 LRS Teacher</p>	<p>On Friday 10th November I visited Hartsbourne Primary School to watch their annual Remembrance Assembly. Many parents and carers joined the significant number of children from service families attending the school for the very poignant event. All the pupils demonstrated their learning from remembrance-related activities that had taken place and they also led us in a time of quiet reflection to remember the sacrifices that others have made for freedom.</p>  <p>Pictured here, the hard working Year 1 pupils are displaying their medals which they created earlier in the week. I would like to congratulate the pupils and staff for their hard work and sensitivity. It was a real privilege to be there.</p> <p>Jeremy Turner Executive Principal</p>
KeepBIN Busy Through Cross School Links!		 <p>Year 13 Student Joshua interviewing Year 5 Pupils at LRS as part of his A Level Design & Technology Project</p>

Year 7 Curriculum Evening at BMS

On Thursday evening, after we returned from autumn half term, our bright, new year 7 students had the chance to show to their parents and carers the high quality learning that had taken place during their first half term at Bushey Meads School.

The large restaurant area was packed out with wonderful displays from science, maths, English, the arts, French & Spanish, the humanities, technology to name a few.

Year 7 students attended every table, explaining their projects to the interested parents and carers.

After reviewing students' work, parents and carers moved to the seats they had pre-booked in the Main Hall. In a varied 40 minute show, students themselves explained what they had been studying. The first half term had a more cross-curricular flavour, with 'communities' as a unifying theme; for instance, maths sequences had been converted to dance moves, songs in French and



Spanish lessons had been sung and played in music lessons, and plots from history had been enacted in drama. The pre-booking of the event showed such demand for seats that we created two sittings and repeated the whole event at 5.00 pm and again at 7.00 pm to give everyone the opportunity to attend. In the picture, Megan, Goncalo and Thillep from Little Reddings were part of a choir singing to the

audience in French, while Kyle, from Hartsbourne, sang the same song translated into Spanish. Megan also participated in the French display, talking informatively to parents about her language topics. Year 7s first term has been marked by this fantastic display of learning excellence; we now look forward to building that up to a climax as they reach GCSEs, A levels and beyond.



Megan, Goncalo and Thillep transferred from Little Reddings

Kyle transferred from Hartsbourne

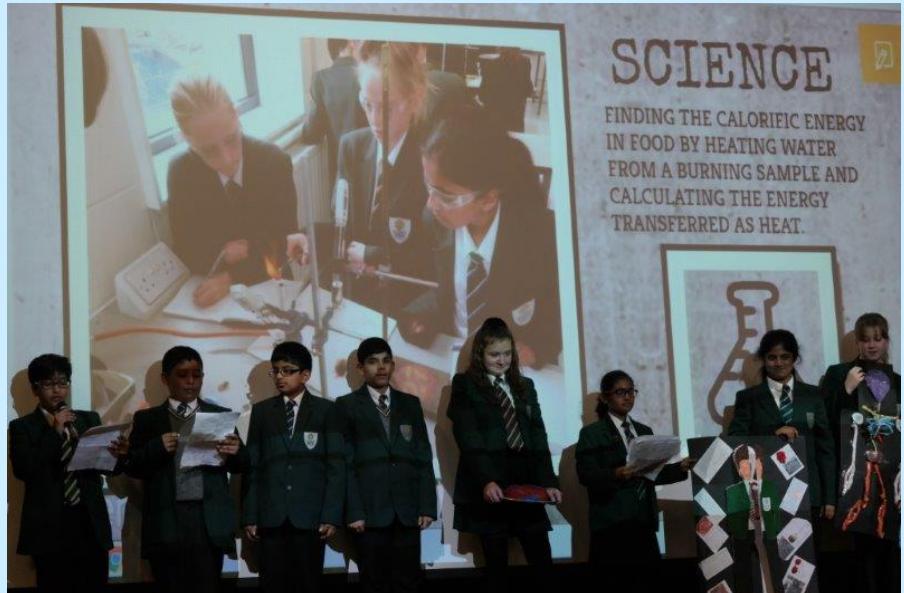
Spectacular Dance Performances at the Year 7 Curriculum Evening



A superb dance performance by a large ensemble of Year 7 dancers was one of the highlights of the Curriculum Evening.

Confident Year 7 BMS Scientists explain to parents and carers all about their first half term of learning.

For many students, studying science at secondary school is a real chance to not only build on their scientific knowledge gained at primary school but also a time to start using all the apparatus associated with science in a secondary setting, including Bunsen burners, powerful microscopes and other complex scientific apparatus and chemicals.



BMS Head Girl Amira Izhar writes

I'm Amira Izhar, one of two Head Girls at Bushey Meads and a former Little Reddings student. My journey from primary school to being Head Girl at 'big school' was not as nerve-wracking as I first expected it to be. Instead of missing my lovely primary school and small classes, I was excited by the prospect of a bigger school and bigger opportunities too. I found that I liked the challenge of transitioning into a different environment and took it all into my stride. I enjoyed the diversity of lessons here, particularly new subjects such as Future Skills and

Opening Minds, and my enjoyment of the variety of subjects my school offers progressed into GCSEs, where I enjoyed choosing my favourite subjects like Spanish, History and Drama to study further. I emerged from the stress of GCSE's surprising myself, gaining a 11 A*s and 2 As, as well as achieving an A in AS Mathematics early. The amazing support from my teachers led me to stay on at Bushey Meads for Sixth Form, where I continue to study A levels in English Literature, Biology and History. The depth of A level study was certainly daunting, but also extremely rewarding, and I'm

excited to progress into higher education. I've recently applied to do a degree in English Literature - my favourite subject - at Russell Group universities and I have received 3 offers so far. Throughout my time at Bushey Meads, the Student Parliament has been an important part of school as I progressed my way up the ranks, from being Form Representative to House Captain of Oak in Year 10, then Deputy Head Girl and now Head Girl. It's been great to develop my leadership skills and be a part of such a great, collaborative team to improve the school. I've had so many great experiences at

<p>BMS Head Girl Amira Izhar continues...</p> <p>Bushey Meads like being in the Les Miserables school production, getting to Nationals in the Mock Court competition and, more recently, presenting at the PiXL Annual Celebration Conference.</p> <p>I count myself as very lucky to have studied in both Little Reddings and Bushey Meads - friendly communities where my teachers have always gone the extra mile to accommodate my learning and helped me to achieve my potential.</p>	 <p>Amira with Head Boy Rikesh compering at the PiXL National Celebration Event in Westminster London in front of 1500 students and parents</p>
<p>School Council Meeting at HPS</p> <p>A couple of weeks ago, during anti-bullying week, Jeremy Turner, Executive Principal, met with our school council and they discussed safety and behaviour. The children all had a great deal of insight into their own behaviour as well as that of their friends and I was very pleased to hear that they think they are very safe at school and bullying is rare and always dealt with.</p> <p>We also use a system of resolving minor conflicts on the playground called 'Kelso's Choices' and they all agreed this helped them "sort things out without an adult."</p> <p>Teaching children how to be independent in this way helps them to be emotionally ready for learning each and every day.</p> <p>The children were a delight to listen to and they made me very proud to be the Head at Hartsbourne.</p>	 <p>This clear wheel, displayed in all classrooms at Hartshorne Primary School, outlines Kelso's Choices – a powerful strategy that is strengthening emotional resilience and independence in all the pupils within the school and enabling them to deal with any minor issues that occur in any busy learning community.</p>  <p>Hartsbourne School Council, Y2 – Y6</p>
<p>"We have something called Kelso's Choices which is an initiative introduced to the school last week; It gives us 9 ideas/strategies to use when things go wrong."</p>	<p>"When someone upsets me or makes me sad I think of 5 ideas and things that make me happy and it makes me in a better mood. I shared this in assembly to encourage others to use this idea."</p> <p>"In assembly Mrs Hudson and Mr Harper give us ideas as to how we can show kindness to one another and include other children in our games, and even adapt what we are doing to be more inclusive."</p>

Open Morning at BMS	how wonderful it is that the two schools are able to work together to ensure such a smooth Year 6 to 7 transition for all the children taking that crucial and sometimes nerve-wracking step in their education. Every single pupil benefitted, even if they had not secured a place at Bushey Meads School and were heading off to other secondary schools in the area. It gave them all a very realistic experience of life in a large secondary school and I'm sure the week helped to take away any nerves related to starting their new secondary school in September. I do hope that the same experience is offered to next year's Year 6 students – this time perhaps from Little Reddings and also Hartsbourne Primary School!	Sophie, Shehani, Venus, Hayden Nicholas, Ryan and John and I took part in a More Able Maths Club at Bushey Meads. The maths teacher (who could work out 7 digit number sums in seconds) showed us a maths game called KenKen. KenKen is my favourite game, which is pretty addictive. Now that I have tried it out it is now my thing to work on. It is very hard at start but you will get used to it!!! It is just like Sudoku." Germaine Year 5 Pupil at LRS
Sarah Schaefer Year 6 Teaching Assistant at LRS	Joint LRS/BMS Maths Club	"Today eight of us visited Bushey Meads for a maths trip. I loved being involved with learning at Bushey Meads; it made me feel really confident. Also we played a game called KenKen it was very fun and we found out a cool trick." John Year 5 Pupil at LRS
<p>They flocked around me to tell me of their new adventures; their classes, new friends and all the new favourite subjects they had discovered. It was a tremendously proud moment.</p> <p>Happy to see them settling in so well, I was able to reflect on the Secondary School Experience Week itself. During this time, during the summer term last year, the children got to spend a full timetabled school-week as if they were a current student at a secondary school.</p> <p>I can only sing the praises of the staff and students at Bushey Meads as our Year 6 pupils were made to feel so welcome.</p> <p>At first a little timid and careful, the children soon embraced the new experiences on offer to them and I was able to see their confidence grow and grow.</p> <p>Looking back on the whole experience I would like to express</p>	It has been great to see staff across LRS and BMS facilitate opportunities for students to experience the benefits of a great More Able Maths Club hosted at BMS by one of our top Maths teachers Luke Kasza. The photos show a group of 8 Year 5 mathematicians taken by Maths Lead Mr Wells one Friday in November and their comments indicate just how much they enjoyed the experience...."Today	<p>"Today we went to Bushey Meads School and had a fun maths afternoon. I enjoyed the bit where we did $19661966 \div 73 \div 137 = 1966$. I also enjoyed the KenKen, which was like Sudoku (which I LOVE) but sooooooo much better!"</p> <p>Ryan Year 5 Pupil at LRS</p>
		

<h3>Joint LRS/BMS Maths Club ctd...</h3>	<p><i>"Mr Wells took some of our maths class to Bushey Meads on Friday afternoon to extend our problem solving skills. I was really excited to visit the school! My favourite part was when the teacher introduced us to KenKen.</i></p>  <p><i>Lots of active group work and talk for learning taking place with BSJT delegates in Assistant Headteacher Graeme Searle's session entitled 'Practical Methods of Assessment for Learning'.</i></p> 
<p>At first I thought it was really challenging but I soon began to work out what to do. We also learned some really cool maths tricks. We were each given our own maths books to stick our exciting work in. I hope Mr Wells will bring us back to Bushey Meads soon."</p> <p>Nic Year 5 Pupil at LRS</p>	<p>carried forwards.</p> <p>Valerie Hudson (Headteacher) and Greg Harper (Deputy Headteacher) then officially welcomed everyone to Hartsbourne Primary School and briefly summarised the rationale for the toolkit session before staff then made their way to one of the seven breakout sessions that they had previously signed up to.</p> <p>All seven breakout sessions were linked to the theme of Formative and Summative Assessment for Learning in the Classroom and were led by staff from across the</p>  <p><i>LRS EYFS SLE Tamsin Giannone sharing 'Top Tips for Effective DIRT Time'.</i></p>
<h3>Bushey St James Trust Teacher Toolkit</h3>	<p>On Wednesday 6th December staff from across the Bushey St James Trust convened at Hartsbourne Primary School for the first collective staff development session – the theme of which was 'Formative and Summative Assessment for Learning in the Classroom'.</p> <p>It was fantastic to see all of the teaching staff from Hartsbourne Primary School, Little Reddings Primary School and Bushey Meads School get together to talk about education and share good practice.</p> <p>The event started with refreshments and mingling in the main hall which gave us a chance to get to know new faces and forge relationships that will be</p>
	 <p><i>LRS PE Leader Leigh Parr and BMS Lead Practitioner for Year 6 – 7 Transition Fazana Farook lead a brilliant and enjoyable session for delegates on the theme of 'Capturing the Learning Journey Without Testing.'</i></p>



Delegates from across the Trust trying out the use of a 'Wonderball' as a starting point for learning and suitable for any classroom setting in Danielle Bowe, Lauren Wright and Wai Ling's session entitled 'Student Led Learning'.



- Capturing the Learning Journey Without Testing – Fazana Farook (Bushey Meads School)
- Plenaries and Starters – Tamsin Giannone (Little Reddings Primary School)
- Student Led Learning – Danielle Bowe, Lauren Wright (Bushey Meads School) Wai Ling (Little Reddings Primary School)
- Online Methods of Assessment for Learning – Sam Hawkins and Andeel Akram (Bushey Meads School)
- Using Questioning to Formatively Assess Learning – Greg Harper (Hartsbourne Primary school)
- Using Marking and Feedback Effectively to Assess Learning – Sean Power (Little Reddings Primary School)

The feedback from staff in attendance was overwhelmingly positive and as a result, we have decided to make the BSJT Teacher Toolkit Sessions a tri-annual event – one session taking place in the autumn term, one in the spring term and one in the summer term (each being hosted at a different school within the Trust).

To have so many experienced staff from across all Key Stages of education together in one place sharing good practice and discussing something they feel so passionately about is very exciting and can only increase standards across the BSJT.

Joint BSJT Governors Training

One of the benefits of being within a Multi Academy Trust is having the capacity to offer training across all three schools. In November of this year Designated Safeguarding Leads (LRS Headteacher Carly Simmonds and BMS Deputy Headteacher Sara Ash - both trained to Level 3) delivered an in-depth training session to all Governors focussed on all aspects of the safeguarding agenda and particularly the role



HPS Headteacher Valerie Hudson welcoming us all to the event.

governors have in this hugely important area of school leadership.



LRS Headteacher Carly Simmonds



BMS Deputy Headteacher Mrs Ash co-delivering the training for all Governors across the BSJT

Executive Principal Jeremy Turner writes:	<p>Whenever I spend time in any of the three schools in the BSJT I am immensely proud of all the hard working staff in all three settings; all working hard to create an outstanding learning environment for all the young people in our care.</p>	<p>work so closely with and take inspiration from.</p>
<p>Jim Collins always said that.... “the long term key to success is the identification and relentless pursuit of small targeted stepping stones (evolutionary steps)”and what I see is staff and superb leadership at many levels identifying those key next steps and then so often going the ‘extra mile’ to make them a reality – always for the benefit of students in our care.</p> <p>Collaboration is also one of the most important factors in school improvement and it has been a real joy to see how much collaboration is taking place – again across all three schools. Staff and students alike are taking their practice to the next level. I am inspired, motivated and encouraged and want to wish you all a very happy and well deserved break.</p> <p>I look forward to a great and exciting new year.</p> <p>Jeremy Turner Executive Principal</p>	<p>Staff across all three schools have been meeting to share best practice and already these meetings have produced ideas which will better the lives of our children and community. It is exciting to think of the future possibilities that working together can achieve.</p> <p>I am honoured to be a part of it.</p> <p>Bring on 2018!</p> <p>Carly Simmonds Headteacher</p>	<p>staff meeting to improve our teaching of EAL pupils. Miss Farook is at Hartsbourne twice a week this half term to teach a group of able writers, with the aim of entering the BBC 500 words writing competition. We’ll keep you posted on the results! Hartsbourne hosted a ‘Teacher Toolkit’ session early in December for all teaching staff across the Trust; the focus was on ‘assessment to improve planning and student outcomes in primary and secondary schools’. Teachers training teachers across the Trust is an exciting development for us and members of the senior leadership team of all three schools got together here to plan the teacher training sessions; they drank a vast amount of tea and ate a lot of biscuits, so I knew that we were all in for some great sessions! Being a Head is an enormously rewarding job and I have come to rely on the weekly meetings with the other two Heads in the Trust; Jeremy Turner and Carly Simmonds. I have learned a lot from these meetings and they can be both motivating and inspiring as we bounce ideas off each other and share our experiences. Hartsbourne is looking forward to all the exciting things the New Year will bring as we continue to develop our schools together; rocky road or smooth road; I can’t wait!</p> <p>Valerie Hudson Headteacher of HPS writes:</p>
<p>Carly Simmonds Headteacher of LRS writes:</p> <p>The last few months have seen a stronger collaboration with Hartsbourne Primary School as they have prepared to join the Bushey St James Trust. It is an absolute pleasure to have two experienced Headteachers to</p>	<p>We were thrilled when we heard that our application to join the Trust was approved by the Board of Trustees some time ago and we thought the conversion to an academy would happen in September of this year. However, it’s fair to say it has been a bit of rocky road with large amounts of paperwork and a number of complications related to the administrative changes. However, the end was in sight and we finally converted on 1st December 2017, although the day came and went without a fanfare! We are now in a really strong position to contribute to the Trust and already an exciting number of projects are underway:</p> <p>Our Literacy Leader, Greg Harper, is working with Fazana Farook to improve our literacy curriculum and she has already delivered a</p>	

Baking Morning at BMS

This term we had the fantastic opportunity to take a group of Year 4 Little Reddings pupils to Bushey Meads School for a morning of food technology. The children got to use their cooking skills to bake Roman Honey Cakes with Mrs Hanbury and some Sixth Form students.

This fitted in perfectly with the children's topic lessons. In class the children have spent the last few months studying the Romans and learning about all



the different aspects of the ancient culture. It was great for the children to get the chance to expand their learning across different areas of the curriculum.

The children greatly enjoyed their experience at Bushey Meads: "The best part was making Roman Honey cakes - that was amazing!"

Jessica Boughton
Year 4 teacher at LRS

BSJT Leadership Training

One of the advantages of the Trust is that we are able to facilitate joint training. This term Carly Simmonds hosted some fantastic Leadership training for the senior leadership teams at all three schools.

We discussed and analysed various styles of leadership and shared practical examples of these.

We looked into Steve Radcliffe's philosophy that great leaders should quite simply "Be up to something".

We busily put this into practice and came away energised, enthused and much more aware of our leadership strengths; and of course those that we are busily looking to improve.

A great session!

Thank you Carly.



The Magic of a Multi-Academy trust

The great thing about this year is that we no longer have to establish links across schools; they are already happening in every pocket of our curriculum. Staff have embedded relationships that continue to thrive and enrich the lives of the students from nursery to year 13.

I popped into a cookery lesson and Alison Hanbury and her Sixth Formers were making cakes with the Year 4's. I walked into the Year 5 class and the Year 12 students were reading with individual children.

MFL are planning language celebrations within the borough together and we are winning Mathletics competitions as a Trust.

Our Assistant Headteacher, Mr Searle is facilitating a terrific teacher toolkit training session involving all staff members from LRS, BMS and Hartsbourne. We will have our first joint INSET day with a guest speaker next term, delivering on the More Able agenda. The list could go on and on....and it does!

What we have here is truly magical and we are really excited to be strengthening our team with the addition of Hartsbourne Primary School this year. We are truly lucky to be able to share such expertise across our staffing structure that will benefit the learning journey of all children within the BSJT.

Lauren Wright
Assistant Headteacher

Making the cakes was such fun! They tasted yummy!

Year 5 LRS Pupil

"I really enjoying my Sixth Form Community Service reading with the Year 5 students. The pupil I am reading with has really improved and it has given me real satisfaction to see this."

Year 12 BMS Student



The BSJT Teacher Toolkit session was amazing; I learned so much. It's great to know that we have so much expertise across all three schools. I'm looking forward to the next training session already!

BMS Teacher

More Images from the first BSJT Teacher Toolkit held on Wednesday 6th December 2017



LRS Assistant Headteacher Sean Power sharing best practice about Marking and Feedback

Lead Practitioner Andeel Akram and Sam Hawkins introducing Online Methods of Assessment for Learning



Deputy Headteacher Greg Harper coordinated the logistics and led a great session about the power of questioning

Chair of the Trust Sam Russell writes:

As we move into the Christmas period and the end of the year, we can reflect on another busy and exciting twelve months that have just passed. At both Bushey Meads and Little Reddings, the schools have continued their strong upward trends in results under the leadership of Mr Turner, Miss Simmonds and their Senior Leadership Teams. With new outstanding staff joining the Trust, combined with the ongoing commitment of our more longstanding staff, the results continue to be an extremely dedicated team who are making a huge difference for the students across our learning community.

Part of the attraction of working within the Bushey St James Trust is the opportunity to share best practice between our two schools, and more recently with Hartsbourne Primary School. This year, we have continued to build even stronger links between Key Stages 2 and 3, ensuring that there is good coordination between primary and secondary learning.

Since September, we have continued to embed this best practice within the leadership at both schools through our fantastic Assistant Headteacher, Mrs Wright, who works across the schools within her role, but also through the contribution of so many other key staff who have also worked collaboratively across the different phases in a number of key subject areas.

I'm very proud of what our schools achieve for all of the children within the Bushey St James Trust and 2018 looks like being another exciting year for everyone involved. We are now delighted that Hartsbourne Primary School are now part of this exciting journey having formally received their Academy Order on December 1st and now officially part of the BSJT family.

From all of the Trustees and Governors, I wish you a Merry Christmas and a very Happy New Year.

Sam Russell
Chair of the Bushey St James Trust



On behalf of all the Trustees, Governors and staff across the Bushey St James Trust we would like to wish you all a Merry Christmas and a very Happy New Year

