

# Beyond

SCHOOLS TRUST

## Beyond Newsletter

Vol. 6 | AUTUMN 2023

One Vision, One Trust, One Family of  
Schools Inspiring Outstanding Learning



**FORT PITT**  
GRAMMAR SCHOOL



THE  
**THOMAS  
AVELING**  
SCHOOL



THE  
**ROBERT  
NAPIER**  
SCHOOL



**PHOENIX**  
PRIMARY SCHOOL



**BALFOUR**  
JUNIOR SCHOOL



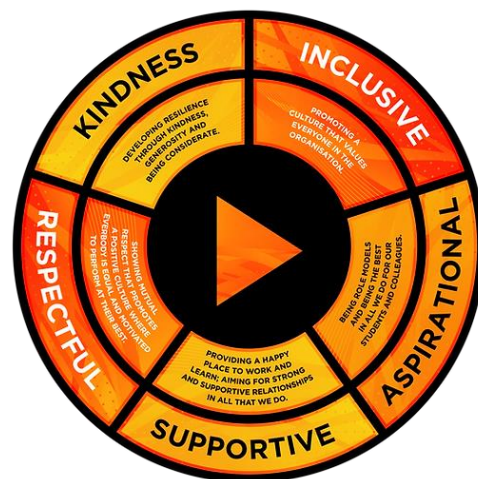
Since the A' Level and GCSE results days, I have reflected upon the enormity of the tasks that lay ahead for both staff and students following the turmoil of the pandemic, which caused disruption for everyone involved in education.

The results achieved, despite these challenges, are truly inspiring. Time and again, the resilience of our young people never ceases to amaze and inspire me.

Andrew Minchin (CEO)

I would like to commend every student who sat exams in the last academic year. There were some notable highs, and students exceeding expectations; likewise, there will be some who were disappointed in their results, and to those I would like to say that failure is not the opposite of success, it is part of success, because success is determined by how you handle the setbacks. I believe that adversity is one of life's greatest lessons, and I applaud each and every one of you that has met those challenges head on. I hope that our parents/carers are as proud of our students as we all are.

I look forward to the coming year, when we will continue with the roll out of our strategic plan; ensuring that those in the Beyond family of schools are supported and the students provided the necessary skills, knowledge, and values to be successful in the world beyond our doors.



## Strategic Plan 2021 - 2026

When we set out our 5-year strategic plan in 2021, we did so in the knowledge that it would be underpinned by the philosophy of looking beyond the present day and working to create the right environment for our students and staff to become the best they could be. We are not quite halfway through those 5 years, and yet we are already seeing the positive impact the overarching philosophy is having on our Trustwide community.

Just before we broke up for the summer Phoenix Primary received an Ofsted inspection and I am now delighted to report that they achieved an overall 'Good' judgement with many areas pushing for Outstanding. It is testament to great work of the leadership of the schools, the staff, and the Trust's School Improvement Team

During the last few weeks of the summer break, I was also fortunate enough to witness the excitement at our secondary schools as students received their A' level and GCSE results. Each year, these 'results days' remind us all what a privilege it is to be the custodians of these young minds, and the difference that teachers and all others who work in education can, and do, make. Overall, the results achieved across all 3 of our secondary schools has been amazing

I am also delighted to report that we are on target with all our Strategic Plan. [Beyond Strategic Plan 2021-2026 web \(beyondschools.co.uk\)](https://beyondschools.co.uk)

In respect of Strategic Objective 1, our school attainment has returned to pre-Covid levels or better, with progress gaps for identified groups narrowed, based on 2018-2019 benchmark. Ofsted outcomes are 'Good' or better for all those schools inspected since 2021. We are also embedding a strong and dynamic recruitment strategy across the Trust, which will attract and retain high quality staff. We expect two more schools to achieve the Character Education mark this term too bring this to a total of four schools achieving this accreditation for providing a well-rounded education provision.

Likewise, we are on track to fulfil the targets set for our second objective. Our dedicated Trust School Improvement Team have helped align quality assurance across the schools and provided bespoke Continued Professional Development (CPD) to staff. The team have fostered a collaborative culture, where staff feel supported and encouraged to be the best version of themselves.

Our third objective focuses on the sustainability of the Trust. Currently there are major capital investment works being undertaken at Fort Pitt, alongside other smaller projects which are contributing to our commitment to enhance the financial efficiencies at our school e.g., LED lighting at Thomas Aveling. The Beyond Schools Trust, as a brand, is becoming better known; our reputation and supportive culture are being recognized, as the number of visits to schools who are interested in joining the Trust has increased.

A key focus of this objective has been around the growth of the Trust, so it helps our economies of scale. In turn, this improves school finances and the ability of the Trust to provide further support to its schools. We have recently been supporting the Walderslade Girls' School at the request of the DfE, and the Skills for Life Trust, at the request of their Trust Board. Additional relationships are rapidly developing with schools in Kent too. I expect to be able to update you on these relationships after October half term.

Our last objective is primarily about developing strong and connected leadership and reviewing the effectiveness and efficacy of our communications to all stakeholders. With recent changes in Senior Leaders across our schools, it is even more important that the Governance structure and lines of communication are robust to ensure consistency and continuity. We have invited the National Governance Association (NGA) to carry out reviews on two of our Governing Bodies. Parent and staff surveys are becoming more frequent, complaints are monitored, and the feedback is evaluated, so that lessons can be learnt, and improvements made.

Since the pandemic, the world has changed irrevocably. The educational landscape has altered too, however, our aim as educators remains the same – to provide young people with an enthusiasm and a thirst for knowledge whilst also supporting and encouraging them.

Our Trust wants to equip students with the skills and confidence to become successful beyond our doors and instill in them the Beyond values. Our mission to provide opportunities for everybody within the Beyond Schools Trust community to be the best they can be remains at the heart of what we do as a Trust; my commitment to you is to continue to drive the changes needed to ensure we deliver on our strategic objectives and continue to demonstrate the values of the Beyond Schools Trust.

## Endings & Beginnings

Each summer, we celebrate the completion of courses and the end of the exam season. It is also a time for farewells to students, who may be moving on to apprenticeships, higher education or training elsewhere.

At the Beyond Schools Trust, our aim is to prepare our students for their next steps, whether that be in education or in the world of work. So summer is a time for goodbyes, but also a time to embrace new beginnings and new adventures.

As is the tradition in many secondary schools, proms were held to give students the opportunity to celebrate the end of Year 11 and and make some memories with the friends they had shared their educational journey with over the last 5 years.



## Phoenix said farewell to Pete Sears



We also said goodbye to Mr Sears, who had been the Headteacher at Phoenix for 10 years. The staff and children gave him an incredible send off, and the Trust wish him well in his semi-retirement.

Mr Sears has left the school in good hands, as Mrs Ireland-Hubbert was appointed as Headteacher, having been the Deputy Headteacher for several years, working alongside Mr Sears.

Their efforts were recognized in the recently published Ofsted report, taking the school to 'Good'. See further details below.

## New Headteachers: The Robert Napier School & Phoenix Primary School



Mrs Jenny Tomkins joined The Robert Napier School just prior to the end of the last academic year, as Headteacher, having worked in Dover previously.

Mrs Mel Ireland-Hubbert took up the post of Headteacher at Phoenix Primary School, at the start of this academic year, having been Deputy Headteacher at the school.



We wish them both well in their new posts.



As mentioned, Phoenix had His Majesty's School Inspectors visit the school in June.

School report



The report mentioned that pupils at the school are **'safe, happy and an active part of their community'** and **'the school has a culture of high-quality safeguarding'**

## Inspection of Phoenix Primary School

Glencoe Road, Chatham, Kent ME4 5QD

**'The Local Governing Body and the Multi-Academy Trust actively support and monitor safeguarding.'**

Inspection dates: 20 and 21 June 2023

**'This monitoring of safeguarding effectiveness is thorough and regular'**

Overall effectiveness	Good
The quality of education	Good
Behaviour and attitudes	Good
Personal development	Good
Leadership and management	Good
Early years provision	Good

Inspectors noted the ambitious curriculum, which the school has implemented, and that leaders have made reading a priority and acknowledged the **'well-developed and effective phonics programme which supports early reading across the school.'**

The report mentioned the school's **'comprehensive approach to pupils' physical and mental well-being.'** In addition, the Inspectors noted that **'The values-based education ensures that pupils are ready for life in modern Britain and the next stages of education.'**

Inspectors made reference to the positive involvement of the Trust and Local Governing Body, both of whom are well informed and understand the school and provide active challenge to the school leadership.

The report highlighted the excellent work that staff are doing to support the children at Phoenix and Mr Sears, his Senior Leadership Team and all the staff at the school are to be commended on the work they have done to achieve this well-deserved 'Good' Ofsted rating.

To read the full OFSTED inspection report, [CLICK HERE](#)



### **New Trustee: Malcolm Moaby**

Malcolm Moaby is an experienced Secondary Headteacher and has spent over 20 years at Gravesend Grammar School as a teacher and leader.

Malcolm is passionate that traditional values are upheld in a modern context and is an advocate of a broad and balanced education that supports the whole child. Malcolm is also Chair of the Gravesham Learning Partnership, which is a collective of 24 schools working together for system wide improvements for the benefits of students in the Gravesham area.

Malcolm brings strength of governance to the Trust's Education Standards Committee. Please see our 'Trustee in the Spotlight' feature for more details.

### **New Member: George Perfect**

George was appointed as a Member of the Trust in July 2023.

Initially, George joined the governance of the Beyond Schools Trust as a Local Governor at Fort Pitt Grammar School in 2018, before becoming Vice Chair of Governors a year later, at the same time as joining the Trust Chairs Board.

In 2020, George was appointed Chair of Governors of Balfour Junior School, a role held until his appointment as a Member. He is also a Member of another Medway based Multi-Academy Trust (MAT) and has completed the DfE Govern-Ed course for leading school Governors; George also has a comprehensive understanding of the English school system.

In his day job, George is an Accounts Director at one of the UK's leading public affairs agencies, directing client accounts for some of the UK's leading businesses. Specific projects have included large regeneration schemes and developments and creation of a new garden town. He is also a Councillor for the unitary authority in Medway and has experience of education challenge and scrutiny.

In addition, George holds a first-class degree from the University of Westminster in Politics and is a Fellow of the Royal Society of Arts.

### **In memory of Michael Bailey (Governor at Thomas Aveling)**

Thomas Aveling and the Trustwide community are mourning the loss of Michael Bailey, who passed away on 29<sup>th</sup> July. Michael was a Governor at the school for many years and supported the Trustwide community. He was an ardent supporter of the school and education in Medway. His gentle manner, wisdom and professionalism were appreciated by all those who met him.

The funeral took place at Rochester Cathedral on Thursday 14<sup>th</sup> September 2023, and mourners were encouraged to forego the usual dark clothing, as Michael very much felt that funerals should be a celebration of someone's life. Donations received were given to Macmillan Cancer Care.

Michael will be greatly missed by all those who had the pleasure of working alongside him. Our heartfelt condolences to his wife, Sandra, and family.



## Trustee in the Spotlight - Malcolm Moaby



### **What is one of your earliest school memories?**

My best memories of school probably revolve around the school playing field. Being brought up in Wales, rugby was a really important part of the school culture. The passion for the sport continued as teacher of PE and now as a Headteacher in Kent. The values that sport gives young people are important in all facets of life.

### **What was your experience of education and work?**

At school, I enjoyed Physical Education and Science. As a teacher I most enjoyed teaching A' level Psychology. Psychology, or the study of behaviour, is fascinating and has the potential to resonate with all learners - all learners have previous experiences that they can draw on and relate to the content of the curriculum.

### **When did you first become interested in becoming a Governor/Trustee?**

I chose to be a teacher. I enjoy working with young people and see the value that good teachers can make to the lives of young people. I am lucky to have worked with outstanding practitioners who have been relentless in their ambition to provide young people with the best possible start to university, training or work.

### **Why did you become a Beyond Schools Trustee?**

I have sat on a number of Governing bodies and advise a Trust in my role as a Headteacher and Trust development lead. All Trusts have their own nuance, and I am looking forward to learning more about how this Trust develops strategically and hope to contribute to their ambition.

All three of my daughters have attended schools in the Trust so I have some idea of how the Trust operates. I met Andrew Minchin when he presented his strategy to my Trust and I was impressed by the ambition and passion with which he spoke.

## School Facebook Links

I hope you have found the information in this newsletter interesting. Below are links to the Facebook pages of our schools, which provide more details of the great work being delivered.

Below are links to the Facebook pages for our schools.

Fort Pitt Grammar

[www.facebook.com/pages/Fort-Pitt-Grammar-School/106143552749239](https://www.facebook.com/pages/Fort-Pitt-Grammar-School/106143552749239)

The Robert Napier School

<https://www.facebook.com/The-Robert-Napier-School-1971776316427054>

Thomas Aveling School

[The Thomas Aveling School - Home | Facebook](#)

Phoenix Primary School

<https://www.facebook.com/phoenixprimaryschool>

If you have any suggestions as to items you wish to have featured in our Trust Newsletters in the future, please contact Mrs Mallion at [pmallion@beyondschools.co.uk](mailto:pmallion@beyondschools.co.uk)

**Andrew Minchin**

CEO