



**Northern Star**  
Academies Trust



ISSUE 01

# NEWSLETTER

JANUARY 2020

[www.nsat.org.uk](http://www.nsat.org.uk)

Northern Star Academies Trust



# Welcome

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A very warm welcome back to the New Year 2020. We hope you have had a relaxing and enjoyable break and have come back revitalised for the Spring term ahead. We had a tremendous Autumn term with many school successes to celebrate. As a Trust Partnership of 7 schools, educating over 3094 children, aged from 2 yrs old to 19 yrs old we have now reached a point in time where we feel a thorough evaluation of our mission, vision and values is needed. At their forthcoming Away Day in early February Trustees will be evaluating our impact and improvement plans over the last 4 years, identifying our exacting USPs and recalibrating our strategic direction. Please expect more information to follow shortly.

**Mrs J Plews**  
**Chief Executive Officer**



# Inspirational Primary Schools

## From challenging times to the most improved schools in Harrogate

New Park Primary Academy and Starbeck Primary Academy, both part of Northern Star Academies Trust celebrate incredible Key Stage Two outcomes and are ranked 1st and 2nd highest performing primary schools in the Harrogate region in the DfE Primary Schools Performance Tables 2019 (published in December 2019).

In 2017, Northern Star Academies Trust appointed Robert Mold as the new Headteacher of New Park Primary Academy and with his dynamic leadership, the support of the Trust and a united school team, the school has rapidly transformed to the third highest placed school in North Yorkshire and highest in Harrogate. As a maintained LA school results for the school had been significantly below national for a long time, now, three years on the school is celebrating outcomes that place it in the top 2% in the country for progress and significantly above national average on attainment. This is testament to a consistent focus on high academic standards, getting behaviour right and improved governance. The introduction of a Community Farm and an all-encompassing vision to place Reading and Books at the very

heart of the curriculum model make New Park a highly unique and special environment for learning.

In April 2017, the then Starbeck Community Primary School was placed in Special Measures. Shortly after the judgement Garry de Castro Morland was appointed as an experienced Headteacher and Richard Walker, a parent, became the new Chair of Governors. Carefully and systematically they both led significant change in leadership and governance resulting in an incredible Ofsted report and the judgement of GOOD in May 2019 with notable quotes 'With quiet determination, integrity and a belief in discovering the best in people, the headteacher has won the hearts and minds of his team. Leading by example, he has positively transformed the school since the previous inspection'. Key Stage Two results in 2019 further substantiated the high quality education delivered by the school with 83% of pupils achieving expected standard in Reading, Writing and Mathematics (National average 65%, North Yorkshire average 63%, Source: DfE Performance Tables 2019)

Both schools are highly inclusive and community focused first and foremost, and vehemently determined to support all children to achieve the best possible start in education. To find out more about their daily experiences visit [@NewParkPri](#) and [@StarbeckPrimary](#) on Twitter or Facebook.



# New NSAT Trustees for 2020

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As we begin 2020 we are absolutely delighted to announce the appointment of four new Trustees to Northern Star Academies Trust. We appoint Trustees that have a wide variety of skills and expertise to bring to our Charitable Trust.

Now in our fifth year, our Trustees Board has evolved as a truly independent and objective group of professionals, who have collective accountability for the educational outcomes of every child that attends a Northern Star Academies Trust school.

## Alison Kelly

Alison joins the Board from an extensive background leading major Change Management programmes working as a senior leader for industry organisations such as Computershare and UKAR. Currently, Head of IT Delivery at Hitachi Capital UK, Alison has a key role in ensuring governance and control over major transformational projects and multi-million expenditures. In her spare time Alison has provided mentoring support to young people in business via the Princes Trust and is qualified as a coach/mentor with the Institute of Leadership & Management.

## Anne-Marie Merrifield

Anne-Marie is one of Bradford's highly experienced Executive Headteachers and is a National Leader of Education (NLE), working for over 30 years in the Primary and Early Years sector and as an inner-city Headteacher for over 16 years – securing three Outstanding Ofsted judgements. She leads one of the region's most successful Teaching Schools (Birth to 19 TSA) and School Centred Initial Teacher Training Providers (SCITT) and is a system leader of great integrity – we are very pleased she has joined the Board as an educational expert.

## Neal Walker

Neal joins the Board as a highly experienced Finance Director and Chief Risk Officer at the Marsden Building Society. As a qualified banker with many years of experience in accountancy and law he brings expertise and knowledge in the field of Financial Management and Control, Risk, Asset and Liability Management, Corporate Governance and Business Strategy. Neal believes there is a considerable overlap in terms of ethos with his employer as a mutual building society where the objective is to manage it in the interests of members as a custodian and ensure it is passed on in a better position for the benefit of future members!

## Mark Chambers

Mark is an educationalist of many years' experience and former CEO of Naace – The EdTech Association. A significant part of his career has been working in or with schools in challenging circumstances to achieve change, innovate and improve and to enhance the life chances of young people. He is passionate about the developing role of technology in education and has worked nationally and internationally to represent the voice of the UK education technology community schools sector. With previous experience as a MAT trustee, Mark brings a deep understanding of the impact academies can have on children's education.





# NSAT Annual Conference 2020: Looking ahead!

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Following the success of our September 2019 conference we will be hosting our annual conference for all staff on **Friday 23rd October 2020**.

This year's event will launch the next 3-5 year strategy for the Trust, will focus on the Trust's USP and celebrate all our young people and school teams successes.

Please hold the date in your diary and further information will follow in the summer term.



# News From Our Schools



## Starbeck Primary Academy

11 Sep 2019

@StarbeckPrimary

Great to have the wonderful @Sport\_Influence back at @StarbeckPrimary for another school year to deliver fun competitive sport activities as well as innovative after school clubs for our children.



## Skipton Girls' High School

23 Oct 2019

@skiptongirls

Year 11 GCSE PE class have just smashed their #Boxing assessment!! An amazing group of students and they worked their socks off!



## New Park Primary Academy

15 Nov 2019

@NewParkPri

It was fascinating learning about the conditions in space that astronauts have to cope with - the children particularly enjoyed controlling the robotic arms and testing how much liquid the astronaut nappies could absorb!



## Starbeck Primary Academy

23 Oct 2019

@StarbeckPrimary

Our Year 5 class have had a great first day at Robin Hood's Bay - wall to wall sunshine and excellent behaviour. Everyone enjoyed the coastal walk to Boggle Hole where the children found fossils.



## Skipton Girls' High School

25 Nov 2019

@skiptongirls

We have been ranked second highest performing secondary school in the North of England as revealed in this weekend's Parent Power, The Sunday Times Schools Guide 2020! A testament to the hard work of our students and staff here at SGHS. Well done everyone! #ExcellenceInEducation

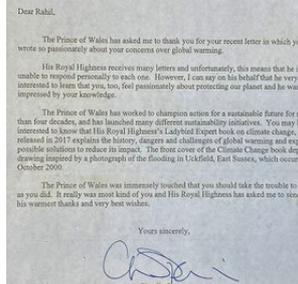


### Holycroft Primary School

@HOLYCROFTPRIM

4 Nov 2019

Year 4SM wrote to Prince Charles with their concerns about global warming... and he wrote back! (Well, his aide did!) Every child received a wax sealed personal letter in response to their passionate correspondence. We are thrilled! #ourvoicesmatter #savetheplanet #climatechange



### Harrogate High School

@HarrogateHigh

21 Sep 2019

We are so proud that this group of HHS students have been invited to be medal hosts at the @UCI\_cycling award presentations. What an honour!

We are so excited to see them on stage with the world's best cyclists! #HarrogateWelcomestheWorld



### Hookstone Chase Primary

@HookstoneChase

9 Jan 2020

Coach 2 on route to Sheffield Arena! We're coming for you @YVconcerts @TheTonyHadley @N\_StarAT



### Eastwood Community School

@ECS\_Keighley

14 Nov 2019

It was wet. It was muddy. It was hard work. It was AMAZING! Well done to our cross-country running team on tonight's performance. Brilliant sportsmanship, teamwork and 110% effort from everyone. We couldn't ask for more. #proudtteachers



### Harrogate High School

@HarrogateHigh

27 Nov 2019

This morning, Year 7 students are visiting @HGtheatre, 'oh no, they're not!' to watch the first performance of the pantomime- Snow White.



Follow Northern Star Academes Trust @N\_StarAT on Twitter.





**Eastwood Community School** 9 Jan 2019  
@ECS\_Keighley

Reception children went on a bear hunt to Cliffe castle in Outdoor learning. We followed the paw clues and found the bear #bearhunt #outdoorlearning



**New Park Primary Academy** 27 Nov 2019  
@NewParkPri

Yesterday Nursery and Reception had a fantastic trip to @AldiUK Harrogate, choosing and buying vegetables for their tasty soup! The children came prepared with shopping lists but had to find the right ingredients and pay for them. They even got to work on the checkout!



**Holycroft Primary School** 25 Nov 2019  
@HOLYCROFTPRIM

We're ready to welcome parents and carers for consultation afternoon! Find out about how well your child is doing at school and have a taste of the fantastic food on offer at lunch times! #parentalengagement #workingtogether #buildingrelationships



**Skipton Girls' High School** 12 Dec 2019  
@skiptongirls

SGHS is getting into the spirit of the General Election today and has been running our very own mock vote along with polling stations for students to cast their ballots. Results will follow later in the day! #GeneralElection2019 #politics



**Harrogate High School** 11 Dec 2019  
@HarrogateHigh

Yesterday afternoon, the Music Department took a group of students to The Granby Care Home, Harrogate to perform a selection of Christmas music for the residents.



**Hookstone Chase Primary** 16 Jan 2020  
@HookstoneChase

Lovely to see Holly class doing their Maths learning outside #maths #learningisfun



# Academy Trusts: Myth Busting

## **Academy trusts are not businesses - nor are they run by 'private' people.**

Academy trusts are education charities that are set up purely for the purpose of running and improving schools. Trustees have strict duties under charity law and company law. Trustees hold public office – they do not run the trust for 'private' interest but are required to advance education for public benefit. They are required to uphold the Principles of Public Life.

Over the last academic year, we have worked very hard to evolve the NSAT Trustees Board into a truly independent and objective group of professionals, who are highly knowledgeable and skilled individuals who represent and understand the communities of Keighley, Bradford, Craven and Harrogate. **Trustees have collective accountability for the educational outcomes of every child that attends a Northern Star Academies Trust school.**

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## **Sponsors, Trustees and/or Members cannot make profits**

As education charities, academy trusts are not allowed to make profits or distribute profits to trustees or members. All surpluses are invested into the front-line to improve the quality of education

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## **Academy trusts are highly accountable.**

Academy trusts are held to account to a higher standard than maintained schools. The obligation of transparency and accountability is much greater than maintained schools. They are held to account by the Education and Skills Funding Agency (ESFA), Ofsted and Regional Schools Commissioners.

They are required to have an independent audit annually and to publish their accounts. They are also required to disclose pay in thresholds.

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## **Land is not passed into 'private' ownership and trusts need permission to sell land – just like maintained schools**

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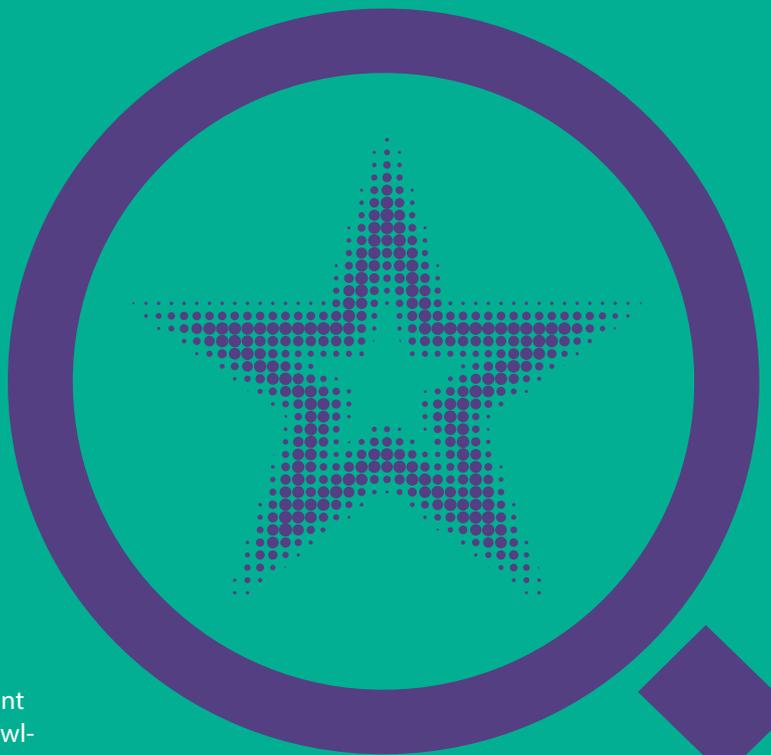
## **Academy trusts have the same legal responsibilities as maintained schools towards children with special educational needs and disabilities (SEND)**

Academy trusts are subject to most of the same direct statutory duties as maintained mainstream schools, in respect of children with special educational needs and disabilities (SEND)

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## **Academy trusts must comply with the same law on admissions as maintained schools**

The DfE's model funding agreement for mainstream academies requires them to comply in full with the DfE School Admissions Code and the law relating to admissions.



# NSAT Executive Team Members: Who's who?

## Sally Evans

NSAT HR Manager

Before working in education, I always considered teaching as 'a job'. However, from literally day one I realised how wrong I was! I quickly realised that actually, it is everyone's 'job' to influence our children – they are our future. 'Education is not preparation for life – Education is life itself...'



I have worked in education HR for approx. 15 years, but in a substantive role for the past 8 years, and am currently working towards a HR Management qualification. As HR Manager for the Trust, I support our people to work within our policies and procedures to ensure we do things right first time. My role is to support our schools and central team to achieve what they want to achieve whilst operating with the very best practices in mind and staying within the law. HR combines strategic visioning as well as the operational, day-to-day queries and casework.

I am a central point of contact for the HR staff within our schools for support and guidance with the day-to-day HR and payroll. I ensure the correct systems and procedures are in place and maintained both from a Trust and individual school's perspective. I lead the HR Policies across the Trust, ensuring they are up to date and compliant with DfE regulations.

### Key Areas of Responsibility:

- Provide personal HR support and advice to all schools in our Trust
- Ensure HR compliance within the Trust HR Policies
- Lead transformational changes to central HR Services in NSAT
- NSAT Recruitment and support where needed with school recruitment
- Daily support and advice to HR staff in NSAT schools
- Lead for Payroll and contact with Dataplan (Payroll provider)
- NSAT contact for pension providers
- Employee benefits
- HR Competency monitoring across the Trust schools
- Oversight of all disciplinary, capability and redundancy cases across the Trust

Please feel free to email me at [evanss@sghs.org.uk](mailto:evanss@sghs.org.uk)

## Cindy Haymes (SLE)

NSAT Director for Data and Compliance

I love to be able to apply my skills (and continually develop them) within an education environment in terms of improvement and efficiencies to help shape the organisation and schools within them so that they can focus on their core aim – educating young people! I firmly believe that every colleague who works in a school, regardless of role, contributes to pupils' experience and plays an important part in ensuring they get the very best experience.



With 7 years leading data management and examinations I've led on technical SIMS knowledge, including assessment manager, census, attendance, behaviour, exams and database management and the implementation of new and innovative systems and processes. An expert in Microsoft Excel and Office Products and developing excel models I've also achieved the National Data Manager Award and Certificate in Training Practice

It's also great to be able to delve into research from both education and industry to cherry pick best practice for the development of data strategy and compliance with the aim of bringing these areas to life, making information accessible, useful, valid, and relevant.

The education environment is a complex one – it's never dull and what schools and colleagues juggle amazes me!

### Key Areas of Responsibility:

- Strategic responsibility for Data across the whole Trust
- To ensure the Trust complies with statutory and regulatory requirements
- Lead for Data Protection/GDPR
- Company Secretary

Please contact me on [haymes@sghs.org.uk](mailto:haymes@sghs.org.uk)





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