



# King's Group Academies Newsletter

Spring 2019

Welcome to the second newsletter for staff, governors and trustees.

Another very busy term for us and it is a pleasure to be sharing all our activities since our last newsletter in December.

The KGA Board of Trustees, together with our Headteachers/ Principals, have been engaged in the appointment of a permanent CEO for our Academy trust and I am delighted to report on their behalf we have made an excellent appointment. My successor is Nick Cross, currently Deputy CEO for Greenshaw Academy Trust. Full details about Nick are included in this newsletter.

It is with mixed emotions that I am reporting that Matt Hillier, Principal of Ringmer, has been appointed Principal of Dorothy Stringer High School in Brighton. We are of course delighted for Matt as this clearly represents a significant step forward for him in his career. We will of course miss Matt and are very appreciative of all he has done as our Principal to take Ringmer forward to where we are confident that we are now a good school and on our journey towards outstanding. We wish Matt well in his new post. We are now underway with the recruitment process to find a new Principal and at the time of writing we are about to embark on a two day selection



process. We are confident that should the right candidate not be there, Matt's focus on distributed leadership means he has built an excellent senior leadership team with the capacity and capability that leaves us in no doubt that we can hold the fort until we absolutely do have the right person to take Ringmer forward.

We had huge cause for celebration following the OFSTED inspection on February 6th and 7th of Lyndhurst Junior School. This is now a 'Good School'!

February 25th is a date that sticks in my mind as it was my 70 th birthday but it was also the first MAT wide INSET day. We started with 200 delegates but this climbed to well over 250 which included teachers, support staff and student teachers. We had so much positive feedback that this day clearly met one of our key objectives to bring all our academies together and cement us together as one group.

I would just like to pass my sincere thanks to all of you for your support for me in my interim position of CEO over the last 8 months, which I have greatly appreciated, and am delighted to be handing over to Nick. His vision and plans for King's Group Academies means we are all unequivocally in no doubt he will take us in the right direction.

**Di Smith**  
Interim CEO



## NEW KGA CEO APPOINTMENT

Dear Colleagues

I would like to start by saying "Thank you" for making me feel so welcome at the recent King's Group Academies INSET Day at Northern Parade. It was great to meet so many of you and it was inspiring to be at such an event, which demonstrated the dynamism and sense of togetherness that stems from being part of one Trust.

I have now visited all schools and this is something I plan to continue in my role as CEO. I am very grateful to Di Smith, Sir Roger Fry and Trustees for involving me in a range of ways, which is making for a smooth transition.

I'm delighted to be joining KGA at such a key time in its development. There is much to be excited about, not least the outcome of the recent Ofsted inspection at Lyndhurst Junior School. This is an endorsement of the work of staff both at Lyndhurst and across the Trust.

I am very much looking forward to starting after Easter, working with you all towards the continued success of KGA.

Best  
wishes

**Nick  
Cross**

CEO  
Designate





## GOVERNANCE LEADERSHIP WORKSHOP

Local Board Leadership Workshop 30 March 2019

On March 30th, we held our third cross MAT Governors workshop. This was attended by 8 Governors, which included Chairs of Governors. The workshop was once again facilitated by Jenny Barnard – Langstone, a National Leader of Governance, and was attended by myself and Nick Cross, our designate CEO.

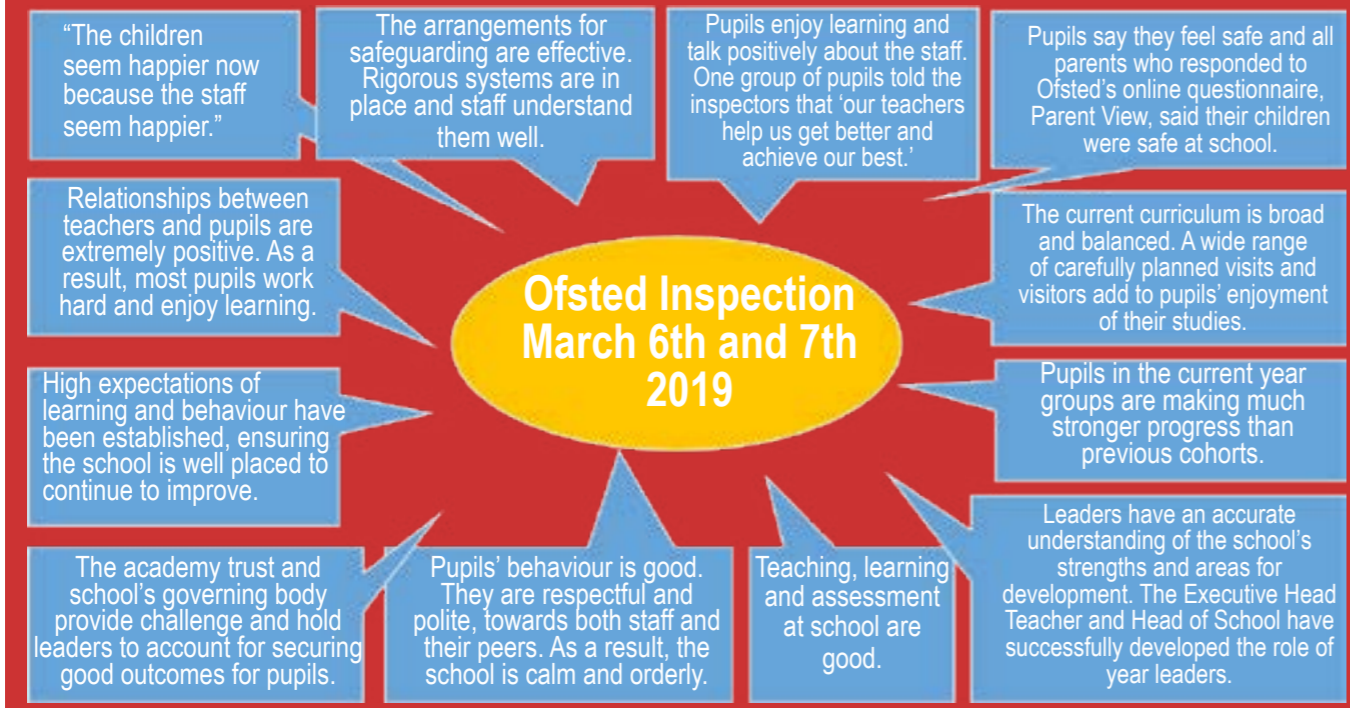
- The agenda for this workshop covered
- Where are we now?
  - Agreeing our job descriptions for Governors and Chairs of Governors
  - How well are we doing?
  - MAT support
  - Strategic direction- planning and self review
  - Once again, the Governors commented on the value of these cross Governors workshops for networking and giving an invaluable opportunity to learn from each other.



Please see the feedback from our latest workshop...

## LYNDHURST GOOD OFSTED

'What our Inspectors had to say'



## KGA SCHOOL IMPROVEMENT OFFER

This is part of the KGA bespoke support plan for each academy led by Debbie Anderson, Executive Headteacher for College Park Infants and Lyndhurst Junior School. In the last three months, the KGA Quality Assurance teams have carried a number of reviews in our academies.

We began with a one day review on Literacy in Ringmer. Next, we carried out a two day review, fortuitously two weeks before their OFSTED, in Lyndhurst Junior. Staff there commented as to how well this review prepared them for their OFSTED. These reviews have been followed by a two day review in Northern Parade Junior and a one day in Northern Parade Infants.

All these QA reviews have been shared with the respective governing bodies together with the KGA Trustees.

## KING'S ACADEMY OAKWOOD

Building of our new academy, King's Academy Oakwood, is well on schedule with this one-form entry academy due to open this September.

We are planning to open a reception class and a year1 /2 class from September. We are fully subscribed for the reception class and to date have around 14 students for the Year 1 /2 but we expect that to fill as parents become aware of our offer.



## WHY KING'S?

*Opportunity and Success on a Global Stage*

Our offer

King's Group Academies Trust values each of its academies as individual organisations, which reflect the needs of their students and the communities they serve.

Our offer is not 'one size fits all'. Rather it is bespoke to meet the individual needs of each academy and maximises its overall effectiveness, including financial stability and sound governance.

The 'Why King's Offer' is now published on our website and details what academies can expect from us in terms of school improvement support; professional development for staff and Governors; professional services; including and unique to our MAT; the International Dimension and how this can ensure our students develop into global citizens, confident and equipped for life in an ever changing world.

Our offer will remain flexible to ensure it is always fit for purpose as our MAT grows and develops.



## MAT INSET DAY

With over 260 delegates, including teachers, support staff, student teachers, governors and trustees, this was a challenging day for our first whole MAT professional development day.

With 19 workshops, delegates were asked to choose from a number of inspiring choices. Using our online booking form, staff selected four choices, knowing they would be attending three. From the outset, it was clear that some workshops were immensely popular so I took the decision that everyone, if at all possible, would get their first choice. Where possible, delegates would have 3 out of 4 of their choices. In the end, thanks to a bit of old fashioned timetabling, that was achievable. Thankfully, only about 10 delegates did not get 3 out of 4 of their choices.

Feedback on the day was immensely positive with delegates welcoming the choice of workshops. Delegates enjoyed the keynote speech from Dame Alison Peacock, and were delighted that Nick was there as the designate CEO to



Dame Alison Peacock

Speak to them. For many this was the first time they had a complete understanding of all our partner King's Group Schools. They were also particularly appreciative of the opportunity to collaborate across the MAT and would have welcomed more of that.

Next time, we will also ensure that we have more interactive sessions and readdress the balance of workshops as secondary colleagues were less well served on the occasion. We also have totally taken on board the very numerous requests for biscuits with coffee and water in the workshop rooms.

Di Smith - Interim CEO



## OUTSTANDING STAFF

We are thrilled to announce that two of our members of staff have won prestigious teaching awards. Angie Da Nobrega has won a Sussex Teacher of the Year award and Sarah Miller has won a Sussex Support Staff of the Year award. Both members of staff were nominated by parents.



## STAFF WELL BEING SURVEY

We took part in a national survey on well being and staff retention comparing us with 300 schools across 75 MATS.

In the words of the researcher some of these results are dramatic in a good way for Kings. 41% of our staff as opposed to 29% nationally are satisfied with their worklife balance – could be better I know but we are on the right track.

42% of our staff as opposed to 31% nationally think that school leadership in our MAT understand the workforce challenges.

80% of our staff as opposed to 63% nationally would recommend our schools as a good places to work and 90% as opposed to 69% would recommend our schools to parents.

National Staff Survey  
Staff Wellbeing

## STUDENT LEADERSHIP DAY

On Tuesday 26th April our Student Leaders from Year 10 were invited to participate in a Student Leadership day organised by the King's Group. Students thoroughly enjoyed the day they spent with Dawn Akyürek, Chief Academic Officer and Leadership Trainer, from our sister school in Madrid & Gavin Murray, Head of Primary at the King's College School La Moraleja, Madrid.

Students were given the opportunity to collaborate and engage in team building activities which included the much loved disappearing island game. They learnt about what makes a good team and considered the roles they often play when involved in teamwork. There were some lively discussions about whether leadership was about being liked or being respected or about being honest or being fair. Mrs Akyürek said " I was extremely impressed with the students' resilience and inventiveness with the tasks set, they are a credit to the school and



[click to see video](#)

I've had a fantastic fun day getting to know them all".

Students also commented...  
"I found the day interesting as well as fun and interactive; it helped me to improve my skills" - Laura

"it was a thoroughly rewarding experience" - Alicia

"I learned how to speak out more and be more confident" - Fatima

"The training day helped me to understand and apply different leadership skills to a variety of situations which I can use in school and outside of it" - Martha



## KING'S GROUP 50 YEARS

2019 sees 50 years since King's Group was founded with a number of celebrations and activities planned throughout the year by our partner International schools. We have started to plan how KGA can also mark this momentous milestone for King's Group.

