



The Consortium Multi Academy Trust

CEO & Principal: Mr Andrew Aalders-Dunthorne

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Chair of Board of Trustees & Members: Mrs Dawn Carman-Jones

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To all staff

8th July 2019

End of Year letter to all staff

Dear Colleagues,

May I first of all say a huge thank you to each and every one of you for everything that you have done to deliver exceptional education to the children and communities that we serve. We are now concluding the third full year as a Multi Academy Trust and it has been a hugely successful and positive year and I appreciate that it is only possible through your collective efforts.

As the year draws to a close and your attention is now firmly focussed on the numerous end of year events, whether that's sports days, plays, music concerts, transition events, financial planning, summer development works etc. It is important to reflect on the successes of 2018/2019 and look forward to 2019/2020. The past week has been particularly busy with an excellent Strategic Review Day attended by central team and school leaders, a wonderful evening at the Ivy Country House with many of you dancing the night away at our Annual Gala Dinner & Dance and not to mention a two-day Ofsted inspection at Glebeland Primary School.

Over this year we have welcomed two new schools, Helmingham Primary and Winterton Primary schools to the CMAT family. Three schools have been Ofsted'd: Mendham Primary, retained GOOD, St. Edmund's Primary, retained GOOD and Glebeland Primary – report yet to be published. We have seen results published for GLD (Good Level of Development) for EYFS pupils increase by 9% on last year, putting the combined Trust figure above national expectations at 77%. Pupils in Year 1 taking the Phonics check have also exceeded the national benchmark with our combined result being 86%. With further results to come out over the next few weeks I am looking forward to receiving more positive news.

We have welcomed a raft of new Local Committee members at school level across the Trust which will strengthen local scrutiny and we have also recruited two additional Trustees, Yvonne Hunter and Ian Piddington that have already contributed much to our Trust Board that continues to be expertly chaired by Dawn Carman-Jones.

Work continues at the central office as well, we have just completed an organisational view that will support our aspirations for growth – with colleagues taking on new roles, I have listed on the next page who is doing what. Our intention is to continue to grow our central offer, supporting our school even better and freeing up our school leaders to have an even greater impact on teaching and learning. One development I will share now is that Debbie Thomas, Academy Head at Rendlesham will be joining the central team on a two year secondment as 'Head of Service – Education for All' from after October half term. Her core role will be around developing the ITT programme, Training Skills Partnership and adult learning. She will also be adding additional capacity to the Education and Learning team directly supporting, monitoring and challenging our schools.

The revised structure centrally will enable us to grow the Trust further, we are in discussion with a further four primary schools and are looking at developing SEND provision within the Trust, including embedded special provision at some of our existing school sites and looking at the opportunity of a Special new school in Suffolk. I am also delighted that we will be developing our Early Years offer, with Old School House Nursery in Helmingham transferring to CMAT at the end of the month, the experience that the staff will bring will further cement our offer in Early Years. Our next challenge will be to push into the secondary sector – creating a local all-through MAT for the east of Suffolk and Norfolk.

Norfolk Local Authority, Suffolk Local Authority and the Regional Schools' Commissioner all recognise that CMAT are a Trust that should grow and are actively supporting that.

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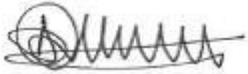
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There are always challenges in education, not to mention the unclear political and financial situation that we are all in. Our strength as a family of schools and professionals have seen us through what could have been as very different year. I am very much looking forward 2019/2020 as I feel that the academy system and more importantly our Trust has reached maturity.

So that leads me to say thank you again, no matter what your role is, everyone has and needs to play their part. You have done that and our pupils, families and communities have benefited from it. I hope that when the summer break arrives that you can head off for a well-deserved break, confident in your personal contribution, celebrating our collective success and excited for the next instalment to start. Welcome to our new colleagues and friends that will be joining us and a very heartfelt thank you and good bye to those of you are off to adventures new.

Regards

A handwritten signature in black ink, appearing to read 'Andrew Aalders-Dunthorne', with a circular flourish at the beginning.

Andrew Aalders-Dunthorne
CEO / Principal

UPDATED CENTRAL TEAM LIST

(Refer to the Trust Leadership Organisational Chart, noted that not all posts are currently filled)

Name	Title	Key tasks
Andrew Aalders-Dunthorne	CEO and Principal	Accounting Officer Data Protection Officer (GDPR) Well-Being Champions forum Trade Union relations External communications and media Trust Designated Safeguarding leader
Kirsten Ward	PA to the CEO and Company Secretary	Supporting the CEO Company Law and compliance
Laura Rogers	CPD and Adult Learning Assistant	CPD and staff training Conferences Education & Learning admin
Tamsin Little	Director of Primary Education	Education and Learning lead (Primary)
Nigel Shaddick	Head of Service WISA	Welfare, Inclusion, Safeguarding and Attendance
Caroline Rankin	Head of Service EYFS	Early Years Foundation Stage lead
Sam Cutler	Head of Service Curriculum Innovation	Curriculum enhancements Pupil Voice Primary Entitlement School monitoring
Debbie Thomas	Head of Service Education 4 All	ITT and career pathways Training and Skills Partnership Academy Head mentoring School monitoring
Kathy Brook	Lead SENDCO	SENDCO forum SENDCO provision and support
Aimee Tilley	LEAD PE & ODL teacher	PE & ODL forum PE & ODL provision and support
Colin Clarke	PE & ODL coach	PE & ODL delivery
Cameron Hopkinson	PE & ODL coach	PE & ODL delivery
Judy Pymar	Head of Service Finance	Finance service Office Manager forum
Lisa Jones	Head of Service Audit & Regulatory	Audit (Internal & External) Financial regulatory compliance CFO
Liz Frere-Smith	Head of Service People	HR service Recruitment and induction Contract management
Megan Miller	Administration Assistant	Academy account and caseworker
Robin Chew	Head of Service Facilities and Compliance	Health & Safety forum Conversions IT infrastructure and consultancy CIF bids Risk Management
Tina Flanigan	Head of Service Estates	Estate management Estates and Grounds team
Kevin Firman	Senior Estates Assistant	Estate delivery