



Despite the gloom and cold of the past month, I hope you have had a successful start to 2023.

In this Update, we welcome new members to our team of leaders. We also spotlight the role of Adult Learning in two of our schools – a reminder of our links with the Village College movement and reflective of our commitment to the wider community.

We also set out the work we are doing collectively to reduce our carbon footprint and how as leaders we are defining what excellence looks like in our curriculum and approach to inclusion through our Blueprint programme.

While we continue to face financial challenges, there are undoubtedly exciting developments ahead as we continue to strengthen and enhance our work as a family of schools.

Jonathan Culpin
Chief Executive Officer

anglianlearning.org

Linton Village College selected for national School Rebuilding Programme



The Department for Education has announced that Linton Village College has been chosen to benefit from a renovation project as part of their School Rebuilding Programme.

Full details of the scale of the renovation and how the academy will use their allocated funding will be confirmed in the coming months. All building renovations will be energy efficient and old facilities will be replaced with modern teaching and learning environments, creating inspirational spaces for young people and staff.

Jonathan Culpin, CEO of Anglian Learning said: “We are delighted that Linton Village College has been selected by the Department for Education for this school rebuilding programme.

“This application was initiated and developed by our Trust Central Team who will continue to support the school as plans progress. This is exciting news for Anglian Learning and Linton Village College, and will further support learners to thrive and succeed as part of our strategy of enabling excellence for all, in buildings that are modern and efficient.”

Linton Village College Principal Helena Marsh added: “We were thrilled to receive this news for our academy. This investment in our school, which currently includes a number of old temporary buildings, will have a significant impact on the students’ learning environment at Linton Village College.”



Trust schools keeping Ofsted happy

It has certainly been a busy few weeks for our Trust, with Ofsted inspections at two of our schools – The Meadow Primary School and Howard Community Academy.

Although the outcomes of both remain confidential at the time of writing we can report that we were extremely pleased with the outcomes from both – testament to the skill, knowledge and hard work of staff at both academies, and the input from the Trust central team.

Congratulations also to the staff of The Pines Primary School – inspected before Christmas for the first time since opening – which was also very positive about the quality of education provided, assessing the school as ‘Good’ in all areas.



Energy Strategy Group formed to tackle carbon emissions

Starting at the beginning of the 2022/3 academic year, Anglian Learning created a dedicated Energy Strategy Group, as we understand our moral obligation to make improvements in energy efficiency, and drive reductions in carbon emissions where possible.

A variety of measures have already been implemented, which are helping our Trust work towards our goal of a 10% reduction in carbon – related to both gas and electricity use.

Promotion of energy reduction within our schools has begun, with posters at various points of interest around schools – for example in toilets, kitchens and next to light switches.

Site teams across our Trust will begin to carry out energy usage audits and review consumer behaviour which will inform future plans to help solidify the reduction of our actual energy usage. As

well as this, we are working on a programme to install Solar PV units across the Trust.

IT services have been researching and beginning to implement new technology which despite being more powerful devices, are using less power to run. This not only increases productivity for staff and pupils, but is also another way in which we are working towards reducing our energy usage as a Trust. As well as this, simple but effective methods of reduction are being looked into, such as properly shutting down local equipment over weekends.



Subtle changes in behaviour are what will lead to the success of our Energy Strategy Group, and we are encouraging all members of staff to be mindful of their impact on our Trust’s mission.



“ This is an exciting project, especially given the net zero credentials of the proposed building



Growth: Wimbish and Deneia prepare to join Anglian Learning



The Trust is pleased to announce that, subject to approval by the Department for Education and other conditions being met, Wimbish Primary School in North Essex will join Anglian Learning in the next academic year.

A feeder school into Joyce Frankland Academy in Newport, Wimbish Primary School was recently judged 'Good' by Ofsted and there is already a strong relationship between the school and the Trust. We are very much looking forward to strengthening this partnership in the coming months as the school prepares to join Anglian Learning.

Find out more about Wimbish Primary School [here](#).

We are also continuing to work on the design and development of Deneia Primary Academy, which is planned for the huge new development at Waterbeach Barracks.

This is an exciting project, especially given the net zero credentials of the proposed building, the ambition for the curriculum, and the part it will play in helping to establish the new community. The latter is reinforced by our choice of name for the new academy, which draws inspiration from the local Fen landscape and Denny Abbey in particular.

Subject to planning permission being granted and construction proceeding as planned, Deneia Primary Academy is due to open in September 2024.

In the meantime – and drawing upon our experience of opening Marleigh Primary Academy last September – the central team is busy working, alongside our partners in the LA, architects and builders, on the internal design of this three-form entry school and ensuring it

provides an inspirational, exciting and future-proof space for our learners.

We are also working closely with Urban & Civic, responsible for the overall Waterbeach Barracks development, to ensure the school is at the heart of their ambitions for the new town.

More details and important updates on the school can be viewed [here](#).



Anglian Learning sets out Blueprints for the future

Anglian Learning was conceived to preserve the common values of our schools. Over the last two academic years, we have worked to capture the essence of those values and set out our aspirations for how they manifest themselves in our school provision over the coming years.

This work is set out in the Blueprints, with a Blueprint in each of the following areas: **People and Leadership**, **Inclusion**, **Curriculum**, and **Safeguarding**.

The Blueprints have been co-constructed during several months of iteration and dialogue between the central team, the Trust Leadership Group (central team and Headteachers) and relevant Strategic Groups, which include Headteachers, Deputies and Assistant Headteachers.

They set out what we stand for and what we are working to achieve. The Blueprints describe our common values but, importantly, how these will look different in different schools, reflective of the unique context of each.



The **People and Leadership Blueprint** stresses: adaptive leadership that is ethical, informed and distributed; mutually beneficial networks that support collaboration and school improvement; and empowering, engaging professional learning for all colleagues.

The **Curriculum Blueprint** foregrounds: the importance of rich, equitable curricula that extend horizons, build curiosity and empower pupils to engage with the world; expert curriculum design, brought to life by excellent, inclusive teaching and contextually appropriate, evidence-informed pedagogy; leadership that values specialist expertise and reflective, ongoing evaluation and development.

The **Inclusion Blueprint** demonstrates: a commitment to ensuring that all pupils, without exception, have access to an appropriate curriculum and provision that understands and matches their needs, providing the right support at the right time.

The **Safeguarding Blueprint** highlights: the central importance of leadership and a rigorous focus on compliance, pro-activity and ongoing, reflective learning and improvement; an embedded culture that transcends systems, where safeguarding and welfare are a key consideration in the design and delivery



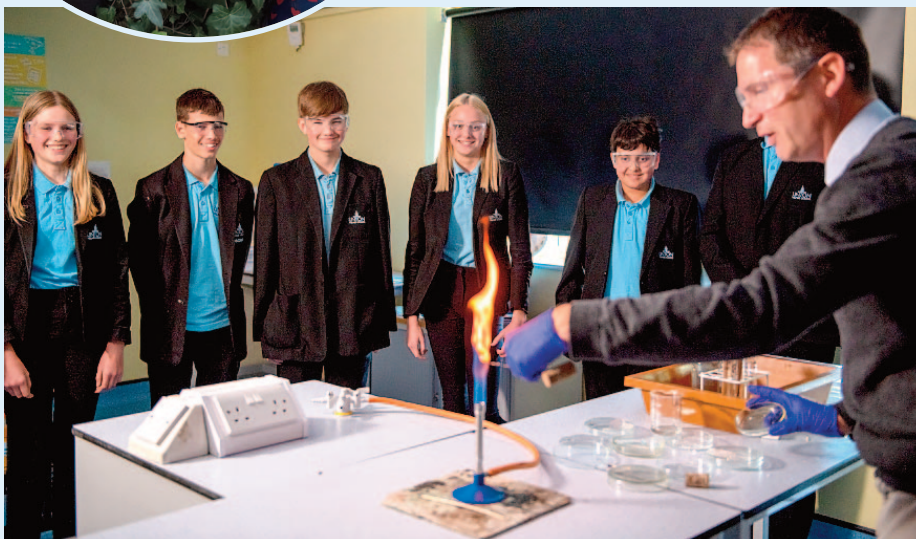
of all provision, particularly PSHE, RSE, SEND, behaviour management and Appropriate Provision.

The Blueprints are brought to life in schools with the help of Frameworks, which outline the evidence that has shaped the Blueprints and Frameworks; define central and school responsibilities; and provide models, exemplification and expectations to support in-school planning, delivery and evaluation.

As with the Blueprints, these Frameworks are drawn up in partnership between the central team and relevant Strategic Groups. Trust and school routines then ensure periodic review of provision against the Blueprints, in line with school improvement planning processes and priorities.

Through the Blueprints and Frameworks, we can ensure that we preserve and realise the common values that define Anglian Learning, values which include recognising the distinctive qualities of each of our schools, to secure the best education and experiences for the young people in our care and the best professional experience and opportunities for all colleagues.

The Blueprints can be viewed on the [Our Vision](#) page of our website.



A warm welcome to new staff joining Anglian Learning



Director of People – Caroline Newman

Caroline began her HR career in 2000 at Sainsbury's where she worked in a range of HR roles including Regional HR Manager and HR Change Manager. She has also held posts in the leisure industry and local government.

Prior to joining Anglian Learning Caroline spent 13 years at the University of Cambridge, most recently as Head of HR for the School of Clinical Medicine. At the Clinical School, she was responsible for the HR strategy and the operational HR service to over 3000 staff across 21 academic departments.

Caroline is passionate about wellbeing within the workplace and successfully developed and embedded the Clinical School's wellbeing programme. She was also a trustee for Mind in Cambridgeshire between 2015-2018.

Caroline joined Anglian Learning in January 2023 to develop and deliver our new people strategy and lead our HR service. Caroline is a chartered member of the Chartered Institute of Personnel and Development (CIPD). In her spare time, she enjoys going on long walks by the coast with her husband and new miniature poodle.



Interim Headteacher of The Icknield Primary School – Diane Mitchell

With over 28 years of experience in teaching, Diane joined Anglian Learning as Interim Headteacher at The Icknield Primary School at the beginning of January 2023.

Starting her teaching career in East London, and then latterly across Cambridgeshire with experience in a variety of roles throughout her career, including subject leader, numeracy consultant, teaching and learning consultant, Head of School, Head of Teaching School and Deputy Head, Diane enjoys helping to develop teachers and non-teaching staff, encouraging career growth and broadening horizons.

"A lot of my experience has focused on school improvement as I am passionate about children receiving an exciting education and gaining the necessary skills to help them on their journey through the education system and beyond," said Diane.



Headteacher of Stapleford Community Primary School – Laura Rawlings

Laura has worked in education for 20 years – taking on her first Headship in 2012 and then working as an Executive Headteacher across two schools, and Deputy Headteacher of an all-through school. Laura has been settling into her new role as Headteacher of Stapleford Community Primary School since the beginning of 2023.

Throughout her career she has been fortunate to work with a number of schools – for example, through a five-year secondment to The University of Cambridge as a Lecturer and Tutor on the Primary and Middle Years Teacher Training programmes. Laura achieved a Masters in Education, focused on leading, teaching, and learning, and is particularly interested in the role of the quality of talk and its impact on educational outcomes.

"Being a mother of two, I am very much aware of the responsibility that we as educators have, and I believe that the positive influence education can have on a young person should not be underestimated," she said.

Laura believes that her experiences to date have shaped her view that the potential insight and the impetus for change are rooted in schools rather than something which can be orchestrated from the outside.

“Being a mother of two, I am very much aware of the responsibility that we as educators have

Laura Rawlings

Uniform approach to school clothing across Anglian Learning

The Department for Education released new statutory guidance in late 2021, requiring schools to review their uniforms – reducing logoed items and those only available from a single supplier.



The guidance also made clear that schools must support the sale or exchange of second-hand uniform and regularly tender uniform contracts to ensure best value for parents and carers. Our Trust prioritised this work early in 2022 as it became clear that the cost-of-living crisis was looming.

A working group comprising Chief Operating Officer Charity Main, Bottisham Village College Principal's PA Jane Taylor, The Meadow Primary School Headteacher Nichola Pickford and Linton Village College Principal Helena Marsh has been working

to develop a uniform framework for Anglian Learning schools, limiting the number of logoed items but allowing schools to keep their individual personalities.

Our Trust has also secured a Trust-wide contract for uniform with Price & Buckland, which starts next year for primary schools and is phased into our secondary schools over the next 2-3 years as existing contracts come to an end. The new arrangement replaces 15 individual contracts and includes a commitment to ethical sourcing and the recycling of materials.

Trustees of Anglian Learning

Anglian Learning is governed by a Board of Trustees who are responsible and accountable for the Trust. Trustees are both company directors and charity trustees, as academies have the legal status of both company and charitable trust.

The main responsibilities of the Trustees are setting the strategic direction of the Trust, holding senior leadership to account and overseeing the Trust's financial performance. They delegate some responsibilities to our Local Governing Bodies.

There are 11 Trustees on our Trust Board who have a range of skills and experience from a number of sectors including education, science, health, HR, law, finance and IT.

Our Chair of Trustees is Dr Claire Lawton, a former NHS Consultant Psychiatrist, who has served as Chair since 2017. Some of our Trustees have been on the Board since the Trust was formed in 2016, and several have served on our schools' Governing Bodies prior to them joining Anglian Learning.

Having the right people around the table is critical – Trustees need to have the skills and experience that align with our Trust's strategy. Succession planning

ensures that as retiring members are replaced, the Board continues to have a broad skill set and allows the introduction of diverse and fresh perspectives.

We are very pleased to welcome two new Trustees to our Board this

academic year – Alasdair Pitt joins us from the world of investment banking, while Dr Carin Taylor is the current CEO of a local Multi-Academy Trust.

You can find details of all our Trustees on the [Anglian Learning website](#)



Alasdair Pitt



Dr Carin Taylor



Anglian Leisure's priorities and plans for keeping community fit

We were delighted to open our new facility, [Anglian Leisure Joyce Frankland](#), in October 2022. The brand-new fitness suite has already attracted 45 new members, with staff offering inductions and Personal Training sessions when required.



The new team, managed by Adam Wilson, have been busy taking bookings for badminton, tennis, football, hockey and futsal, with a football league due to start in March. Nerf parties will shortly be offered to the local community and group exercise classes will be starting soon.

Football for Wellbeing sessions, which were established by Serotonin Sessions at [Anglian Leisure Netherhall](#), have recently expanded to include a women's

session at [Anglian Leisure Bottisham](#), run by Assistant Manager Jennifer Jamieson.

The free sessions are based on friendly competitiveness and are an opportunity to get involved in an experience which supports mental and physical wellbeing whilst meeting new people. Jennifer used to play football competitively but hung up her boots as she did not enjoy the excessiveness of the competition, so

was very excited to be involved in these new sessions.

Jennifer said: "It has been an absolute pleasure and delight to see women who want to come out and play football and see them enjoy it. It is even better when I get feedback from the sessions, knowing that I will see some of the same faces the following week, and some new ones. It really is looking like a bright future for women's football at Anglian Leisure Bottisham."

We hope to have some exciting news in the future of more Football for Wellbeing sessions being set up across the Anglian Leisure centres by Serotonin Sessions.

Find out more about Anglian Leisure centres below:

[Anglian Leisure Bottisham](#)

[Anglian Leisure Joyce Frankland](#)

[Anglian Leisure Linton](#)

[Anglian Leisure Netherhall](#)

[Anglian Leisure Sawston](#)

Spotlight on Adult Learning



We asked our two Adult Learning Managers to introduce themselves and share information about what is on offer at their Adult Learning Centres.

Sawston Village College

At the end of March 2022, the Sawston Village College Adult Learning Centre appointed a new Manager, Catherine Hayes.

During the Autumn term, 18 weekly courses were on offer including Saturday workshops. The two ceramics courses, dressmaking, yoga and the Friday Singers group consistently prove to be very popular. Moving forwards, Catherine hopes to be able to expand into evening courses that will accommodate those learners who are not able to attend in the daytime.

Catherine explained: “For many, I feel that we do fulfil a need – a need to exercise the body and the health benefits that come with that, or the opportunity to learn new things and expand the mind. But most importantly, for many, it is the social interaction, the opportunity to meet new people and the feeling of being part of the wider community.”

Prior to being the Adult Learning Manager, Catherine worked in the office at a local primary school. Before having her children, she studied for a BEd. in Primary Education and after a brief stint as a primary school teacher, moved on to Cambridge Assessment examinations, working in Document Production and later as a Regulations Officer.

For further information and to sign up for a course see the Sawston Adult Learning [website](#).



Bottisham Village College

The new team at the Bottisham Village College Adult Learning Centre comprises Adult Learning Manager Élise Lapaire and Centre Assistant Nick Milne. Both Élise and Nick are very excited at the opportunity to work closely with the local community to provide what they truly believe in – adult education for all.

Whether it be to try a new hobby, sharpen a skill, socialise, or gain the skills required for a change in career, they want to ensure that everyone is able to join them and achieve their goals.

A wide variety of courses is available including pottery and ceramics, yoga, cooking classes that cover multiple cuisines such as Italian and Indian, as well as accredited courses from the Royal Horticultural Society.

The popularity of some of their classes has led to them being expanded into different skills groups, such as the calligraphy course. Moving forward, the team at Bottisham Village College are excited to develop and branch out within the community, keen to bring in new tutors.

Before becoming Adult Learning Manager, Élise undertook a variety of roles within the Ministry of Defence and the University of Cambridge, working in various projects and their administration. Nick arrived at Bottisham Village College in September, having worked for Cambridge City Council where he was responsible for the Council's Considerate Contractor Scheme and Street Naming and Numbering service.

For further information and to sign up for a course see the Bottisham Adult Learning [website](#).



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