The Tapscott Learning Trust Annual Report





OUR AGREED MISSION AND AIMS



Mission 2022-2023

- Our pupils will always be the cornerstone of our Trust and will have an effective voice in the work that we do
- Safeguarding is non-negotiable and consistently applied in all schools and settings
- All schools will promote equality and inclusivity for all
- We will form a platform for other schools with similar visions and ethos to join us for the mutual improvement of outcomes for all pupils and will support other schools by working collaboratively
- Our schools will offer a broad and balanced curriculum encompassing the arts and sport; as well as offering a vast array of experiences that will allow our pupils to access opportunities that may not always be available to them
- We will be a beacon employer for teaching professionals at all stages of their career and will ensure that our Training Hub will be at the forefront of training our staff
- The Trust will be wholly self -sufficient and operationally secure with clear community-led focus
- Effective governance at all levels offering excellent challenge and strategic support
- We will provide a consistent experience of high expectations

Aims 2022-2023

- Restructuring of central roles, systems and procedures for financial and operational running have been put in place to ensure effective running of the organisation and are fully compliant
- ✔ We have implemented a joint technology plan focusing on infrastructure, opportunity and accessibility for all
- ✓ All children are learning in successful or rapidly improving schools
- Safeguarding risks are minimised and support is maximised for children in our settings
- ✓ We continue to provide support to schools and educational settings outside of the Trust and have formed a platform for other schools with similar visions and ethos to join us for the mutual improvement of outcomes for all pupils
- ✓ Effective governance at all levels to offer excellent challenges and strategic support ensuring the best outcomes for our children
- ✓ Compliance with external agencies as well as internally ensuring that our policies are adhered to
- ✓ The Trust has continued to develop its media presence



Last year we continued the work of the Trust, not only within our own schools, but also with other local schools and organisations further afield, working in partnership to further enhance the opportunities available to more children and to support more families and communities in these very challenging times.

The work being done in both our Training and Sports Hubs goes from strength to strength and this has ensured that our staff are being trained to a very high guality, supporting their development and allowing us to retain and recruit an excellent workforce whilst seeing extremely high retention rates.

We have been focussing much of our work in providing opportunities for our children and staff to be healthy and happy, which in turn allows us to ensure that we have really strong outcomes for all community members.

At the end of August 2023 Maggie Cameron-Ratchford ended her term of office as our Chair of Trustees following four years in the role. During that time, the Trust has been incredibly successful and has further strengthened the work that we have done across our schools. Everyone at the Trust is very grateful to Maggie for the work that she has done and for the support that she has offered to so many of us. We are therefore delighted that Maggie will continue as a Trustee and also a LAB member at Kensington Primary School.

We are delighted to present our stakeholder report for the sixth year to give you a flavour of just some of the things that have been achieved at the Trust and by our schools over the past twelve months. We are proud to work closely with all of our communities and firmly believe that 'by working together, we really are achieving for all'.

With very best wishes,

Paul Harris

Maggie Cameron-Ratchford CHAIR OF TRUSTEES

CEO

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JOINT WELCOME FROM OUR CEO AND CHAIR OF TRUSTEES



ALL Schools provide breakfast clubs and after school provision



members





of parents would recommend their school

03

GOVERNANCE

Our Members oversee the work of the Board of Trustees 36 50 to ensure that we are delivering and adhering to our agreed mission, vision and aims. The majority of our Governance Number of Meetings positions filled **Governors**, **Trustees** held Members are drawn from our local communities. and Members Our Trustees are responsible for the strategic leadership of the Trust, ensuring that it adheres to our agreed 92% 98% mission, vision and aims as well as being Meeting attendance Meeting accountable for driving educational standards attendance LABS **Trust Board** and financial good health. The Board meets six times a year while its three Members sub-committees meet once each term. 10 The Local Advisory Boards oversee the New Members/ Training running of their school in terms of the Trustees/Governors sessions held curriculum, safeguarding and the budget. inducted They ensure that their school's leadership team is held to account for academic Board of Trustees performance, high quality education, and quality of care. Finance, Safeguarding Standards හි CEO Audit & Risk Operations & Resource Curriculum Senior Operations Team Strategic Leadership Head Teachers' Pupil Parliament Group Team Ranelagh ocal Adviso Board Kensington .ocal Advisor Board ocal Advisory Board ocal Advisor Board **TTLT Governing Body Services provide:** An experienced Governance Professional Paula Jeffers - Governance recruitment CHAIR OF TRUSTEES Induction and training Compliance calendar planning - Agenda creation and ensuring all paperwork is circulated at least one week before meetings The Trust has appointed - Clerking services Paula Jeffers as the new Chair of Trustees for 2023/24. Paula has - Chairs' forum been a Trustee and LAB member at Curwen for some years and has Governance support and advice

Organising and overseeing staff and parent governor elections

been Vice Chair during the last year. She also sits on the Trust's Audit & Risk Committee and is the link trustee for whistleblowing.

EQUALITY, DIVERSITY AND INCLUSION

TTLT is committed to meeting the needs of everyone within the Trust and to ensuring that everyone is given opportunities in order to achieve their full potential.

Our schools hold a variety of inclusion guality marks and awards and TTLT has been accredited by The Autism Education Trust to deliver its schools and early years programmes within Newham with specialist training that is nationally recognised and supported by the Department of Education and the National Autistic Society.

During the Spring Term of 2023, the Trust commissioned an EDI staff survey and the results of this were used to determine the focus of the work to be done during the next and future years.

of children with a EHCP

6% of children with SEND

96%

believe that their workplace is inclusive of different backgrounds, identities and needs

	National Data 2023 Mainstream Primary Schools	TTLT 2023
ЕНСР	2.5%	3.8%
SENS	13.5%	12.2%
Total SEN	16%	16%





Multilingualism

We value our pupils' backgrounds and cultural heritage, while fostering their identity and the rich linguistic repertoire they bring with them. We believe that multilingualism is a strength and hope that all pupils will benefit from first languages in our setting. We want all pupils to feel valued regardless of their starting points and learn

in an asset based approach to languages

Soofia Amin



of children receiving SEN Support

93%

of staff feel valued in their workplace

98%

of staff believe that TTLT is committed to promoting equality, diversity and inclusion

Helen Harris

EQUALITY, DIVERSITY AND INCLUSION OFFICER



RE, RSHE AND PSHE

Claire Clinton is the Director of Religious Education (RE) for Newham schools, running the Standing Advisory Council on Religious Education (SACRE). She is also Director of PSHE at TTLT for Newham schools and works with a team of specialist advisors to deliver this support to schools.



Religious Education Support

461 teachers attended professional development in Religious **Education and Collective**

12 52 Primary (82.5%) (63%) were supported

Network meetings included masterclasses on Christianity,



The Newham PHSE Partnership

134 teachers attended professional development in PSHE/RSHE in 2022/23.

13 Secondary Primary Schools Schools (68%) (70%)

Network meetings included training on FGM, wellbeing, examination stress and misogyny

School Council Network



25 6 Secondary Primary

(32%)

Schools

(40%)

conferences were held throughout included training on successful and the importance of a school

100% of attended the primary network meetings said that the sessions were Very Good or Excellent

Since I have been attending the network meetings we have started working in so many smarter ways. It has made me feel more confident in running the school council and I now have a development plan



School recognised by Ofsted as Good

- The school made changes to the way children with SEND are taught and ensured they are integrated into classes with their peers
- We achieved Above National levels for end of KS2 assessments
- We continued to develop our whole school curriculum so that it is engaging and ensures that children are highly motivated to learn and make excellent progress

AWARDS & ACHIEVEMENTS



HEALTHY & HAPPY





been designed specifically for our children and is engaging. As part of the 'Time For Us' curriculum, the school also has a specific "Day For Us" - a half termly event in which children learn to self-motivate, keep themselves safe, learn mindfulness, anti-bullying and self-help strategies. North Beckton is a Forest school, utilising the outdoor environment. Children learn how to take risks, keep themselves safe, be resilient and use the environment to

whole school

corridors

CARE

- **EXTERNAL SUCCESSES**
- 'Fight for Peace' involvement a charity that uses mixed martial arts and counselling to support Year 6 pupils
- Baseball children took part in the First Pitch Festival to celebrate the MLB game at the London Stadium.
- Use of 'Paint the Change' a charity that mixes social action and street art

COMMUNITY EVENTS AND FUNDRAISING

- Children in Need
- Save the Children Earthquake Appeal (Turkey & Syria)
- Comic Relief Red Nose Day
- Monkey World (Pupil Parliament's nominated charity)







attended the primary network meetings said the sessions were excellent

We All Belong

Places of Worship Winners

School Games Gold

BUILDING IMPROVEMENTS

Roof replacement over the kitchen, dining hall and

Electrical updates and improvements of the TTLT WRAP AROUND

Breakfast Club 7:30-8:40 am 20 after school clubs Daily 6 O Clock Club



their child feels safe

North Beckton

PRIMARY SCHOOL

North Beckton Primary School, Harrier Way, Beckton, London, E6 5XG



Executive Head Teacher Shella Lawrenson

Head of School **Bal Kettory**

"The school has high expectations for what pupils should achieve. Pupils work hard and concentrate on their learning. They achieve well in their studies and are proud to contribute to the life of the school"

> of parents say their child is happy

of parents say pupils are wel behaved



TRAINING HUB

The Tapscott Training Hub is here for our community of children and staff across the Trust and also for the external partners that we work with both within our borough and wider afield.

We strive to support and develop our workforce, equipping them with the necessary knowledge and skills to provide a high-quality education for all our children. We believe in continual reflection of current practice, as well as reviewing research and adapting our approach to being key principles built into each programme.



HIGHLIGHTS

- Schools across London have been visiting to see our Social Inclusion Model in practice
- Being part of the First Pitch Festival for London Series Baseball at the London Stadium
- President of Major League Baseball visited and donated a Baseball Pitch
- Festival of Voices
- Recognising our wonderful staff members who have supported each other



STARS

School Games Gold Award



TFL Active and Safe Travel

BUILDING IMPROVEMENTS

MLB Baseball Pitch Playground KS2 Improvements

TTLT WRAP AROUND CARE

Breakfast Club 7:30-8:40 am Napier Lodge Extended School 3-6pm Wrap around care: at Napier Lodge 7.30am - 6pm • 49 after school clubs

COMMUNITY EVENTS AND FUNDRAISING

Children in Need Save the Children Earthquake Appeal (Turkey & Syria) Comic Relief Red Nose Day Monkey World (Pupil Parliament's nominated charity)



recommend the school

of parents say their child feels safe

Ranafagh Primary Ranelagh Primary School, **Corporation Street**, Stratford, London. E15 3DN

Executive Head Teacher Shella Lawrenson

Head of School Leigh Welburn

Ofsted GOOD

"Pupils have good attitudes to learning and behave well in lessons. They feel safe and happy in school"

ANNUAL AWARDS

On 30th June 2023 our annual awards ceremony was streamed simultaneously to all classrooms, nominees, parents and specially invited guests and was a great celebration of another successful year.

As always, we would like to thank our wonderful sponsors for enabling us to arrange an event that brought excitement and joy to everyone who tuned in.

Repuerted and a constraint of the constraint of **Gerson Spencer Ranelagh Primary** Outstanding Contribution to School Life Years 3 to 6

Maryam Akram Kensington Primary Outstanding Contribution to School Life Nursery to Year 2

> Mustafa Obeid Kensington Primary **Outstanding Educational Achievement KS2**

Melaniia Samoilovych | North Beckton Primary Outstanding Educational Achievement KS1

Zion Maniche Rebecca Cheetham Nursery Outstanding Educational Achievement EYFS

Alexandru Popovici | Ranelagh Primary Sport Achievement Award

Kelvin Oboagye Curwen Primary Young Achiever Award

Hamdha Hanif North Beckton Primary Creativity Award

OTHER AWARDS Muna Ismail Preetha Narayanasam Radia Bensafi Shabana Begum Unsung Heroes Award

> Sonia Texeria Curwen Primary Staff Member who most enhances school life

Christine Smith Curwen Primary Lifetime Achievement Award

Jason Murray Active Newham External Provider Award

ESTATES AND **OPERATIONS**

The Trust continues to deliver on its commitment to provide and transform outstanding facilities for our children, to ensure that every pupil is provided with a learning environment that is stimulating for them. This is one of our core values.

The Trust's estates and operations management team have invested much time and effort to secure grants and external funding to tackle issues that have gone a long way to ensuring that our schools are great environments for learning, both for our children and staff.

Many improvements to our buildings continued this year and these were largely funded following bids to the DfE's Condition Improvement Fund (CIF). Our CIF building projects included completing the replacement of the large roof areas and an electrical rewiring project at North Beckton Primary School. Other smaller projects were undertaken at the other schools

to improve playgrounds and SEND facilities for our children. We have future projects planned for the replacement of boilers at some of our schools to address condition and sustainability issues.

E5.5m worth of improvements to our school estates since becoming a Trust



Health and Safety and Risk Management

The Trust works closely with an external consultant who supports us with the management of Health & Safety across our sites. Our annual general risk assessments have shown continuous improvements which highlights TTLT's commitment to ensuring the safety of our staff and children at every school. This is coupled with having robust risk management procedures in place that ensure we are continually assessing risk, both internally at school and at Trust level, as well as reviewing external factors that might impact on our schools.

FINANCIAL OVERVIEW 2022-2023

Finance Summary

Our post Covid recovery continued throughout 2022-23 with our schools moving closer to normality and as a Trust we overcame a number of significant financial challenges. The pressures on budgets have never been so immediate with core funding not matching the increase in costs across key areas such as wages and inflation. With this in mind, we are delighted to report a hugely successful year for the Trust which saw us achieve our operational targets and outcomes whilst continuing to provide our children with an amazing education in thriving environments.



Funding for our schools is predominantly received from the Department for Education and the Employment and Skills Funding Agency. We do also receive some funding from the Local Authority and the remaining income is a combination of smaller grants and trading income.

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The largest part of our funding was spent on staff salaries with teacher's salaries accounting for 50% and support staff 30% respectively. Other expenditure relates to key areas such as Estates Management, Technology including ICT, Teaching Resources and legislative costs. The average spend per pupil across the Trust in 2022/23 was £8729.

£736.630 Self generated **Total received** £15,220,642 income in DfE/ESFA 2022-23 was £19,749,536 £2,911,542 Other £717,000 Total £16,087,500 Resources expenditure Staffing was £19,736,362

The Trust has completed building works following successful capital grant bids over the past two years totalling more than one million pounds across all its sites. With over **£100k** of contributions from the Trust towards these projects, this has ensured that our buildings remain in good condition and help provide a safe environment for our pupils and staff.

Taz Mansuria CHIEF FINANCE AND HR OFFICER

OUR STAFF

We are incredibly lucky to have such a successful and diverse workforce who always go above and beyond to ensure the very best outcomes for our children and to support our families. By careful budget planning we are able to provide high levels of resources to meet the needs of our pupils and to support our staff through excellent professional development.

The Trust also works with many volunteers and offers training which has led many to be successful in obtaining employment in our schools or in other educational settings.

The Trust would like to thank every single member of staff for their hard work and dedication to our children over the past year.

Our staff tell us

- that their workload is manageable
- they feel supported in the workplace
- that they have a positive working relationship with colleagues
- the training and support within TTLT has been invaluable



I enjoy working at TTLT and have had the opportunity to learn from many outstanding professionals

I am now moving onto a new chapter in my career and am taking the skills that TTLT has given me to further develop professionally STAFF QUOTES

Staff Retention Rate

98%

The Trust offers its staff:

- A generous annual leave package for all staff
- An Occupational Therapy and Employee Assistance Helpline
 - Effective Induction Programmes for all staff
 - A comprehensive ECT Programme
 - Further development at all stages for support staff and teachers

Together Everyone Achieves More

HIGHLIGHTS

- School recognised by Ofsted as Outstanding
- All staff actively engaging with Elklan Communication training
- Additional enrichment offer for all pupils and the new programme for MASt pupils provided by our Subject Leaders to ensure children are inspired
- Following Covid, opportunities for parents to re-engage with whole -school events, assemblies and celebrations in person which saw excellent attendance and much positive feedback

AWARDS & ACHIEVEMENTS



Inclusion Quality Mark Flagship Status

Healthy

Schools

Silver Award

HEALTHY & HAPPY

Our 'SHINE' initiative ensures that everything we do at Curwen ensures our children are healthy, happy, safe and engaged with their learning. Through the broad curriculum there are lots of opportunities for varied experiences and 'hands-on' learning which ensures that the school taps into the interests of our children, whatever their backgrounds and starting points. We also ensure that we reflect and celebrate the children's own identities and ensure that they feel a valued part of the school community.

- **S** UCCESSFUL High expectations and ready to move on in our learning.
- H EALTHY & SAFE Learn how to keep ourselves and others healthy and safe in and out of school. DENTITY
- Learning about ourselves and our community. Understanding our place. N URTURED
- ceeling supported and being able to support others. Knowing how and where to get help. E NGAGED
- Excited and involved during learning. Make the most of opportunities in and out of school.

BUILDING IMPROVEMENTS

- Rebuilding of Wall
- LED Lighting Installed



COMMUNITY EVENTS AND FUNDRAISING

- Jeans for Genes

- Poppy Appeal

Theatre

- Festival of Voices at Hackney Empire U11 Essex Finch Cup (football) - Newham Borough Champions

14



- YOUTH Youth Sports
- GOLD QUALITY Award
 - School Games
 - Platinum
 - Award

TTLT WRAP AROUND CARE

- Breakfast Club 7:45-8:45 am
- **66** after school clubs 82% of children
- attended at least one
- Daily 6 O Clock Club
- Children in Need
- Save the Children Earthquake Appeal (Turkey & Syria)
- AAA Christmas Jumper Appeal
- AAA Harvest Appeal
- Comic Relief Red Nose Day
- Monkey World (Pupil Parliament's nominated charity)

EXTERNAL SUCCESSES

Shakespeare Schools Festival at Barking

of parents say well at this school

of parents believ pupils are well



CPS

CURWEN PRIMARY

SCHOOL

Executive

Head Teacher

Paul Harris

Head of School

RE Quality Mark

(the only primary school in the countr

Gold Award

to have received

this four times)

London, E13 0AG

Ofsted Outstanding

"Leaders have designed an aspirational curriculum that goes beyond the expectations of the national curriculum in every subject"

their child does

PUPIL PARLIAMENT AND PUPIL VOICE

At the start of each academic year, each school democratically elects its own school council and children from all age groups are included and meet regularly with their own Local Advisory Board to discuss ideas and the work that they have done.

Our Pupil Parliament consists of a group of children who are the Chair and Vice Chair of their own school's council and this group work together throughout the year, regularly meeting Trustees, for the mutual improvement of outcomes for all pupils as well as to benefit their chosen charity.

This year, this group of children were part of the creative team who worked on Newham's Young People's Charter to help the borough become the best place for children to grow up in.



I have really enjoyed being part of the Pupil Parliament. It has been fun and I feel like we made a difference QUOTE FROM PUPIL

PUPIL PARLIAMENT TARGETS FOR 2022/23

~ To work in partnership across the Trust

To gather the opinions from all the children across the Trust

To raise money for charities in fun and interesting ways

To celebrate working in partnership

A place everyone loves to be

HIGHLIGHTS

- Fundraising £15,000 for our school playground
- Becoming first Gold Healthy School in Newham
- Hosting the Secretary of State for Education to showcase our approach to health and happiness
- Creating new SEND learning and regulation spaces within the school including a bespoke soft-play and sensory room and a new large classroom (Rainbow Room)

AWARDS & ACHIEVEMENTS





School Games Gold Award

Carnegie Mental Health Gold Award

YOUTH Youth Sports Trust Gold Award

HEALTHY & HAPPY

everyone loves to be'

Tournament

EXTERNAL SUCCESSES

Kensington's Curriculum K has health as one of its four key pillars. Our bespoke Physical and Emotional Health curricula, which sits alongside our Health and Science Curriculum ensures children's health and happiness are at the heart of the school. This is coupled with Culture K and our vision - 'a place

COMMUNITY EVENTS AND FUNDRAISING

- Children in Need
- Poppy Appeal

- Breakfast Club 7:30-8:30 am
- Daily 6 O Clock Club

BUILDING IMPROVEMENTS

- Y4-6 pupils finished 3rd at the TTLT Gymnastic and Dance Tournaments
- KPS children represented the school in over 25 other events

Mixed Y5/6 TTLT Cricket Champions

Y4-6 Girls reached the finals of

the TTLT Football World Cup

New Sensory Room New SEND provision New EYFS playground

of parents believe that the school successfully meets the differing needs of its pupils

Kensington **Primary School**, Kensington Avenue, Manor Park, London, E12 6NN

EAL Quality Mark Gold Award

SCHOOL

Language Friendly School

Executive Head Teacher Ben Levinson OBE

KENSINGTON

Primary School

Head of School Perry Leeks

Ofsted Outstanding

'Leaders and staff create a secure environment in which pupils learn well and are very well prepared for the future"

Save the Children Earthquake Appeal (Turkey & Syria) Comic Relief Red Nose Day

Monkey World (Pupil Parliament's nominated charity)

TTLT WRAP AROUND CARE

• 44 after school clubs including 18 Tutor Clubs (targeted catch up sessions in English, maths, communication and emotional health)

New Soft Play Room



of parents are happy with how their child is learning

of parents say their child is happy at school



SPORTS HUB SUCCESS



WORKING IN PARTNERSHIP Forging forces to give children the best start in life

The Trust works in partnership with Rebecca Cheetham Nursery offering support in a range of areas such as ICT, H&S, governance and compliance, CPD and SEND. The nursery offers both government funded and flexible paid extended day places to children aged 2, 3 and 4 years old. The accompanying children's centre offers a range of different activities for families in the community.

- Preparing children to be 'Reception Ready'
- A broad and balanced curriculum
- Learning both indoors and outdoors
- Stay and Play SEND Sessions
- Forest School

During 2022/23 the Trust has also successfully supported other schools in their development and these include schools in the London Borough of Newham, other London boroughs as well as further afield in the East and South East of England.

As well as partnering with individual schools, we also work closely with a range of associates including Newham Council, the Department of Education, the Confederation of School Trusts and Place2Be. asecca Cheetham Nurve asecca Cheetham Nurve and Children's Centre

Rebecca Cheetham Nursery & Children's Centre, Marcus Street, Stratford, London E15 3JT

Head Teacher **Rohan Allen**

Ofsted Outstanding "The school is an oasis of calm,

purposeful

learning"

I am so happy with Rebecca Cheetham Nursery and would strongly recommend this nursery to other parents. I have never felt so at ease knowing that my daughter is safe and happy

PARENT COMMENT

GIVE US YOUR VIEWS, WE LOOK FORWARD TO HEARING FROM YOU...

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