FMATCONNECT

FAIRFAX MULTI-ACADEMY TRUST COMMUNICATION

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CONNECTING WITH CENTRAL OFFICE



As we approach the Easter break I would like to pass on my sincere thanks for your dedication this term. I am aware of the significant contribution many colleagues are making to ensure that our Year 11 pupils achieve well in their forthcoming examinations. On behalf of our pupils 'thank you'.

Recently, it was my great privilege to deliver training to the mathematics' teams at Erdington and Smith's Wood. The training focussed on the importance of high quality explanations. We also talked about some potential myths of our 'Teaching for Excellence' model. One myth, for example, is that our explanations must be delivered in one whole chunk. I clarified with colleagues the importance (and neccesity) of chunking our explanations. Explanations are most effective when they are delivered in short bursts. Each chunk is then followed up with questions so that the teacher can check pupils have understood the content of the explanation. I look forward to seeing the impact of this training in the forthcoming weeks. I would also like to pass on my congratulations to the Smith's Wood mathematics' department who have recently been successful in their bid to become part of the prestigious Maths Mastery programme.

Thank you to the many colleagues who took the time to fill in the recent trust questionnaire. The senior management group will be discussing the findings of the questionnaire after the Easter break. I look forward to updating you, in due course, on the actions we will be taking as a result of the findings.

One of the key benefits of working as a multi-academy trust are the opportunities to achieve economies of scale. I am pleased to advise that the trust has recently secured, for all sites, a new broadband provider. The new contract will ensure that we make significant savings over the next three years whilst providing an improved service. Clearly, with any significant change of this nature we may encounter some 'teething' problems. I am sure the IT teams would appreciate your patience and support during the transition period.

Finally, I would like to wish you all a restful break.

CHRIS STEVENS | INTERIM CEO

SOCIAL MEDIA

In order to improve our communication links and promote our Academies and the Trust as a whole, we would like to encourage all of our employees, Directors, Associates and parents to follow our social media sites. Links to social media can be found on our new websites.

Fairfax Multi-Academy Trust | www.fmat.co.uk/ 🛂 🗊

Fairfax | www.fairfax.bham.sch.uk/ 🖭 🗊

Bournville School | www.bournvilleschool.org/ 🕥

Bournville Primary Provision

www.bournvilleprimaryprovision.org/

Erdington Academy | www.erdingtonacademy.bham.sch.uk/

Smith's Wood Academy | www.smithswood.co.uk/

FFATURED

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CONNECTING WITH FAIRFAX

HEAD OF ACADEMY UPDATE

Recently I had the opportunity to address my teaching staff at one of our CPD sessions. I wanted to share with them my educational philosophy and then my strategies for managing a classroom with ICM (invisible classroom management). It was a pleasure, as always, to speak to colleagues and share with them my views on our vocation, as set out below. Haim G. Ginott, teacher, child psychologist and psychotherapist once wrote;

"I've come to a frightening conclusion that I am the decisive element in the classroom. It's my personal approach that creates the climate. It's my daily mood that makes the weather. As a teacher, I possess a tremendous power to make a child's life miserable or joyous. I can be a tool of torture or an instrument of inspiration. I can humiliate or heal. In all situations, it is my response that decides whether a crisis will be escalated or de-escalated and a child humanized or dehumanized."

As a classroom teacher, I believe that we make the weather in our classrooms. Humanity and emotional intelligence are that qualities that for me, make the best teachers! The skills we need to possess and those that allow us to form positive relationships with students, to get them to want to work for us. When we are faced with our most challenging students, it is sometimes easy to forget that they are just children. Day by day, it is easy to forget the challenges that some of our youngsters face here at Fairfax. Since my time in post, we have had students that have experienced no end of trauma with such a breadth of need that is difficult at times to comprehend. We have such a fantastic pastoral team that support is put in place and sometimes these youngsters do not even miss a lesson. Consequences and consistency are really important for these youngsters; we must have high expectations of our students in order to maintain our standards and give them the best chance in life.

As an AST and SLE, I have worked in many schools in Staffordshire, and I honestly believe that Fairfax stands out as a special and unique place. The history and tradition the school provides is our identity, but it is we, the staff that make it what it is.

It is you, the staff, that work tirelessly to give our students the best choice of success and that is what makes us special. Our values are built around hard work and opportunity. I believe that our students should have the chance to thrive due to the opportunities provided, and the high expectations we have.

In numerous assemblies, I have spoken to students about pride. It is important to me that students learn the value of making themselves proud, as well as their teachers and parents. I talk to students about personal responsibility in

delivering excellence. If you asked me to summarise what I want our youngsters at Fairfax, it would be just that that they leave our academy proud of what they have become.

Education for me is about turning decent human beings out into society, as much as it is about the outcomes.

If I am honest, being a Headteacher is harder than I thought in lots of ways, but not necessarily, the ways you would expect. A month ago, I asked my SLT to list what they thought was important to me. Thankfully, they knew, and high upon the list was a happy staff. I do want the Fairfax team to be happy coming to work, but with headship comes challenges of finance, workload and political agenda; and I am very conscious of the pressures on teachers in the current climate. SLT are ever mindful of the pressures staff are under and hope to address some of the workload issues in the coming months. The Trust Wellbeing Group I chair will look to make recommendations to the Board on how we can improve our working environment.

What else did SLT write on their lists of what is important to me? Teaching and Learning. It absolutely is, I love teaching. I have told my team before about why I am a Physics teacher. Mr Parker and his resonating jelly. Teaching here at Fairfax is strong, it is good, but we need to keep the goal in sight of it being inspirational. We need to keep working to embed the teaching for excellence (SCP) model to ensure that our challenge, questioning, modelling, feedback and explanation are exceptional. We need to ensure students get opportunity to practice their new skills regularly, but most of all we need to be a child's Mr Parker!

Next year is Fairfax's 60th anniversary and my fifth year as the sixth Head of Academy at Fairfax. I am truly committed to this school and the students in it, and I am proud and privileged to be Head. In the recent Staff Voice 100% of staff said, they were proud to be a member of staff here. We are Fairfax and we are proud!

MRS D BUNN | HEAD OF ACADEMY



CONNECTING WITH ERDINGTON

HEAD OF ACADEMY UPDATE

The extreme weather has certainly been a main topic of conversation this half term. For those of us leading schools, it does present challenges, but I was reassured by some of the creative ways our teachers and students responded to the conditions.

Recently, as I walked down the corridor, I passed a Year 10 class who were clearly totally engrossed in the lesson. It was Geography, being taught by the Deputy Head, a gifted and experienced teacher. The PowerPoint slide was entitled "the Beast from the East vs Storm Emma". Now, that does sound more like the headline for a wrestling bout or a computer game but the lesson was exploring the impact of these weather systems colliding. The explanation was riveting and the students were asking lots of questions about the weather they could see at that moment outside the window. New learning was taking place, in fact, some complex vocabulary and concepts but through a real-life context. I stayed longer than I'd planned and was more informed about climate than when I walked in.

In the very next classroom in the Humanities corridor, a lesson about Ethics in relation to social responsibility was being taught in Religious Education. When I entered, the discussion was about who was responsible for some of the social issues the weather had brought to life; the plight of the homeless, for example. Again, the students were full of questions and opinions raised by what they had read on social media and their own experiences.

Both lessons made me think about the exam-oriented educational system we are continuing to pursue, often at the cost of such memorable experiences. Clearly, as a school leader, I have to accept some responsibility; I want students to achieve their best, I want good outcomes for the Academy, but not at any cost. The best teaching will always connect and engage and that will be my aim in developing quality teachers.

By the way, I think it was Storm Emma who won in the end!

MR M RHATIGAN | HEAD OF ERDINGTON ACADEMY

EMPLOYABILITY SKILLS

It seems that every few months the CBI, national press or some other work related voice is raising concerns over the short fall in employability skills of 16 year olds. As a leadership team last year when evaluating our careers work, student attainment barriers and curriculum offer, we decided to try and address this in a more creative way.

As a team, we identified that student's ability to formally present, speaking clearly and confidently were areas we needed to address to improve outcomes and also student's employability currency.

As a response, in Year 7 and 8, we decided that Music and RE would be on a rotation and at the end of the rotation the final outcome would be that each group would have to produce a performance to an invited audience of parents and local residents.

Last year planning was underway: curriculum leaders worked on changing the focus of their lessons from not just subject content, but also presentation and performance skills. Our communications with Year 6 parents emphasised that this skill set would be developed and become part of the "Erdington Entitlement" and that students would leave the school not only with good GCSE grades, but all students would have exposure to experiences where they had to present to strangers in a mature, clear and confident way.

So far we have had two rotations and performances; the diverse range of student's interpretations and outcomes has been really impressive. From Samba performances, choir arrangements and body percussion in the musical elements, to poetry, dramatizations and modern interpretations of religious parables through the RE. The way the staff have skilfully balanced subject content with employability skills and the dedication to practice and to ensuring great quality outcomes from the students has been something I have been very proud to have played a small part in.

MR S MALLET | DEPUTY HEAD OF ACADEMY



CONNECTING WITH OUR EMPLOYEES

IN THE SPOTLIGHT: KATE HUGHES, BOURNVILLE, AT THE NATIONAL TABLE TENNIS CHAMPIONSHIPS 2018

As the snow fell on Thursday 1st March; I was aware that not only would I now have to battle against my opponents but the elements too as I travelled to London in order to compete at the National Table Tennis Championships, which were being held at the Copper Box Arena (one of the venues at the Olympic Park in the Stratford, East London). The annual competition, involves the Top 32 English Ranked Men and Women, and I received my invitation in January, with my ranking at 19 in the Senior Women.

Women's Singles:

My first singles match was an incredibly tight, hard fought match, against a player from Middlesex, who played with short pimples on her forehand side. The short pimples are a form of rubber that generates less spin than 'normal' reverse rubbers, therefore making it a little more awkward. I lost the match 11-13 in the fifth and deciding set despite my best efforts against such an unorthodox opponent. Unfortunately, my second singles match also went against me, losing 1-3 to a previously top England junior who's attacking topspin game, proved a little too sharp on the day. I was slightly disappointed with my singles performance, but it was important that I refocused my attention with the doubles events on the horizon and partners that I didn't want to let down

Mixed Doubles:

In the mixed doubles, I played alongside Michael O'Driscoll from Yorkshire who is ranked top 15 in England and a former European junior champion. Our first match involved playing two juniors (under 18 players); and we were triumphant in 4 sets despite a combined age difference of over half a century. In the quarter finals, we faced Liam Pitchford and Tin-Tin Ho, the number one seeds, and Glasgow Commonwealth Games Silver Medallists. It was a great opportunity to play against such good opponents and despite losing, we competed well and pushed the champions elect, so were both very pleased. Liam and Tin-Tin are also heading out to Australia for the forthcoming Commonwealth games in April.

Women's Doubles:

In the women's doubles, I played with Evie Collier from Nottingham. Similarly to Michael, she was a left-handed player, which is a great combination in doubles due to the positioning of the players, assisting in more effective shot selection. Due to some alterations to the playing schedule and withdrawal of players, our first match was at the quarter final stage. Evie and I played against two girls from Sussex, one of which I had lost to in my second singles match. Despite dominating the majority of the match, it went to the deciding end; with Evie and I winning 11-5 in the fifth set. It was a really exciting match, and was broadcast live on the BBC website and red button, which is certainly a first for any of my matches throughout my playing career! The semi-

final match was played later on the Saturday evening, where we faced Tin-Tin Ho, alongside Denise Payet, who is also going to represent England at the Commonwealth Games. Our younger opponents were just that little bit sharper at crucial times in the match; but this was not surprising with both players training full time; at least 4-5 hours per day.

Despite the loss, both myself and Evie were incredibly proud to have reached the semi-finals and were as equally honoured to have won a bronze medal at the Senior National Championships, England's flagship event for the sport of Table Tennis. Standing on the medal podium I felt both a huge sense of pride and also became aware that my dedication and commitment to the sport had been rewarded for all my hard work over the last 24 years I have been playing.

Although table tennis has been seen as a minority sport historically; over the last few years it has begun to get a little more publicity, and this year it was really exciting to see that the latter stages of the National Championships were shown on the BBC website and coverage was available on the red button. Overall, this season has been really successful for me. The team I am part of on the National circuit were Premier Division Women's British League Champions. Additionally, I once again represented Warwickshire County, and as a team we retained our position in the top division for the 2018/19 season. Locally, I won the Warwickshire Closed Women's singles, Women's and mixed doubles titles.

I try to practice once a week during the season; although this can be difficult with the demands and commitments of a teacher. However, I am pleased with the success I have achieved and being able to compete at such a high level nationally.

Over the Easter holidays, I am going to attend the World Schools Championships in Malta as I have been selected as the non-playing captain for the England Junior Girls Team. I am really looking forward to this opportunity; giving something back to the sport, by supporting other younger players and offering guidance and assistance both on and off the table.

MISS K HUGHES | SUBJECT LEADER FOR PE



CONNECTING WITH BOURNVILLE PRIMARY PROVISION



In 2016, Bournville became an all-through academy. This is a wonderful and unique opportunity to ensure that we educate our pupils from the age of 4 to 16 for life in modern Britain.

The primary phase of the provision is built on the same values as our multi-academy trust. Traditional values, for example, are at the heart of our school. Visitors to the provision comment on the warm welcome they recieve from our children. Pupils are keen to demonstrate their good manners by shaking hands and opening doors for visitors.

Many of our pupils start their education below agerelated expectations. Our mission is to ensure that our pupil's progress is accelerated, so that the they catchup. Research shows that the attainment gap between disadvantaged pupils and their peers grows exponentially from the age of 5 onwards. We know if our children are to reach their potential they must catch up with their peers and catch up quickly. To meet this challenge we know our teaching needs to be outstanding.

The teaching in the primary phase is based on five principles: purpose, passion, pace, participation and praise. Our teachers ensure that the **purpose** of every activity is shared with children, so our children know the one thing they should be learning about. In order to engage our pupils on an emotional level teachers are encouraged to be **passionate** about what they are teaching. Clear routines have been introduced in the phase to ensure effective pace, so that our pupils can benefit from as much teaching and learning as possible. For example, the use of silent hand signals ensures pupils in all classes can move from being seated on the carpet to their desks within 15 seconds (they really can do it!). Teachers use a variety of techniques to ensure all pupils are participating throughout lessons. And finally, our teachers **praise** effort and progress - not ability.

As the provision develops we are exploring more and more ways to ensure we become a truly 'all-through' provider. Our aim is that pupils, of all ages, will benefit from the best that Bournville has to offer.

MRS J COTTLE | HEAD OF ACADEMY





DEDICATED TO DEVELOPMENT; TRANSPARENT IN OUR APPROACH

CONNECTING WITH BOURNVILLE

GYMNASTICS WORLD CUP OPENING CEREMONY

Bournville School was selected to be part of the Gymnastics World Cup (21-22 March) opening ceremony. Lillie Stacey and Sophie Mills paraded the Chinese national flag across the concourse at Arena Birmingham during the first night of the event. The girls, along with Miss Hughes were able to watch the men's competition which was staged on Wednesday 21st March, following the opening ceremony. The women performed on Thursday 22nd March.

Prior to the event; representatives from British Gymnastics visited Bournville School, to interview Sophie, Lillie and Miss Hughes.

Sophie Mills said: "It's a fantastic opportunity and I've always wanted to see gymnastics live so I'm very excited."

Lillie Stacey said of her flag-bearing role: "I've never been to a gymnastics competition, so I can't wait to be there. I'm really excited."

Kate Hughes, Head of PE, also commented:

"It is brilliant that Bournville are able to be involved in the opening ceremony and I know the two students and myself are really excited. As a PE teacher, giving students the opportunity to see sport live is a wonderful experience. The fact it's so local to them is an even better opportunity. It's something that's very positive for the children to aspire to long-term by seeing other local sports children achieving their aspirations and goals."

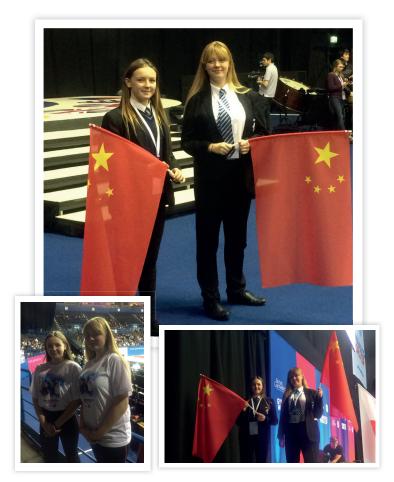
The Gymnastics World Cup saw the world's top gymnasts competing over all apparatus, including the floor, pommel horse, rings, vault, parallel bars and high bar for the men. The GB team had two male representatives James Hall

and Dominick Cunningham who finished 3rd and 4th respectively, and were up against gymnasts from eight other nations in the all-round event.

Lillie and Sophie thoroughly enjoyed the opportunity to be involved in such a prestigious event, and watching the World-class gymnastics. Well done girls.

Miss K. Hughes

MISS K HUGHES | SUBJECT LEADER FOR PE

















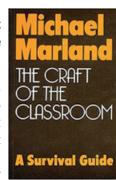
CONNECTING WITH SMITH'S WOOD

USING BOOKS TO IMPROVE OUR PRACTICE

In the last edition of FMATConnect we shared with you the work that we are doing in school to improve the reading ability of our children and also to improve their love of reading. As an extension of this and in celebration of World Book Day, senior leaders at Smith's Wood would like to share some recommended reads with you. We hope that you get as much from this reading as we did; share more widely with your colleagues and keep encouraging our children to read, read and read some more!

Our first recommendation is from Wendy Seward, Associate Assistant Head of Academy, The Craft of the Classroom by Michael Marland.

"The 'Craft of the Classroom' was first published in 1975 and I'm so glad to see it is still available to buy. It was given to me as a gift by the first Headteacher I worked with in 1985. He gave it to all NQTs (or Probationary teachers as we were called in those



days) and told that if we followed the ideas in the book we would have a successful career in teaching.

The book offers extremely practical advice on simple things that are easy to overlook, for example, where to stand when the children enter the classroom and making sure books are laid out in readiness. This book is packed full of small golden nuggets of advice. Things that are so small and appear insignificant that they are often overlooked by lecturers, mentors or Heads of Department when you are training or newly qualified. Many of the approaches to mastery teaching can be seen being promoted in this book – it just shows how ideas come full circle!

This is a book to keep hold of and remind yourself that you are doing many things right, you've just got to keep refreshing your rules with the students and affirming your authority and above all the importance of being organised!"

Alex Laney, Assistant Head of Academy, has recently very much enjoyed Creativity, Inc. overcoming the unseen forces that stand in the way of true inspiration, by Ed Catmull.

"Ask anyone, "Should I be honest?" and of course their answer will be yes. It has to be! Saying no is to endorse dishonesty, which is like coming out against literacy or childhood nutrition — it sounds like a moral transgression.' The opening lines from Chapter 5 of Ed Catmull's incredible book about his journey taking Pixar animation from a small start-up, to the cinematic force that we all know and love today; asks an interesting question.

Of course, we should be honest, right? But then when you really think about it, there are certainly times when we are perhaps less than honest with our colleagues. To overcome this, Catmull suggests that instead of honesty, we should think of candour – being forthright, or frank – very similar to honesty, the word communicates not just truth telling, but a lack of reserve.



Catmull explains the importance of

candour within an organisation and takes it a step further by outlining how he has developed a key mechanism used within the Pixar organisation to engender candour — The 'Braintrust'. The Braintrust has a simple mandate; meet every few months to assess each movie that Pixar is making. The premise is simple – put smart, passionate people in a room together, charge them with identifying and solving problems, and encourage them to be candid with one another.

Catmull is clear that 'early on, all of our movies suck' – he goes on to explain the integral role that the Braintrust plays in developing each movie, for example; taking a story about a middle-aged man who is scared about monsters under his bed, to the plot of Monsters Inc, that we all know and love.

The level of candour required to create these masterpieces can easily be related to education; often we can rush headlong down a tunnel without stopping to be candid with one another about the direction we are heading in, or the way in which we are working. If Pixar can use this mechanism to create the great movies that engage all of us, children and adults alike, then surely we can take this idea and replicate the mantra of candour to improve the outcomes for the students under our care?"

Our final recommendation is from myself. Over recent years many of us have read and watched, from afar, the journey of the Michaela School. This journey is carefully charted in "Battle Hymn of the Tiger Teachers". I found the book fascinating on every level. It told me that it is OK to do things differently and that it is not always necessary or appropriate to conform to the 'norm'. Leaders and teachers at the Michaela School have been brave enough to step away from convention and do things very differently. They do things 'The Michaela Way'. The book has been carefully edited by the Headteacher of Michaela, Katharine Birbalsingh and contains a series of chapters from various staff at the school. The following chapters, especially, are well worth a read;

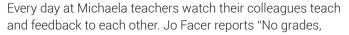
CONNECTING WITH SMITH'S WOOD

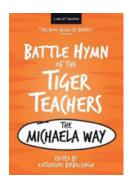
Bootcamp breaks bad habits - Joe

Kirby – this chapter really encourages us to think differently about transition arrangements and how really investing in this can change the culture of a school and its community.

CPD at Michaela: question everything

– Jo Facer describes CPD at Michaela where staff are encouraged to think afresh instead of following the crowd.





no top-down feedback, just teachers, trying to get better at teaching". Departments plan lessons together weekly and each week staff discuss together issues, values and ideas and learn from each other – this is the crux of CPD at Michaela.

As Katharine Birbalsingh says in her introduction "There is a spirit of resolution and revolution in every chapter" – this is why Battle Hymn of the Tiger Teachers is well worth a read. A must-read for all that work in a school community.

MRS K CRAIG | HEAD OF ACADEMY

NORTH SOLIHULL INDOOR ATHLETICS CHAMPIONSHIPS - 1ST MARCH 2018

Our Year 8 girls' team and boys' team were selected on merit from their sterling performances at the indoor and outdoor athletics competitions last year. Our Year 7 teams comprised of young athletes who had impressed in PE lessons, especially the rigorous fitness challenges and tests we provide in our extensive fitness facilities. North Solihull Sports Centre was the venue for the championships and the array of medals in the photographs testifies to the great performances of our young sprinters, jumpers and throwers.

As well as learning to deal with the demands of competition, our pupils deepened their appreciation of mutual respect, officiating and teamwork. Their behaviour, as always at events, was perfect; athletics specialist and team coach Mr Rose would not have had it any other way!

Results, from the six schools in our immediate area (Coleshill, CTC Kingshurst, Grace Academy, John Henry Newman, Park Hall & Smith's Wood Academy):

Year 7 girls:

1st – John Henry Newman (166 pts), 2nd - Park Hall (157 pts), 3rd - Coleshill (145 pts)





1st - Coleshill (185 pts), 2nd - Smith's Wood (178 pts), 3rd - John Henry Newman & Park Hall (175 pts)

Year 8 girls:

1st - Coleshill (164 pts), 2nd - CTC (155 pts), 3rd -





Year 8 boys:

1st - Park Hall (169 pts), 2nd - Smith's Wood (148 pts), 3rd - Coleshill (141 pts)

We did not win any of the age-groups this year but success in sport is more than a score; it is knowing you made your best effort on the day – and I think our young athletes did exactly this.

Last month, our trampolinists did too! Here are our silver and bronze medallists at the North Solihull Championships, clearly proud of their achievements:





CONNECTING WITH THE TRUST

FMAT GAMES



This academic year has seen the inaugural FMAT Games take place, and ambitious programme to involve more of our students in competitive sport.

The concept of promoting excellence and dedication, through sport has benefited a large number of students from across the Trust.

Heads of Physical Education met in the summer of 2017 and decided to host a series of central venue events, which all Academies were invited to.

The first event was football, hosted by Erdington Academy on their Astroturf.

Teams of boys and girls took part in a series of matches across Key stage three and four. The KS3 boys event was won by Erdington, with Smith's Wood in second place. In the Girls' event, these positions were reversed, with Smith's Wood taking the honours. The final result for the football saw Smith's Wood wining, with 92 points and Erdington in second with 88.

Teams score points not only for their performances, but the students' dedication is rewarded with participation points, all contributing to the final outcome.

In November, the Basketball and Netball tournaments took place at Smith's Wood and Erdington respectively. This saw Erdington gaining their revenge on Smith's Wood, winning both events, Smith's Wood finishing second in both events.

In February, Kate Hughes and the team at Bournville hosted the FMAT Table Tennis competition. Students from the trust were excited about this event; with more inter academy rivalry and bragging rights at stake. This was an extremely closely matched event, with Bournville eventually finishing in first place, beating Erdington to gold by just 4 points.



Trampolining competitions are normally reserved for Gym clubs, and school gymnasts do not have many opportunities to compete. Lisa Millward and the team at Erdington managed to secure the services on an independent Trampolining judge from a local club in Erdington, strengthening the reputation of the Trust in the community. This event gave a different group of students, with different skills the opportunity to excel.

The result of the Trampolining was Smiths' Wood first with 24, Erdington second with 22 points, Bournville in third with 14 points, and Fairfax in fourth place with 12 points.

At the time of writing, Louise Ellis and the team at Smith's Wood are busy preparing to host the Badminton competition. Good luck to all of the students participating in this event.

Well done, and thank you to all of the staff and students from the PE departments across the Trust. The FMAT Games is certainly making a difference to the opportunities for our students, many of whom are disadvantaged, and we are providing a rare opportunity for them to experience competitive sport.

The current standing overall is:

1st	Erdington Academy	210 points
2nd	Smith's Wood	146 points
3rd	Bournville	82 points
4th	Fairfax	12 points

MR G BARTLETT AND MRS L MILLWOOD