



## Congratulations Garboldisham Primary!

Garboldisham CE Primary Academy will be celebrating this Christmas as it has received a glowing **Good** Ofsted report, where four out of five categories of the inspection received an **'Outstanding'** grading.

Previously the primary school was graded as Inadequate, however it has undergone an impressive turnaround since joining St Benet's in 2020. Subsequently it federated with Dickleburgh CE Primary in September 2021, creating the Beacon Federation, led by Executive Headteacher Moira Croskell.

The school has worked hard, and is delighted with its progress from Inadequate to Good in a very short space of time.

Moira commented: *"I am delighted that the inspectors were able to clearly see what a supportive and inclusive learning environment we have developed for our pupils and just how much they thrive at Garboldisham."*

School report	
<b>Inspection of Garboldisham Church of England Primary Academy</b> <small>Church Road, Garboldisham, Diss, Norfolk IP22 2SE</small>	
Inspection dates:	7 and 8 November 2023
<b>Overall effectiveness</b>	<b>Good</b>
The quality of education	<b>Good</b>
Behaviour and attitudes	<b>Outstanding</b>
Personal development	<b>Outstanding</b>
Leadership and management	<b>Outstanding</b>
Early years provision	<b>Outstanding</b>
Previous inspection grade	Not previously inspected under section 5 of the Education Act 2005
<small>The headteacher of this school is Mrs. Moira Croskell. This school is part of The Diocese of Norwich St Benet's Multi-Academy Trust, which means other people in the trust also have responsibility for running the school. The trust is run by the chief executive officer, Richard Cranmer, and overseen by a board of trustees, chaired by Frederick Corbett.</small>	



Moira Croskell, Executive Headteacher of the Beacon Federation, along with pupils from Garboldisham Primary Academy



*"This is a huge improvement for the school to have achieved in such a short period of time. I need to say a huge thank you to the staff and pupils for all of their hard work to create a school of which we are all so proud. We have an unwavering commitment to the highest quality of education, care and opportunity for every child at Garboldisham and the inspectors could evidently see this throughout the two days. I would also like to thank the parents for continuing to support us to bring about the changes and improvements at the school."*

Richard Cranmer, CEO of St Benet's, said: *"This recent report is the result of a carefully planned strategy to ensure that every child at the school is able to thrive on their educational journey. To have been judged Outstanding in four out of the five key areas in this relatively short period of time is a huge achievement. My thanks go to everyone working at the school who should feel extremely proud of this outstanding result!"*

## Harleston Sancroft Academy Choir Bring Joy to their Community

The amazing Choir at the Primary Phase of Harleston Sancroft Academy have been busy over the last few weeks spreading Christmas cheer across their community.



HARLESTON SANCROFT  
ACADEMY

First, at the Harleston Marketplace for the switch-on of the Christmas Lights, then at Waveney Place Residential Home, followed by 2 trips to St John's Church; first for the Forget Me Not Café and then again in the evening for a Remembrance Service led by Rosedale Funeral Directors.

Next week, they conclude their performances at the local Co-op store. Both parents and staff are so proud of the choir for their commitment to making links with the local community and they look forward to more exciting events in 2024, starting with a trip to the O2 Arena in London with the Young Voices choir!





## Prayer for the Day

The Church of England have an app called Time to Pray, which releases a new prayer twice a day as a short podcast. Today's prayer can be heard [here](#).



## Trust Information

### Central Team Contact Details

The Diocese of Norwich Education Team (St Benet's, DNEAT, DoNESC) are based at **Orchard House, Hall Lane, East Tuddenham, Norfolk NR20 3LR**. This is also the registered address for St Benet's MAT.

The central phone number for St Benet's is **01603 550147**.



### Press & PR

Our PR Officer, **Kate Morfoot**, should be your first point of contact for any press/media enquiries or if you have any good news stories from your academy which you would like to publicise. Her contact details are: **07803 590 728** (inc out of hours) and [press@stbenets.org](mailto:press@stbenets.org).



### Footprints & Schools Flyer

Footprints magazine and the Schools Flyer are circulated to all Diocesan schools. The latest editions can be read [here](#).

If you would like your school to be featured in Footprints please contact Holly Davy, PA to the Diocesan Director of Education, at [holly.davy@dioceseofnorwich.org](mailto:holly.davy@dioceseofnorwich.org).

## Vacancies

For vacancies at St Benet's MAT please visit: [www.stbenets.org](http://www.stbenets.org).  
Please email your vacancies to: [robyn.redman@donesc.org](mailto:robyn.redman@donesc.org).



## Operational Updates from DoNESC

DoNESC (Diocese of Norwich Education Services Company) provide St Benet's with back office services including HR, Finance, Payroll, Governance and Estates.

### NEW DoNESC HR Director Takes Up Post



We are delighted to confirm that the new HR Director, Tanya Bonner, joined DoNESC on 4th December.

Tanya has a wealth of experience and knowledge across different sectors, with the majority of this within the school sector.

Tanya commenced her career within the education sector nearly two decades ago, initially working in a local special needs school in a finance and HR capacity and it was in that role that her passion for education began, quickly learning how vital the role of good HR support was to enabling positive pupil outcomes. She has progressed through her career with the development of Multi Academy Trusts, where she rose to the position of HR Director.

Tanya has also had experience supporting geographically dispersed schools during her time in HR at a County Council which enabled her to gain a solid understanding of what schools require from their central HR function, invaluable experience that she will bring to DoNESC.

In accepting the role, Tanya said *"I am so excited to be joining DoNESC as HR Director . I am inspired by the Trust values, these resonate with me in both my working and home life. I look forward to getting to you know you all and providing you with an excellent HR provision"*.

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### BT Open Reach Visits Ahead of Broadband Installations

As we move forward with our broadband installations with Rydal (ahead of NCC ending their service early next year) BT Open Reach will be visiting all schools to install the new lines. This will not affect any connectivity.

Although Rydal will do their best to give you an idea of when site visits will be happening, BT Open Reach are not able to commit 100% and the proposed times are not guaranteed.

When you hear from/have a visit from BT please can you call Rydal on 03333 582 338 and ask for either Nikki or Lucy in the first instance (if they are not available another member of the team will be able to help).

If you have any questions please contact Wendy Allsop at [wendy.allsop@donesc.org](mailto:wendy.allsop@donesc.org) or 01603 550161.

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### The Big Classroom



The DoNESC Finance Team are urging caution if your school has been contacted by bigclassroom.co.uk to join their online network, at a cost of £400.

There are some security concerns about the sign-up process so we would encourage you to think very carefully before engaging with this company.

## Governance Update

Governance support both centrally and across all Trust schools is provided by DoNESC's Governance Team, led by Head of Governance Hannah Monk (centre) and with support from Tara Burrows, St Benet's Governance Officer (right) and Dawn Knights, DNEAT Governance Officer and Training Facilitator (left).



## Safeguarding Training

This training session for Governors takes place on **Zoom on Wednesday 10th January 2024 at 6.00pm.**

If you are a new governor or have not yet completed safeguarding training this academic year, we strongly suggest that you book onto this session to ensure that you are fulfilling the government requirement, detailed in Keeping Children Safe in Education:

*'Governing bodies and proprietors should ensure that all governors and trustees receive appropriate safeguarding and child protection (including online) training at induction. This training should equip them with the knowledge to provide strategic challenge to test and assure themselves that the safeguarding policies and procedures in place in schools and colleges are effective and support the delivery of a robust whole school approach to safeguarding.'*

[More information and booking link](#)

## NEW Finance Policy

The following policy has recently been approved by the St Benet's Board. An editable version has been sent to academy Heads and offices and is now available on the staff login area of the Trust website.

Please ensure that this policy is personalised for your academy, uploaded to the Academy website (where required), and noted at the next LGC meeting. Please also ensure that all staff are given a copy/made aware of the updated policy.

⇒ S17 Finance Policy



## Safeguarding Update–1

From Louise Veeren, Head of Safeguarding



### Safeguarding

- Never think you have done enough in creating a safer culture
- Always believe it could happen here
- Keep safeguarding high on everyone's agenda
- Never rely on one process to keep children safe

### DSL Network

The DSL Network in the new year will be a space for staff to share contextual information, discuss issues that have arisen nationally and locally and how we can work together to respond to them. Below are the dates of the Network meetings, please click to reserve your place:

- ⇒ 25 January 2024 - <https://www.eventbrite.co.uk/e/696636377157?aff=oddtcreator>
- ⇒ 29 February 2024 - <https://www.eventbrite.co.uk/e/696677710787?aff=oddtcreator>
- ⇒ 17 April 2024 - <https://www.eventbrite.co.uk/e/696732223837?aff=oddtcreator>
- ⇒ 06 June 2024 - <https://www.eventbrite.co.uk/e/696790177177?aff=oddtcreator>

### Single Central Record

The Single Central Record must be checked every half term by either the Headteacher or Executive Headteacher in the school. St Benet's Improvement Directors will check annually. Louise Veeren will also check as part of the audit visit. It is really important that there is a record of the check and the actions noted.

It is also very important to ensure that staff who are no longer working at the school are removed from the SCR. The advice on using the new SCR is that an identical SCR is kept for leavers so that they can move onto this.

KCSIE notes this:

272. The details of an individual should be removed from the single central record once they no longer work at the school or college.

The Trust has its own Single Central Record that schools are now adopting. In order to launch this in your school then book a time for your SBM/Admin team to work with Louise Veeren on this in the new year: [louise.veeren@donesc.org](mailto:louise.veeren@donesc.org).

### Government Consultation

Although we know that children can be vulnerable to harm by adults, there is also growing research into children displaying harmful behaviours towards parents/caregivers. There is no agreed definition for this type of harm or abuse, making it difficult to identify and talk about. In the absence of an agreed definition, various terms and descriptions are used: <https://www.gov.uk/government/consultations/defining-child-to-parent-abuse>

This consultation seeks views on both the headline terminology for, and descriptors of, CPA which will together make up the definition.



## Safeguarding Update–2

From Louise Veeren, Head of Safeguarding



### Safeguarding

- Never think you have done enough in creating a safer culture
- Always believe it could happen here
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### Safeguarding During Christmas

For some children.....Christmas means abuse. A reminder video here of the work that the NSPCC do:  
<https://www.youtube.com/watch?v=NsxuMldkzvK>

Children's usual support of school is not in place during this time. Remind the children in your schools of the NSPCC Childline <https://www.childline.org.uk/> or 24/7 0800 1111. They are also available through 121 chat and email: <https://www.childline.org.uk/get-support/1-2-1-counsellor-chat/>

Children love the magic of Christmas but for some it is not a happy holiday to look forward to. The sad reality is that for some children and their families, Christmas isn't filled with family and friends, joy and peace. High numbers of children are exposed to domestic abuse over the festive period. There is an interesting and reflective article on this issue that discusses further issues around neglect, poverty, exploitation, online and other concerns that are prevalent over the Christmas period:

<https://www.thesafeguardingcompany.com/resources/blog/safeguarding-during-the-christmas-holiday-season/>

### Shout

<https://giveusashout.org/>

Shout is a free, confidential 24/7 text message support service for anyone who is struggling to cope. Text 85258.

If adults are concerned about a child, they can call 0344 800 8020 and in an emergency 999.

### CPOMS

The roll out to CPOMS is going as planned and St Benet's schools are now being contacted for the initial set up. Several schools have come forward as early adopters and I now have capacity to get more schools booked on as we go towards the new term.

### Bystander Intervention Programme

There is a webinar on the Bystander Intervention Programme running on 23rd January. It seeks to support staff and children on calling out aggressive and sexualised language. Details below:

#### Safeguarding Webinars for DSLs:

#### **Bystander Intervention Programme: Sexual violence and harassment - 23 January 2024, 9.30-10.30**

This webinar will be led by Carole Bostock, Bystander Programme Co-ordinator and supported by members of the Education Safeguarding Team. This webinar is for those settings who have **not yet signed up** to the Bystander Intervention Programme. For more information and to book, please visit: [S4S](#).

## Spectrum Life Staff Wellbeing Service

We are delighted to announce that the Trust has agreed a new employee wellbeing support service for all St Benet's staff. Employee access to Spectrum Life is available now. Details of the Employee Assistance Programme are listed below.



The details for the online platform (which is accessible from both laptops and mobile phones) is:

<https://donesc.spectrum.life/login?org=DoNESC>

On the home page you will be asked to enter your name and email address, create a password and choose who you work for from a drop-down menu (you will need to choose St Benet's) and this will then take you through to the welcome page where you can access information about the Employee Assistance Programme, as well as fitness, nutrition and many articles, videos and audios around well-being.

If you have any problems registering, please contact:

[wendy.allso@donesc.org](mailto:wendy.allso@donesc.org)

## Spectrum Life Employee Discount Marketplace

As well as providing our new Employee Assistance Programme, Spectrum Life also offer a discount hub for thousands of well-known brands.

To access, log in to your Spectrum Life account and click on the Rewards tab at the top of the page.







## Christmas Messages



One of the Key Priorities in our Trust Strategic Development Plan this year is to **'Ensure all children achieve well and flourish'**. The achieving element is centred on high quality teaching leading to effective learning and is measured at various stages through a child's schooling. It is encouraging to see standards in phonics, Year 6 SATs and GCSE's rising across St Benet's schools. The 'flourishing' element is harder to measure but nevertheless of huge importance and is in danger of being overshadowed by the focus on academic success. I was delighted to read the reports from our latest OFSTED inspections in which this

key element of education was captured by the inspectors:

*'The way leaders support pupils' personal development is exceptional. Pupils are kind, caring and know right from wrong. They support charities and contribute to life in the community. As part of the Beacon Federation, pupils have an extensive range of high-quality experiences that broaden their horizons.'*

**Garboldisham OFSTED Report, November 2023**

*'Well-planned personal, social and health education and relationships and sex education and health education curriculums helps pupils to learn an age-appropriate understanding of what they need to know to be a valued citizen in the future. They learn tolerance, respect and the importance of making a positive contribution.'*

**Newton Flotman OFSTED Report, November 2023**

During the past fortnight, once again I have prioritised in my diary visits to our schools and I am delighted to share with you that what I saw lifted my heart. In every case it was wonderful to see packed halls and playgrounds and those parents, grandparents and carers who were there with me will have shared that feeling. The photo above was taken at Alburgh with Denton Primary, where I listened to beautiful festive handbell ringing by the children.

Last year in my Christmas letter I thanked my colleagues in the Central Team for all that they do to support the Headteachers and leaders in our schools. This year I would like to recognise and thank all those volunteers who give of their time so generously as members of our Trust Board and local governors in our schools. They are absolutely key to the ongoing successes of St Benet's and it is through their support and challenge that we continue to *'Ensure all children achieve well and flourish'*.

I hope and pray that during the break you can enjoy precious time with loved ones and I wish you a wonderful Christmas.

**Richard Cranmer**  
Chief Executive Officer

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Last week I went to Center Parcs for a few days with my daughter, her husband and grandchildren aged 4 years and 1 year. We had a great time and did the Santa Experience, which Center Parcs set up beautifully—it was magical, with some very engaging elves.

But... and for me it is a big but... the secular and the imaginary, whilst having their own beauty and resurrecting childhood memories, still left me a bit empty. There was nothing in the whole Christmas experience about the true meaning of this time of year. Understandably in our material world, it had a focus on wants rather than needs. It didn't stimulate thoughts about the crib which always forces the message of joy and celebration but also poverty, hope and salvation to the forefront of your thinking.

I hope you and yours not only enjoy Christmas but also manage to keep the message of hope and love for all our fellow men and women alive in your thoughts and actions. Whatever you do over this wonderful festive season, enjoy it, be peaceful and sing out loud!

With love this Christmas,  
**Fred Corbett**  
Chair of Trustees