

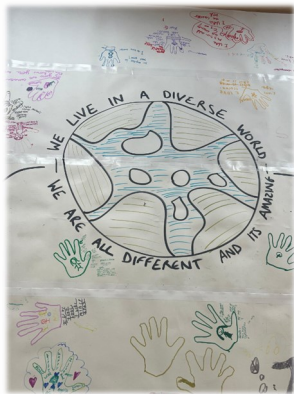
St Mary's Junior Academy Pupils Learn About Identity & Diversity



Pupils at St Mary's Church of England Junior Academy in Long Stratton welcomed the Drama Geezers into the school recently to run an Identity & Diversity Workshop.

The children embarked on an unforgettable journey with "The World and Us", a captivating storytelling workshop exploring identity and diversity. This was a unique story where a young boy resides on a planet of no identity, setting off on a thrilling adventure that introduces him to an array of fascinating people, places and cultures. Exploring the world, he meets inspirational Black British figures such as Andrew Watson—the first Black British footballer, and Dame Maggie Aderin-Pocock—the space scientist.

All of the children then created a collaborative piece of art.



Pupils across the school gave feedback on their experience:

Billie (Year 6) "The main message is do not listen to the haters. I loved the part when we got to act. The workshop was fun."

Joey (Year 5) "The main message was to be independent and everyone is different. I liked the fact it was an interactive session. The workshop was interactive and fun."

India (Year 4) "The main message is that everyone should be kind to each other and not judge anyone on their ethnicity. I enjoyed when we got to write on the piece of paper and being animals and making the noises. The workshop was really funny and kind."

Harley (Year 3) "The main message is that we have different personalities which make us all unique. I really liked the story as it was funny. The workshop was one of the best things ever."

Josh (Robins) "The main message was saying that everyone is different but some people can have different personalities and hobbies. I enjoyed standing up the most and doing other activities such as making different noises of animals around the world. The workshop was exciting."

Football Triumph at Harleston Sancroft Academy



Harleston Sancroft Academy's new Year 3/4 Girls Football Team took part in the first NCFC Tournament in October. They won all of their games, scoring a total of 22 goals and only conceded 4!

They won the tournament overall and have been promoted. The players had the pleasure of meeting some of the NCFC Ladies Football Team too.



B-Comms is the fortnightly newsletter for Church of England schools who are Members of St Benet's Multi Academy Trust:

Acle Primary, Alburgh with Denton Primary, Catfield Primary, Dickleburgh Primary & Pre-school, Diss Junior Academy, Diss Infant Academy & Nursery, Garboldisham Primary, Happisburgh Primary, Harleston Sancroft Academy, Hickling Infant, Little Plumstead Primary, Morley Primary, Newton Flotman Primary, Scole Primary, St Mary's Junior, St Mary's Primary, Sutton Infant and Tacolneston Primary.

We also work with schools through the DfE's TSI0 programme: Pulham Primary and Worstead Primary.

Harleston Sancroft Academy Nature Recovery Film Published



A short film about how the community in Harleston have come together to support nature recovery has been uploaded to the Diocese of Norwich website. You can see the full film and accompanying article here: [Nature recovery in Harleston - a community biodiversity initiative - Diocese of Norwich](#)

If you'd rather link directly to the film on the DofN YouTube channel, you can do that with this link: [Nature recovery in Harleston - a community biodiversity initiative -](#)

[YouTube](#)

During 2022, The Revd Nigel Tufnell, Vicar of St John's in Harleston, Ian Carstairs OBE (conservationist and wildlife charity trustee), and the Chair of the Town Council, Trevor Graham, formed a small group to encourage nature recovery in and around Harleston. This led to conversations with the schools, the town council and community groups in Harleston.

Local primary school students crafted a stunning kaleidoscope of 450 butterflies, which community volunteers hung from the beams of St John's, led by a large swan display. The town was adorned with colourful bunting, creating a festive atmosphere that drew attention and support.

Beacon Federation Schools Raise Money for Children in Need



Pupils at Dickleburgh Primary Academy dressed up in their pyjamas and dressing gowns and took part in a sponsored run around the running track.

At Garboldisham Primary Academy the pupils came into school in jazzy clothes and odd socks and held a fashion show in the playground for all to see. Both events were organised by the School Councillors.

Across the Beacon Federation, they raised over **£350** for Children in Need.

Well done!





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 or you can email the Central Team via info@stbenets.org.



Press & PR

From 31st May 2024 you should contact 01603 550147 or info@stbenets.org with any press enquiries.

Diocesan Communications

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 Karen Tyrrell, PA to the Diocesan Director of Education, at karen.tyrrell@dioceseofnorwich.org.



It is the responsibility of the Diocesan Board of Education to oversee the strategic direction for all schools and academies within the Diocese of Norwich. That's 107 schools in total across St Benet's, DNEAT and LA maintained schools. The DBE has just published its next Strategic Plan covering the period 2024-2030. We encourage you to have a look [here](#).

Vacancies

For vacancies at St Benet's MAT please visit: www.stbenets.org.
Please email your vacancies to: hr@donesc.org.



Governance Update-1

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).



The latest Governance Bulletin is available here: [Governance Bulletin - 12 November 2024](#)

Spotlight on Early Years Charging and Admissions Policy

In the summer term the Governance Team were made aware of queries raised by the Early Years Funding Team at Norfolk County Council in relation to Admissions, Charging, and Complaints Policies for the Trust's nursery settings. To ensure compliance with funding requirements we are pleased to provide the Early Years Admissions and Charging Policy. The policy was sent to academies on Thursday 7 November 2024. We have worked with the local authorities in Norfolk and Suffolk to ensure that it meets the needs of the Trust and the funding teams.

This policy immediately supersedes any reference to nursery settings in the admissions policies and from the 2026-27 determination year (starting February 2025), the admissions policies will have all reference to nursery admissions removed.

The Early Years Admissions and Charging Policy is a Trust policy but there are some actions for schools to complete:

1. Fill in/adapt the **text in red** throughout.
2. Provide a copy of your policy for compliance sampling to the Early Years Funding Team on earlyyears-finance@norfolk.gov.uk. They have already been given a list of the schools who will be using this policy.
3. Put a copy of the policy onto the school website for parents to access.

The complaint's procedure already in use in the Trust fulfils the requirements.

It is worth noting that the Early Years Admissions and Charging Policy remains a non-statutory policy but we want to work effectively with schools and the local authority teams to support best practice.

St Benet's Updated Policies

The following policies are new Trust Policies:

- HR27 Exit Interview Policy
- NS18 Early Years Charging and Admissions Policy

The following policies have recently been reviewed, updated and approved:

- HR01 Staff Induction Policy
- HR02 Discretionary and Statutory Leave of Absence Policy
- HR03 Continuous Professional Development Policy
- HR06 Probation Policy - All Employees
- HR09 Flexible Working Request Policy

These policies have been uploaded to the St Benet's website [here](#).

Please ensure that these policies are personalised for the academy (where required), uploaded to the Academy website (where required), and noted at the next LGC meeting. Please ensure that all staff are aware that these policies have been updated and are now in circulation.

If you have any queries, please contact the Governance Team via the DoNESC Helpdesk.

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 Update Training

If you require an update to your DSL training then we have purchased discounted training from the Local Authority (same training but purchased as a whole session of both Diocesan Trusts).

It is on **Friday 24th January from 9.00am-12.00noon** and will be online. The Local Authority have helpfully sent out a list of DSLs and when the training needs to be updated so I have been reaching out to schools.

If I haven't reached out to you and you would like to book onto the course then please email me at louise.veeren@donesc.org. If booking the training this way is successful then we will organise more dates.

The cost will be around £20 per person instead of £80.

Why the Church of England and Other Big Institutions Still Fail to Protect Children from Abuse

An interesting and thought-provoking article from the BBC around culture and hierarchy in various institutions. It reminds us that we must always think the unthinkable when it comes to protecting children from abuse.

<https://www.bbc.co.uk/news/articles/c154023xkzlo>

Lanyards

There have been several requests made to HR for purple lanyards for visitors to schools. The purple lanyards should only be used for staff that are employed by the Trust or schools. HR will provide the badge for visitors but not purple lanyards as these can be mistaken for being school staff. Good practice would be for visitors to be given red lanyards for those who are accompanied and green lanyards for visitors where we have evidence of safeguarding assurances.

Did you know...

St Benet's pays for all its employees to have free access to the Spectrum.Life employee wellbeing service. If you haven't registered yet, follow the simple instructions below to sign up online.

The online platform is accessible from this link:
<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 should choose St Benet's) and this will then take you through to the welcome page. If you download the app it will ask for your Organisation Code which is DoNESC. If you have any problems registering, please contact wendy.allso@donesc.org

The Spectrum.Life service also includes access to 6 free counselling sessions (virtual or face-to-face) via the Employee Assistance Programme, access to a Discount Marketplace, advice on fitness, nutrition and many articles, videos and audios around wellbeing.

There are weekly running guides, advice on stress, diabetes, sleep, menopause, heart health, exercise videos and much more.

B-Comms will focus on some of these specific areas in future issues and your Headteachers will be receiving some promotional material to share with you.

We encourage you to sign up and make use of Spectrum.Life; it's there for your benefit!



spectrum
.life



Where
wellbeing
works.

Upcoming CPD & Events

Trust CPD events over the next half-term are listed here. If you have any questions please contact suzannah.kay@stbenets.org

Week commencing	Monday	Tuesday	Wednesday	Thursday	Friday
25.11.24		CUSP Computing - online (15.45-16.45)	CPD Webinar (17.00-18.00)	CUSP RE - online (15.45-16.45)	
02.12.24			Leaders' Forum at OH (09.00-14.00)		
09.12.24				Strategy Development Day for Heads at OH (09.00-16.00)	

Key:

OH–Orchard House NR20 3LR



We remind all our schools to complete the Children's Commissioner statutory data collection for all schools and colleges in England by Friday 20th December 2024.

Under Section 2F of the Children Act 2004, it is compulsory for all schools to provide the information requested. The survey can be [accessed here](#), more information is [available here](#).

Please note, each school or college must respond individually, and multi-academy trusts cannot respond on the behalf of multiple settings.

With a new government, this is now the moment to find out the state of the nation of support in schools. This survey of all schools and colleges in England will capture up-to-date information about children's experiences, to celebrate the achievements of education settings in supporting their pupils, and drive improvements in this support. It asks about your support offers to pupils and their families, staff roles and responsibilities, and the characteristics and vulnerabilities of your pupils.

Overall findings will be published, not naming any individual schools or colleges, and will be taken to the new Government, to inform future policy and help you in your work to make schools supportive environments for all children to learn and thrive.



Safeguarding Support

If you or anyone you are in contact with have been affected by the publication of the Makin report and want to talk to someone independently please call the Safe Spaces helpline on 0300 303 1056 or visit safespacesenglandandwales.org.uk.

Alternatively, you may wish to contact the Diocese of Norwich Safeguarding team. Sue Brice and Peter Sayer are the Diocesan Safeguarding Advisers. They can be contacted at:

safeguarding@dioceseofnorwich.org

Telephone: 01603 882345

Address: Safeguarding Team, Bishop's House, Norwich, NR3 1SB.

Or you can contact the National Safeguarding Team safeguarding@churchofengland.org.

A statement from the Bishop of Norwich following the publication of the Makin Report and the resignation of the Archbishop of Canterbury

"I have been utterly appalled by the contents of the Makin Review into the crimes of John Smyth and the response of those who knew about them. Of most concern to me, and the focus of my thoughts and prayers, are the survivors of his horrific abuse."

"I have been in touch with Archbishop Justin over the past few days and support him in his decision to resign. He and his family are in my prayers. It is up to all of us working in the Church of England today to ensure that everyone who comes into contact with the Church is kept safe."

"That has been and will continue to be my priority as I serve the people and places of the Diocese of Norwich."

"My prayers are with all of those who have come to terrible harm through our failures."





At CUSP, we are **unapologetic about putting language front and centre** of our offer across the curriculum. This is because we know that without language, pupils cannot make sense of important concepts and communicate their thinking to the world around them. Our aim is to **get all children talking and enjoying playing with language**.

The Festival of Spoken Language is a one-day event. As part of this, we have made **three promises**. Every child will have access to:

1. Challenges to explore the joys of spoken language
2. A collaborative Padlet so that they can share and view the outcomes of the activities in other schools
3. The chance to hear from people who use language as an important part of their job

We suggest that you use your English lessons for this day to engage with the **activities and opportunities** that we have provided - this is up to individual schools to decide.

All the resources that you will need are now available on the website - click [here](#) for access.

Richard Cranmer to Retire as CEO at Christmas

St Benet's CEO, Richard Cranmer, has announced his intention to retire at the end of December 2024.

Richard comments, "Since being appointed as CEO of St Benet's MAT in September 2018 it has been my privilege to lead this Trust as it has grown from the initial 5 schools to the current 18."

"The last 6 years have seen great changes in local and national education which have affected all of us and it has been an honour to watch my team in St Benet's grow as leaders and adapt to the singular challenge of the Covid pandemic and the ever-changing landscape of education funding."

"I am extremely proud to hold the position of CEO of St Benet's MAT but after careful thought I have decided that it is the right time for me to step down from my role. I plan to retire from full-time employment but hope to retain close connections with the education world."

St Benet's MAT Board of Trustees are delighted to announce that after a rigorous internal recruitment process, which included an interview with an Appointment Panel of Trustees led by an independent Chair, the Trust Board have appointed Sam Nixon to succeed Richard Cranmer when he retires at the end of December.

Many of you will already know Sam as our Deputy CEO. He joined St Benet's MAT in April 2020 as Director of School Improvement and was appointed Deputy CEO in September 2022.

Prior to joining St Benet's MAT, Sam was Headteacher of a rural school and Executive Headteacher of a small group of schools. Most recently, he was Headteacher at Ashleigh Primary School & Nursery, leading it through substantial growth and to an Outstanding Ofsted. He has also worked with a range of schools through LLE, VNET Change Leaders and NLE support initiatives, and trained as an Ofsted Inspector.

Fred Corbett, Chair of Trustees, commented: "Sam's appointment is a real boost for St Benet's MAT. Richard's announcement of retirement from the end of this year created a high level of risk for us and we went into the search for his replacement with some trepidation. When Sam submitted his application we were very pleased and his performance throughout the appointment process was outstanding. As a Trust Board we are absolutely delighted to appoint him, and we look forward to working with him on the next stage of St Benet's development with renewed confidence."

Richard Cranmer commented: "I am extremely pleased that the Trust Board has appointed Sam as my successor. Sam is uniquely well qualified to lead St Benet's in the next phase of its development and I wish him every success."

Sam Nixon commented: "I am delighted to be given the opportunity to lead St Benet's. I am looking forward to working alongside the Trust Board and the excellent staff across our Trust to help St Benet's schools flourish."

