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## Welcome from CEO: Des Reynolds

This is the first of what will hopefully become a regular newsletter from the Engage Trust. If you are reading this, it's because you either work for, or have some affiliation to the Engage Trust – most likely you work in one of our two Academies (the Short Stay School for Norfolk and Pinetree School), or our commercial company (Engage Educational Services). In either case you will be aware of the extent to which things have grown and changed over the last couple of years.

I am conscious that most of you get weekly bulletins already which are relevant to your setting, but the purpose of this newsletter is to keep you up to date with the larger scale developments underway at the Trust.

### Developments

We currently have a number of new projects in the pipeline which are likely to lead to the growth of the Trust.

#### *SEMH Academy – Lowestoft*

The Trust is in the final two to be the approved sponsor for a new SEMH Special Academy in Lowestoft for 50 students with significant behavioural and mental health issues. Some staff may remember that we previously got to the last two for a similar school in Kings Lynn but were unsuccessful – hopefully we will do better this time!

#### *Short Stay School for Suffolk*

The Trust has also made an application to the DfE to open a Free School in Suffolk in the area between Ipswich and Bury St Edmunds. If successful this new school will replicate the successful model of the Short Stay School but adapted to fit Suffolk's systems.

#### *Free School for Great Yarmouth*

Some of you will have seen in the press that we are also preparing a Free School application for an AP Free School in Great Yarmouth. The idea here will be to replicate the model of Pinetree School – but probably with Primary provision added. This application is not even written yet and is not due to be submitted until October – so very early days.

In addition to these three projects we are regularly talking to Pupil Referral Units and Special Schools in various counties about the possibility of joining our Trust. No progress yet – but we continue to talk.



See our websites for more information about each school in the Trust:

[www.engagetrust.org.uk](http://www.engagetrust.org.uk)  
coming soon!

[www.theshortstayschoolofornorfolk.co.uk](http://www.theshortstayschoolofornorfolk.co.uk)

[www.pinetreeschool.org.uk](http://www.pinetreeschool.org.uk)

### **Engage Educational Services**

Many of you will have noticed that we have moved the Child Support Team staff out of Locksley and DBS to make room. The same will soon be happening in Rosebery. This is to further emphasise the distinct roles of EES and our Academies as EES remains a separate commercial company. We are just completing a restructure of EES and this will involve the employment of a Company Manager to further drive and develop the service. We intend to expand the range of services that EES offers and hope to grow more customers and increase the number of schools who subscribe.

### **Buildings**

Over the last couple of years we have been successful in developing and improving our buildings through gaining funding from the DFE. This has led to the roofs being replaced at DBS and repaired at Earthsea and Pott Row. This summer we have already replaced windows at DBS and will be doing similar at Pott Row and Earthsea.

In addition to this we have these big projects this summer

1. ICT Upgrade – this will hopefully improve the infrastructure and Internet links in all sites
2. Earthsea expansion – we are converting an unused hall into new offices, toilets and staff room at Earthsea to allow the current staffroom to form a new KS1 classroom
3. Pott Row Therapy Space - we are building a new room in Pott Row to provide better space for the Therapy team
4. Belton is having a new Boiler and toilets refurbished
5. Pinetree is being considered for a further development of current cupboard space to make new offices and free up space for improved KS3 facilities.

### **Trust Staffing**

As you will be aware the central Trust team has grown this year. As well as my role as CEO, the Trust team also contains

Business Director – Gill Wardlow

Operations Manager – Sue Grant

Trust Administrator – Andriana Sneddon

Premises Project Lead – Phil Palmer

Premises Maintenance Lead – Ian Flynn

Data Resource Assistant – Justine Earland

Finance Manager – Debbie Handford

As well as the team of finance officers (Fiona, Claire, Kim and Jo)

We currently have an advert out for a Network Manager who will assume responsibility for managing our ICT infrastructure and our support contract with InTouch.

### **Lastly ....What's the point?**

All of this development and expansion is wholly pointless if we do not remember why we are doing it. Simply put – all of this is so we can help more young people and help them better. By growing and developing we expand what we can offer to our kids and we can offer support for more. We also ensure that what we are doing is sustainable and will continue to thrive for years to come.

## Our Vision

### Engage, Educate, Empower

The Engage Trust was established in 2015 as a not-for-profit charity and grew out of the creation of the SSSfN and its move to academy status. The Trust has determined its core role as providing education for children and young people whose social, emotional and mental health needs have led them to being outside of mainstream education.

The Engage Trust believes that all children and young people have the right to be healthy, happy, and safe, to be loved and respected and to have high aspirations for their future through education that will benefit the young people themselves foremost, but also their schools, communities, families and ultimately our society and economy

The Engage Trust exists to provide high quality education and ensure progress for all our pupils who exhibit vulnerable and challenging behaviour by developing a high quality network of alternative provision and specialist academies and services through the promotion of the core values of the co-operative movement.



## Trust Structure

Our Trust structure is typical of many multi academy trust chains and is well suited to embracing new schools. We have a specialised and experienced Trust team who offer and provide administrative, HR, Premises and Financial support. This means that academies joining the Engage Trust do not have to organise these services themselves.

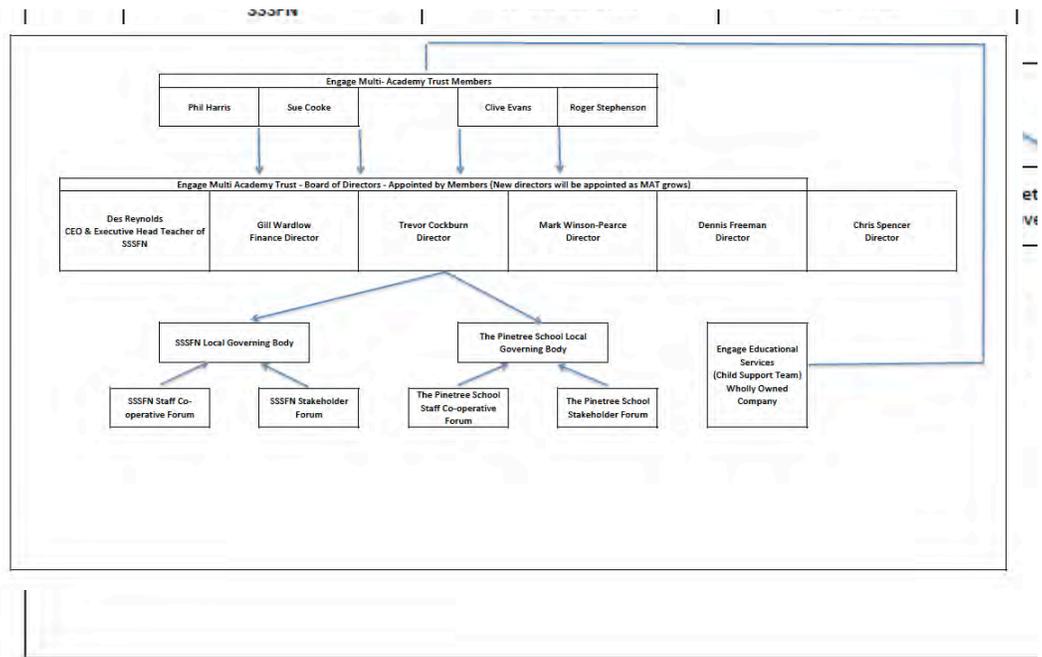
We can also provide educational and clinical psychology and our own ASD and CSE specialists.

As a successful existing MAT, we are an approved DfE Academy sponsor for other academies joining us; we have a good relationship with the Regional Schools Commissioner (RSC) who makes the decisions of which schools join which MAT's and ,as we have made a commitment to not move into mainstream provision , we will only operate Alternative Provision and Special Academies. This means that we can dedicate our energies to understanding and supporting specialist education.

The Engage Trust currently has 2 academies; The Short Stay School for Norfolk spread across 8 sites in Norfolk and the Pinetree School in Thetford. The SSSfN also provides a range of other specialist services on behalf of the Local Authority including home education for pupils unable to attend school, reintegration of excluded pupils to new schools, coordination of the managed move scheme and advice on admissions to specialist provision.

Engage Educational Services, incorporating the Child Support Team (CST), is also wholly owned by the Trust and provides a school to school support service designed specifically to meet the demands and needs of vulnerable and challenging young people and their families.

The diagram below shows how your school fits into the overall Trust structure:



## Our Directors

Our Trustees, most often called Directors, include PRU Head teachers, Primary Head teachers and SEMH Special School Head teachers as well as former members of PRU Management Committees, local authority officers, business owners and directors.

There are currently 10 Directors of the Engage Trust. Director's work entails overseeing the Academy strategy and being responsible for complying with Charity law, overseeing the school's assets, managing any conflicts of interest, managing risk and governing the charity in a transparent & accountable way.

Meet some of our Directors;

**Phil Harris;** Director- Chair of Board;



I first became a school governor about 1984 and have served at 4 schools and am currently chair of the SSSfN Governing Body. I have been running my own company since 1986, specialising in producing marine navigation and surveying software. The software is supplied on a global basis so I have plenty of opportunities to visit many parts of the world.

I am involved with many other local charities as well as being an active member of the Labour and Co-operative Party. Hobbies include a season ticket holder of Norwich City Football Club and I enjoy orienteering.

**Sue Cooke;** Director- Vice-Chair of Board;



I have been both a teacher and head teacher in my career having trained in Liverpool before taking my first job in Thetford where I stayed for 10 years before being seconded as an Advisory Teacher for ICT working across the county. I then became Acting Head teacher of Woodton School before taking up headship at Burston Primary school where I stayed for 20 years before becoming responsible for the neighbouring school of Tivetshall too, in an early partnership arrangement, until my retirement 3 years ago.

I have also been involved with NASUWT representing teachers on the County JCC and

as Primary Advisor to the Children's Services Review panel.

A few years before I retired I became a member of the Management Committee of the Southern Area PRU. As chair of that committee I was able to push for more support in mainstream schools, so the CST concept is very dear to my heart. Following reorganisation of the service I joined the newly formed SSSfN management committee which eventually grew into the governing body. In becoming an Academy I became a Trustee as well as a governor.

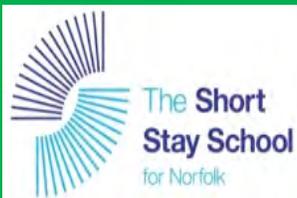
#### **Clive Evans; Director**



Originally from Wales, on leaving school I spent over a year teaching in Sri Lanka. After some attempts working at various theatres in London I eventually found myself leading the music strategy for MTV Europe as Head of Music and a stint living in Rome setting up an Arabic TV Network! Following this I had a stint at music video production working with Ace of Base and Yello amongst others lesser known!

Before the turn of the millennium I decided to leave London and started working for the British Red Cross, based in Norwich for 10 years. Having left the Red Cross in 2010 I joined Norfolk County Council as Project Manager leading their integration of Health and Social Care but left to pursue an MBA at the UEA. Once graduated I set up a consultancy business working with the voluntary and public sectors - which I continue to do to this day as well as recently becoming a director for Big C charity!

My interest in being a Director at the Engage Trust derives from always striving to ensure that everyone gets the best opportunities in life and therefore giving my time and expertise to the Trust fulfils this for me.



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## **SSSfN Local Governing Body**

Whilst The Executive Board of Directors maintains strategic and statutory responsibility for The Engage Trust Academies and services there are, in addition, Local Governing Bodies supporting each Academy. The Engage Trust operates a system of co-operatives governance which means that member academies have a high level of democracy with a specified proportion of members elected from the staff, parent and stakeholder communities. In following issues of this newsletter you will be introduced to members of each Governing Body and this issue we are featuring the Local Governing Body of SSSfN, many of whom will be familiar faces around the bases. The Governing body meets half termly and is predominantly responsible for monitoring and challenging the academic and behavioural standards at the school, staff wellbeing and performance with links to staff forum and school councils, and some responsibility for strategic direction. The full governing body is further split into a Standards Committee which meets monthly, concentrating on academic standards, quality of teaching and learning, pupil development and behaviour and attendance. In addition there are nominated Governors with specific areas of responsibility. Next time you see them, please take the time to say hello and take the opportunity of having a catch up; our Governors are always keen to hear your views across a variety of subjects.



Phil Harris  
Chair of Governors



Sue Cooke  
Vice chair



Dennis Freeman  
Governor



Trevor Cockburn  
Stakeholder Governor



Andy Lamb  
Stakeholder Governor



Jenny Bird  
Staff Governor



Lynsey Barrett  
Staff Governor



Sue Whitaker  
Co-opt Governor



Stefan Rider  
Parent Governor



Kerry Harris  
Parent Governor



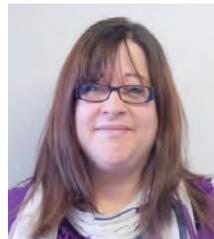
Laura Sutton  
Governor



Jan Casey  
Governor



Cath Catt  
Governor



Vicky Setters  
Head of School- SSSfN



Des Reynolds  
CEO

**Next time;** look forward to meeting more Trustees and getting to know the members of The Pinetree Governing Body and SSSfN Staff Forum. We'll also introduce the centralised Trust staff team.

If there are any areas about the Trust that you would like information about or some enlightenment over in this Newsletter, please contact me on;  
[trust@engage.norfolk.sch.uk](mailto:trust@engage.norfolk.sch.uk)