

SCHOOL REPORT

September 2022



Our family of schools create their own bunting to celebrate The Queen's historic achievement



Jubilee jubilation!

PLUS



Girls' work is among the best in the world



Never too young to look at future careers

School's "Strictly" surprise!

Excellence | Belonging | Opportunity | Respect



MESSAGE FROM CHIEF EXECUTIVE
GAIL BROWN

Working together is the way forwards

In 2023 Ebor celebrates its tenth birthday. We were one of the first multi-academy trusts and I pay tribute to my predecessor, Richard Ludlow, for his entrepreneurial zeal in helping establish Ebor as a force for good in primary education.

The academy programme has matured over time and early adopters, such as Ebor, have benefited from the experience of starting something new, conquering the inevitable challenges and pursuing the vision of better outcomes for children.

Our journey has presented valuable learning opportunities for staff as well as pupils and as we approach our second decade, more and more we see the wisdom of working collaboratively. It is by joining forces on tenders, for example, that we can get best value for the public purse. We are about to start working alongside Pathfinder on an initial teacher training programme.

And cross-trust professional development raises standards which can help everyone.

I sympathise with maintained schools who, having been told in



Ebor's Rebecca McGuinn was one of about 100 school staff invited to attend a special reception at 10 Downing Street to applaud the work of individuals who had contributed most towards children in education during the pandemic.

"Rebecca, our safeguarding, behaviour and wellbeing lead, was the obvious choice," said Ebor's chief executive, Gail Brown. "Rebecca is dedicated to her role and while there are a number of individuals who I could have put forward, it was Rebecca who led the teams that made a real difference to children's lives during a very difficult time.

"Safeguarding and wellbeing is always key, but during the pandemic it was of paramount importance so as to provide reassurance, stability and comfort."

the White Paper that they need to be part of a strong multi-academy trust by 2030, are faced with a plethora of options – and all equally viable.

My advice, if you are in this position, is to invest some time in getting to know the people and the schools in the trust, or trusts, you are interested in. What feels right? Can you see your school being part of this trust? A further consideration would be to look at the value-added. Most trusts, quite rightly, put their pupils first but what about staff welfare? What about further training and development? What do they do to bring schools in the trust together?

To find out Ebor's value-added, just look through this publication for examples of our day-to-day activities and we've also included a 'mythbusting' page. If you'd like to talk further, please do get in touch.

Gail Brown

Gail Brown
Chief Executive and
Executive Headteacher

Ebor Academy Trust:
our geographical area



Meet the family

Ebor Academy Trust is made up of 22 primary schools and a primary phase special school – 23 in total. We are always pleased to speak with maintained schools who may want to consider joining us – email interested@ebor.academy and we'll get back to you..

As at 1 September 2022 Ebor comprises:

- Robert Wilkinson Primary Academy
- Haxby Road Primary Academy
- Brotherton and Byram Community Primary Academy
- Staynor Hall Community Primary Academy
- Sigglesothorne Church of England Primary Academy
- Camblesforth Community Primary Academy
- Filey Church of England Nursery and Infants Academy
- Park Grove Primary Academy
- Sproatley Endowed Church of England Academy
- Alderman Cogan's Church of England Primary Academy
- Easington Church of England Primary Academy
- Patrington Church of England Primary Academy
- Marfleet Primary Academy
- Tockwith Church of England Primary Academy
- Hob Moor Community Primary Academy
- Hob Moor Oaks Academy
- Lakeside Primary Academy
- Osbaldwick Primary Academy
- Tadcaster Primary Academy
- Riston Church of England Primary Academy
- Braeburn Primary and Nursery Academy
- All Saints' Church of England Infant Academy, Hessele
- All Saints' Church of England Junior Academy, Hessele



Early Years teams at Ebor schools hold first conference

Tell us
what
you
think



Ebor is inviting feedback to help bridge any gaps between our schools and the trust.

At some schools, the benefit of Ebor is obvious – providing specialist teaching, for example. At other schools, the link is perhaps not so clear to parents and might involve support with finance, for instance, or estates.

It's all part of our plans to get more involved with our communities and we have set up a special email address for parents and carers – or other stakeholders – to send us your views. As a trust, what are we doing well and what could we be doing better?

Get in touch and let us know by emailing feedback@ebor.academy

Early Years teachers from all our schools came together for our inaugural EYFS conference day at our business and training centre.

Following the introduction of the new EYFS framework, the sector as a whole has undergone significant changes and our event was a fantastic opportunity to come together to share practice and explore good ideas.

Practitioners had lots of opportunities to be hands-on and get inspired. A core part of the day was exploring how to build a strong foundational curriculum which is sequential, ambitious and rich.

The event was put together by Amy Hunter and Ben Greene.

Ben said: "We also looked at the statutory requirements of the new EYFS profile, ensuring that pupils are ready for

their next stage of learning as they move into Year 1.

"We have a very strong network of EYFS practitioners across Ebor and the event was just wonderful. We look forward to continuing to share best practice across the sector in our regional hubs as we continue to strive to give all of our youngest learners the best foundation."

Amy said: "It was such a great day and the feedback has been brilliant."

□ As our pictures show, one of the exercises on the day was to take a stick and say: this is not a stick. What could your stick be? A flag, a headband, a magic key, a picture frame, a dog, a wand? Our EYFS staff didn't hold back when given the opportunity to learn through play as they looked at ways to inspire their children with open-ended learning experiences.

Learning how minds work

Four hundred children from seven Ebor schools enjoyed an entertaining look at how young minds work at the first "Professor Lightbulb" theatrical production in York.

The event, for years 5 and 6, was organised exclusively for Ebor by Chimp Management, a wellbeing programme behind the UK's best-selling self-help book, the Chimp Paradox. Performances were held over two days at Hob Moor Primary Academy.

Ebor has a longstanding partnership with the programme, which helps teachers get the best out of children.

In a long career, Professor Peters has worked with over 20 Olympic and elite sporting teams and personalities to help them understand their minds to achieve maximum success.

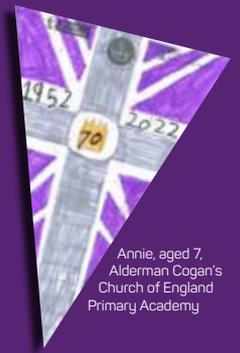




- Winners**
- A. Isla, aged 9, Haxby Road Primary Academy
 - B. Brooke, aged 10, Marfleet Primary Academy
 - C. Sophie, Aged 11, Sproatley Endowed Church of England Academy



Winners and runners-up of our bunting design competition for The Queen's Platinum Jubilee



Annie, aged 7, Alderman Cogan's Church of England Primary Academy



Macie, aged 10, All Saints' Church of England Junior Academy, Hessle

Destiny, aged 6, All Saints' Church of England Infant Academy, Hessle

Jodie, aged 11, Braeburn Primary and Nursery Academy

Owen, aged 11, Brotherton and Byram Community Primary Academy

Holly, aged 10, Camblesforth Community Primary Academy

Amelia, aged 7, Filey Church of England Nursery and Infants Academy



Danny, aged 10, Hob Moor Oaks Academy

Madison, aged 10, Hob Moor Community Primary Academy

Dominic, aged 10, Lakeside Primary Academy

Amelia, aged 9, Osbaldwick Primary Academy

Robyn, aged 9, Park Grove Primary Academy

Eleanor, aged 9, Patrington Church of England Primary Academy



Chloe, aged 11, Riston Church of England Primary Academy

Pippa, aged 9, Robert Wilkinson Primary Academy

Nerhys, aged 7, Sigglethorne Church of England Primary Academy

Bethany, aged 8, Staynor Hall Community Primary Academy

Jahvourn, aged 9, Tadcaster Primary Academy

Albert, aged 6, Tockwith Church of England Primary Academy

Family of schools come together to celebrate The Queen's big day

Colourful bunting designed by children from schools in Ebor Academy Trust had a part to play in The Queen's Platinum Jubilee celebrations.

Three winners – Isla, aged 9, Haxby Road; Brooke, aged 10, Marfleet; and Sophie aged 11 from Sproatley – were chosen by judges from the Central Support Team from a wealth of entries in our bunting design competition.

The entry by Brooke, from Marfleet, collected the most votes.

The bunting was professionally produced and schools each received their allocation the week before the half term holiday. The flags helped raise excitement levels even further, as children took part in tea parties and other fun activities to mark The Queen's remarkable 70-year reign.

Broadband suppliers to the trust, Talk Straight, sponsored the cost of the bunting and Agilico, suppliers of photocopiers and printers, sponsored the prizes, including a copy of the official souvenir book, '70 Glorious Years' for each school's library and Amazon vouchers for winners.

As well as three eventual winners, there was such high quality among the entries received that Ebor selected 19 runners-up – the best entries from each participating schools – and there were prizes for them too.

"Last year we played our part in celebrating the finals



of the Euros and now we're thrilled to be able to get our children involved in helping our communities celebrate The Queen's Platinum Jubilee," said Gail Brown, chief executive.

Brooke with her winning entry

"Big national events such as these don't come along very often and when they do, we feel it's important to make sure we commemorate them."

Our apprentice programme goes online

Ebor's highly regarded apprentice programmes are now to be hosted online, giving many more learners who may have difficulty with travelling the opportunity to take part.

The new online versions offer greater flexibility for learners while retaining the responsiveness and outstanding content of the programmes offered face-to-face.

New programmes will continue to be for a minimum 18 months' duration and require apprentices to be off the job one afternoon per week for live/recorded training sessions and to complete directed learning activities.

Settings will be supported to identify further opportunities to develop apprentices' knowledge, skills and behaviours for an additional and flexible half a day per week, or its equivalent.

As before, the new programmes allow an individualised approach which takes into consideration the specific needs of learners and settings.

Initially the focus will be on the Level 3 TA apprenticeship and the Early Years Educator programmes.

Our programmes were awarded Ofsted's maximum 'Significant Progress' in all three judgement areas in a spring 2021 monitoring inspection – a rare achievement

Early Years Educator Apprenticeship Programme
 • NO COST TO YOUR SETTING, SCHOOL, OR TO YOU AS A LEARNER

This is a Level 3 Early Years Educator qualification in England. It is a nationally recognised qualification that allows you to work in a variety of settings including nurseries, pre-schools, and primary schools.

What will be offered to you?
 You will receive ongoing, online support throughout the duration of the programme – we will get you every step of the way.

What will be expected of you?
 You will be required to complete directed learning activities and to be off the job one afternoon per week for live/recorded training sessions.

What will be required to get it?
 You will need to be aged 16 or over, have a minimum of 5 GCSEs (including English and Maths) at grade C or above, and have a minimum of 2 years' experience in a relevant setting.

What will be offered to you?
 You will receive ongoing, online support throughout the duration of the programme – we will get you every step of the way.

What will be expected of you?
 You will be required to complete directed learning activities and to be off the job one afternoon per week for live/recorded training sessions.

What will be required to get it?
 You will need to be aged 16 or over, have a minimum of 5 GCSEs (including English and Maths) at grade C or above, and have a minimum of 2 years' experience in a relevant setting.

Teaching Assistant Apprenticeship Programme
 • NO COST TO YOUR SCHOOL, OR TO YOU AS A LEARNER • EASY TO GET UP

This is a Level 2 Teaching Assistant qualification in England. It is a nationally recognised qualification that allows you to work in a variety of settings including primary schools, secondary schools, and special schools.

What will be offered to you?
 You will receive ongoing, online support throughout the duration of the programme – we will get you every step of the way.

What will be expected of you?
 You will be required to complete directed learning activities and to be off the job one afternoon per week for live/recorded training sessions.

What will be required to get it?
 You will need to be aged 16 or over, have a minimum of 5 GCSEs (including English and Maths) at grade C or above, and have a minimum of 2 years' experience in a relevant setting.

only shared by between five and ten per cent of training providers across the country.

See details on our website or email apprenticeships@ebor.academy to register interest or for any queries.

Collect details from our Leyes office or see our website



Our 23 schools

are community and Church of England schools in York, Selby, Hull, on the Yorkshire Coast and in the East Riding



Sensory room will make a huge difference



A newly refurbished sensory room for primary aged children with special educational needs and disabilities has opened at Hob Moor Oaks Academy.

It has taken two years of fundraising and the help of three charities to bring the room up to date and fully accessible to all pupils.

"It's no surprise to say that our children love it!" said Hob Moor Oaks headteacher Olivia Hargreaves.

"The room enables pupils to develop awareness through a range of sensory experiences including visual, tactile, auditory, voice output – including breath – and movement. It's fabulous – the range of equipment encourages curiosity and children's confidence is given a real boost."

Ten-year-old Presley used his symbol communication book to say: "It's exciting and I feel happy there."

The updated space was made possible thanks to financial contributions from The Wooden Spoon, The Ed

De Nunzio Charitable Trust and The Purey Cust charities. After a delay because of Covid, the room was officially opened by John Theakston of Black Sheep Brewery.

"On behalf of the children and staff, thank you for your kindness and generosity – your donations have positively impacted on the lives of our pupils," said Olivia.



Among best in the world!



Two children from Haxby Road Primary Academy have won prizes in a global poetry and foreign language competition which attracted entries from 250 schools in 11 countries.

Isla, aged ten, pictured left, picked up a highly commended certificate for her artwork and Amelia, aged 11, was category winner for her recital, spoken in Spanish and submitted as a video.

"I am really proud of them and of all our children who entered – they were all so engaged and committed to the project," said Nieves Sadullah, Spanish teacher at the school. "It just shows that anything is possible if you put your mind to it."

This is the second year of the Poésiae competition with strong competition from bilingual and independent schools across the globe.

At Haxby Road, year 5 and year 6 children take part in enrichment activities from 3:15 to 4:15pm as part of their normal school day and it was during this time that Mrs Sadullah inspired the children to unleash their imagination. "We took a Spanish poem about months of the year and what happens in them as a starting point," she said. "We played with it and turned it into a board game. It boosted confidence and even children who don't normally read at home learned it off by heart."

"There was strong competition from bilingual and independent schools across the globe"

MEET THE TIMES TABLES RECORD-BREAKERS!



Jumping for joy are these Year 4 children from Marfleet Primary Academy. They've just found out they are record breakers – playing their part in setting a new Guinness World Record to get as many children as possible to join in reciting their times tables.

The previous record was 1,500 children. An official adjudicator was present to verify the results – and Marfleet were among over 5,000 children who took part, easily breaking the record. Everyone involved will receive a special certificate.

Flying the flag for top international fixture

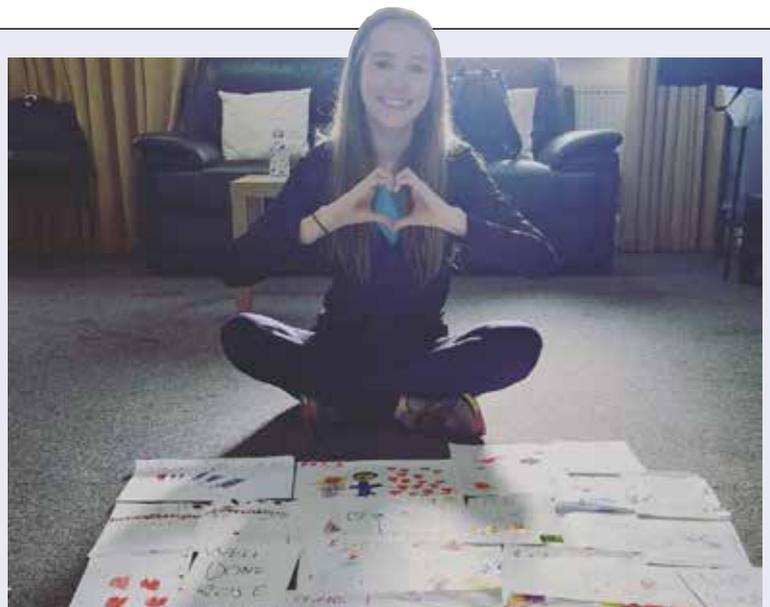
Children from All Saints' Church of England Federation of Academies, Hessle, created memories that will last forever at an international rugby league match in Hull.

Some 80 children had an important flag bearing role to play at the MKM stadium when Hull FC faced Toulouse Olympique.

Proudly presenting three large Hull FC flags, the children raised the flags as the crowds went wild for the arrival of the Hull FC team onto the pitch.

They were joined by the club mascot, the Airlie bird.

Headteacher Laura Jackson said: "This was an amazing community event, enjoyed by all. A big thank you to PE Lead, Lucy Palmer, for working with officials to organise the day. Hull FC had an amazing 48-12 win which finished the afternoon off perfectly."



Strictly star's message for children

Children at Robert Wilkinson Primary Academy received a surprise when Strictly Come Dancing star Rose Ayling-Ellis publicly thanked Ellie Blackley's Year 1 class on Instagram for their cards and messages of support.

The EastEnders actress – who was born deaf and uses British Sign Language (BSL) – went on to win the popular competition alongside professional dancer Giovanni Pernice.

"Everyone in Team Blackley has been watching Rose from Strictly each week," said Ellie. "We have all been learning to sign as a child

in the class uses BSL. Rose is a fantastic role model for them. The children love watching her dance so much that they decided to make and send her some letters.

"The children were so excited and couldn't believe it!"

Both Rose and partner Gio posted pictures on their Instagram accounts, which were picked up and featured in the Daily Express.

Rose wrote: "Thank you to Ms Blackley's Year 1 Class! It is very adorable" and showed a picture of her with the appropriately sparkly and glittery cards and holding her hands in a heart shape.

Looking to the future

Children received a glimpse into the world of work at Sproatley Endowed Church of England Academy's first school careers fair.

Youngsters as young as nursery age were able to look into their possible futures with a variety of jobs on show, including paramedic, care assistant, nurse, soldier, science teacher, baker, vet, firefighter and drama teacher.

Tom Snuggs, Year 3/4 teacher and organiser of the Careers Fair, said: "The purpose of this day was to provide children with an opportunity to see first hand the skills involved in different jobs, to broaden their understanding of the world of work and give them the chance to think, 'This might be something I would like to do when I am older.'"

All children had the chance to experience different activities linked to these careers, from handling medals earned during active service in the army, seeing how a blood pressure monitor worked, to active learning through drama games, as well as having the opportunity to try on uniforms. Not

to mention the experience of sitting in a fast responder car and a fire engine – and sounding the sirens!

Anna Uney, Early Years teacher, said: "The EYFS children were so excited and full of questions about the different occupations, obviously trying on uniforms and spraying the fire engine hose was a highlight!"

Scott Marshall, Year 1/2 teacher, added: "The



children had a fantastic time and it was great to see so many people from the community helping out the school by coming down and having an exciting, hands on and awe inspiring day! It also fit in nicely with our

Superheroes topic, because we were able to see some real-life heroes and learn about some of the things that they do in our society."

Mckinley, aged 11,



said: "I liked the firemen because they let us use the hose. It made me feel like I might like to be a doctor when I am older."

According to Jacob, aged 10: "I thought it was good because you could actually be in one of these jobs when you are older. I liked that I was allowed to hold the wooden assault rifle and I liked seeing his medals."



Mythbusting!

If you are involved with a local authority maintained school which is considering becoming an academy and joining a multi-academy trust such as Ebor, you need to know the facts. Unfortunately, there are a lot of misconceptions around – here's our mythbusting guide which we hope will be helpful. Find out more on our website at www.ebor.academy

- **Multi-academy trusts (MATs) are not accountable**
Not so – in fact, we are held to account to a much higher standard than maintained schools by the Educational and Skills Funding Agency, Ofsted and regional schools commissioners.
- **The land the school sits on will be sold off for housing**
That's incorrect. The land is still ultimately owned by the local authority or Diocese. It is only leased to the trust.
- **All schools will be clones of each other**
No – we celebrate and promote the differences and diversity of our schools.
- **MATs are only interested in data not children**
Not so. Ebor puts the best interests of its children at the heart of everything we do.
- **The school will no longer have a headteacher**
Yes it will!
- **Only failing schools join MATs**
This is definitely not the case.
- **Staff will lose their pensions or they will be reduced**
No – all pensions remain with the same pensions provider, with the same arrangements that were in place before conversion.
- **After TUPE runs out, the academy trust will change terms and conditions**
No. As with all organisations, any proposed changes post-TUPE are carried out adhering to consultation practices.
- **Maternity will not be treated in the same way as pre-academisation**
Maternity, as with all other terms and conditions of employment, remains protected when staff join the trust. Ebor honours the national school teachers' pay and conditions and the national joint council salary scale for support staff.
- **Staff will be made to go and work in other schools, whether they like it or not**
Not so – vacancies are advertised internally so there are more opportunities but people only move if they want to.
- **Uniform will be imposed**
Uniforms are a matter for the local governing body to decide, not the trust.
- **The governors will no longer have any say in the leadership of the school**
Not so. Governors will continue to play a vital role in the running of the school.
- **Everybody will have to follow the same planning in all schools**
While there are common protocols – put together and refined by heads themselves – teaching and learning and an individual curriculum that's right for the community remains the prerogative of the head and senior leadership team.
- **Academies have more money**
Not true (sadly!) We are funded the same as maintained schools. But we will help you become more financially efficient, leveraging our economies of scale and increasing the amount of money available to you, to spend on front line teaching and learning.