

TRUST TALK

Hello and goodbye:

This issue we focus on staffing changes, welcoming a new Associate Principal to CBA, saying goodbye to Paul Davies from KSA and outlining the restructure of our Central Team:

Corby Business Academy's newly appointed Associate Principal, Janina Taylor, is looking forward to her new role and brings a wealth of experience from leadership positions in her previous schools, both of which evolved through challenge ...

She is determined to champion high aspirations for students and staff, and to develop students' self-belief, encouraging them to attain at a higher level. A key focus in the first year will be on achievement, behaviour and attendance and she will be a regular visitor to classrooms so she can build positive relationships with staff and students.

It is her first headship and she knew instinctively that Corby Business Academy was the right place for her: 'I was struck by the atmosphere. After reading the Ofsted report and seeing where the areas of development were, it seemed like a natural fit. I am skilled at pulling staff together and sharing a common vision. That is what the Academy needs.'

'In a leadership position it is all about knowing how to motivate and lead staff. You can't go running at 100mph on your own. It is so important to have a sense of team within the whole school community. It is about having conversations with staff and students and making them feel that they are involved in



the decision-making process. I have to put systems in place to support student outcomes as well as staff and their work-life balance. I am thorough, organised and have an eye for detail. I build solid relationships quickly and don't expect anyone to do anything that I wouldn't be willing to do myself.

'My best feature is my enthusiasm and I am looking forward to working with students and staff to lead Corby Business Academy on the next phase in its development.' ■

Kettering Science Academy's outgoing Principal, Mr Paul Davies, says that the school's staff are the most 'positive, passionate and committed' team he has worked with in his 25 years in the profession.

Mr Davies has been in post since April 2013 and, having guided KSA through leadership and curriculum changes and driving up behaviour and attendance, he has decided that now is the time to move onto his next career challenge.

He said: 'I am most proud of the fact that the students now really value the school. Attendance is well above national average, behaviour is much better and the students are very positive. Parents recognise that improvements have been made and



the community feels this is a good news story. Kettering Science Academy is now a positive school.

'The new curriculum has come into place over the last 18 months. We have had a new leadership team and the staff are incredibly positive, passionate and committed. They are the most committed

team of people I have ever worked with. Working with the children and staff has been a highlight of my time here and our support staff do an incredible job. They are the unsung heroes of the school and add a lot of value. Being Principal at Kettering Science Academy has been a tough job but I wouldn't have missed it for the world.'

He credits The Brooke Weston Trust and his colleagues for their professional advice and support: 'The Trust is very good at making sure that head teachers support one another and I couldn't have survived the past four and a half years without having the Trust supporting me, particularly as we had so many difficult things that we had to do. Having taken Kettering Science Academy to where I wanted it to be, it is now fair to pass it on. Now is the time for someone to come in with new ideas and energy and take Kettering Science Academy further.' ■



Meet the team:

To ensure that we are always providing the best service to our schools we have restructured some roles in our Trust Central team so that all schools have a consistent point of contact for key areas of their operation.



Chris Stewart: Senior Finance and HR Manager

Chris's newly-created role is to liaise with the School Business Managers and Principals across all ten schools, ensuring strong financial management and that they are all finance and HR compliant.

Chris has a solid background in finance, and first joined Brooke Weston Academy more than 16 years ago. She was instrumental in establishing and running Brooke Weston's @tain business, which brought in more than £1m worth of revenue and provided online IT courses to over 100 schools nationally.

She became the School Business Manager at in 2008 with responsibility for finances as well as project managing the financial aspects of the Corby Business Academy build. She was promoted to cluster Business Manager in 2015 and her wide-ranging experience means that she is also a facilitator and co-author of a professional training course for School Business Managers, run by Inspiring Leaders and delivered across the East Midlands.

Chris said: 'I have been lucky enough to have been involved in a wide range of projects, all of which have given me the skills, experience and confidence for this new and very exciting role. My remit is to support the business managers and Principals to ensure that our schools achieve a balanced budget and are compliant in all matters finance and HR. I bring a good sound knowledge of accountancy and finance to the role, but my main strength is that I am a team player and passionate about empowering colleagues to do the best they can for our students.' ■



Anna Trott: Executive Officer

Anna's role as Executive Officer brings together different, but related, strands of the Trust's operation and allows for greater cohesion and information sharing.

She will retain her existing duties as PA to the CEO, but combine those with the legal role of Company Secretary as well as ensuring that the Trust is compliant with all the latest Governance legislation.

In addition she will underpin the work of the Board and Governing Bodies and supply all the information and resources they need to operate effectively. She will also oversee the Trust's communications.

Anna has been at the Brooke Weston Trust for three years and her experience, both there and in her former role in the Local Authority's education department, means that she has a wide ranging knowledge and is ideally placed to combine the diverse aspects of the role.

She said: 'My main strengths are the ones the you would typically expect of a PA; being organised, thorough and having attention to detail. I would like to address the methods by which we deliver key messages within the organisation.

Executive Officer is a big role, but it represents a big opportunity and the chance to make a positive impact on the Trust.' ■



Tim Laws: Senior Operations Manager

Tim's role as Senior Operations Manager means he has an overview of key elements of the Trust's business. His remit is to oversee and integrate core functions across our Trust family of schools, ensuring that everything runs in the most efficient and cost-effective way possible.

He said: 'One of my key responsibilities is to join Procurement, IT and Estates up, as they are very much intertwined. I also oversee Catering as well.

'While we are a single entity and proud of The Brooke Weston Trust, we are also very proud that our schools have their own identities and leadership models. Therefore the biggest challenge is setting long-term strategy that is acceptable to the organisation as a whole and also our individual schools.'

After graduating Tim worked in business, then as an environmental health officer and, finally, in the Early Years Business Support and Growth Team in a Local Authority: 'Those jobs gave me the foundation for this role. I'm passionate about delivering efficient and productive services and I also have to be professional, compassionate and understand customers' needs while focusing on the organisation's goals.'

He became School Business Manager at KSA in 2014 and was promoted to cluster business manager across five schools, a role he fulfilled for the past 18 months.

'I enjoy meeting new people, learning new things and getting new ideas. You don't come into this job to say 'no' to people, you need to say 'yes.' I like to think I make decisions based on what is right for the organisation. I would rather under-promise and over-deliver than the other way around!' ■

Full interviews with Chris, Anna and Tim can be found on the Trust's website.

