



# The Tapscott Learning Trust Annual Report

## 2021/22



I just wanted to take a moment to congratulate you guys on your approach to your Annual Report. Really clear to see your purpose is clearly focused on the beneficiaries. Refreshing!

HEAD TEACHER, LANCASHIRE





## OUR AGREED MISSION AND AIMS



### Mission 2021-2022

- Our pupils will always be the cornerstone of our Trust and will have an effective voice in the work that we do
- Safeguarding is non-negotiable and consistently applied in all schools and settings
- All schools will promote equality and inclusivity for all
- We will form a platform for other schools with similar visions and ethos to join us for the mutual improvement of outcomes for all pupils and will support other schools by working collaboratively
- Our schools will offer a broad and balanced curriculum encompassing the arts and sport; as well as offering a vast array of experiences that will allow our pupils to access opportunities that may not always be available to them
- We will be a beacon employer for teaching professionals at all stages of their career and will ensure that our Training Hub will be at the forefront of training our staff
- The Trust will be wholly self-sufficient and operationally secure with clear community-led focus
- Effective governance at all levels offering excellent challenge and strategic support
- We will provide a consistent experience of high expectations



### Aims 2021-2022

- Improve back office functions to enable school leaders to focus even more on the key purpose of improving outcomes and the life chances for the children in our care
- Further strengthen the financial position for stability and future planning for effective school operations ensuring improved value for money
- High quality professional development for staff leading to further developed curriculum delivery for all children
- Streamlined support for SEND further enhances the provision and educational outcomes
- High quality governance ensures schools are meeting our core vision and objectives
- Sustainability plan in place ensuring that the Trust continues to operate under its core visions and values
- Schools effectively ensure all children can access learning within school or remotely making progress from their starting points in learning and development
- Families and the community identify schools within the Trust as the schools of choice
- Shared services ensure all schools are successful and are supported with their development at local levels
- Effective communication ensures clarity and transparency at all levels



## JOINT WELCOME FROM OUR CEO AND CHAIR OF TRUSTEES

This year marks our fifth year as The Tapscott Learning Trust. During these five years the Trust has grown in size, not only in terms of the number of pupils it supports directly, but also in terms of the direct assistance it provides to schools and pupils outside of our Trust.

We are confident our work is providing maximum educational opportunities for our children and, in these testing times, crucial support for their families. We also firmly believe that the work we are doing enhances the resilience of our local community.

We are fortunate to have retained an excellent base of staff, and we have been able to recruit new members who are highly trained and dedicated to the work we do. It is important to bear in mind that much of our work over the past few years has been conducted during a period of massive change; at first, due to Covid and now, because of the economic crisis. Throughout this period of upheaval, we believe the Trust and its schools have remained at the cornerstone of our community.

This year's report is intended to inform you of our work and the impact we have made, and are continuing to make. You will see that much of our success is due to the strong partnerships we have forged over the past five years. We hope you find this report informative and that it reflects the great things the Trust has achieved as well as a sense of our continued passion and drive for the future.

Going forward we will continue to explore, develop and innovate for the benefit of our children, their families and the local community.

With very best wishes,

*Paul Harris*

CEO

*Maggie Cameron-Ratchford*

CHAIR OF TRUSTEES





# KEY HEADLINES

4

Schools

2,463

pupils

397

members of staff

51

Members/ Trustees / Governors

97%

staff retention rate

1,673

Multilingual learners

81

Languages spoken

76%

of pupils attend one or more extra curricular activity/clubs

ALL

Schools provide breakfast clubs and after school provision



## PUPIL PARLIAMENT AND PUPIL VOICE

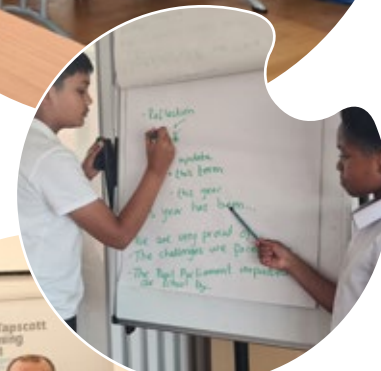
Pupils are at the heart of everything we do at The Tapscott Learning Trust and their opinions and suggestions are extremely influential in how decisions are ultimately made about school life.

Our Pupil Parliament consists of a group of children who are the elected representatives and nominated Chair and Vice Chair of their own school's council. This group work together throughout the year for the mutual improvement of outcomes for all pupils as well as to benefit their chosen charity. This collaborative work ensures that they learn how they fit into their local and wider communities and the part they play as global citizens.

Our Pupil Parliament meets with the Trust Board throughout the year to discuss the work they are doing and to answer and ask questions.



*The Pupil Parliament makes us feel like we are part of something bigger*  
QUOTE FROM PUPIL



## PUPIL PARLIAMENT TARGETS FOR 2021/22

- To work with Newham's Next Generation – Year of the Young Person
- To improve the physical and mental health of each school
- To raise money for our chosen charity
- To raise the profile of the Pupil Parliament
- To share our ideas for improving each school
- To get to know one another and learn more about the other schools in the Trust
- To develop our public speaking and confidence



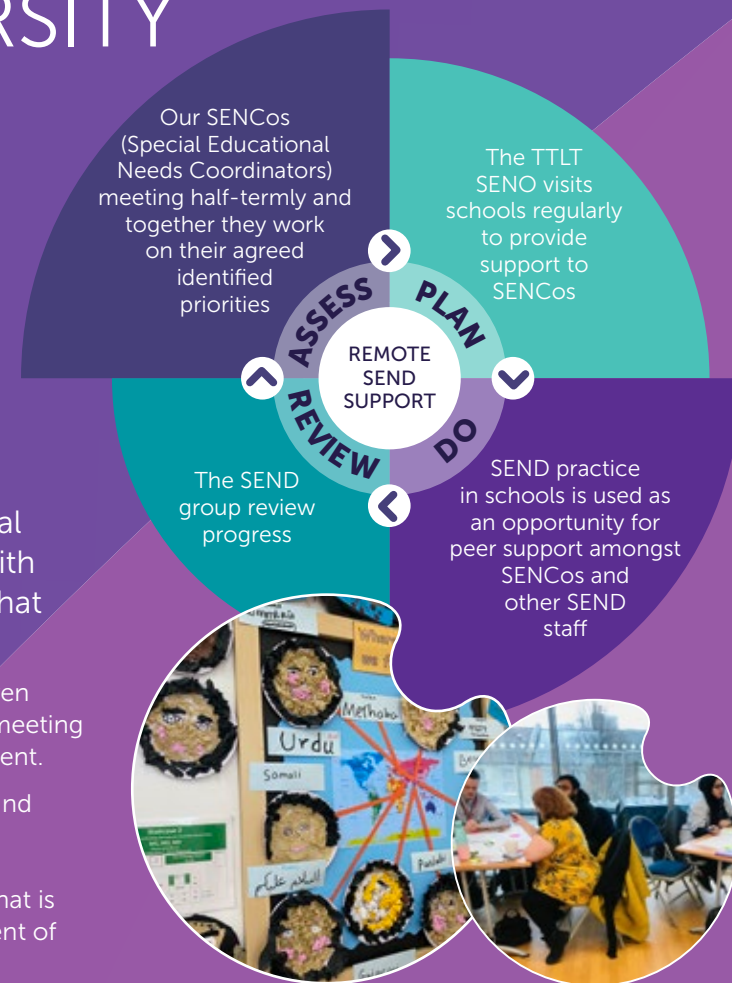
# EQUALITY, DIVERSITY AND INCLUSION

## Our provision for children with special educational needs

TTLT is committed to meeting the needs of all of our pupils and all of our schools are inclusive and two, Ranelagh Primary and North Beckton Primary, with successful Resource Provision. There were 359 children across the schools with special educational needs which includes those with Educational Health Care Plans and pupils that are High Needs Funded.

TTLT is committed to ensuring that all children are given equal opportunities to achieve their full potential, by meeting their individual needs in a happy and secure environment.

Our schools hold a variety of inclusion quality marks and awards and TTLT has been accredited by The Autism Education Trust to deliver its schools and early years programmes within Newham with specialist training that is nationally recognised and supported by the Department of Education and the National Autistic Society.



The Trust employs a **Special Educational Needs Officer (SENO)** to ensure equality, diversity and inclusion. Our SENO provides support to schools across three strands, statutory, quality assurance and support as follows:

### Statutory

- SEN Code of Practice
- EHCP consultation panel
- Local authorities
- Policy
- Equality
- Statutory assessment

### Quality Assurance

- Ofsted
- Published performance data
- Inclusion Quality Mark
- Other kite marks
- Non-statutory assessment

### Support

- Coaching
- Peer supervision
- Sharing good practice
- CPD
- Rolling programs for core SEND training

## Multilingualism

We value our pupils backgrounds and cultural heritage, while fostering their identity and the rich linguistic repertoire they bring with them. We believe that multilingualism is a strength and hope that all pupils will benefit from first languages in our setting.

We want all pupils to feel valued regardless of their starting points and learn in an asset based approach to languages.



**Helen Harris**

SPECIAL EDUCATIONAL NEEDS OFFICER



The Award for EXCELLENCE IN SPECIAL NEEDS EDUCATION

SILVER WINNER

## Together Everyone Achieves More

### HIGHLIGHTS

- Returning to a sense of normality
- Parents were back in school for a wide range of events
- The school was delighted with this year's assessment achievements, despite the last two very disrupted years.

### AWARDS & ACHIEVEMENTS



Geography Gold Hub Status



Leading Parents Partnership Award



School Games - Platinum Award



Inclusion Quality Mark Flagship Status



Healthy Schools Silver Award



National Online Safety Certified School

### SCHOOL PRIORITIES 2021/22

- ✓ All pupils are supported to achieve their potential through access to a consistently broad and balanced curriculum
- ✓ Exploring and developing positive attitudes to learning, leading to lifelong skill development
- ✓ Leaders at all levels are empowered to have a positive impact across the school
- ✓ Stakeholders are supported to develop independence and are able to problem solve

### COMMUNITY EVENTS AND FUNDRAISING

- Summer Fair - our first for three years - raised over £1,000
- Children in Need
- Jeans for Genes
- Bangladesh Floods
- Harvest and Christmas Hampers

### BUILDING IMPROVEMENTS

- Roof improvements with CIF Bid Award
- Playground equipment in Nursery and Reception updated

**CPS**  
**CURWEN PRIMARY SCHOOL**

Curwen Primary School, Atlas Road, Plaistow, London, E13 0AG

Executive Head Teacher  
**Paul Harris**  
Head of School  
**Kate Mansfield**



**98%**  
of parents would recommend Curwen Primary to another parent

**99%**  
of parents say their child is happy at Curwen Primary

**99%**  
of parents believe their child feels safe at Curwen Primary





# FINANCIAL OVERVIEW 2021-2022

## Finance Summary

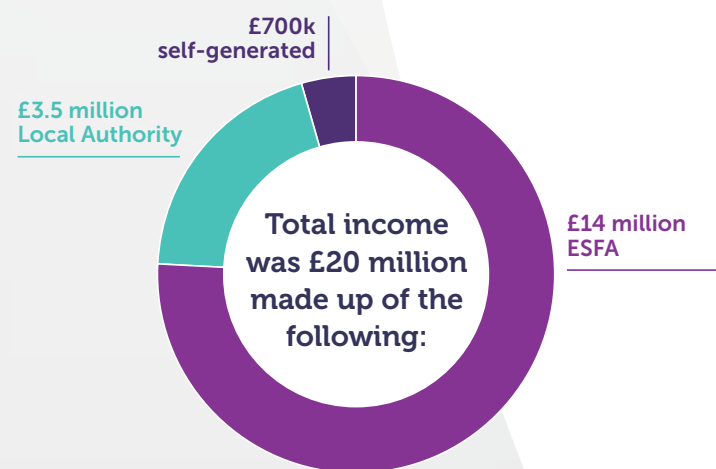
As we continued our recovery post COVID, navigating through financial pressure and budget constraints, 2021-22 remained a positive and successful year for the Trust. A highly experienced finance team working in the background with pupil outcomes and staff wellbeing on the forefront the Trust was able to deliver operational success whilst also increasing its cumulative reserves.



**Taz Mansuria**  
CHIEF FINANCE OFFICER

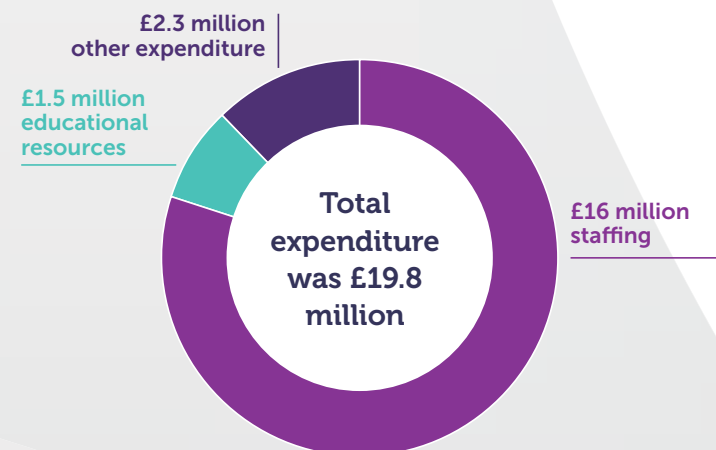
## FUNDING INCOME

Funding for schools is predominantly received from the Department of Education (DfE)/Education, Employment and Skills Funding Agency (ESFA) and the Local Authority.



## EXPENDITURE

The largest part of the funding was spent on staff salaries with teachers salaries accounting for 50% and support staff 30%. Other expenditure relates to a wide range of items including building maintenance, energy costs, technology and teaching resources. The average spend per pupil across the Trust in 2021/22 was £8,226.



## CAPITAL WORKS

The Trust was successful in its grant fund applications which totalled **£350k** whilst continuing the capital grant works from the previous year.

## A place everyone loves to be

### HIGHLIGHTS

- Ofsted Outstanding, December 2021
- Parents were back in school for a wide range of events
- The school was visited by a range of UK and Chanel Island Schools to view best practice

### AWARDS & ACHIEVEMENTS



Inclusion Quality Mark Flagship Status



Healthy Schools London Gold Award



Carnegie Mental Health Gold Award



EAL Quality Mark Gold Award



RE Quality Mark Gold Award



School Games Gold Award



Youths Sports Trust Gold Award



Kensington Primary School,  
Kensington Avenue,  
Manor Park,  
London,  
E12 6NN

Head Teacher  
**Ben Levinson**



### SCHOOL PRIORITIES 2021/22

- ✓ To enable our children and staff to maximise achievements in all areas
- ✓ To work in partnership with each other, the Trust and the wider community
- ✓ To take care of ourselves and each other and prioritise wellbeing and the mental health of our children
- ✓ To inspire others through our innovative thinking and approaches
- ✓ To develop structures to create a sustainable organisation
- ✓ To make sure our approaches are credible and make a difference

### COMMUNITY EVENTS AND FUNDRAISING

- Summer Fair - our first for three years - raising over £1,600
- Easter Egg Workshop
- Christmas Market and Elf Workshop
- Children in Need and Red Nose Day
- Jeans for Genes
- Cake Bakes for School Funds - raising over £1,300

### BUILDING IMPROVEMENTS

- Roof improvements with CIF bid award
- Improvements to the ICT network and new devices



**100%**  
say that children are fitter, stronger and healthier than three months ago

**98%**  
of parents say that their child is happy at Kensington Primary

**85%**  
of parents believe their child benefits both emotionally and physically at Kensington Primary





# RE, RSHE AND PSHE

**Claire Clinton is the Director of Religious Education (RE)** ..... for Newham schools, running the Standing Advisory Council on Religious Education (SACRE). She is also Director of PSHE at TTLT for Newham schools and works with a team of specialist advisors to deliver this support to schools.



## Religious Education Support

Across the borough, a total of **275 teachers** attended professional development in Religious Education and Collective Worship in 2021/22 with...

<b>51</b>	<b>7</b>
Primary Schools (88%) and...	Secondary Schools (12%) joining to work in partnership.

The new RE agreed syllabus training was delivered in the summer term with 100% attendance from all schools with teachers rating the training 'excellent'!

*I love the fact that we can go out and visit different religious building and our pupils get to have first-hand experiences of religion and worldviews around them.*

## PSHE/RSHE

Across the borough, a total of **228 teachers** attended professional development in PSHE/RSHE in 2021/22 with...

<b>50</b>	<b>15</b>
Primary Schools (77%) and...	Secondary Schools (23%) join in partnership.

*I feel more confident to share best practice with our staff and ensure that we deliver a quality PSHE curriculum.*

## School Council Network

Claire and her team also run the School Council network meetings and held three one-day conferences throughout the year.

*School Council network meetings are great for sharing great practices, impact and organisation. You get to meet other leaders and strengthen your community links.*



# We All Belong

## HIGHLIGHTS

- Returning to a sense of normality
- A new curriculum which reflects the needs and interests of the children within our community
- Key Stage 1 Education Outcomes above London and England Average

## AWARDS & ACHIEVEMENTS



**North Beckton**  
PRIMARY SCHOOL

North Beckton Primary School, Harrier Way, Beckton, London, E6 5XG

Head Teacher  
**Alison Helm**

## SCHOOL PRIORITIES 2021/22

- ✓ To ensure all staff consistently deliver Quality First Teaching
- ✓ To establish clear and effective systems across the school in order for pupils to know more, do more and remember more
- ✓ To implement the faculty model to enable curriculum teams to lead and develop subject areas across the school
- ✓ To provide all staff with an effective framework of support, training and opportunities to fully develop their capacity to deliver our curriculum

## BUILDING IMPROVEMENTS

- Re-roofing project across the main building
- Secured funding for electrical rewiring and to replace boilers

**98%**  
of parents say their child is happy at this school

## COMMUNITY EVENTS AND FUNDRAISING

- Queen's Platinum Jubilee Celebration
- Children in Need
- Christmas Jumpers in aid of school funds

**98%**  
of children say they feel safe at school





# HR SUPPORT 2021/22

**397**  
members of staff

In-house HR Department  
.....  
Generous annual leave package for all staff

Occupational Therapy and Employee Assistance Helpline  
.....  
Effective Induction Programme for all staff

Comprehensive ECT Programme  
.....  
Training for HR processes and procedures for all line manager

Excellent staff retention rate of  
**96.97%**

## Quotes from School staff surveys

*I would like to say a big thank you to TTLT for supporting me.*

*Curwen has a lovely, supportive team and a great, forward thinking curriculum with children's wellbeing at its heart, engaged and happy children.*

*Learning & Teaching at its best. Ranelagh is a place where learning takes place and developments happen in both the children and the staff that work here.*

*I have enjoyed working at TTLT and have had the opportunity to learn from many outstanding professionals.*

*Love the atmosphere and culture of wellbeing at Kensington. I feel everyone cares about how you are doing and we are literally all in it together.*

*TTLT has given me freedom to be creative in lessons.*

*I have been welcomed and supported by the North Beckton Family.*

**Jane Howard**  
HR MANAGER



# Be the best you can be

## HIGHLIGHTS

- Returning to a sense of normality with a much stronger curriculum
- Key Stage 2 progress in reading and writing was significantly above the national average
- Inclusion Quality Mark Flagship Status, Centre of Excellence for the sixth year in a row

## AWARDS & ACHIEVEMENTS



Inclusion Quality Mark Flagship Status & Centre of Excellence



RHS Gardening Award



School Games Gold Award



Education 4 Change – Highly Effective



Carnegie Centre of Excellence for Mental Health in Schools Gold Award



Primary Geography Gold Award

Ranelagh Primary School,  
Corporation Street,  
Stratford,  
London,  
E15 3DN

Head Teacher  
**Shella Lawrenson**



## SCHOOL PRIORITIES 2021/22

- ✓ To refresh our cultural and socially inclusive curriculum to meet the needs of all learners
- ✓ To ensure that everyone has high expectations of themselves and actively makes contributions to the life of the school and the wider community
- ✓ To ensure that children are able to explain how they learn best and that they know how to keep themselves mentally and physically healthy
- ✓ To ensure the consistent contribution the whole school community to our vision and ethos
- ✓ To ensure that communication between staff, parents and children remains essential during this time of blended learning

ACHIEVED

## BUILDING IMPROVEMENTS

- New playground markings around the school
- Improvement to fire detection system and replacement of all fire doors

## COMMUNITY EVENTS AND FUNDRAISING

- Summer and Winter Fairs
- Whole School Easter Egg Hunt
- Carols around the Christmas Tree
- Children in Need & Red Nose Day Appeals
- NSPCC Appeal

**92%**  
of pupils say that they go on exciting trips

**95%**  
of parents say that their child is happy at Ranelagh Primary School

**94%**  
of children take part in extracurricular activities





# TTLT ANNUAL AWARDS

Following on from the success of streaming our TTLT Awards online in 2021, the Trust decided to use the same format for the 2022 awards and this was streamed simultaneously to all schools, nominees and guests in July 2022.

This was an amazing opportunity for everyone to recognise our wonderful pupils, staff, volunteers and communities and a great celebration for all to join and celebrate at the end of the school year. We would like to say a huge thank you to our sponsors for enabling us to hold an event that brought excitement and joy to everyone who tuned in.



**Outstanding Contribution to School Life - Years 3 to 6**  
– Adele RPS

**Outstanding Contribution to School Life - Nursery to Year 2** – Hudson RCNCC

**Outstanding Educational Achievement – KS2**  
– Praveen KPS

**Outstanding Educational Achievement – KS1**  
– Amara CPS

**Outstanding Educational Achievement – EYFS**  
– Sidney KPS

**Sport Achievement Award**  
– Aqsa NBPS

**Young Achiever Award**  
– Theo RPS



**Creativity Award**  
– Lauren RPS

**Unsung Hero Award**  
– Joint winners Wahida CPS & Kazi KPS

**Staff Member who enhances school life** – Mrs Sheikh RPS

**Lifetime Achievement Award**  
– Ms Junco Heredero NBPS

**External Provider Award**  
– Ms Turpin CPS



## PARTNERSHIP WORK

The Trust works in partnership with Rebecca Cheetham Nursery which offers both government funded and flexible paid extended day places to children aged 2, 3 and 4 years old. The accompanying children's centre offers a range of different activities for families in the community.

- Preparing children to be 'Reception Ready'
- A broad and balanced curriculum
- Learning both indoors and outdoors
- Stay and Play SEND Sessions
- Forest School



**Rebecca Cheetham**  
NURSERY AND  
CHILDREN'S CENTRE

Head  
Teacher  
**Rohan Allen**



### SCHOOL PRIORITIES 2021/22

- ✓ Ensuring that what we offer to the children is relevant, meaningful and based on research, allowing staff an opportunity to continuously build upon their knowledge, skills and confidence and to contribute to the parent's learning of how they can support outside of nursery school.
- ✓ To build upon a calm and productive learning environment in which children are adhering to the behaviour culture promoted in the school, attend school regularly and are able to talk about their learning and what helps them to learn.
- ✓ To ensure the school ethos celebrates diversity, promotes confidence in the self and promotes achievement regardless of your starting points.
- ✓ Senior Leaders will drive new initiatives throughout the practices in the school and then monitor the impact and address any inconsistencies.

ACHIEVED

### THIS YEAR'S HIGHLIGHTS

#### Monthly Parent Forums

The Great Police Adventure

– visit by the Met Police

Performance by Booster  
Cushion Theatre

Forest School

Nature Trails



*I am so happy with Rebecca Cheetham Nursery and would strongly recommend this nursery to other parents. I have never felt so at ease knowing that my daughter is safe and happy*

PARENT COMMENT

*This is a family-friendly school with a very inclusive approach.*

OFSTED QUOTE





# ESTATES AND OPERATIONS

The Trust continues to deliver on its commitment to transform and provide outstanding facilities for our children to ensure that every pupil is provided with a learning environment that is stimulating for them. This is one of our core values.

The Trust's estates and operations management team have invested much time and effort to securing grants and external funding to tackle issues that have gone a long way to ensuring that our schools are great environments for learning both for our children and staff.

Many improvements to our buildings continued this year and these were largely funded following bids to the DfE's Condition Improvement Fund (CIF). Our CIF building projects included some much needed improvements to the large roofing areas at three of our schools, as well as electrical rewiring and the replacement of some aging boilers.

**£1.6m**  
of funding  
secured for  
major building  
improvements

**Shazidur Rahman**

OPERATIONS LEAD

## Health and Safety and Risk Management

The Trust works closely with an external H&S consultant who supports us with the management of Health & Safety across our sites. Our annual general risk assessments by consultants have shown continuous improvements which highlights TTLT commitment to ensuring the safety of our staff and children at every school. This is coupled with having robust risk management procedures in place that ensure we are continually assessing risk both internally at school and Trust level as well as external factors that might impact on our schools.

# SPORTS HUB SUCCESS

The two main aims of the Sports Hub are:

- To create opportunities for children to learn, collaborate and compete through school sport.
- To provide high quality support and CPD to empower all staff to deliver outstanding PE lessons.

The 2021/22 academic year saw a return to both inter and intra school sports competitions

**24**  
Competitions/  
festivals  
**1390**  
pupils taking part

**11**  
Schools  
participating

**67**  
Staff members  
supported  
with PE  
lessons

TTLT's Sports Hub delivers bespoke support ensuring that schools Physical Education **PE**, School Sport **SS** and Physical Activity **PE (PESSPA)** offer is of a high quality.

The Sports Hub has capacity for new schools to join.



**Paul Belcher**  
SPORTS HUB DIRECTOR



@SportTapscott



# TRAINING HUB

The Tapscott Training Hub is here for our community of children and staff across the Trust and also for the external partners that we work with both within our borough and wider afield.

We strive to support and develop our workforce, equipping them with the necessary knowledge and skills to provide a high-quality education for all our children. We believe in continual reflection of current practice, as well as reviewing research and adapting our approach to being key principles built into each programme.

## Programmes offered:

Additional ECT support through dedicated TTLT sessions

**Further Development of Teaching and Learning Programme**

Access to various network groups

**A dedicated learning walk programme ranging across the year and for various subjects**

Level 1 and 2 Team Teach Behaviour De-escalation training

**Level 1 and 2 AET (Autism Education Trust) Training**

Apprenticeship Teacher Training

**Dedicated EAL/Multilingualism Support**

Access to our R.E Hub

## National professional Qualifications (NPQs)

**105**

Total Training Sessions

**1071**

Total Staff Trained

**35%** Internal

**65%** External

**98% of staff attending training rate it as excellent in both delivery and content!**

**97% feel it has made a positive impact into their practice!**

*My session has built up my confidence in a wide range of ways. It's helped me to be reflective of my own practice and ensure that I continue to develop new ideas. Thank you!*

*Developing my knowledge on effective practices such as deeper questioning, behaviour management and mental health and how it affects young learners.*

Within our Training Hub we have a number of Ambition Fellows that work across the London Borough of Newham delivering the NPQ for Leading Teaching. This year has seen us successfully facilitate and train two cohorts and we hope to expand our number of trainers this year!

*The session has made me think more openly about teaching and that my way or my schools way isn't the only way to do certain things.*

**Daniel Mansfield**

DIRECTOR TRAINING HUB

@TrainTapscott | @LearnTapscott

The Tapscott Learning Trust

Train Tapscott

Tapscott Learning Trust

# GOVERNANCE

Our Members oversee the work of the Board of Trustees to ensure that we are delivering and adhering to our agreed mission, vision and aims. The majority of our Members are drawn from our local communities.

Our Trustees are responsible for the strategic leadership of the Trust, ensuring that it adheres to our agreed mission, vision and aims as well as being accountable for driving educational standards and financial good health. The Board meets six times a year while its three sub-committees meet once each term.

Local Advisory Boards oversee the running of their school in terms of the curriculum, safeguarding and the budget. They ensure that their school's leadership team is held to account for academic performance, high quality education, and quality of care.

**100%**  
Governance positions filled

**51**  
Number of Governors, Trustees and Members

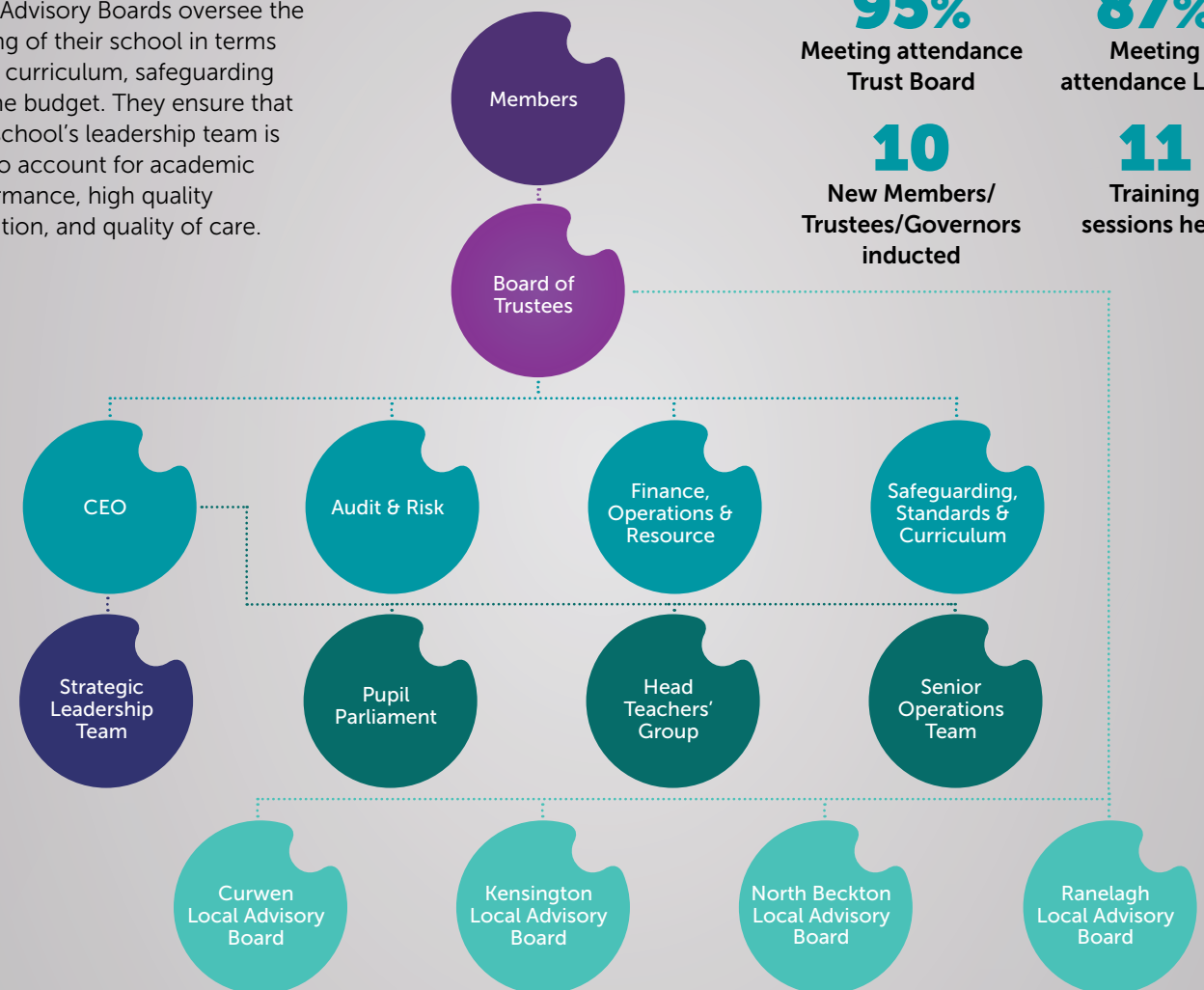
**37**  
Meetings held

**95%**  
Meeting attendance Trust Board

**87%**  
Meeting attendance LABS

**10**  
New Members/ Trustees/Governors inducted

**11**  
Training sessions held



## TTLT Governing Body Services provide:

- Governor/Trustee recruitment
- Compliance calendar including agendas and paperwork for meetings
- Clerking arrangements
- Chairs forum
- Support for Link Governors
- Organising and overseeing staff and parent governor elections








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HEARING FROM YOU...**

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**The Tapscott  
Learning  
Trust**

*Working together,  
achieving for all*

