



PLYMOUTH CAST NEWSLETTER

2018/19

No.6: June 2019

"Our mission is to be a community of outstanding schools in which our pupils flourish in safe, happy and stimulating environments and leave us with the knowledge and skills, personal qualities and aspirations, to make the world a better place, inspired by the Gospel."

CEO Updates

Farewells

At the end of this term we will bid farewell to three of our most experienced and respected headteachers. **Jacqui Scarborough**, who started teaching at St. John's in Camborne in 1987 and has been the Headteacher of St. Mary's in Falmouth since 2004 will be retiring after more than 30 years of distinguished service to the Diocese and the Trust. **Helen Brown**, who has been the Headteacher of Sacred Heart in Paignton since 2010, will also be retiring after nearly ten years of distinguished service. We wish them both every blessing for the next steps in their journey. They have both brought a great deal of wisdom and experience to their schools and the Trust and we will miss them both. I've no doubt their school communities will give them both a great send-off.

We were also sorry to hear that **Sarah Barreto**, the Headteacher at Our Lady and St. Patrick's in Teignmouth, will be leaving the Trust in the summer. However, Sarah will still be working very closely with us since as previously announced, she has been appointed as the Diocesan Schools Commissioner from September. I would like to take this opportunity to thank **Kate Griffin**, who has been the part-time Diocesan Schools Commissioner this year, for her excellent work and support this year. We wish Kate every blessing for the future.

I have also received notice that **Matthew Barnes**, our Deputy Director of Education and Standards, will be leaving us at Christmas to return to Ofsted. Matthew is quite happy for it to be shared that his reasons for leaving us are to return to a type of work that suits his family better. Matthew is a highly respected colleague and we will miss him but fully understand and respect his reasons for leaving. We will brief you nearer the time on the arrangements for Matthew's replacement.

Clusters Updates

On Tuesday 4 June, we interviewed for the post of cluster co-ordinator and were able to confirm six appointments. Due to Ofsted inspections in some of our schools, we were not able to complete the interview schedule. However, we will be concluding the interviews this week prior to the heads' briefings and will announce all the appointments then. This will allow the first meeting of the clusters to take place on the day of each headteacher briefing. This first meeting is a very important opportunity for the cluster to begin to explore its priorities for working together in 2019/20. As well as the specific cluster priorities, I would like every cluster to focus on the following CAST-wide priorities:

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- To deepen Catholic mission, especially in preparation for the new S48 framework and in introducing pupil chaplaincy teams
- To improve pupil outcomes, especially for disadvantaged groups – i.e. Pupil Premium, SEND, LAC, EAL
- To implement CAST's curriculum intent and pedagogy
- To implement the CAST Teaching and Learning Handbook with common approaches to assessment

Aspiring Heads – Cohort A

On Friday 7 June Cohort A completed the Aspiring Leaders programme at their final residential at Buckfast Abbey. They have been a wonderful group and it has been a privilege to see them grow, not only as leaders, but in their own faith. Many congratulations to:

Sarah Barnes, St. Paul's, Plymouth
 Jane Day, Our Lady's and St. Patrick's, Teignmouth
 Nichola Day, Sacred Heart, Paignton
 Lucy Draycott, St. Mary's, Bodmin
 Tim Driscoll, Cathedral School of St. Mary, Plymouth
 Rebecca Meteau, St. Mary's, Swanage
 Dawn Potterton, Holy Cross, Plymouth
 Angie Ricketts, Sacred Heart, Paignton
 Rachael Riley, Keyham Barton, Plymouth



I'd also like to thank our headteachers who looked after them so well as our first group of mentors: Sarah Barreto, Our Lady's and St. Patrick's Teignmouth; Rob Meech, Our Lady's Barnstaple; Helen Armstrong, St. Mary's Poole; Liz Hamilton, St. John's Dartmouth; Shelley England, Keyham Barton Plymouth.

Aspiring Leaders – Cohort B

On Friday 7 June, we also had the pleasure of welcoming Cohort B as the torch was passed to the next generation of leaders. We have 15 colleagues now signed up to Cohort B, which is very encouraging. Thank you to our headteachers for supporting your colleagues on this programme. We have seen the impact on Cohort A and look forward to Cohort B growing in their understanding of the mission of the Catholic school and its link to standards.



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Mission Statement/Gospel Values Banners and Cards



Please don't forget to confirm your order of Mission Statement/Gospel Values banners/cards. Tina will send out a further reminder of the specification of photographs required to customise the banner to your school. We have received many positive comments about the growing sense of cohesion across the Trust arising from our shared mission statement and shared set of Gospel values. It would be very helpful for these to be highly visible in your schools as well as forming the basis for collective worship. There is no charge for the banners or cards.

CARITAS Launch

On Saturday 18 May, I attended the launch of Plymouth Caritas at St. Nicholas in Exeter. Caritas is the umbrella organisation which will support and co-ordinate the work of our charities across the Diocese. Angela Folland gave an inspirational presentation on the charity work in her school and reminded everyone present how much our schools contribute to the charitable work of the Diocese. So that we can work closely with the Diocese, I would like our charitable fundraising and awareness raising activities in school to support the work of the four main charities in the Diocese which are partners with Caritas:

The Catholic Children's Society (see below for more information about our new Service Level Agreement)

St. Vincent de Paul Society

St Petrock's Centre for the Homeless

The Apostleship of the Sea (please note that Sea Sunday is on 14 July)

One of the priorities of Caritas is to support refugees and migrants in our Diocese and those parishes which are trying to arrange community sponsorship for them. If you have any children in your school who are refugees, or if you know of any community sponsorship projects, please let me know. In the first newsletter of next year, I will suggest that there are suitable times in the year to support each of our Diocesan charities.



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Our Lady's Dowry Tour – Mass on Friday 17 May

On Friday 17 May, the Dowry Tour Pilgrimage, organised by the Catholic National Shrine of our Lady in Walsingham, came to Plymouth Cathedral. Although I was not able to attend, I was delighted to hear that over 250 of our pupils and staff were there. The organisers told our staff that it was the best attended event on the tour so far and our pupils were a great credit to themselves and their schools. The senior staff I spoke to afterwards commented on how grateful they were to feel part of the 'bigger picture' of a global Church.



Staff Code of Conduct - Consultation

I would like to have the key safeguarding policies ready for staff to receive and sign declarations for at the beginning of September. One of these policies is the Staff Code of Conduct. This is one of the policies that we should review every year to ensure that we are responsive to the questions raised by staff and the circumstances which have arisen in school which may not be covered by the policy. With this in mind, I'd like to have a consultation on the current policy and take a revised policy to the Board on 26 July, ready to go out to schools in September. Could headteachers please ask your staff for any comments they have on the current code and return them to me by **Friday 21 June**.

Save the Date: 26/27 September for Heads and Deputies Conference

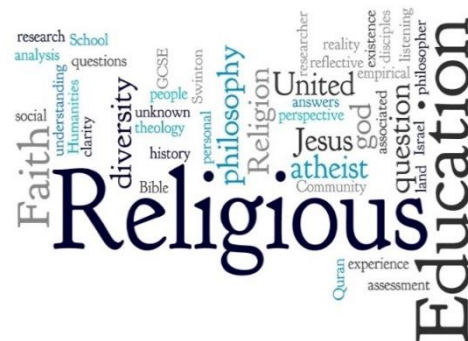
I am delighted to confirm that Bishop Mark will be joining us for our annual Heads and Deputies conference on 26-27 September in Exeter. I have also been able to book four headteachers from the dioceses of Shrewsbury and Salford to come and speak to us. Many of you have said how important it is that we look beyond our own diocese and find out what's going on in the wider world of Catholic education. More details of the conference will follow, but in the meantime please save the date.

RE and Catholic Life

Day Conference for RE Leaders – 27 June

Please don't forget to book your RE leaders onto the day conference on 27 June. I am delighted to confirm that Sarah has booked Clare and Martin O'Brien from Ten Ten Theatre Company to come and present their new Relationships and Sex Education programme, as well as showing us their resources for collective worship.

I'd also like to take this opportunity to thank Sarah and Emma for their excellent work this year, stepping in to help with RE and Catholic Life. They have done an exceptional job on top of their day jobs! The arrangements for September should be announced by the Diocese in due course



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Governance

Consultation

At the last round of Governors' briefings in March, we launched two consultations: one on a framework for evaluating the Catholic life of the school, led by Sarah Barreto and another on an Accountability Schedule for Local Governing Boards, led by Ann Harris. The consultations have now closed. Ann and Sarah have now prepared their final versions of the documents in the light of the feedback received. There will be a summary of the changes at the governors' briefing sessions and then the final versions will be emailed to all clerks and chairs.



Please note that we will also be joined at the Governors' Briefing sessions by Karen Cook, our Chief Finance and Operations Officer. Karen will lead a discussion on the value local governors can bring to strategic financial planning under the new scheme of delegation and share some ideas for our way forward as a Trust.

Governors' Briefings

The next round of Governors' Briefings will take place as follows:

11 June (WEST, CORNWALL)	St. John's, Camborne
17 June (WEST)	St. Paul's, Plymouth
18 June (CENTRAL)	St. Nicholas, Exeter
19 June (EAST)	St. Mary's, Dorchester

Please note that the sessions begin at 5.30 pm and run until 7.30 pm. There is an induction session for new Governors from 4.30 pm until 5.15 pm but this has to be booked in advance. Please ensure that you register your attendance on the calendar on the website in good time before the events.

Governors' Code of Conduct: Chair's Declaration

I have received a good number of Chair's Declarations. I'd be grateful if the remaining Declarations could be sent to me as soon as possible.

Raymond Friel, CEO

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Education and Standards

Headteachers' Briefings

We are looking forward to seeing you at the headteachers' briefings next week. We will be working in clusters so please attend the meeting in your area.

Arrival from 09:00 for **09:30 - 15:00**



Tuesday 11 June	West Area	St Austell Conference Centre
Wednesday 12 June	Central Area	St Nicholas, Exeter
Thursday 13 June	East Area	Christ the King, Bournemouth

Agenda:

09:30 Reflection
09:35 Finance up-date
10:00 The new Ofsted framework
10:40 Break
11:00 Curriculum next steps
12:30 Lunch
13:00 Introducing cluster working
13:15 Cluster meeting
15:00 Finish

Please bring a copy of the new Ofsted Education Inspection Framework (EIF).

Assessment Information

Primary schools:

Please submit your Summer term assessment information by close of play on **Tuesday 9 July**. This information should include the published SATs results, school assessment information and Pira and Puma standardised scores for the whole school.

Secondary schools:

Please submit A level results by close of play **Thursday 15 August** and GCSE results by close of play **Thursday 22 August**.

Headteacher Appointments

Congratulations to Sharon Betts, who will be taking on the headship at St Catherine's Wimborne from September. Sharon was previously the deputy head at St Mary's Poole and has recently been leading St Catherine's Bridport in Frances' absence.

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Deputy Headteacher Appointments

We have also successfully appointed a number of deputy headteachers. Congratulations to Susan Buscombe who will be joining Holy Cross from St Mary's Falmouth, Tim Moran, who is currently at St John's Camborne, will be starting at St Mary's Bodmin in September and Hannah Penman will move from Notre Dame to St Joseph's Plymouth. Sarah Pascoe will be joining the Trust working at Sacred Heart in Paignton. Sarah Luff has taken on the role for a year at St Mary's Penzance, and Katie Bladon for two years at St Augustine's Weymouth. Well done to all of them.

ESM changes

Feedback from the cluster pilot identified that ESMs need to be linked to a cluster in order to maximise the opportunities that cluster working can provide.

We are in the process of allocating clusters to each ESM, taking account of existing arrangements and locality. We will notify you if your school is affected in advance of publishing the ESM for each cluster.

INSET Dates 2019/20

The dates for 2019/2020		
Autumn Term	Monday 28 th October (Plymouth, Cornwall, Devon, Torbay)	Cluster day on staff well-being (following a session at the conference in September)
	Monday 4 th November (Bournemouth/Poole, Dorset)	

Louise Adams, Director of Education and Standards

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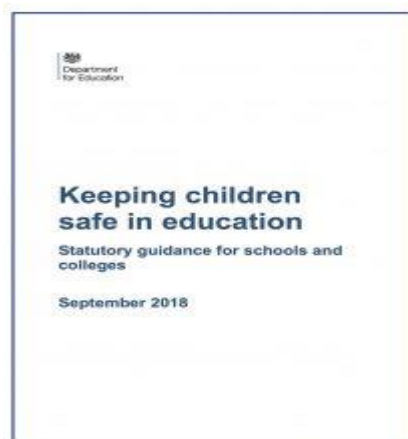
Website: www.plymouthcast.org.uk

Safeguarding

SG forms 4 and 5 deadline is **Thursday 11 July**. Please send them to safeguarding@plymouthcast.org.uk

All school leaders have received an email about the updated SG forms for September 2019. These were developed by the new safeguarding strategy group and sent for consultation. The new SG forms are now being finalised and will be replacing the current forms from the beginning of the new academic year.

Safeguarding reviews - There are 4 safeguarding reviews planned for the second part of the summer term. So far this is the picture across the trust.



12 schools reviewed since May 2018			
Effective		Not effective	
Total	10	Total	2

- The scheduled safeguarding reviews this half term are:
 - St Mary's and St Joseph's, Wool – Thursday 20th June 2019
 - St Augustine's, Weymouth – Monday 24th June 2019
 - Notre Dame, Plymouth - Thursday 4th July 2019
 - St John's Baptist, Dartmouth – Wednesday 17th July 2019
- In September 2019 – you will be receiving an updated Safeguarding Handbook for autumn 2019.
- The safeguarding development group are getting together in the autumn term to discuss the safeguarding curriculum. We are still looking for one more member from the Dorset area to join the group. If you are interested please email Kimberley.wathen@plymouthcast.org.uk
- Level 3 refresher training is taking place on Tuesday 9th July, Wednesday 10th July and Thursday 11th July. Please book your place via Eventbrite.

Some information that might be of interest to you:

- **Joyful June Calendar** - The well-being charity, Action for Happiness, have published their latest Action Calendar which you can find here: https://www.actionforhappiness.org/media/790001/june_2019.jpg
- **Educational visits** - Staff responsible for organising educational visits should be familiar with the Department for Education's advice on Health and Safety (updated November 2018) available at <https://www.gov.uk/government/publications/health-and-safety-advice-for-schools/responsibilities-and-duties-for-schools>
School trips and outdoor learning activities (HSE) <http://www.hse.gov.uk/services/education/school-trips.pdf>

Matthew Barnes, Deputy Director of Education and Standards

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Finance and Resources update

Budgets and Planning

The first draft budgets have been received and reviewed and there is more consistency in the assumptions this year, making the review process a little easier. Where budgets and forecasts are of more significant concern Head teachers and schools business managers are being contacted for individual meetings. These will take place over the next two weeks, with the intention that any budget resubmissions will be presented by 26th June. Capital investment requests will also be consolidated and prioritised by the end of June.



The timetable for budget approval is as follows:

Papers to Finance & Resources Committee by **4 July** for consideration of the 1 year budget, 3 year forecast and capital plan on a school by school basis on **11 July**.

After any updates papers to the Board of Directors **19 July**, for approval of the 1 year budget, 3 year forecast and capital plan on a Trust basis.

IT audit

The IT review will form part of the capital planning presented in July. Thank you for your support on this work.

Capital funding and Investment

We are developing a capital plan based on the school capital requests and the estates investment needs. The Trust is also intending to develop an investment strategy to support the long-term needs of the Trust. Total capital funding from the ESFA for investment, all of which is currently used on building repairs and maintenance, is circa £990k per year. This equates to approximately £140 per pupil per year. Additional funds for investment can only come from surpluses generated by the schools and external grant funding.

I am keen to receive feedback on the following questions from Heads and Chairs of Local Governing Boards;

1. Should the surpluses generated by schools (minimum of 1%) be pooled and allocated according to need, supplementing the £990k?
2. Should surpluses generated by schools over the minimum 1% be retained by the school for use on their investment plans only or pooled and allocated according to need?

Please can I have your feedback by Friday 28th June to inform the Investment Strategy paper.

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GAG Pooling & Staff harmonisation

As the Trust is no longer subject to an FNTI gag pooling is now an option. It is expected that the national funding formula will be operational from 2020/21 and therefore it would be theoretically possible to pool GAG and change the budgetary system to one whereby schools are allocated staffing and curriculum funding and all other budget lines are managed centrally (e.g. utilities/premises). I am interested in setting up a working group to discuss this and also the relationship of the staffing harmonisation processes, possibly with a couple of cluster leaders, an ESM and a school business manager. Please can you let me know if you are interested by end of June?

Deadlines

School summer census – census day was 12th May, submission day is 16th June. Please forward copies of the census to Kim Wathen.

26th June – Budget resubmissions where required

26th July – Board approval of Budget and Forecasts for submission to ESFA

30th July – Submission of forecasts to ESFA

Karen Cook, Chief Finance and Operations Officer

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HR- Central Team

A word cloud centered around the phrase "Human Resources". The words are arranged in a circular pattern around the central text. The words include: "Workforce", "Employees", "Talent", "Management", "HR", "Job", "SKILLED", "Diversity", "PEOPLE", "Employers", "Career", "Applicant", "BUSINESS SECTOR", "DEVELOPMENT", "Firing", "People", "Organization", "Employers", "Professional", "Qualifications", "Education", "Human capital", "SYSTEM", "RESUMES", "Manager", "WORKERS", "LABOR", "Organization", "ECONOMY", "Hiring", "Administration", "TALENT MANAGEMENT", "People", "Management", "Employees", "Job", "SKILLED", "Diversity", "PEOPLE", "Employers", "Career", "Applicant", "BUSINESS SECTOR", "DEVELOPMENT", "Firing", "People", "Organization", "Employers", "Professional", "Qualifications", "Education", "Human capital", "SYSTEM", "RESUMES", "Manager", "WORKERS", "LABOR", "Organization", "ECONOMY", "Hiring", "Administration", "TALENT MANAGEMENT". The words are in various colors (blue, green, yellow, orange, red) and sizes, with "Human Resources" being the largest and most prominent.

June

The staff survey reports are in the process of being analysed by the SEL and individual school reports will be sent out shortly. Whilst there was much positive news to take from the survey results there are areas for us all to work on, which we will be doing over the coming months.

We are aware that the current process of circulating vacancies may not be the most effective way of communication. We are looking for suggestions on how this could work better for the Schools, to ensure we continue promoting internal opportunities. If you have any suggestions or comments, please could you email personnel@plymouthcast.org.uk by 28th June 2019.

For any selection to the above roles, please note that a representative from the Diocese will always be invited to join the final interview panel, together with Raymond Friel and / or the school's ESM. Diocesan representation will either be Fr. Mark O'Keefe or Sarah Barreto, who is replacing Kate Griffin as Diocesan School's Commissioner from 1st September 2019.

Head teacher selection is co-ordinated by CAST HR. Please could schools work with their ESMs to ensure the panel composition reflects the above for any selection to Deputy head or RE Leader roles.

Please refer to the CAST website for updated model Contracts of Employment which should be used with immediate effect for all **new** offers of employment. Please do not use these new contracts as replacements for those already made to your staff. For any queries, please seek guidance from HR and / or your School Business Manager. *You are advised to delete the previous Contract templates.*

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Pay Award for Support Staff

A 2% pay award across support staff from April 2019 was the offer from the Trust to the Unions. GMB have balloted their members who have accepted this offer. We are waiting for confirmation from Unison as to their position and hope to be able to pay this award in the July payroll, backdated to April.

Harmonisation Projects

We have agreed a harmonisation timetable with the support Unions. The timetable runs from now until next March, with work on agreeing standardised job roles and selecting a job evaluation scheme being the next milestones.

In terms of Teacher pay and Conditions we hope to present a first draft of a Cast wide pay policy, in line with the standard pay and conditions for teachers, which will provide clarity on progression and the use and levels of TLRs.

Teachers' Pensions (TPS) Could Headteachers please remind members of their teaching staff that, if they have a teachers' pension, they are required to establish a log-in on the Teachers' Pension website <https://www.teacherspensions.co.uk/forms/registration.aspx>

Registrations are monitored by TPS and the Trust receives monthly reminders to ensure compliance.

Each month you may receive an email from Teacher's Pension regarding 'missing service'. You are not required to take any action at school level, the queries will be handled by our payroll department.

Monthly Data Collection

Important Message from Teachers' Pensions - MDC Checklist File Reminder

MONTHLY RETURN OF SERVICE, SALARY AND ADDITIONAL CONTRIBUTIONS

We've performed another review of your service information following our previous email requesting missing service to be provided after your March MDC Return submission. According to our records there's still missing service for a number of members.

We've uploaded a new MDC Checklist File to the Employer Portal for you to review: MSRCHCK878310032019_21042019_155744.csv.

The MDC Checklist File contains records of members we expected to receive service for on your March MDC Return submission, as they're recorded as being employed by you. Please arrange for the missing service details to be provided to us as soon as possible, but by no later than the 28th of this month, by uploading the completed file via the Employer Portal in a CSV file format.

Adelle Pope and Christine Forman, HR Team

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Premises Matters

Tf Cloud

The new ticketing system Tf Cloud is now up and running for reporting, monitoring and managing all your school premises and maintenance issues.

This system has now replaced the Smartfile facility. Any service or repair related documentation dated from 1st April 2019 onwards will no longer be uploaded onto Smartfile, but onto Technology Forge (Tf cloud) instead.

Please note that information currently held on Smartfile **will not be available after the end of July 2019.** Therefore, I strongly advise you all to download or print any required documentation as soon as possible. In doing so, please remember to complete your Premises Compliance Checklist.



Capital Works

I will be reviewing the capital work requests that have been made across the Trust, with a view to prioritising work for the next 3 years. This process will be completed by the end of June and will be approved by the Board at the end of July.

School Emergency Plan

A gentle reminder to you all that your School Emergency Plan & Business Continuity document has to be completed for September 2019. I am liaising with our insurer, Zurich Municipal, and we will be starting a piece of work soon to provide solutions for loss of premises scenarios.

As always, if you require any further information or support on any of these premises matters, then please get in touch.

Paul Stewart, Premises and Procurement Manager

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CATHOLIC CHILDREN'S SOCIETY

PATCHWORK PARENTING 2019-2020

It is that time of year for us to update you on the PATCHWORK PARENTING courses available for the next academic year. PATCHWORK PARENTING, part of the Diocesan Catholic Children's Society, offers free programmes to schools with the aim of providing a safe environment for any parent and carers to share their ideas and concerns, and to develop good practice in parenting.

We are pleased to confirm that, as mentioned by Raymond Friel at the head and deputies conference last September, the booking fees for our Patchwork Parenting courses 2019-20 will now be covered centrally by CAST.

A choice of three Patchwork Parenting courses are available:

'Parenting through the Primary Years' focuses upon everyday issues faced by parents of primary age children. **Following discussion with parents and schools, we now offer this, our most popular course over six sessions as well as the standard eight week course. We hope this will encourage more parents to take up the opportunity to attend.**

'Parenting through the Pre-Teen/Teenage Years - Hormones and Harmony' provides the opportunity for parents to talk about some of the changes, challenges and opportunities facing young people and their families. **Last year, several primary schools offered these sessions to the parents and carers of Year 5 and 6 children**, providing the opportunity to talk with others who, like them, are striving to understand and support their youngsters as they complete their time in primary school before moving onto secondary school.

'Parenting through the Early Years' provides six or seven sessions particularly suitable for parents and carers of preschool and reception children. This course focusses upon the same issues as the primary course, but with a greater focus upon those more pertinent to younger children, ie. starting school.

Some parent feedback from last year:

'A very friendly group and I felt that I could be open'

'[The course] has made me rethink how I address issues that arise at home, I'm being more positive'

'I have had great tips on how to make life better'

100% of parents said they would recommend our Patchwork Parenting sessions to other parents.

Feedback from school staff included:

'My expectations for the course were exceeded and the key benefits of the course for me have been sharing ideas, strategies and experiences, plus getting to know the parents on more of a personal level.'

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'The smaller group size helped as the parents could have the confidence to have their say.'

'As parent liaison, I enjoy these sessions that bring different parents together. They are in keeping with the ethos of the school - in that we are all here to care and listen.'

Would you like to host some Patchwork Parenting sessions at your school in 2019/20?

You provide the room, refreshments and parents,

and we provide the rest:

An experienced facilitator, all the materials,

including poster, flier + a handbook

and other take home resources for each parent.



If you would like us to provide a Patchwork parenting course at your school during the academic Year 2019 - 2020 please contact me via my email address- Caroline.Hambly@prcdtr.org.uk

Let me know your preferred course, term, day and session time - morning, afternoon or early evening, I will then contact you to discuss arrangements.

Programme booking will be subject to availability. Priority will be given to early applications.

If you would like more information please do not hesitate to contact me,

Look forward to hearing from you,

Caroline Hambly - Patchwork Parenting Facilitator

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Our Common Home

What is the future of our common home – planet Earth? I stand here today humbled by the task before us of protecting our common home. I matter, Dartmouth – our common town matters, our world matters, we all matter. God's gift belongs to everyone, and has never been so hurt and mistreated. Our world was full of beauty and wonder, now our home is looking more like an immense pile of filth. We are treating our world like it has an unlimited supply of resources. The wind of change is blowing through this planet and whether we like it or not, our outlook on pollution must change – we are all responsible. We must all accept this as a fact, we all need to play a part, the world must not wait, make a start today.

Who will purify our polluted rivers and oceans? We will. Who will unchoke our polluted skies? We will. Who will shower our planet in new hope where there is only despair, peace where there is only conflict. We will. How can we do all of these things when so many of us will never be properly educated about pollution? Today, across the world 2 out of 10 people don't even turn off the lights and other electrical devices when they are not really needed. Using polluting fossil fuels is contributing to climate change, which is our biggest challenge yet. Have you considered how much this affects the poorer communities? This cannot continue. Live wisely, think deeply.

Fossil fuels (crude oil, coal and gas) are destroying our landscape, natural habitats with oil spills in the ocean and chemicals in the ground. The fossil fuels industry contributes to 44 billion pounds worth of damage in the UK alone. This has an enormous toll on the environment. For more than a century burning fossil fuels has generated power for cars, businesses' and lights, in fact 80% of our energy needs. Are you aware that 2.4 million people die each year from air pollution? Isn't it time to embrace a change?

We must shout at the top of our voices until people listen. Today we must. We must live more simply: renewable energy is the way forward for the future of our common home. This is our hope – our dream. With our faith we will be able to work together, to struggle together and transform our broken planet. I matter, you matter, our home matters.

Thank you

Grace



Website: www.plymouthcast.org.uk

Our Common Home

by Tom, Year 6, St. John's, Dartmouth

I stand here today, disgusted by the state of our Earth- this is a crisis for our rich and mistreated planet. Our world has developed at a greater speed than we can ever cope with. Now the people of God have used natural resources with immense disrespect! This once beloved planet was filled with beauty and wonder, but now God's gift lies soulless and broken. We struggle together; we cry together and evolve together. This is our world to protect! Hopefully, the wind of change will blow us in the correct direction to protect our common home.

Who will cherish and care for our polluted world? We will! Who will purify our contaminated rivers and oceans – unchoke our polluted skies, bring life to our deprived world, we will. Who will bring light to the mist of despair? We will. Who will shower our world in a new life? We will!

How can we do this when we are so deluded - carelessness has consumed us as humans. We have taken more than our fair share, using a vast amount of fossil fuels has contributed massively to climate change, this is our biggest challenge yet, but sadly the poorest communities suffer the most. We are leaving a trail of waste and destruction. This cannot continue. For more than a century fossil fuels (crude oil, coal and gas) has generated energy for cars, power, business and lights in our homes providing 80% of our power. Energy needs fossil fuels and unfortunately these are eliminating natural habitats. These are causing oil spills in the ocean, chemicals in the ground, ruining the landscape – this contributes to 44 billion pounds worth of damage in the UK. Are you aware that 2.4 billion people die from air pollution every year and it is dangerous for children too, living with smog in some of our large cities like London.

I have a dream that one day we will live more simply and not take more than our fair share. I have a dream that the whole world will work together, reduce, reuse and recycle. We must take every day actions to care for the world. The world cannot wait! I matter, you matter, our common home matters.

Thank you

Tom



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Lessons Learned from Daniel H Pink

By Shelley England, Headteacher, Keyham Barton

With issues around workload, morale and retention, growing disengagement in education and the recent, pressing need to design a context specific curriculum of excellence for our children, it is not surprising many of us feel overwhelmed. Daniel H Pink brings hope by explaining that working in line with intrinsic human drivers is not only effective, but supports the cultivation of passion, ownership and a joy in the work being undertaken.

The three universal drivers are: **Autonomy, Mastery and Purpose**. These three have been God given to us since the beginning of Creation. Although secular and examples are taken from the business world (which can be off-putting), Pink's work has key lessons for the development of ourselves as people as well as leaders and facilitators of learning in our schools.

Autonomy

Pink cites the programming business 'Atlassian'. They found that despite being well paid and having good working conditions, employees appeared demotivated and profits were suffering. In order to 'excite them', employees were granted one day a week of complete freedom to focus on an aspect of their work that interested them. They could work on whatever they chose, with whomever they chose, with amazing results. Innovative ideas such as Google drive have been spawned through the same sort of process.

There are lessons in how we work with our entire staff in leading our schools forward and how giving teachers and children autonomy can cultivate a love of teaching and learning. Experience has taught me that all children, regardless of need or background, have the ability to assess what they need in order to learn and are excited by following their own agendas. It seems that choice in the matter, even within a rigid framework, can reap dividends.

Mastery

Mastery has parallels with Vygotsky's zone of proximal development (ZPD). Pink advocates that leaders should seek the sweet 'Goldilocks' point of 'just enough challenge' when setting goals, citing that stress occurs when individuals are either under or over whelmed. His business example is from Green Cargo, who adopted monthly performance reviews in order to assess how their employees were thinking and feeling and adapted accordingly. After a couple of years using this process, the company became profitable for the first time in 120 years. ZPD is covered in initial teacher training 101, but new research around metacognitive strategies and knowledge (peer review; AfL and regular check ins, pit stops, plenaries, recaps; the sharing of clear, specific learning intentions, that build over time and self regulation) remind us of the cruciality of relationality for learning. Knowing and honouring our teams and children through regular 'check ins' are key in maintaining forward momentum.

Purpose

Pink asserts the success of Facebook is down to their company policy of reasserting mission and purpose continually. It is fantastic that in CAST we now have a shared, explicit mission and set of values with which to colour all our meetings, lessons and actions with. According to Pink, relentlessly reasserting our beliefs and purpose is the best way to ensure success. I wonder if there is further scope to ensure our children explicitly understand their learning and the purpose and benefit of it: the Kernow cluster's learning wheel (I think it's called this) is a great way to make this explicit each time. Raymond's request that each meeting considers what we are doing to support Catholicity the raising of standards also keeps us focused and aligned.

*Imagine a curriculum chosen, designed and developed by our teachers through our children and built using systems that support our God given intrinsic drivers of **autonomy, mastery and purpose**. According to Pink, we would not only exceed our mission, but bring joy and life to the process. Who doesn't want some of that?*

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JO BOYCE..Unplugged Concert
6.30-8.30, Friday, 12th July
St Joseph's Church Hall
Queen St, Newton Abbot, TQ12 2ET

accompanied by
Andrew Moss

supported by St Joseph's Youth Music Group



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MUSIC and LITURGY WORKSHOP DAY

led by JO BOYCE

with Andrew Moss



11am-4.15pm on Sat, 13th July

at St Joseph's Church Hall

Queen Street, Newton Abbot, TQ12 2ET

FREE places by advance booking only with Peter Farrell

tel 01626 369478 or e mail: petane@outlook.com

Donations gratefully received

Refreshments provided, please bring pack lunch

Parish Mass follows at 6pm

incorporating music from the workshop

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