



Building Great Learning Communities in 2021

STRONG ACHIEVEMENT AND IMPROVEMENT

- Despite the pandemic, attendance in all Trust schools has been above the national average in 2021.
- FBA results were 100% pass rate at A level with 62% of grades at B or above. Attainment 8 at GCSE was 56% and over 30% of grades were Level 7 or above.
- At The Bridge, 100% of pupils gained a Grade 4+ in English and 60% in Maths.
- Ford End was one of the first schools in the country to receive a SIAMS Inspection under their new framework. The good outcome recognises the joint work of the school and Trust particularly the strong vision and values.
- Staff at the four Rural Primary schools created a rich and detailed joint curriculum based on the outstanding work at Margaretting.
- We used the DfE MAT Capacity self-evaluation to create our own School Improvement statement and strategy. This led to our Curriculum Framework based on 8 principles created by our head teachers and curriculum leads.
- Our new draft Teaching and Learning Framework will be ready for discussion in January.
- Our Trust Digital strategy was introduced in September to ensure we keep the best remote learning practice, have robust GDPR compliance and a vibrant social media presence.

OUTSTANDING ETHOS & IMPROVEMENT

- Our new mission statement - "Building Great Learning Communities" underpins our 3 beliefs, Boundless Creativity, Courageous Optimism and Heartfelt Compassion.
- The new Head of Enrichment role was created to ensure our Ethos is embedded into our schools.
- LIFE Ambassadors, chosen from Year 5 in every Primary school and Year 10 at FBA will work collaboratively supporting the Trussell Trust Foodbanks who we have continued to support in 2021. .
- In November, our virtual Student Celebration evening showcased academic excellence and those pupils who demonstrated our Trust's beliefs in practice.
- We have created a rich Collective Worship programme for the Church schools and a series of assemblies based on significant international and national events.
- The Language of the Month has run throughout the year.
- We have welcomed student social workers from Anglia Ruskin University into our schools on extended projects.
- Throughout 2021, we have found creative concrete ways to show the Trust's beliefs in practice whether through a dedicated remote workload management day for all staff, reduced meeting schedules or recognition at just the right time.



EFFICIENT AND EFFECTIVE STRUCTURES

- Our schools are now working in two hubs based on geographical proximity and type. Our Rural Primary (RP) hub comprises Dame Tipping, Ford End, Margaretting and Roxwell whilst Benhurst, The Bridge and FBA constitute our Romford hub. Both hubs now have dedicated specialist advice for operational areas.
- The comprehensive PS Financials system was introduced to support our financial management of schools.
- The Rural Primary schools gained renewed leadership with Maire O Regan as Executive Head and Melissa Taylor becoming the Curriculum Coordinator. Subject leaders and Phase Coordinators across the Rural Primaries were appointed.
- Our high quality Healthchecks were reviewed in the summer with Ethos being merged with Leadership and Management.
- All Governors completed a skills audit and an annual review meeting with their Chair which has fed into our Governor monthly training sessions.
- The new website has a vibrant MyLIFE section for all our stakeholders with access to protected valuable resources.



STRONG COLLABORATION

- We worked closely with the Department for Education discussing possible new schools for the Trust and the changing role of the Trust Executive leader.
 - The Rural Primary schools now have a shared development plan and shared leadership.
 - We have strong links with the Confederation of School Trusts and welcomed Leora Cruddas, the CEO, to our LIFE Conference and a seminar for LIFE leaders on the new headteacher standards.
 - We have been part of the Church of England Chelmsford Diocese Trust networks and regularly discussed SIAMS with Carrie Prior, the Diocesan Team Leader.
- FBA is a founding school in the development of the International Coalition of Girls Schools. This ensures FBA is at the forefront of excellent practice in the education of girls.
 - Julian Dutnall, Paul Claydon and Kathy Hardy led the Steering group for the inaugural Havering Festival of Education with the Havering Academy of Leadership. Over 800 educators attended the event.
 - Paul Claydon as the new Director of Talent, Learning and Development has worked with the newly established London District East to deliver the new National Professional Qualifications to teachers in Havering and beyond as well as supporting Early Careers Teachers.
 - We gathered together for our first new termly Trust Teach Meet in November, our first LIFE Leaders Strategic Weekend in June and the annual LIFE Conference in October.

SUSTAINABLE EXPANSION

- This year we have enjoyed supporting Ford End in their first year of Trust membership
- We welcomed Thomas Mercer as Head of Finance and Steve Adams as Head of Estates.
- The new Bridge building is up and running and looking fantastic at the Brentwood Road site next to FBA with more pupils than ever before and a strong Ofsted inspection.
- The FBA Sixth Form has grown in numbers so that it is our largest ever. The new extension has increased capacity and looks amazing.
- We have also seen a welcome increase in numbers in our Rural Primary schools particularly Ford End and Roxwell.
- The Human Resources team has moved to new premises in Brentwood Road and will be joined by the Finance Team for January.
- A LIFE base at Roxwell has been developed for the hub and key Rural Primary meetings.
- We are ready to welcome new schools in 2022.

WHO IS NEW IN 2021



Dean Jefferys
Trustee



Megan Murphy
Trust Member



Alice Larkman
Headteacher
at Benhurst



Thomas Mercer
Head of Finance
LIFE Education Trust



Steve Adams
Head of Estates
LIFE Education Trust



Paul Tinsley
Trustee



Stephen Ley
Head of School
Dame Tipping



Stella McCartney
Digital Strategy Leader
LIFE Education Trust



Chowdhury Sultan
Governor - Benhurst



Stephanie Webb
Governor - Ford End



Rebecca Davey
Governor - Margaretting



Asma Kapadia
Governor - FBA



Nichola West
Governor - FBA



WHAT OUR STAKEHOLDERS SAID ABOUT US

97% of our employees say they are **proud** to be a member of staff at a LIFE school

95% of staff feel their school has a clear vision and set of values

98% of staff feel safe at work

92% of staff feel that the Trust has managed the pandemic well

86% of Trust staff feel their workload is manageable

80% of Trust staff feel morale is high

95% of parents feel that the Trust supported their child well during the pandemic

93% of parents think their child makes good progress at a LIFE school

96% of parents say their child is happy at a LIFE school

96% of parents say that LIFE schools have a good level of technology which supports learning

95% of parents say that their child's school is well led and managed

98% of parents agree that their child is treated fairly and with respect



WHO WE WORKED WITH IN 2021

