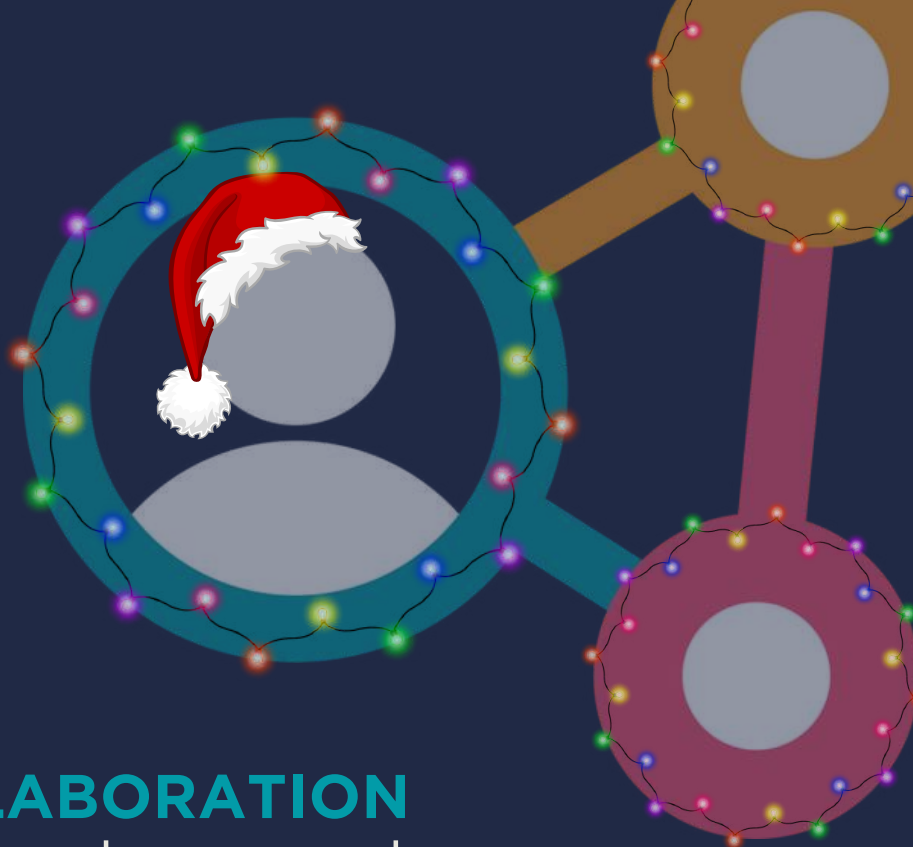




COLLABORATION

We work together to support everyone
to achieve their aims.



A focus on **COLLABORATION** in our Central Team...



Carla Whelan - CEO

What does Collaboration mean to you?

The definition of collaboration isa group of people sharing their ideas and skills in order to achieve a common goal.

This is true, yet it brings so much more in my view. Collaboration brings a sense of belonging and this is an important quality and value in our world today. Feeling like we belong somewhere, contribute to something brings joy. So collaboration is about sharing for a common purpose but to also secure a sense of belonging. A common goal, a real joined purpose.

Empower have been reflecting on collaboration this term, looking at ways we can continue to grow this and share talent, expertise and experience across all our wonderful schools. As the new CEO, I have spent time in schools listening to different voices, the children, the staff and the governing bodies who have all shared how they want this as a key focus as we move forward as a trust. Our new strategic leads will play a key role in developing networks that will ensure we work together more over 2024. I hope that I have 'collaborated' well this term, through the Empower 10 review work, the voice work and the general visits to schools. This is an important part of my work with you, to get to hear, share and grow alongside you all. Thank you for your warm welcome.

What does Collaboration mean to you?

Collaboration for me is all about working together to share expertise and achieve the same goals

What Collaborative things they've done this half term?

This half term I collaborated with other COO colleagues as part of the COO Strategy Forum where we met for the first time as part of networking meeting in Nottingham. This involved colleagues coming together from across the country from varying Trusts, It was really good to hear from others, share expertise and work together as at the end of the day we are all working towards the common goal of providing an excellent education for children.

Please share a Collaboration you've achieved...

One collaboration I achieved is recently working with schools and contractors to submit CIF bid applications to make some much needed improvements to our buildings. The bids submitted come to a total value of £3.8million worth of funding so fingers crossed our applications are successful!



Tricia Slater - COO

What does Collaboration mean to you?

For me, collaboration means working effectively together towards a common goal. Brene Brown's explanation of collaboration really resonates with me - she says it's about daring leadership from everyone on the team. Its about learning to truly listen to others, staying curious and sometimes having tough conversations but produces something far more powerful than you could ever do alone.

What Collaborative things have you done this half term?

This term the Central Team all attended a ghost tour around Shrewsbury Town Centre with Martin Wood, the Town Cryer. It was a great evening and we learned a lot about the history and spooks in our historic town. It was really nice to meet up outside of the office environment and spend some time enjoying each others company and doing something fun together!



Michelle Harrington - People and Culture Officer and Executive Assistant to the CEO

Please share a Collaboration you've achieved...

This term the Central Team have been very busy moving offices from our home of 5 years at Sansaw Business Park to a unit on Battlefield Enterprise Park. The whole process was a team effort, from viewing suitable locations, to making the arrangements for the move itself. On moving day, we worked together collaboratively with two of our school caretakers to shift our furniture and belongings from one office to another. It was hard work but as we all worked together effectively, the move went smoothly and we were in and settled very quickly, with minimum disruption to the service we provide for our schools.



What does Collaboration mean to you?

Collaboration means to me the effective working as a team, united towards a common goal.

What Collaborative things they've done this half term?

This half term, I have worked with our school catering teams and suppliers to work towards unifying our lunch menus to achieve the best value and nutritional content for our pupils. I have attended the Schools and Academies Show to learn and network with others, with a view to open up opportunities for collaborative working in the future.



**Laura Callingham -
Director of Operations**



**Lucy Copson -
Trust Administrator**

What does Collaboration mean to you?

Collaboration is about working together and assisting where able to, and being open to learning something new to achieve the required outcome. .

What Collaborative things they've done this half term?

As well as taking part in the recent Trust office move, where everyone worked amazingly well together. I have collaborated with all our Trust schools for collate this newsletter.

What does Collaboration mean to you?

Collaboration to me means working as a team to get the best possible outcome for what you are trying to achieve.

What Collaborative things they've done this half term?

This half term I have collaborated with Laura to achieve a new display for the school menus, and I have collaboratively worked with the whole central team when helping move into the new office.

Please share a Collaboration you have achieved...

A collaboration I have achieved is that I worked with my parents to bring in the real Christmas tree into my house correctly, without running into any problems e.g. knocking ornaments over in the house.



**Jess Shore - Trust
Apprentice**

A focus on **COLLABORATION** in our Central Team...



Anne Tilley
Director of Finance

What does Collaboration mean to you?

Collaboration – working together to achieve something. There is so much detail within the ‘finance’ of a multi-academy trust. It simply wouldn’t be possible to do what we need to do as a trust and create meaningful financial reporting without the collaboration of lots of people! Every single month a big collaboration happens between school office staff, business support managers, headteachers and the central finance team to facilitate the financial reporting that is required by the Academy Trust Handbook. I am very thankful for all the support and engagement that is provided by our schools in collaborating towards our financial reporting and ultimately, the financial stability of the trust.

What does Collaboration mean to you?

Collaboration is working together to achieve a goal or success

I have collaboratively organised the secret Santa for the central team – I love all things Christmas!

I have been working in collaboration with BSMs, SENCo’s and those responsible in schools for the SEN and Early Years funding portal to ensure I can best forecast the funding from each of these elements. The information I have been able to obtain from doing this so valuable for forecasting.



Sian Smith
Senior Finance Officer

What does Collaboration mean to you?

To me, collaboration means working with others to achieve something.

What Collaborative things have you done this half term?

I collaborate with others daily, I wouldn’t be able to complete any aspect of my job without working with others.

Please share a Collaboration you have achieved...

This term I have spent time going in to school offices and helping to look at how financial tasks are completed, sharing processes and best practices to make office staff’s lives easier whilst ensuring audit and regulatory expectations are met.



Becky Seabury
Finance Officer



Shropshire and Telford
Education Partnership

✉ info@stepwm2.co.uk

☎ 01743 284011

🌐 www.stepwm2.co.uk

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What **COLLABORATION** means to our Heads, our children, parents and our schools...



Sam Scott - Executive Headteacher
Market Drayton Infant
and Junior Schools

What does Collaboration mean to you?

Collaboration is about working together and teamwork in order to share and develop ideas. This can lead to change and improvement or could be creating something new.

What Collaborative things they've done this half term?

In my new role within the trust, I have met with a lot of new partners. As a result of this we have developed an exciting NPQ Flex programme that will be available for all Empower schools. Working in the Executive Heads group is a rewarding collaboration as we are a great team and work hard to support and develop the Trust.

Why Collaboration is important in our schools?

Collaboration is one of the most important core values of the trust. There is no 'I' in TEAM and we need to teach and promote collaboration in the whole school community. We need people to be prepared to bring ideas to the table, working effectively together to achieve positive outcomes. Developing good collaborators, is equipping children with a skill for life. Charles Darwin said, "In the long history of humankind (and animal kind, too) those who learned to collaborate and improvise most effectively have prevailed."



Kerry Simmons - Head of
School at Market Drayton
Infant School

What does Collaboration mean to you?

Collaboration means working together to achieve a goal in mind, sharing and developing ideas. This could be a simple daily goal such as working together as a team in a year group or a longer term goal such as working on a project over a period of time.

What Collaborative things they've done this half term?

As a school we work very closely with Market Drayton Junior School supporting each other and making sure that we have consistent practises and procedures. At Market Drayton Infant and Nursery School we have worked together as a school to plan, prepare and deliver parent lunches with an English focus. We have been blown away by the attendance of parents and collaboratively have enabled parents to understand their child's journey in learning. This can be seen as nothing but positive in supporting a child's learning.

Please share a Collaboration you have achieved...

Recently I have been involved in a project working with Telford and Shropshire Health and Wellbeing Board to develop Trauma informed practise which has just been shared with pilot schools and eventually will be rolled out to all Shropshire, Telford and Wrekin schools.

Why Collaboration is important in our schools?

Working in a school, on a daily basis we have to collaborate to get the best outcomes for our children. I believe working in school that job roles are not hierarchical, we all know our roles and responsibilities but will also help others with their roles should they need it and pull together as a team. This ensures that children are immersed in a school that runs smoothly and feels nurturing and safe, crucial for their development.



**Sarah Kynaston - Headteacher
at St Peter's Primary
School**

What does Collaboration mean to you?

Working together for a shared goal

What Collaborative things have you done this half term?

We have had many meetings with families and agencies to access support for our families. This can be academic support or support in the home. In an academic sense, we have collaborated with our fellow Empower Schools to develop curriculum areas and shared best practice. It is great to look outside of our own four walls and see what others are doing.

Why is Collaboration important in our schools?

Collaboration is important in our schools - it helps us to share our expertise, support our colleagues and provide children with the best opportunities possible. It takes a village to raise a child and we all bring something different to the table. Some of our most important collaborations are with our families and professionals. There are many pieces to the jigsaw of our children's lives and we all need to collaborate to see the big picture.



**Karen Matthews -
Headteacher
at The Wilfred Owen School**

What does Collaboration mean to you?

Collaboration is about working together as a team, the sharing of ideas so that we can benefit from the input of all to develop a common goal.

What Collaborative things have you done this half term?

We have collaborated as an Executive Head team to explore ways to improve joint working. Community collaboration is an area we are working on at Wilfred Owen to improve with the development of a community hub. The children have collaboratively worked together to decide a new PE Kit rule. We have voted and school council are working together to decide a policy.

Please share a Collaboration you've achieved...

Through collaboration with staff, governors and our school community, we have developed a new logo for the school that will help us to promote our school in the community.

Why Collaboration is important in our schools?

It is important to ensure that we work together, listen to one another's ideas and opinions, and find the best course of action, as a team.

Through collaboration, pupils in our schools will develop explanation, demonstration, problem-solving and metacognitive skills, and pupils will benefit from sharing the load of challenging tasks.

What **COLLABORATION** means to our Heads, our children, parents and our schools...



**Beck Preece -
Acting Headteacher
at Woodfield Infant school**

Two headteachers working collaboratively and closely to bring together two schools, aiming for the best outcomes for our pupils, staff and community.



**Kelly Lee - Acting Headteacher
at St Georges Junior School**

What Collaborative things have you done this half term?

Working together collaboratively as a community and two schools working together to support those in need. Some of the many donations for Harvest.



Woodfield and St. Georges' working collaboratively to offer shared learning experiences and offering live musical performances.

Collaboration we have achieved...

Across both Woodfield Infant School and St. George's Junior School, we have a 'joint' and successful PTFA who work collaboratively with both head and together, this has improved our community feel in both schools working closely together.

Why Collaboration is important in our schools?

Collaboration brings strength in the sharing of ideas and expertise. Who gains from collaboration? Everyone in our school communities so we see it as a positive for all.

Dedicated staff working together in teams



School staff teams



Infant and Junior whole school teams



Empower Trust teams



Year group teams





**Sarah North -
Headteacher at St Mary's
Primary school**

What does Collaboration mean to you?

Achieving the same goal in helping the children be the best they can be. Everyone on the same team, working together and talking openly. I always link it to the conversation that President Kennedy had with the janitor at the NASA Space Centre in 1962. When President Kennedy asked the janitor what he was doing the janitor responded: "I'm helping put a man on the moon, Mr President."

What Collaborative things have you done this half term?

As a member of a school community, collaboration is threaded throughout my day, the teachers and children's day. This half term, we have collaborated in establishing the St Mary's behaviour curriculum where we have taught, modelled, practiced and noticed the high expectations. As philosopher Will Durant states, 'We are what we repeatedly do. Excellence, then is not an act, but a habit.'

Please share an Collaboration you've achieved...

Collaboration is strengthened when you experience walking in the shoes of others. It gives a much greater sense of being in this together. Having an awareness of the roles of others and the respect for the job undertaken allows staff to know and feel that the challenges and rewards of the role are understood.

Why Collaboration is important in our schools?

Collaboration needs to have successful relationships which are underpinned by the positive ethos promoted in the school culture; a culture which demands high expectations of staff, pupils and parents. In Ecclesiastes 4:9 it states, "two people are better off than one, for they can help each other succeed."



**Sally Brayne - Head of School
at Market Drayton Junior
School**

What does Collaboration mean to you?

Collaboration means working with someone to produce something or achieve something.

Why Collaboration is important in our school's?

Collaboration is very important in our schools because every member of staff has to work together to ensure the school runs smoothly to benefit the children and the community we serve. While the children have to collaborate together to help each other with their learning and to ensure playtimes are happy occasions for all.

What **COLLABORATION** means to our Heads, our children, parents and our schools...



**Neil Davda - Headteacher
at Greenacres Primary
School**

What does Collaboration mean to you?

Collaboration is teamwork - attempting to achieve a shared objective.

What Collaborative things have you done this half term?

We are always collaborating at Greenacres and Empower Trust. This half term I have worked with colleagues to ensure a shared vision for Teaching & Learning across all our schools.

Please share a Collaboration you have achieved...

Through collaboration, staff at Greenacres were able to change the way our school was viewed and improve standards of teaching for all our pupils.

Why Collaboration is important in our schools?

Because the greatest moments of significance are not achieved alone. When we work together, we are so much more than the sum of our parts.

Is there a parent that has shown Collaboration values

The Friends of Greenacres group are always demonstrating collaboration but especially at this time of year, when they all work together to organise fantastic events for the pupils and parents to enjoy.





Woodfield Infant School and St. George's Junior school join together to 'remember', to reflect and to give thanks to those who lost their lives

Mrs Richardson then played The Last Post on the cornet and we followed this by everyone observing a minute silence.

Part of the First World War poem by John Maxwell Edmonds was read:

**When you go home, think of us and say,
For your tomorrow, we gave our today.**

Mrs Richardson completed the Remembrance event by playing Reveille.

The children were all incredibly respectful and did both schools proud.



Visit the below for more information about our school

www.woodfield.shropshire.sch.uk

@InfantWoodfield

Collaboration in PE at St Georges Junior School

Working as a team, co-operation, following instructions together.



Visit the below for more information about our school

www.stgeorgesjunior.org.uk

@StGeorgesJ23

What **COLLABORATION** means to our Heads, our children, parents and our schools...

Collaboration at Market Drayton Infant School

Collaboration in Early Years

The children have been learning about our chosen artist Paul Klee. They collaborated together to complete a large scale Poppy. They were evaluating as they went along to show what a good one looks like. By doing this they were learning how to overlap their shapes to fill in the gaps.



Visit the below for more information about our school

 www.marketdraytoninfant.co.uk

 Market Drayton Infant & Nursery School

Collaboration in Water Class

The children have been making characters from the story of Traction Man. They have made their characters before using them to work in teams to role play one of the adventures from the story



Collaboration at St Peters CE Primary School

Our Reception children have worked collaboratively to label their characters from "The Three Little Pigs".

In Year 2 - 'We worked together to read and organise the key facts about owls into the correct group.'

Year 3 say "We collaborate brilliantly in sports lessons. We have to be great Teamwork Tigers."

Alex, in Year 5, says "In our Tin Whistle lessons, we need to work collaboratively to make our music sound lovely. We have to all follow the music to show us when to play and when to rest. Working together was tricky at the beginning as we were all a little nervous about playing a new instrument"



Visit the below for more information about our school

 www.stpetersschoolwem.org.uk

 St Peters CE Primary, Wem





Collaboration at Greenacres Primary School

In Juniper Class we have been doing lots of team games in PE.

Collaboration is like team games in PE – Amelia
Basketball needs collaboration - Hunter

In PSHE we had to work together to find people with different qualities eg: who has a cat?

Collaboration means working together – Marnie

We worked together in Geography to follow a map of the playground.

Collaboration can be working with your friends – Kacie

We have worked collaboratively practicing our number bonds.



Greenacres
Primary School

Care • Creativity • Collaboration • Confidence

Visit the below for more information about our school

 www.greenacres.shropshire.sch.uk

 Greenacres Primary School

 @greenacres_pri

The children's views of collaboration are: working together with others to overcome a challenge; being sociable and helpful; being respectful, kind and supportive of each other; supporting other children with their learning; companionship; helping each other achieve their goals.

Collaborative activities that have taken place this term include: helping each other learn times tables. Peer tutoring each other, to improve learning.

Acting as editors for each other, by checking writing for spelling and punctuation accuracy.

In Year Six, we've combined ideas to create podcasts about healthy lifestyles and shared these on the school website.

The children collaborate and show kindness and respect for each other by holding the doors open; helping younger children to First Aid if they are hurt; helping the adults in school complete jobs, for example, sorting out the First Aid boxes.



Visit the below for more information about our school

 www.marktdraytonjunior.co.uk

What **COLLABORATION** means to our Heads, our children, parents and our schools...

Collaboration at The Wilfred Owen School

Year 3 MUGA Marathon!
Year 3 have decided they would like to complete a sponsored MUGA Marathon to raise money for The Children's Society. The children completed their Marathon earlier this week and received a visit from BBC Radio Shropshire to broadcast the event! Well Done Year 3!



Visit the below for more information about our school

 www.wilfredowne.shropshire.sch.uk

 @WilfredOwenSch



The worship committee have been fabulous in organising our very own 'Peace Chain' around the school. The children have loved collaborating, writing and decorating the 286 metres of chain!!



Visit the below for more information about our school

 www.shawburystmarys.org.uk

 @primaryStMarys

 St Mary's c of e primary school.



Collaborative Christmas Craft Competition

🎅❄️🎄 A Little Festive Fun

So, the children have been very busy judging the windows this afternoon by putting a counter in the tub next to their favourite one.

all staff were given a collaborative challenge and staff loved the idea and were straight on the task challenge set.

The results demonstrated that we live our values!!
Take a look at the entries and good effort teams!

AMAZING



What **COLLABORATION** means to our Heads, our children, parents and our schools...

A parent suggested to our teacher to make videos to help us with our Maths and our teacher is doing it. Also, we have our parent Governors who help improve our learning by collaborating with our teachers. We have regular parent workshops where we collaborate with parents on work to show them how we learn.

Parents at The Wilfred Owen School

Several of our parents have shown collaboration this term by joining the PTA and helping prepare for the Christmas Bingo.

Another parent, Katie, has shared the following: collaboration means team work. She helped with the Year 6 visit to Arthog and has shared that the children were really good at collaborating to complete all their activities. Supporting each other to succeed. For example, helping each other in and out of the canoes so they didn't fall out.

Parents at Market Drayton Junior School

We feel collaboration is essential to allow our children to reach their full potential in their education. We are very conscious of the fact that education does not stop at the school gates and working in partnership with teaching staff, we are able to enhance our children's learning. Being parents from a non-teaching background, we have found the guidance offered by teaching staff at Market Drayton infants and junior school invaluable. Teaching staff supported us endlessly throughout lockdown and have continued to do so. As approaches to education have changed considerably since our school days, we have found the support, in several forms including parent lunches and homework projects, have allowed us to mirror learning techniques at home. It is incredibly reassuring to know that teaching staff are available to support our children and us as parents.

Laura and Andrew Pitt at Market Drayton Junior School



What **COLLABORATION** means to our Chair of Trustees and Chair of Governors...



Paul Bunting
Chair of Trustees

What does collaboration mean to you?

1. For me collaboration is about sharing resources and ideas to accomplish shared objectives with stakeholders both inside and outside of your organisation or business
2. The highlight for me this half term was Chairing the Trusts' Chairs forum where myself, our CEO and the Chairs from our LGBs, shared ideas and experiences about how we can make Empower a better and more successful place to work.
3. As a former CEO of National Express, collaboration took the form of working with over 50 sub contractors, each also operating their own businesses, who delivered the service to my customers every day under the familiar National Express brand right across the UK
4. The whole purpose of a multi academy trust is to ensure that the whole is greater than the sum of the parts! We are on a road to making sure that we are getting better and better at sharing good practice and collaborating between schools, and between schools and the Trust, to generate real added value from the incredible amount of expertise coving within our organisation



Sue Rothwell
Governor at Greenacres
Primary School

What does collaboration mean to you?

What collaboration means to me working together with a group of others, or one to one, to achieve a goal. It is sharing knowledge and ideas. It requires patience, emotional literacy, confidence, good communication and so develops social skills. I find that working collaboratively can be motivating, make a task less challenging and more enjoyable.

In the past I have worked collaboratively many times with colleagues in my own setting and other schools in Shropshire and other Local Authorities.

A particularly positive example was working with a group of Shropshire and Staffordshire teachers to develop Early years Practice based on Reggio Principles. It was a long project resulting in contributions to DFE publications, other published materials and presentations at the Early years Conference.

My role within the LGB has presented opportunities to work collaboratively with other Empower Trust Governors, Chairs and Trustees to provide best outcomes for Greenacres.





MERRY
Christmas

AND HAPPY NEW YEAR