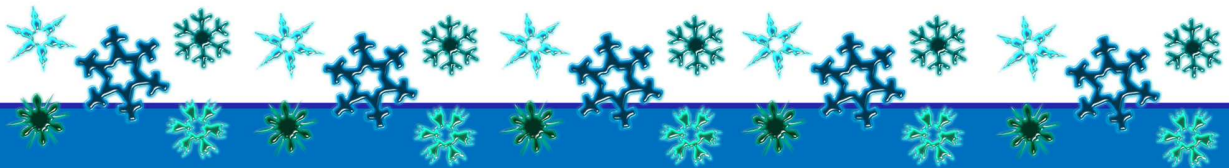


NEWSLETTER
DECEMBER 2023

Alternative
Learning
Trust



Alternative Learning Trust



What a term it has been. We have been through an office move and the second of two Ofsted inspections. As a Trust, we commit to standing with all schools in the Ofsted process and we seek to make them a collective challenge. Nationally we seek to make them fair, humane and what we all need to get better. We are not defined by a grade and, although a necessity to comply and endure, we will not be defined by those grades as we are so much more. We will continue to work as a trust to deliver accountability for our schools which is robust and kind.

This term we celebrate one of the most amazing poets who understood our world of changing lives and we celebrate his legacy, works and words – spoken and written by a boy who was dismissed as illiterate at 13.

In the end, we'll all
become stories.

Margaret Atwood



ABOUT BENJAMIN ZEPHANIAH

Born of parents hailing Jamaica, [Benjamin Zephaniah](#) is a contemporary British poet who is well-respected by critics. He was recently included in a list of the most influential writers since the Second World War which is a massive achievement but even more prominent considering that at the age of just 13, Zephaniah left school and struggled to read and write. Zephaniah often covers contemporary issues such as racial equality in his poems.

We celebrate the life and work of Benjamin and, along with others like Lemn Sissay and Mother Theresa, quoted here in this newsletter, we celebrate our diverse community in all the work highlighted in the reports below from each school.

Diversity is a key strategic focus for us as a trust. We will be delivering some leadership training and work over the next few terms as we take on the challenge to know ourselves better and own our own stories to enable us to understand others more fully and to become even more inclusive.

The British | By Benjamin Zephaniah (serves 60 million)

Take some Picts, Celts and Silures
And let them settle,
Then overrun them with Roman conquerors.

Remove the Romans after approximately 400 years add lots of Norman French to some
Angles, Saxons, Jutes and Vikings, then stir vigorously.

Mix some hot Chileans, cool Jamaicans, Dominicans, Trinidadians and Bajans with some Ethiopians, Chinese,
Vietnamese and Sudanese.

Then take a blend of Somalians, Sri Lankans, Nigerians And Pakistanis,
Combine with some Guyanese
And turn up the heat.

Sprinkle some fresh Indians, Malaysians, Bosnians, Iraqis and Bangladeshis together with some Afghans,
Spanish, Turkish, Kurdish, Japanese
And Palestinians.

Then add to the melting pot. Leave the ingredients to simmer.

As they mix and blend allow their languages to flourish
Binding them together with English.

Allow time to be cool.

Add some unity, understanding, and respect for the future, Serve with justice
And enjoy.

Note: All the ingredients are equally important. Treating one ingredient better than another will leave a bitter unpleasant taste.

Warning: An unequal spread of justice will damage the people and cause pain. Give justice and equality to all.



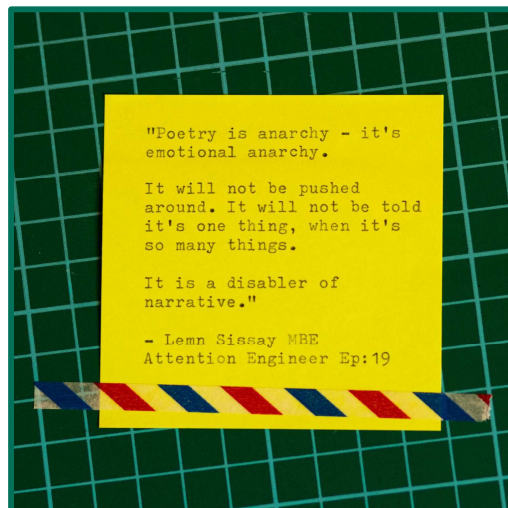
Benjamin Zephania

COMMUNITY

We love the diversity we have across our schools. We celebrate the communities we serve in Kent, Medway, Sutton, Merton and beyond with our national work.

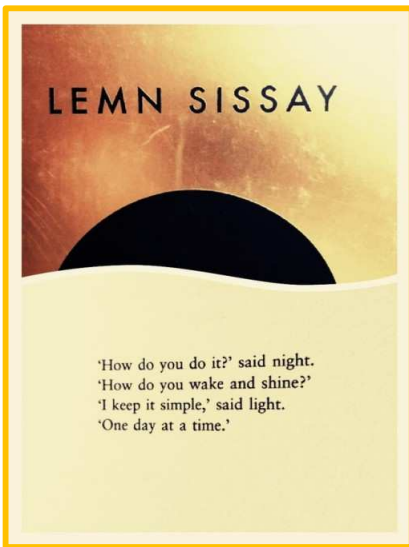
There is so much to celebrate in all of our schools. I love to visit and see the reading, writing of poetry and the creative ways we reignite a love of learning in our students.

Giving children access to the world through literacy is a human right.



FLOURISHING

Our children overcome to become.



LOVE

Wellbeing is key for staff, children and parents.

We all need to take one day at a time, look after ourselves and be there for each other.

SOCIAL JUSTICE

We seek to restore relationships, bring peace; a really great focus from the Christmas message.

**Peace begins
with a smile.**

Mother Teresa

GH



THE CHRISTMAS DINNER PROJECT

Lemn Sissay

Lemn Sissay OBE, Chancellor of the University of Manchester and honoured by King Charles III for his services to literature and charity, founded **The Christmas Dinner**, an initiative for young people between the ages of 18 and 25 who have been looked after by local authorities.

Lemn, inspired by his own experience of leaving care and feeling isolated at Christmas, decided to create an inclusive festive event, launching the project in Manchester in 2013. It has since expanded across England, catering for over 1,000 care leavers and their children in 11 locations: Manchester, Hackney, Leeds, Oxford, Wirral, Stockport, Islington, Richmond, Canterbury, Sheffield and Birmingham. Lemn fundraises £5,000 for each Christmas dinner and he has inspired over 200 professional creatives and care workers to come together in their communities to plan each event, encouraging local people to donate venues, food and gifts for the guests.



External Audit (2022-2023 Report and Accounts)

We have received a fully assured audit which verifies that we are wholly compliant. Also, the work of the Central Team with the schools' teams has been acknowledged to be a strength within the Trust.

Our model of delegated finance, with the schools' budgets and any reserves always being ring-fenced for the schools and their authorities, and with the Central Team supporting school improvement and strategic developments in each region, have been validated by the outcome of the 2022-2023 external audit.

[From me \(as the Trust's CEO and Accounting Officer\) and Sam Guy \(Chair of Trustees\):](#)

Our thanks go to all the staff from the Central Team and the schools' teams for their hard work in this area.

Below we celebrate all we are achieving in our schools. We overcome barriers to learning and adversity to educate our students and send them into the world to take their place. We are:

- Working with more children
- Challenging exclusion through outreach
- Training schools
- Working closely with all our commissioners
- Working closely with the Department for Education to deliver the SEND and AP plans for change

I really want to thank all of our volunteers, Governors, Trustees and Members – you are so important to us and without your leadership, challenge and support we would not be able to deliver the outcomes that we do. Thank you.

My thanks also go to our Headteachers and leadership teams; you are an amazing and inspiring bunch of people to work with and raise up. Your passion, moral purpose and commitment changes lives through our teams in each school. Every member is valued and a part of that transformation. Without our people we are not able to deliver our core values of Love, Community, Social Justice and Flourishing.

You are the Trust and will continue to be the key focus for support and wellbeing. Lastly, but by no means least, is the amazing Trust Team who work tirelessly to support all of our schools.

Bless you all this Christmas as you rest and enjoy some well-earned peaceful time at home and with family and friends. We have lots to hope for as a family in the New Year.

Emma

The following pages provide a taste of all that has been going on in our schools.





What's been going on at Limes?

KS3 British Army Workshop – 18th September 2023

Students encountered various employees of the British Army and considered the various career and education paths available. Students participated in a variety of activities which encouraged teamwork, critical thinking and problem solving.



Olympia Beauty and Salon International Show – 16th October 2023

Students attended the Excel Centre for the Olympia Beauty and Salon International Show.

Olympia Beauty brings brands, treatments and education alongside networking opportunities. Competitions were held, dubbed Nailympia and the National Massage Championships. Nail workshops were held alongside a stage showcasing advanced beauty techniques, and talks were delivered focusing on health and wellbeing.



Salon International was more focused on the professional hairdressing industry. The latest product launches, inspirational trend presentations and masterclasses from the best in the business were all on display across three live stages. Business Live was also present for career advice and inspiration. The students had a great day, and enjoyed the demonstrations, opportunities and of course, the free samples.

London South Bank University Health Simulation Workshop – 6th October 2023

Students visited London South Bank University's Croydon campus for a health simulation workshop and a presentation on university life and culture. The presentation covered various topics, such as what studying at university is like, financing and extracurricular activities.

Two professional nurses spoke with students regarding their career pathways and the various routes into nursing as a profession.

Afterwards, students visited the health simulation ward, which gave them the opportunity to practice various medical techniques used to detect vital life signs using cutting edge teaching equipment and techniques. They also experienced various ailments using kits to explore what it would feel like to live with lifelong conditions that people may have. These included eyesight difficulties, tremors, obesity, ageing and more.



Accelerate Studios Workshop in Architecture – 17th November 2023

Accelerate Studios came in to visit with students and provided an insight into architecture. Students were introduced to some of the vast roles within the built environment sector and discussed how they might be able to assist with some of the local built environmental issues.

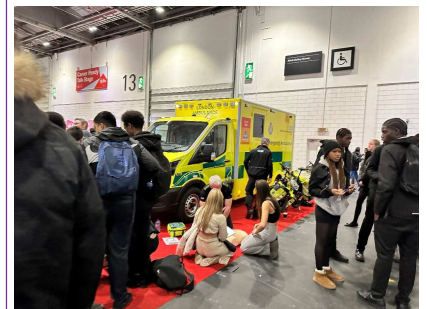
They were then tasked with creating a prototype of a built environment for a chosen animal. Students were engaged and stimulated during the activities and provided some food for thought for our visitors from a young person perspective.



Skills London – 24th November 2023

Students attended Skills London 2023 at the Excel Centre in London. Students had the opportunity to connect with potential employers, education, training and skills providers who could offer practical advice and information about carers.

A wide range of sectors were represented – business and financial services, construction and engineering, green and the environment, creative and digital, public sector, health and social care and many more.



Visit to Primary Provision from LFB – 27th November 2023

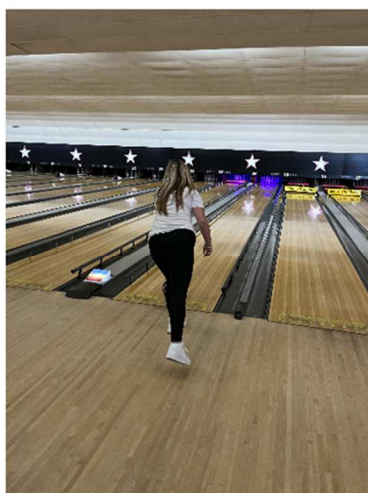
Pupils are learning about The Great Fire of London. The London Fire Brigade provided a talk to pupils about the skills needed and how to become a Firefighter. There was also a discussion on the importance of teamwork, listening, keeping safe indoors and what to do if there is a fire at home. Pupils then went on to explore the Fire Engine, looking at the tools and equipment, spraying the hose, trying on uniform and using the siren etc.



Outdoor Education at The Limes College

Key Stage 3

Every Friday the whole KS3 group take part in Outdoor Education. So far this year they have taken part in high ropes, climbing and bowling. Later in the year they will be taking part in skiing, horse riding and water sports. The main aims of these activities are to build relationships, confidence and self-esteem. Those who thrive will move on to BTEC Sport in KS4.



Key Stage 3 Residential

Every summer the KS3s have a one night residential. This is often the first time that they have been away from home. We also use this to see who could progress to the Tall Ships trip later that term.



Group 4

Our dual registration group take part in Outdoor Education 3 times a week; every Wednesday they take part in Forest Schools. The students have also been horse riding, climbing, and taken part in boxing this year.



KS4 BTEC sport

The year 10 and 11 BTEC sport groups take part in practical sport for unit 2 of the course. They take part in speed climbing and dodgeball for their course work. They also complete a fitness unit using the gym and taking part in boxing.

Extra-Curricular

We offer boxing as an extra-curricular club, which is growing in popularity with both girls and boys. We also have a new gym which can be used during boxing sessions.





North West Kent Alternative Provision Service is as busy as ever...

We have welcomed lots of new staff to the NWKAPS team...



Candice has joined as Assistant Head leading on inclusion and Ben has taken on the work towards careers and destinations.

We have also welcomed Marnie and Amy to our refocus team, Sarah L and Risa have joined our SEN team and Sarah W has joined our admin team. Izzy has become our latest apprentice and is helping support our vocational teachers. Finally, Emma has joined us on a placement as part of her social worker course – read on to hear more about what she has been up to!



Our Prince's Trust events have started with a bang!

Each month we have a focus event to help us consider the world around us and support our community.

Events this year have included McMillian coffee morning, drumming as part of anti-bullying week and observing Remembrance Day. We are looking forward to building our shoe boxes to give away at Christmas!

Look out in future newsletter to see the whole year calendar.



Careers and destinations work is in full swing with work experience and a careers fair taking place...



Students had work experience workshops to prepare them for the challenge ahead as well as an inspiring careers fair!



Kane worked incredibly hard to support students to explore the world of work...

Students are being supported to make the most of their results with their post-16 pathways.

22/23 results made us proud, particularly...



Science (6)
100% = 1-9
33% = 4-9
Sports Science (15)
100% = Level 1 pass
40% = 1:1 Distinction
13% = Level 2



Construction (9)
78% = Level 1 pass
10% = Level 2 pass



Hospitality and Catering (4)
75% = Level 2



Hair and beauty (8)
75% = Level 2

We kicked off our schools events with an open morning in September...

Students were proud to give tours of the school as well as serving refreshments in the coffee shop. Our 'Proper Ending' processes as well as our improved communications were launched.



Our staff continue to be amazing in the face of challenges, giving our students every bit of love and support they need to be successful..

... so we continue to prioritise their wellbeing with Baking Clubs, suggestion boxes, yoga and step sessions, juice bars and even a session with a masseuse being some of the things staff have had access to this term.

They make the school what it is!



REFLECTION.
Looking back so that the view looking forward is even clearer

Emma and our students have worked on a reflection box..

As part of her social worker placement, Emma has worked with students to make a tool to help them reflect. Peeling away the layers, this tactile box ask challenging questions in an accessible way. It was fantastic to see this presented with students sharing their passion for the project.

Will Adams Academy

The journey so far...



We successfully gained the Inclusion Quality Mark Award provides UK schools with a nationally recognised validation of their inclusive practice and ongoing commitment to developing educational inclusion.



Behaviour
HUBS

Sarah and Pete from the Behaviour Hubs, exchanged insights on exemplary behaviour cultures. They were delighted to witness and appreciate the positive journey WAA is undertaking.

"We had a great time visiting you at Will Adams, it was like walking into a different school...They clearly have respect for the staff and know that they are in a safe and welcoming place" Sarah.

90%

Attendance on the rise, with a fantastic day of 90%.



Unveiling the new Shake Shack, transformed by the efforts of our dedicated staff and students. Students are thrilled to strive for excellence and enjoy milkshakes named after them. Sarah and Pete from the Behaviour HUB savoured the delicious 'BOBBYSCOFF' creation."



Observing Mental Health Day, our students actively engaged in the BMHC annual event, immersing themselves in a variety of activities aimed at enhancing their mental well-being. From insightful workshops to skill-building sessions, they acquired valuable tools to navigate the challenges of our increasingly stressful world. It was a day dedicated to fostering a resilient and supportive community.

Will Adams Academy

The journey so far...



WAA played in league matches against Kent and Medway teams, accompanied by friendly encounters with NWKAPS. Our aim is to establish a strong Kent and Medway Hub Team through these exciting football opportunities!

Our Year 10 students successfully finished their work experience programme. Students have experienced and realities of the world of work for an extended period, gaining invaluable life skills and, in the case of one student, earned themselves an apprenticeship

The **We See You Award** acknowledges students for their positive attitude, behavior, and work. Teacher and peer comments help boost self-esteem, particularly significant in addressing self-esteem issues. This award has notably lifted student morale, with many eagerly anticipating their turn based on the positive impact it has had.