

PLYMOUTH CAST NEWSLETTER - 12 December 2016

Dear Heads, Governors, Staff and Volunteers

This is the final newsletter of 2016 providing an update on developments across CAST underpinned by the ethos: "We are all Plymouth CAST":

1. Action Plan Updates
2. Safeguarding – A Culture of Safeguarding
3. HR Staffing and Policy Development
4. Date of Next Newsletter in 2017
5. Christmas Wishes

UPDATES

1. **Action Plan Updates: School Improvement**

A. Disadvantaged Pupils: All schools should now be measuring the impact of their Pupil Premium Grant – In January we will be requesting copies of the Autumn term minutes to see if the LGB has been updated on the progress made by PP children especially the more able.

B. Standards: All schools have completed their self-evaluation judgements. This will form part of the strategic plan which will address the individual school requirement for support.

2. **SAFEGUARDING - A Culture of Safeguarding**

A. Safeguarding Audits: The Area Advisers have completed the Phase 1 of Safeguarding Audits and issued guidance to all the schools due to be inspected by OFSTED between January and July 2017. Thank you to everyone who has been involved with the audits.

B. Policy Development - Whole CAST Model for Safeguarding: The aim is to provide an "overarching strategy for monitoring and evaluating the effectiveness of safeguarding procedures in the CAST' Schools".

Thank you for the contributions received to date. **Please continue to send your thoughts to maria.edwards@plymouthcast.org.uk by Wednesday 14 December 2016.**

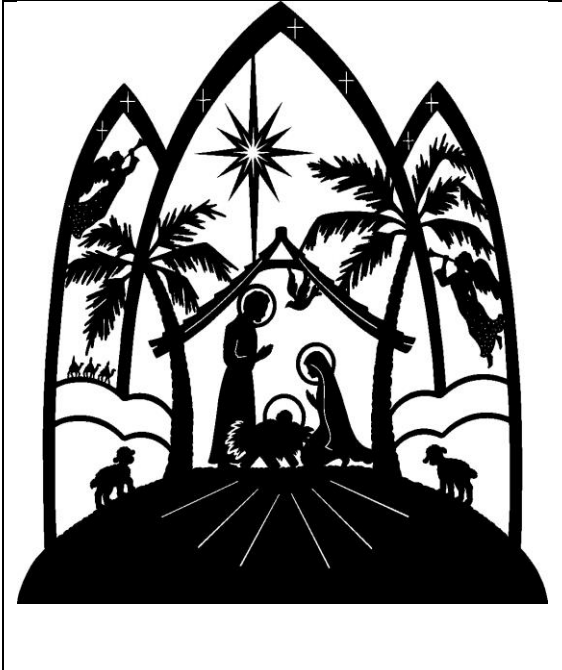
3. **HR STAFFING AND POLICY DEVELOPMENT:**

A. Appointment of HR Adviser: Alison Elrick will be working 3 days a week East Area starting January 2017.

B. CAST-wide HR Policies: Work continues on developing CAST-wide HR policies for 2017. The four policies currently being taken through the agreement and approval process are: Disciplinary Policy and Procedure / Grievance Policy and Procedure / Capability Policy and Procedure / Appraisal Policy and Procedure. Once the process has been completed they will be issued to all schools for implementation and adoption by the School Governing Body.

4. DATE OF NEXT NEWSLETTER: 9 January 2017

5, Christmas Wishes

 A black silhouette illustration of a nativity scene. It features a central figure (Mary) holding a baby (Jesus) in a manger, with a star above. Two other figures (Joseph and Mary Magdalene) are on either side. The scene is framed by three pointed arches, with palm trees and shepherds visible in the background.	<p><i>Wishing you the joy and peace of Christmas</i></p> <p><i>from</i></p> <p><i>The Directors and Central Staff of Plymouth CAST</i></p>
--	--

A handwritten signature in black ink, appearing to read 'Sandy Anderson'.

Sandy Anderson, Chair
For and on behalf of the CAST Board