



# ANNUAL REPORT

## 2023 - 24



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# Jamie Parffrey

*Chair of Trustees*



## Welcome Message

Founded in 2015, Riviera Education Trust is dedicated to inspiring our communities and making a lasting positive impact on society today and for generations to come. Guided by our core values of aspiration, belonging, and collaboration, we foster a culture where every individual can thrive.

We are proud that all our schools have been rated 'Good' in all areas by Ofsted, a testament to the unwavering commitment of our staff and the high standards we uphold.

### **Excellence Through Aligned Autonomy**

We hold ambitious expectations for the children and communities we serve, supporting our schools to deliver exceptional educational and social outcomes through our principle of aligned autonomy. This approach unites us under a shared mission while allowing schools the independence to adapt to their unique needs. By combining best practices with the flexibility to innovate, we ensure that our schools remain dynamic and responsive.

### **A Place to Belong**

We believe that every individual deserves a high-quality education that extends beyond the school gates. By prioritising inclusion, we work tirelessly to support those who face challenges, ensuring that no member of our community is left behind. At Riviera Education Trust, everyone belongs, and every voice matters.

### **Stronger Together**

Our strength lies in partnership. Collaborating with our schools, local councils, the Local Authority, and the wider education community across the South-West, we share expertise and embrace innovation for the benefit of all. This spirit of collaboration keeps us forward-thinking, open to change, and committed to continuous improvement.

As we reflect on our achievements and look to the future, we take great pride in leading the trust to even greater heights on behalf of our children and communities. Together, we inspire the individuals of today for a better society tomorrow.



# Stewart Biddles

*CEO*



# Our Vision

*Inspiring the individuals of today, for a better society tomorrow*

At Riviera Education Trust, our vision is to deliver educational excellence that empowers every child to achieve their full potential and opens doors to a positive future. We are committed to nurturing aspiration, fostering a strong sense of belonging, and promoting collaboration across all our schools to ensure that every child has the opportunity to succeed.

We aim to provide every pupil with the best possible learning experiences, equipping them to transition into secondary education with confidence, independence, and the freedom to choose their future educational pathways. Beyond education, our mission is to prepare children to become happy, respectful, and responsible citizens who contribute positively to both the economy and the society in which they live.

We achieve this through a collaborative, self-improving school system that embodies our values:

**Aspiration** drives our commitment to excellence, pushing us to raise standards and support every child in reaching their highest potential.

**Belonging** ensures that all children, families and staff feel valued, included, and supported as part of a vibrant and caring community.

**Collaboration** enables our schools to share expertise, best practices, and resources to achieve exceptional outcomes for all.

Our focus on continuous school improvement ensures that children in our trust achieve the best possible outcomes, and our outward-facing approach—through partnerships and our Training School—extends our impact to benefit wider educational communities.

Together, we work relentlessly to inspire the individuals of today, shaping a better society tomorrow.



Aspire

Belong

Collaborate



# Governance

## Our Members & Trustees

### Jamie Parffrey

Member, Signatory of the Articles 2015

As a Member and Trustee, Jamie enjoys being able to influence the long term strategic plans for the Trust as well as monitoring and supporting the schools to ensure the standards in each school are exceeded.

In his time away from school, Jamie runs Marldon Marquees and spends a lot of time rock climbing around Devon.



### Lawrence Frewin

Member, Appointed by Special Resolution 20/9/2019

Laurence joined South Devon College as Vice Principal Corporate Services in February 2010, bringing a strong background of strategic leadership and management in the private sector and in education.

He was appointed Principal & CEO at South Devon College in September 2019 and also holds positions as a Governor, Director or Member of other Boards.



### Royston Seaward

Member, Appointed by Special Resolution 30/3/2021

Royston is a Partner in Deloitte, a professional services firm with more than 26,000 people in the UK, and over 300,000 globally.

He focuses on advising clients on strategy, helping them make technology choices, and implementing technology that helps clients to exploit digital channels to reach their customers, and has been involved in web and ecommerce platforms for numerous household names.



### Will Foulds

Member, Appointed by Special Resolution 1/9/2022

Will is the founder and Director of Redstone Risk Ltd, a risk management consultancy business supporting a range of customers across the UK defence and energy markets.

This experience allows Will to bring some additional perspectives to Riviera Education Trust, as most of his experience is from outside of the educational sector.



### Stewart Biddles

CEO

Stewart has been a National Leader of Education (NLE) and prior to his current role, a headteacher of two outstanding primary schools.

He has been a governor in maintained schools for the past 20 years, and through his current position has a detailed understanding of the governance of academy trusts.

As an NLE, Stewart gained experience of driving forward school improvement and supporting schools through change. He is Chair of the Cornwall and Devon Maths Hub, and has experience of leading a teaching school which supports teacher development across Torbay and into South Devon.



### Matt Redwood

Vice-Chair of Trustees

Matt's links with Oldway Primary started in 1991 with all his daughters being educated at the school.

Matt taught History for 10 years in secondary schools before becoming an education officer. He worked in various senior positions across 6 LEAs organising the delivery of education services to pupils and parents, managing the supply of school places and capital projects, school finance and school improvement.



## Trustees cont...



**Paul Garside**  
Trustee

Paul has been on the Board of Directors at the Riviera Education Trust since it was formed in 2015.

Paul is an experienced HR professional who has worked with schools across Torbay for more than 20 years and so he brings extensive HR knowledge and experience to the Trust Board. Through his work, Paul has developed an interest in, and understanding of, safeguarding in schools and he is currently the Director responsible for the oversight of safeguarding across the Trust.



**Pippa Bennett**  
Trustee

For the last 8 years, Pippa has been the owner/manager of a local nursery in Torquay, taking it from Ofsted rated 'Good' to its current 'Outstanding'.

Pippa's life work has been and continues to be, centred firmly around enabling our young learners to become the very best version of themselves, to foster their deepest love of learning and to ensure that they have the highest aspirations for their future.



**Suzannah Teagle**  
Trustee

Suzanna has been a headteacher in Truro for 5 years, and is passionate about ensuring that every child has the opportunity to thrive in educational settings.

She believes that every child has an entitlement to a curriculum which is designed well, and full of learning opportunities which are sequenced and progressive.



**Alice Bessell**  
Trustee

Alice is an experienced Chartered Accountant and has been on the board since December 2023. Having previously audited both Single and Multi Academy Trusts, Alice brings a strong and practical finance perspective to both the Board of Directors and the Finance and Audit Committee.

In her free time, you can find Alice walking the golf course and tending to her two hives of honey bees.

## Local Standards Boards



**Becky Ross**  
Chair of Governors, **Oldway Primary School**

Becky joined the Local Standards Board for Oldway in October 2020 as a Co-opted Governor and subsequently assumed the position of Chair of Governors in October 2022.

She holds the position of Procurement Manager at Centrax Limited, where, as a trained auditor, she is responsible for establishing and tracking key performance indicators.



**Mel Simmonds**  
Chair of Governors, **Roselands Primary School**

Mel feels passionately that schools have an important role to play alongside parents in ensuring our young people reach their true potential and become kind, confident, happy and self-assured members of society.

Professionally she is a serving police officer working as a Chief Inspector in the Call Management and Communications Unit. Throughout her career she has worked with many different communities and has developed skills and expertise around leadership, safeguarding, and identifying and responding to vulnerability.



**Elizabeth Guppy**  
Chair of Governors, **Shiphay Learning Academy**

Elizabeth was initially a Parent Governor at Shiphay Learning Academy and has seen first-hand what an excellent standard of education and pastoral support the team at Shiphay offers to the children who are part of this community.

She is delighted to now be Chair of Governors at what is a very exciting time both for the school and for the Riviera Education Trust. Professionally, she is a Solicitor working for a law firm in Torquay.

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## Governance Professional

**Faye Steele**  
Governance Professional



Faye's role as Clerk to the Governors has also developed into Governance Professional, providing advice and support to the Board of Trustees and Local Standards Boards, as well as Company Secretary responsibilities.

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Faye has been employed by the Trust since 2015, providing administrative support for the Teaching School where she now supports ECTs as Admin Lead for the Appropriate Body service.



## Our Heads of School



**Emma Bamber**  
Head of School, **Oldway Primary**

After a career in Torbay as a teacher and senior leader, Emma became Head of School at Oldway in September 2022. Her passion lies in teaching and learning; she considers herself lucky to have had a long career as a teacher in the classroom.

Over the years, she has enjoyed the leadership of many areas of the curriculum, with a particular love for reading and English. Outside of school, Emma has a passion for music, either playing the bassoon in local orchestras or playing the piano and is delighted to encourage all things musical for the children of Oldway. She believes that developing a child's talent, whether academic or from the broader curriculum, is a true privilege, an opportunity we aim to provide at Oldway through a curriculum which develops the whole child.



**Danny Brown**  
Head of School, **Roselands Primary**

Danny has been the Head of School at Roselands since 2020, this being his second headship. He has also worked in other local Torbay schools during the past 16 years where he has taught all different year groups.

Danny thrives on giving all children experiences through an exciting curriculum at Roselands. He wants all children to find their own desires and offers children the chance to find things that excite them in school. Danny also has a passion for sport and loves giving children opportunities through the power sport can provide.



**Kate Lee**  
Head of School, **Shiphay Learning Academy**

Kate has been Head of School at Shiphay since 2019 and a member of the Shiphay family since 2000 when she joined the school as a Year 5 teacher and Maths Subject Leader.

Her interest in Primary Maths led her to become a Maths Mastery Specialist in 2016 and subsequently to travel to Shanghai to find out more about successful maths teaching and mastery. In addition, she is an MFL and music specialist and also has a passion for outdoor and residential education. Her aim is that pupils at Shiphay achieve academic excellence but also that they have a wide range of chances to shine through the opportunities offered at the school.

## Our SEND Lead



**Kate Squire**  
SEND Lead

Kate started in the role of trust SEND Lead in September 2022 having previously been a KS1 and 2 class teacher, SENDCO and senior leader.

Kate's passion has always been in supporting children who need additional support, be that academic or emotionally, to thrive in school and achieve their full potential. She holds the NASENCO award, is an Autism Champion and has a Diploma in Trauma and Mental Health Informed Schools. Kate works across trust schools supporting their inclusive practice and SEND provision alongside our SENDCOs based in each school.

## Our Business Team



**Lee Vallance**  
Chief Finance Officer

Lee qualified as a chartered accountant in 2014, and prior to joining the Trust as CFO in November 2021 worked as an auditor with Bishop Fleming for 10 years, with a particular specialism in the not for profit sector.

Lee is responsible for overseeing the day to day finance function of the Trust, and ensuring that the trust's financial resources are allocated and spent to best benefit the children within each school. Lee also oversees the Operations and People function within the trust, helping to ensure a joined-up approach between the trust central functions.



**Jill Christian**  
Operations Manager

Jill joined the trust central business team after working since 2006 as an IT Specialist Teacher, 360 Degree Safe Online Safety assessor and Health & Safety rep at Shiphay Learning Academy.

As Operations Manager for Estates and IT, she is responsible for leading our estates team to deliver the core tasks of Health & Safety, building and grounds maintenance, GDPR, compliance and managing the digital infrastructure of our schools ensuring the latest technology is available for staff and pupils.



**Jenni Stobie**  
People Manager

Jenni joined the trust in September 2021, initially as our HR Adviser and subsequently became People Manager in September 2022.

Jenni is Level 7 CIPD qualified, and has 15 years of experience within the HR sector; with experience of working across technology companies and the healthcare industry, before moving into education, where she found huge job satisfaction in being able to play a part in the improvement of the lives of young people.

In her role, Jenni works with 2 HR Administrators, and in combination, they work with the trust to support talent acquisition, employee retention, casework and payroll.



**Wendy Vreony**  
Executive Support & Comms Lead

Wendy has worked at Oldway since 2011, principally for the Teaching School which was designated in the same year.

Prior to this, she managed advertising and promotion campaigns at University College Northampton

Wendy joined the trust central business team in January 2023 where, as well as providing support to the CEO, she is able to utilise her communication and marketing skills in the production of trust newsletters, publications and through community engagement and pupil recruitment campaigns.



# School Improvement



This year has marked an important milestone for the Riviera Education Trust. Following Ofsted inspections of two of our schools, all three schools within the Trust are now proudly rated as **'Good'** in all areas (since the last AGM). This achievement is a direct result of our strategic approach to school improvement, which continues to uphold the principles of the **Riviera Model of School Improvement**: relentless standards, inclusivity, vibrancy, investment, high expectations, rigour, and the celebration of success.

## Riviera Model of School Improvement

**R**

Relentless pursuit of the highest standards

**I**

Inclusive schools and inclusive practice to remove barriers for all

**V**

Vibrant curriculum, engaging learners and teachers

**I**

Investment in continuous professional development for all our teams

**E**

Expectation – we have the highest expectations – every pupil and every member of staff gives 100% all of the time

**R**

Rigour in all we do – thorough checks and balances ensure nobody falls through the gaps

**A**

Applaud and praise success

Key to these improvements has been our collaboration with external partners, including the English Hub, Maths Hub, and other local multi-academy trusts. These partnerships have provided invaluable expertise and resources, reinforcing our own rigorous monitoring and support systems.

We have placed a particular emphasis on early years and reading, recognising their foundational importance. Strategic investments in these areas have enhanced teaching quality and pupil engagement, laying strong groundwork for lifelong learning. Simultaneously, the development of robust leadership across our schools has ensured that these improvements are sustainable and impactful.

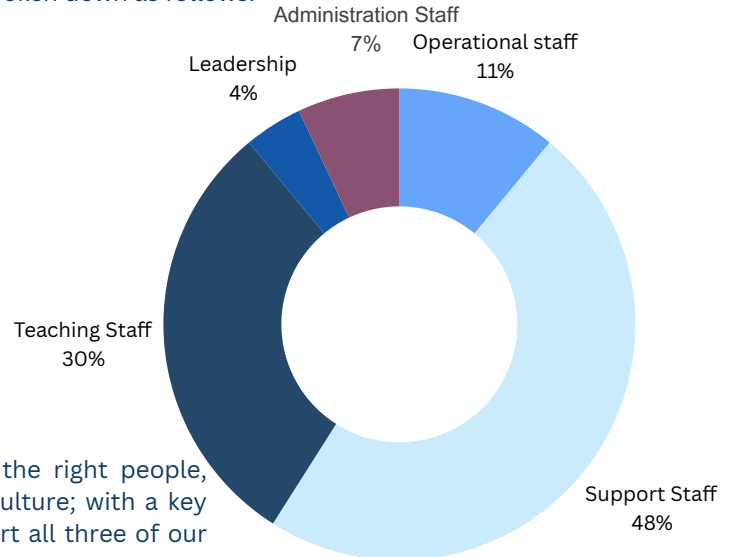
This year's progress exemplifies the strength of our **aligned autonomy model**, combining a shared vision with school-level adaptability. Together, we continue to inspire every pupil and staff member to reach their full potential, reaffirming our commitment to educational excellence.

Looking forward we expect to see greater local involvement in our schools' development through the use of our training school to provide trust-wide CPD to support teachers in delivering education that meets an ever-broadening range of educational need within our mainstream settings.

# Our People



At Riviera Education Trust we believe our workforce is our biggest asset. We are proud and privileged to have a team of dedicated individuals who are passionate about improving the lives of our pupils and helping them to thrive. Our trust consists of just over 230 contracted members of staff which is broken down as follows:



## The role of the People Team

As an HR function, our focus is on attracting and recruiting the right people, retaining and developing existing staff, and creating the right culture; with a key focus on staff collaboration and employee wellbeing. We support all three of our schools in the following areas:

- **Recruitment:** Ensuring the right people are in the right roles through effective and inclusive recruitment processes.
- **Performance Management:** Supporting staff to achieve their best through structured feedback, appraisals, and development plans.
- **Data and Analytics:** Providing actionable insights through workforce metrics to inform strategic decision-making.
- **Pay and Benefits:** Offering competitive and fair compensation packages, ensuring compliance with legal and financial frameworks.
- **Training & Development:** Equipping staff with the skills and knowledge needed to excel and grow in their roles.
- **Employee Wellbeing:** Promoting a healthy work-life balance, mental health resources, and a culture of openness and support.

## Our achievements from 2024 include:

- **New Management Information System:** Successfully implemented a new MIS to enhance workforce analytics and support our People Strategy.
- **Training Hours:** Staff have completed 1,000 training hours over the last 12 months, boosting their skills and confidence.
- **Staff Retention:** Maintained a retention rate of 93%, reinforcing our positive culture while welcoming new talent and ideas to the Trust.
- **Recruitment Efficiency:** Achieved an average time-to-hire rate of 21 days, consistently attracting high-quality staff during a challenging educational recruitment period.
- **Enhanced Surveys:** Introduced a new parent/workforce survey system that ensures greater anonymity when required and utilises regular pulse surveys to support change management.

## Looking ahead ...

As we look toward the year ahead and beyond, we are committed to creating a supportive, inclusive, and growth-oriented environment for all our staff. In 2025, we will focus on enhancing our workplace culture by prioritising wellbeing, strengthening our presence in the education sector in Torbay, and fostering a diverse and inclusive workforce.

Our goals include:

- **Wellbeing Strategy:** Expanding our commitment to staff wellbeing by advancing our initiatives, regularly conducting pulse surveys, and acting swiftly on feedback to create a supportive and healthy workplace.
- **Education Employer of Choice:** Strengthening our reputation as the education employer of choice in Torbay by collaborating with other Trusts to improve recruitment efforts, enhance our brand, and share best practices for staff and student success.
- **Diversity and Inclusion:** Strengthening our dedication to diversity by implementing targeted recruitment strategies and further cultivating an open, inclusive, and equitable work culture.

# Financial Summary



The Trust's main financial aim each year is to seek a break-even position whilst using the Trust's resources in the best possible way in pursuit of our vision and for the benefit of those in our schools. We also aim to protect the Trust from future risk by maintaining a reserve level of approximately 5% of general annual grant (GAG) income.

Going into 23-24 with the prospect of upcoming OFSTED inspections within our schools, the decision was made to invest a portion of our reserves into additional spend in the year, and therefore to run at a planned in-year deficit. The final position for the year was a revenue deficit £275k, however still leaving the year end unrestricted reserves of £356k being greater than our targeted levels.

Looking forward, the sector remains in a challenging position financially. For the 24-25 pay awards, additional funding has been awarded which eases some pressure. Looking ahead to

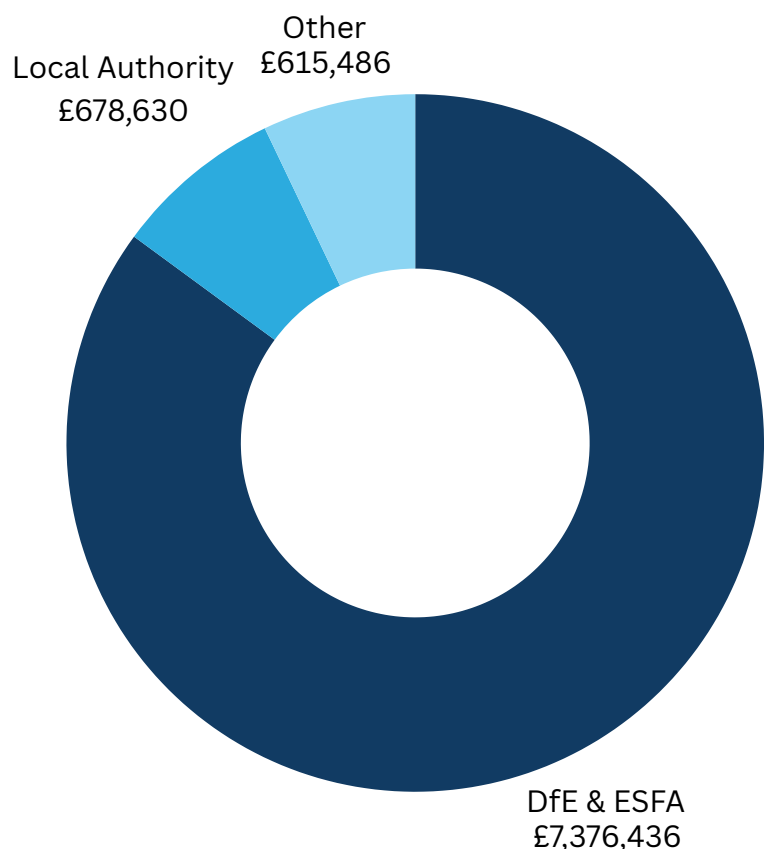
25-26, core funding is increasing by 0.5% in real terms, whilst the proposed teacher pay award has been suggested at 2.8% without any additional funding, whilst the pay award for support staff in April 2025 is still an unknown. This will create further financial pressures next year. This also comes against a backdrop of falling primary pupil numbers within Torbay, and therefore potentially within our schools.

## Revenue Income

The majority of the trust's revenue comes from either the ESFA/DFE or the Local Authority, meaning that in total, 93% of the income we receive is either directly or indirectly government funded. This includes key funding such as the general annual grant, pupil premium, free school meals and high needs.

The other 7% of revenue is made up of various different income streams. This includes income for trips and wraparound care, which operate as not-for-profit functions and pay for these provisions.

Looking forward we are exploring ways to enhance our revenue funding beyond core DFE grants. We have expanded the nursery provision at Oldway in 24-25, and are examining ways to expand further at Oldway and Shipway in 25-26. We continue to explore grant opportunities – we raised £47k in 23-24 towards different projects.

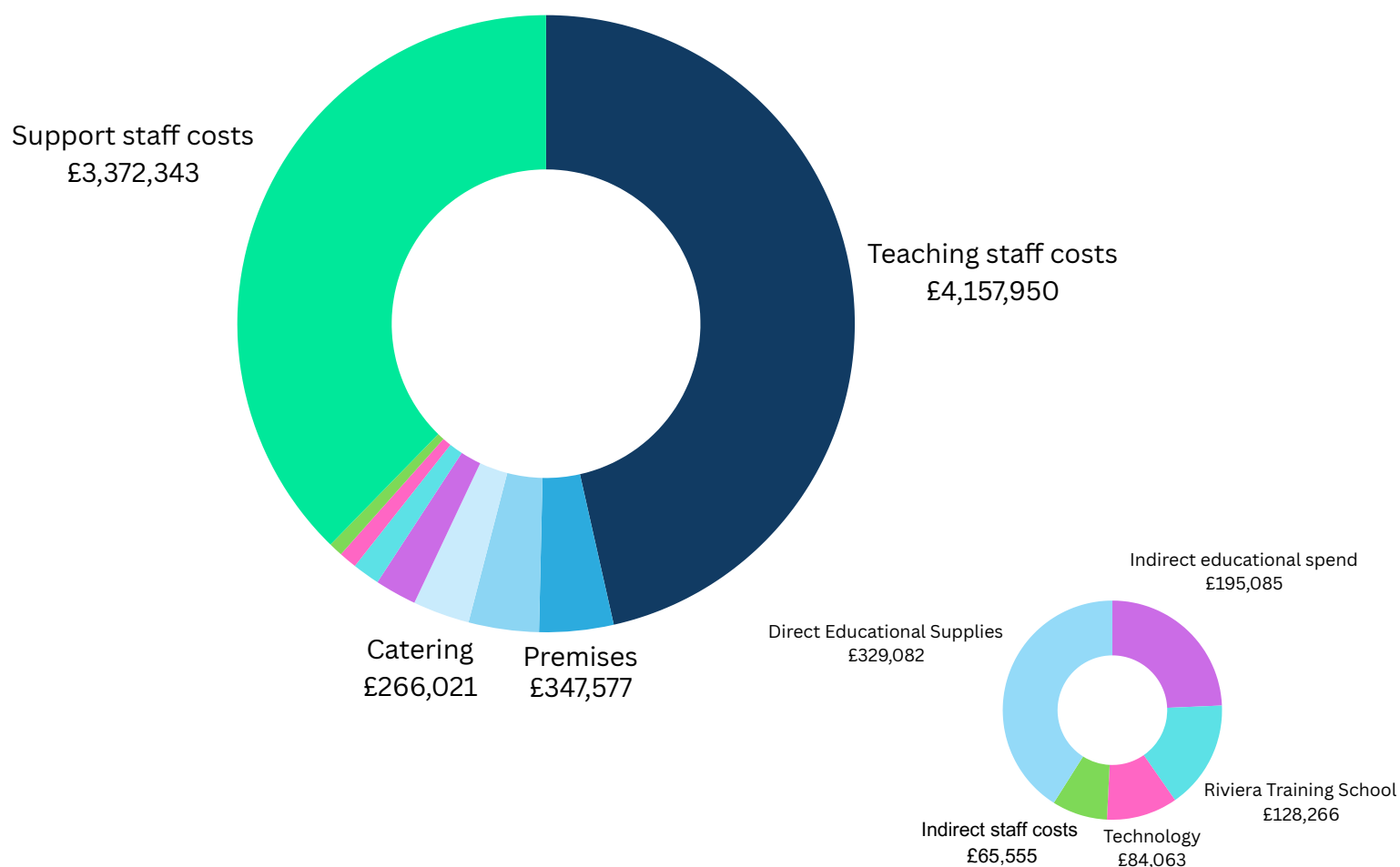




## Revenue Expenditure

The bulk of the Trust's costs go on staff salaries and associated on-costs for national insurance and pension. In 23-24 this amounted to 84.2% of the total costs, up from 83.2% in the previous year. This reflects the increasing costs for staff over the previous 12 months, with significant pay increases and an increase in the employer pension rate for both teachers and support staff. Educational spend (direct, indirect, technology and catering) accounted for 9.8% of the overall costs, whilst the spend maintaining and operating the three school sites (excluding staff costs) was 3.9% of overall costs.

For 24-25 we have undertaken a range of staffing restructures in order to reduce our costs and produce a budget that is balanced. We continue to monitor all of our contracts as they come up for renewal and identify savings where possible – for example the renewal of our energy and waste removal contracts for 24-25 are projecting savings of around £20k.



**Our goal is to ensure that we get the best value from every £, benchmarking ourselves against available data locally and nationally, and looking outwards to what other schools are doing.**

# Estates & IT Operations



**Riviera Education Trust strategically invests in our buildings and grounds to ensure they remain pleasant, safe, accessible learning spaces in our community where every child is looked after and supported.**

We aim to provide safe, secure and stimulating learning environments with reduced environmental impact on both resources and emissions, giving compliant environmentally friendly spaces fit for future generations.

Our Estates and IT operations team centralise the core tasks of Health & Safety, building and grounds maintenance, compliance, energy monitoring and managing the 21st digital environment in our schools. Our provision releases school staff and leaders to concentrate on providing high quality education for our students to drive up standards in the classroom.

We work closely with Devon Health & Safety to keep our schools compliant and safe and have robust risk management procedures in place that ensure we are continually assessing risk both internally at school and trust level as well as external factors that might impact on our schools.

We are well on our Trust decarbonisation and climate sustainability journey across calculating our current carbon footprint, developing and actioning plans to be more energy efficient and caring for our planet.

Cyber safety is a high priority for us all and this year we have implemented Senso live online reporting, been submitting our Cyber Essentials certification, replaced or added some new interactive classroom screens and purchased some more ipads and laptops for teaching and learning.

Some of the works across the estate this year have been:

## **At Shiphay Learning Academy**

- Installed a new hot water cylinder in the main boiler room and a new early years boiler;
- Installed Smart meters;
- Removed a concrete pond in the Edwards block gardens for new perimeter fencing;
- Refurbished the year 2 decking with non slip coating;
- Commissioned repairs to velux windows in various roof areas around the school;
- The PTA generously made a new upper school library area;
- Refreshed the children's entrance and repainted the main entrance.

## **At Oldway Primary School**

- Relocated 12 classrooms and associated shared learning areas to enable better learning zones for Early Years, KS1 and KS2;
- Installed a 3 floor lift;
- Built an internal wall with fire door and window to create a second Nursery classroom and refurbished the old Woodland Den to become a Year 6 classroom;;
- Installed a new school fire panel;
- Removed Year 5 old lockers and replaced with rainbow coloured coat racks for Year 1;
- Repaired leaks in our 1934 hall ceiling and fully painted it;
- Refurbished the upper school library to become an SEN Support Hub.

## **At Roselands Primary School**

- Annexed an outdoor covered area in Aquamarine class to create a new indoor learning room and installed a new interactive screen, flooring, heating and furniture;
- Created a Reception class sensory room;
- The PTA supported us in providing a new shed on the main playground;
- Relocated the Year 5 and 6 cloakrooms to make a KS2 library;
- Replaced the balustrades and handrails along all balcony areas;
- Repainted Year 1 and 2 boys' toilets and Year 5 and 6 boys' and girls' toilets.



*Children have a voice and their ideas are put into action.*



*Staff are consistently professional, approachable and have a genuine passion for the children. Enrichment opportunities are fantastic ... above and beyond what we could have expected.*



### Awards & achievements

- Achieved 'Good' Ofsted rating
- 'Hot chocolate with the Head' & 'Golden Phone Calls' home launched
- Pupils were placed in the *Preston Rotary Club Young Writer* competition, with one going on to achieve 3rd place at the Rotary South West District final
- Year 3/4 football team were Paignton Football trophy winners.
- 3rd place in the *Torbay Children's Parliament* competition



### School priorities

- Preparation for Ofsted
- Wider curriculum development
- Early reading offer
- Maths - developing journaling
- Writing - use of Bookwrites
- Parent Voice
- Pupil Voice, school council and student leadership



### Community partnership & fundraising

- Raised £388.09 for Children in Need & £405 for Comic Relief
- £800 raised in aid of Bristol Children's Hospital Grand Appeal
- School Council planted wildflower seeds with Oldway Garden Volunteers
- OSF raised £4,500 at the Summer Fair
- Supported the Rowcroft Reindeer Run

### Events & visits

**Paddleboat Theatre Company** visit; Yr 3 **Tag Rugby Festival**; Yr 5/6 pupils attended **Torbay 'Young Leaders' water safety training** run by the 'Above Water' charity; Yr 2 and Yr 6 enjoyed a visit from the **Fire Service**; Yr 6 **Greek Day**; Performing Arts pupils took part in **Young Voices** in Birmingham; Yr 3 enjoyed a trip to **Kents Cavern** to bring their History curriculum to life; Yr 5 had a blast at the **Wonderstruck Science** show as part of **Science Week**; **Spring Music Concert**; Yr 6 enjoyed a **residential** week at **Heatree House** on Dartmoor; Yr 5 enjoyed a visit from the **Space Odyssey Dome**; visit by the **Royal Marines Band** who performed songs including 'Sweet Caroline'; Visit from **Animal HQ**; Participated in the annual **Torbay Children's Parliament** competition, achieving 3rd place; Yr 4 enjoyed a trip to **The Eden Project** as part of their learning about the rainforest; **Arts Week**; Yr 3 had a **visit from the Police** and were able to try on some police uniform and equipment; EYFS children enjoyed a trip on the **Dartmouth Steam Train**; Performing Arts production of **Olivia**.

96.5% parents agree that their child enjoys learning





*The school doesn't stand still and is looking to improve and the SLT are visionary and extremely hardworking.*

*A wonderful school which is fostering a love of learning in our child!*



### Community partnership & fundraising

- Monthly community open coffee morning for local residents launched
- Harvest Festival food collection for Roselands Nursery & Out of School Club food bank
- School Council reps visited the Time Out Community café to serve drinks and food
- Local community residents were invited into school to do some planting and decorate pots
- Break the Rules Day raised over £1500 for our PSA
- The PSA organised the first ever car boot sale, raising funds for the school
- Raised over £5000 for different charities



### Awards & achievements

- Above national outcomes in all areas of the curriculum
- Year 5 pupils took part in the *Choral Outreach Programme* concert at Exeter Cathedral
- Roselands held their first ever Fireworks Night
- Children took part in *Young Voices*
- Art Club entered a piece of artwork using batik, for the *Global Canvas Children's Art Competition*
- Level 2 *RHS School Gardening Awards*
- Winners of the Trust Athletics Tournament cup



### School priorities

- Focus on Phonics, Reading, Writing & Maths
- Feedback and marking approach
- Homework policy review
- SEN
- Pupil Premium
- Behaviour across the school
- Attendance
- Raising the school's reputation in the community as active citizens
- Forest School curriculum
- Promote equality of opportunity & diversity effectively



### Events & visits

**Martial Arts** with Mr Kelly; Year 5 had a wonderful **residential at Potheridge**; **Weirdsticks** ran a **willow workshop** with a range of children to create artwork to go in our forest school; Year 5 children went to Brixham College to watch a show by **scientists from Wonderstruck**; Pupils across KS2 got the opportunity to do taster sessions of cricket with **South Devon Cricket Club**; Year 3 and 4 children attended a **netball festival** at Paignton Academy; **Bonster the Monster from Swisco** came to talk to the children about the importance of recycling; Year 5/6 experienced **Space Dome**; Participated in the annual **Torbay Children's Parliament competition**; Year 1 started their **forest school sessions** which included whittling, cloud watching, planting beans and toasted marshmallows; the **RNLI** came into school to visit year 5 and talk about safety when visiting the beach; Children attended the **South Devon College half termly sports festival**; Roselands PSA put on a wonderful **school disco**; Year 6 took part in **activities week**; Year 3 / 4 visited **Paignton Zoo** as part of Riviera 70; **Sound Communities** worked with a group of children to create a radio-style show around the theme of transition to secondary school; **Performing Arts** treated everyone to an enchanting performance of **Peter Pan**; KS1 had a visit from **Newton Abbot Beekeepers** to teach the children about the role of bees in the pollination process.

100% parents agree that their child is well looked after at this school



“ I love the school is well rounded.  
Great lessons, ... great opportunities  
... and the most amazing and  
dedicated performing arts team. ”

“ Staff go above and beyond to  
provide exciting  
opportunities for the pupils. ”



### School priorities

- Embedding TIS practice across the school
- Pupil engagement
- Development of MST and UST libraries
- Development of the Nursery environment
- A new approach to continuous provision in Nursery
- Developing phonics practice and provision
- Environmental review and development of key areas to support the needs of our highest needs pupils
- Curriculum development
- Development of Subject Leaders through cross Trust and external support
- Development of the Writing curriculum

### Awards & achievements

- Children who created the RNLI 200 artwork took part in the grand unveiling at RNLI Torbay
- Members of Yr 6 achieved their Torbay & Devon Civic Award
- Children took part in Young Voices in Birmingham
- Performing Arts represented Shiphay at Exeter Cathedral as part of the Choral Outreach Programme
- Year 3/4 girls' football team were Devon Schools' tournament winners

### Events & visits

FOSS ran **discos** for Y3/4 and Y5/6; Year 2 pupils had an amazing trip to the beach and explored **tourism and fishing around Torquay harbour**; Year 3 enjoyed their **residential at Bellever**; **Talking Turns** staged a '**Creative Takeover Day**' with the whole school using drama and oracy skills to support the children in thinking about and expressing feelings and emotions; Reception visited **Paignton Zoo**; A team of Shiphay children took part in the **Trust Swimming Gala** held at Oldway School; **Year 5 Mini Police team** were out on patrol raising awareness of road safety issues; Year 4 went to Exeter to experience a concert by the **Bournemouth Symphony Orchestra**; Year 3 historians had a fantastic day at **The Roman Baths**; Year 5 developed their **ukulele skills**; Year 6 had a fantastic time at the **PGL Beam House residential**; **Agatha Christie Festival**; Year 4 visited **Dawlish Warren** to complete Geography fieldwork on coastal erosion; Year 6 visited **Slapton Ley Nature Reserve**; Year 6 geography fieldwork at **Parke**; Year 6 went **paddle boarding** as part of Riviera 70; Children took part in free **martial arts sessions** run by Matt Fiddes; Performing Arts production of **The Wizard of Oz**.

### Community partnership & fundraising

- FOSS ran a successful Summer Fair despite the wet weather
- Eco Club helped the Shiphay community team in their development of 'green Shiphay'
- Red Nose Day funds were raised with a Comic Relief cake sale
- Worked in partnership with the Community Builder and Community Partnership on a range of projects.
- Supported the Rowcroft Reindeer Run



93% parents agreed  
that their child feels  
safe at school





# Equality, Diversity & Inclusion



At Riviera Education Trust we are proud of our inclusive approach and believe in having high expectations for all pupils, so that all children realise their potential in terms of achievement, and equity and diversity is understood and valued. Our inclusive principles are firmly based on the value of *inspiring the individuals of today, for a better society tomorrow* and to enable this we are dedicated to meeting the individual needs of all children.

We see inclusion as a process by which pupils, parents and carers, teachers and other agencies work together in partnership to develop inclusive practices, with a shared commitment to early identification and early support and 'closing the gap'.

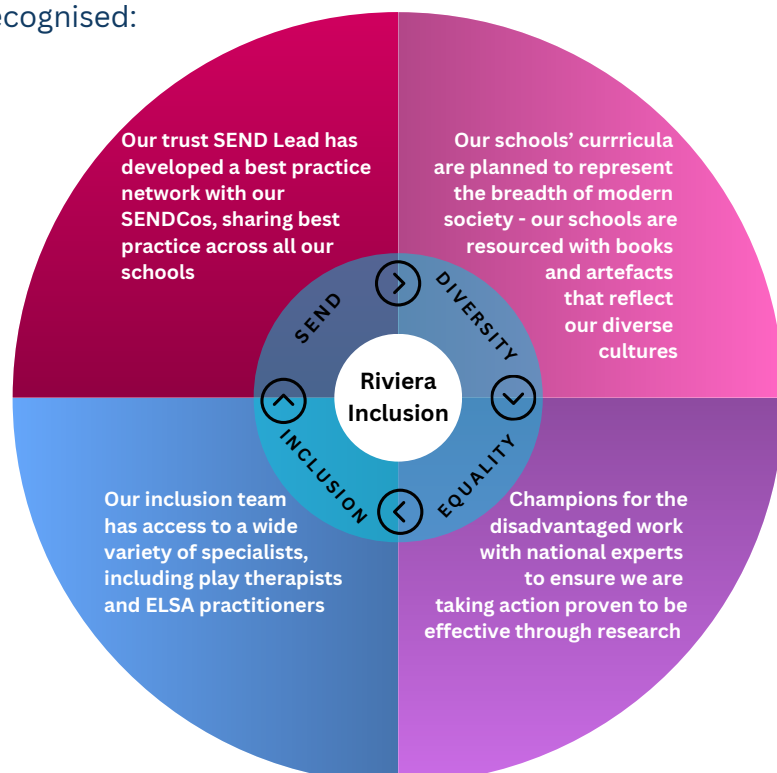
This year SEND numbers across the trust have increased again, 18.2% of children are identified as having a special educational need. 14.7% have their needs met at SEND support and 3.5% now have an Education, Health and Care Plan. Supporting rising needs is a huge challenge due to lack of funding for SEND at local and national level which is resulting in our schools having to be increasingly resourceful with the budgets we receive. This is where working as an Inclusion Team across the trust has been extremely beneficial as we are able to share out expertise, knowledge and resources to ensure our provision supports children to make the progress they are capable of.

The Inclusion Team has also grown this year. The support of a Trust SEND Administrator has enabled the SENDCOs to spend more time supporting children and played a huge role in the number of referrals that have been submitted to outside agencies (at Oldway alone this was 151 last year).

SEND was a lens used by OFSTED; the provision for SEND pupils was carefully analysed on the inspection at Oldway during which our fantastic provision was recognised:

**"Oldway is a friendly inclusive school that children are proud to attend"**

**"The school supports a higher-than-average number of pupils with special educational needs and/or disabilities (SEND). Staff make carefully considered adjustments which help most pupils with SEND follow the curriculum successfully. Adults support pupils effectively while still allowing them to develop their independence. The school works positively with other professionals to ensure pupils with SEND, and their families, receive any additional support they need."**







## Kingsbridge Appropriate Body overview

475 ECTs were supported throughout 2023/24

237 Progress Reviews were reviewed in the Autumn & Spring of 2023/24

29 ECTs were placed on PSPs (Personal Support Plans) and supported via online and face to face meetings

40+ face to face school visits and online meetings to support ECTs on PSPs (Somerset to Plymouth)

475 Formal Assessments (end of Yr 1 and Yr 2 final assessments) were reviewed in the summer 2024

235 Year 2 ECTs passed their two-year ECF induction period

Kingsbridge AB also provided support and guidance to 21 new schools during 2023/24



Lisa Toms

RTSA Director & SWIFT Partner Director

**Riviera Training School Alliance** had a particularly busy 2023/24, with the launch of the **SWIFT Initial Teacher Training Programme**. RTSA has become a SWIFT ITT partner and as a 'Phase Lead' for Primary, we have responsibility for supporting students across the Torbay & South Devon region. Having played a significant role in the recruitment process, we were delighted to have recruited the highest number of ITT students across the region and across SWIFT.

RTSA continues its work as the **Kingsbridge Appropriate Body**; supporting ECTs through their two-year induction period and providing individual PSP support and a skilled team of assessors.

RTSA CPD is an integral part of the offer and provides professional development to Early Career Teachers (ECTs) up to Senior Leaders. During this academic year, RTSA ran a total of **38 events** and trained **432 delegates**.

“We have been delighted to work with the Riviera Education Trust, Lisa and the team as a Phase Lead partner with SWIFT Teacher Training.

*Lisa has been key to establishing relationships with schools in the Torbay area, both primary and secondary and has been a driving force in marketing and supporting recruitment. The South Devon and Torbay campus has the largest number of primary trainees this year.*

*The team have run a number of successful Train to Teach events on behalf of SWIFT Teacher Training and Lisa has been involved in several interviews, where she has been able to add her expertise to the process.*

Sarah Frame  
Director, SWIFT Teacher Training



Loosely based on the National Trust's '50 things to do before you're 11 ¾', Riviera 70 has been developed in collaboration across our schools.

This is our promise to our children of a wider and varied cultural and social experience





# Our Partners



**TORBAY COUNCIL**

**[ ] South Devon College**



**Dartmoor  
Multi Academy  
Trust**

...everyone in our Trust.



**Education  
Trust**



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