

Summary Annual Report 2021/22



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Chair's Introduction

During this year, I have continued to be impressed by the quality of our leadership and our colleagues' passion and dedication for providing outstanding education and teacher teaching and development to provide the very best education for our students. The Board of Trustees and Executive group, led by Ian Bauckham CBE, have been working tirelessly, guided by a clear sense of purpose and underpinned by the values of wisdom, hope, community and dignity.

Our strategic aims underpin our work across the organisation:

1. To provide high quality education to all pupils in all our schools across the age range through a broad, knowledge-rich curriculum
2. To provide rich personal development to form children and young people as confident, committed and engaged adults who are ready and able to make a positive contribution to the society in which they will live, in a safe and nurturing environment
3. To be the centre of outstanding teacher training and development, providing rigorous, evidence-based professional training for teachers at all stages on a local and regional scale
4. To seek to play a strong role in the promotion of good quality education for the public good beyond our own schools whenever economically viable opportunities arise to do so
5. To grow the Trust sustainably as a family of schools, attracting new schools that fit the tapestry of our Trust family
6. To further develop the effectiveness of governance across the Trust to assure strategic leadership and accountability and support growth

Tenax is a Church of England academy trust located in West Kent and East Sussex, and currently comprises 7 primary schools (one of which is a free school and one is a school with no faith designation) alongside a large secondary school, Bennett Memorial.

The Trust also includes the Teach Kent & Sussex SCITT (School Centred Initial Teacher Training) and the Kent Teaching School Hub, operated by Bennett, as the DfE's designated Teaching School Hub for East and West Kent.

The name 'Tenax' is the Latin word for 'tenacious' or 'steadfast'. We chose it because we are steadfast in our vocation to be deeply Christian and at the same time to serve the common good in all aspects of our work.

For more detailed information please see our website at www.tenaxschoolstrust.co.uk.

Finally, I would like to thank all our staff for their support and achievements during the year.

Lady (Jacqueline) Evans
 Chair of Trustees

Review of activities

During this year the Trust comprised eight schools educating 3,376 pupils aged 2-18 and employing 469 staff.

The Trust continues to work with all schools to further develop the quality of education, with a particular focus on refining curriculum planning, improving pedagogy through evidence-based teacher development, and enabling all pupils, including the disadvantaged and those with special educational needs, to achieve highly. Further, the Trust has focused on continuing to improve attendance, behaviour and personal development across our schools as the recovery from the pandemic continues. In our Church schools we have prioritised the development of the Christian ethos in collaboration with local churches and other stakeholders.

The Trust's School Centred Initial Teacher Training provision (SCITT), known as Teach Kent and Sussex, having been judged by Ofsted to be Outstanding shortly before the pandemic, has continued to operate successfully.

During the first year of operation, the school year 2021-2022, the Kent Teaching School Hub had significant impact across East and West Kent. We worked with 197 schools, and 1100 teachers benefited from at least one of our professional development programmes. We are currently the only Teaching School Hub in the south east region which provides the full suite of National Professional Qualifications for every cohort.

Owing to the disruption of the Covid-19 pandemic, no examinations or tests were taken in the summer of 2021 which meant that no performance tables were published as would normally happen during the autumn of 2021. However, KS2 tests and GCSE and A Level examinations were reinstated in the summer of 2022 and performance tables have been published for secondary schools. No primary performance tables will be published until the autumn of 2023. The outcomes for our secondary school, Bennett Memorial, continue to be exceptional with progress measures situating the school well inside the highest decile on the basis of a demanding curriculum with almost 90% entering the full EBacc suite.

Ofsted inspection recommenced after the pandemic in autumn 2021. Leybourne Saint Peter and St Paul Primary School was inspected in November 2021 and judged Good in all areas. Bishop Chavasse Primary School was inspected twice in the school year 2021-22. After an initial inspection in January revealed some specific leadership weaknesses, it was inspected again in July 2021 and found to be Good in all areas and with Outstanding Early Years provision, making it one of only very few local primary schools to include Outstanding Early Years provision. Additionally, West Malling Primary School underwent a SIAMS inspection in the 2021-22 school year and was judged as Good in all respects.

Financial Performance Highlights

£ Million	2022	2021	
Income	21.4	21.0	
Expenditure	(22.0)	(20.3)	
Net Income	(0.6)	0.7	
Actuarial (losses)/gains	7.0	(0.4)	<i>Actuarial loss/gain on Local Government Pension Scheme (LGPS)</i>
Funds brought fwd	22.9	22.6	
Funds carry fwd	29.3	22.9	
Pension reserve	(0.7)	(6.5)	<i>Notional actuarial valuation of LGPS</i>
Restricted asset reserve	26.9	26.9	<i>Notional valuation of land & buildings</i>
"Free reserves" ¹	3.1	2.4	
Cash at Bank	4.5	4.3	

(1) *Includes a contribution to KCC for the Bennett expansion project, fee income for the delivery of the Early Career Framework and National Professional Qualifications for teachers and leaders, and remaining School Capital Allocation Funds*

Our future plans

As well as prioritising the development of our schools' distinctive ethos, our strategic aims envisage further sustainable growth in the size and number of academies. As it continues to grow, the Trust will both continue to make the case locally and nationally for Church of England schools, and fulfil its mission to incorporate non-denominational schools which share the Trust's values and approach to education.

The Trust will continue to ensure that in all schools the curriculum is well designed, properly sequenced and enriching for pupils, and that evidence-informed and effective pedagogy is at the heart of teacher practice and professional development.

Through the work of The Kent Teaching School Hub, and our partnership with the Ambition Institute, the Trust will continue to develop its delivery of the Early Career Framework and reformed National Professional Qualifications, and we will continue actively to promote teacher development opportunities through the Trust and more widely.

As our communities recover from the Covid-19 pandemic and live through the challenges of rising costs of living, we will do all we can to support pupils and families to access the fullest possible range of educational opportunity.

Finally, we will continue to make a distinctive and high profile contribution to education at national level through participation in national debate, review work and support for school improvement and national initiatives and projects.

All of these link to our charitable purposes.