



## Gladesmore Students perform at Westminster Abbey



As part of the Haringey VoX Choir, Gladesmore students from years 9,10 and 11 were invited to perform at a multi-faith event at Westminster Abbey. The choir is run by Haringey's Music Service. Students performed a selection of songs at the prestigious venue in front of VIP guests which included MP's, celebrities and a special invited audience. The choir was conducted by our Head of Music, Mr. Lowe.

Westminster Abbey has famously been the location for coronations, burials, and seventeen royal weddings ~ including the 2011 marriage of Prince William to Catherine Middleton.

Our students were thrilled to be asked to perform. Head boy, Jaden Laing-Buck said "It was such an honor to represent our school at somewhere so important and iconic. I will never forget this experience."

For up to the minute information, logon to the GCS website where you can find out about:

- Dates for Parents/Carers Events
- School trips
- The curriculum
- Emergency Closures (snow, power cuts etc).

[www.gladesmore.com](http://www.gladesmore.com)  
or go to the  
Gladesmore SIMS App

★ ★ ★ ★ ★  
**REACH**  
DREAM IT, REACH FOR IT, ACHIEVE IT

# Gladesmore Arts Advisory Board

Congratulations to all the students who were voted by their teachers to form the 'Arts Advisory Board'.



The Arts Advisory board is an accolade awarded to those students in Art, Drama and Music who show exemplary commitment to the Arts at Gladesmore.

The board will meet half termly to discuss a range of topics and ideas and feedback to the staff responsible for implementing the Arts curriculum. In consultation with their peers they will review the quality and overall impact of the curriculum along with suggestions and ideas to assist with planning for the future.

All students are welcome to suggest ideas and if they wish to do so they should see their Arts teachers or a member of the 'Art Advisory Board' who can pass on their recommendations.



Please donate to the Haringey and Tottenham Foodbanks and help a local family.

All long life products are accepted, see the list for some ideas.

**DONATE BY MID DAY:  
31st March 2023  
THANK YOU!**

**GCS FOOD BANK DONATION DRIVE**

- TINNED VEG OR VEGAN FOOD E.G.: PEAS; SWEETCORN; POTATOES; SPAGHETTI; LENTILS; CHICKPEAS ETC.
- TINNED SOUP (MEAT OR VEGGIE)
- TINNED MEAT E.G.: HAM; CHICKEN CURRY; STEWED BEEF; CHILLI CONCARNE; CORNED BEEF; MEATBALLS ETC.
- TOILETRIES E.G.: SHAVING FOAM; TOOTHPASTE; SHAMPOO; SHOWER GEL; DEODORANT; BABY WIPES ETC.
- LAUNDRY DETERGENT ~ SMALL PACKETS
- 1 LITRE ALTERNATIVE NON DAIRY MILK
- TINNED RICE PUDDING OR CUSTARD
- INSTANT COFFEE OR TEA BAGS
- 1 LITRE LONG LIFE FRUIT JUICE
- PASTA OR RICE (UNCOOKED)
- INSTANT MASH POTATO
- WASHING UP LIQUID
- 1 LITRE UHT MILK





GCS SAFEGUARDING NEWS

# Working Together to Safeguard Children



## Type of Abuse

Abuse and neglect are forms of maltreatment of a child. Somebody may abuse or neglect a child either directly by inflicting harm, or indirectly, by failing to act to prevent harm.

Children may be abused in a family or in an institutional or community setting; by those known to them; or, more rarely, by a stranger. They may be abused by an adult or adults, or another child or children.

## Definitions of Abuse

There are four types of child abuse. They are defined in the UK Government guidance **'Working Together to Safeguard Children' 2018:**

- 1. Physical abuse:** Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child. Physical harm may also be caused when an adult fabricates the symptoms of, or deliberately induces, illness in a child.
- 2. Emotional Abuse:** Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development.
- 3. Sexual Abuse:** Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening.
- 4. Neglect:** Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development.

We have a large team at Gladesmore to support students and families with safeguarding concerns. Feel free to contact us if you would like advice.

# THE GCS SAFEGUARDING TEAM

All students and parent/carers are urged to make contact with the Safeguarding Team if they have a concern about the safety of any child.

Simply email or telephone the school, leaving your name and contact details and a member of the team will get in touch with you as soon as possible.



**Mrs Jones**  
*Designated Safeguarding Lead*



**Ms T. Marshall**  
*Deputy Designated Safeguarding Lead*



**Ms Cope**  
*Safeguarding Officer*



**Ms Moaka**  
*Safeguarding Officer*



**Mr Djemali**  
*Safeguarding Officer*

: [safeguarding@gladesmore.com](mailto:safeguarding@gladesmore.com)

: 0208 800 0884

# ELECTION OF PARENT GOVERNOR

## Gladesmore Community School Governing Body

Dear Parents and Carers,

There is a parent governor vacancy on the Gladesmore School Governing Body. All parents, carers and guardians of pupils attending the school are eligible to stand. If there is more than one nomination an election will be held.

Governors play an important part in the overall direction of the school. School governors have been given many new responsibilities in recent years and hold the school to account in all areas of school life. Effective governors need to have the time available to make a meaningful contribution.

To help you decide if you can make that commitment, the following is a brief outline of what is required:

- Attendance at five Governing Body evening meetings per year
- Full participation in the work of the governing body including committee membership
- Attendance at an annual Governors' day at school
- At least one formal visit to the school per year during school hours

### If you are interested in being a parent governor:

1. Please complete the nomination form, get it countersigned by a proposer and return it to the headteacher no later than **Friday 3/03/23**
2. If an election is necessary candidates will be asked to provide a brief statement about themselves. The statement must not exceed 50 words, and will need to be at the school by no later than **Friday 10/03/23**
3. Ballot papers, including candidate's statements, will be available at school reception from **Friday 17/03/23**
4. Parents may post, email [admin@gladesmore.com](mailto:admin@gladesmore.com), or return ballot papers personally to the school reception to be in the ballot box by no later than 12 o'clock on **Friday 24/03/23**
5. The votes will be counted and the results will be posted in the following parent newsletter on **11/04/23**

Yours faithfully,

*G Ojokor*

Goldwater Ojokor ~ Headteacher



# Gladesmore Community School ~ ELECTION OF PARENT GOVERNOR/S

## NOMINATION FORM

Name of Candidate .....  Male  Female

Address.....

.....

..... Post Code.....

Telephone: Nos(Day)..... (Eve).....

Name(s) and date(s) of birth of child(ren) attending the school:

..... DOB.....

..... DOB.....

..... DOB.....

Signature of Nominee .....

Name of Proposer .....

Name of Proposer's child attending the school .....

Signed ..... Date.....

*Parents may post, email [admin@gladesmore.com](mailto:admin@gladesmore.com), or return ballot papers personally to the school reception to be in the ballot box by no later than 12:00pm on **Friday 24/03/23***



## Free and low cost holiday activities

Haringey offers a range of free and low cost activities for children and young people during the school holidays. To see full range of the wonderful activities available go to:

[February half term holiday fun 2023 activity booklet \(PDF, 3.1MB\)](#)



## Flo: Free period products for students

Gladesmore Community School wants all our pupils to feel comfortable in school. We know that this can be challenging sometimes when students have their period.

Following feedback from students, GCS has developed the Flo project. Flo makes it possible for students to have access to free period products of their choice when they need them.

Students can access products by:

- asking members of staff for their Flo box, or ...
- ordering packs of products using the order form on Google Classroom



We are particularly grateful to the Year 9 Flo Ambassadors who deliver Flo orders to students every week.

We would also like to thank the PTA for financial assistance allowing us to buy products not covered by the government scheme.

If parents/carers have any questions about the Flo Project, please contact Krista Mitchell (Assistant Head).

# PSHE NEWS UPDATE: Royal Holloway Visit

At Gladesmore, all pupils benefit from a weekly personal, social, health and economic (PSHE) lesson with their tutor group. In these sessions, they explore a range of different topics including financial, careers and health education to equip them with the knowledge and the skills that they need to be happy and successful, now and in the future.



As part of this provision, we invite a wide range of experts into the school from local and national organisations to speak to the pupils on their specialist area. This term, we were fortunate enough to welcome two students, Devika and Simon, from Royal Holloway, University of London to speak to our Year 11s.

The students gave a thought-provoking and interactive presentation on 'Revision techniques', encouraging our Year 11s to think carefully about what revision strategies were working well for them already and what they could do to improve their preparation for their upcoming mock and GCSE exams. After introducing themselves and telling us about their exciting University courses, they shared their expertise. Our pupils learned how to make their flashcards as impactful as possible, the importance of having a calm and purposeful space in which to study and how to use memory devices, such as mnemonics, to help in remembering large amounts of information. Devika and Simon were brilliantly equipped to answer the thoughtful questions that our pupils had, having recently taken their own GCSEs and A-Levels.

As well as reminding our pupils of the importance of regular revision, we always reiterate the importance of good wellbeing at this time. Simon and Devika took the time to highlight the importance of regular breaks, getting good sleep and taking time to socialise too.



Revision for students by students



The PSHE team at Gladesmore is very excited to welcome more visitors to the school next term to share their expertise with our students.

# Advice on using e-scooters



E-scooters are classed as motor vehicles under the [Road Traffic Act 1988](#). Which means the rules that apply to motor vehicles, also apply to e-scooters including the need to have a valid driving licence, vehicle insurance and road tax.

It's not currently possible to get insurance for privately owned e-scooters, which means it's illegal to use them on the road or in public spaces. If you're using a private e-scooter you risk the vehicle being seized under S.165 Road Traffic Act 1988 for no insurance.

## Legal use of an e-scooter

Some local councils are running trial e-scooter rental schemes. Provided you are over 18, have a driving licence and follow road traffic regulations it is legal to use a rental e-scooter in participating boroughs. Please note Haringey Council is not part of any trial e-scooter scheme, it is therefore illegal to ride an e-scooter on any public roads, pavements or cycle paths in Haringey.

It is legal to use an e-scooter on private land only with the permission of the land owner.

## Are e scooters permitted on school premises?

No, students are not legally permitted to ride an e-scooter therefore e-scooters must not be brought to or stored at school at anytime. GCS takes no responsibility for the loss, damage or theft of these devices if stored on school grounds.

# Advice on using LimeBikes



LimeBike

LimeBike provide bicycles for short term rental for local journeys. Users must first set up an account via the LimeBike app. As stated in the 'Terms and Conditions' of LimeBike:

- Account holders must be over 18.
- A user's account is connected to the user's debit card and each time a LimeBike is used the cost of rental and mileage is charged to the users debit card.
- An account is personal to each user and is not transferable.
- Minors over the age of 16 may only use a non-electric bike that has been rented by an account holder. These users must wear a helmet.

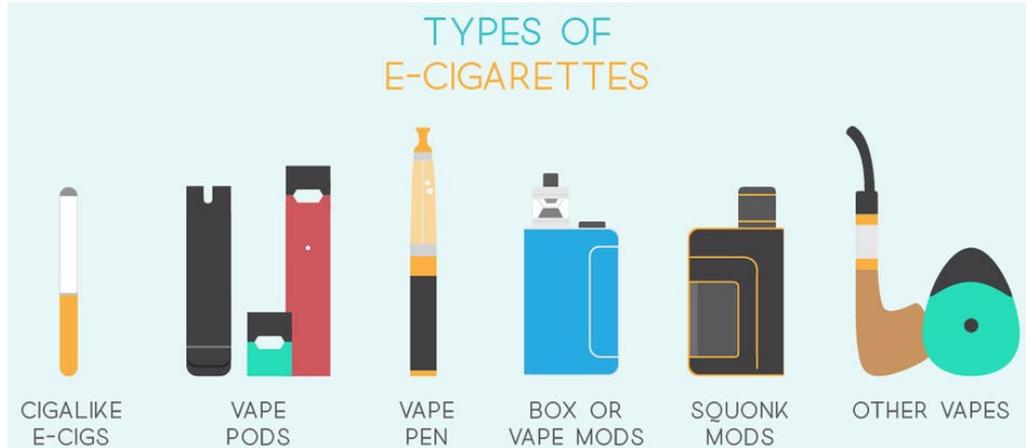
If your child rides a LimeBike please make sure they meet and are following the legal requirements.

GCS students do not meet the age criteria to open a LimeBike account. To ride a bike which has been leased by an account holder, students must be over 16.

At GCS any student seen riding a LimeBike who does not meet the legal requirements will be referred to the Behaviour Team and their parents/cares will be informed.

# Advice on vaping (e-cigarettes or e-liquids), traditional cigarettes & tobacco

In the UK it is illegal to use or purchase e-cigarettes or e-liquids if you are under the age of 18. The UK government updated the laws on the sale of tobacco and vaping products on 1st of October 2015. This made it illegal for e-cigarette



retailers to sell vaping products to anyone under the age of 18. It also made it illegal for someone aged 18 or over to purchase vaping products on the behalf of anyone underage. The same rules apply for traditional cigarettes and tobacco.

It is illegal for our students to buy, be in possession of or use vaping products, cigarettes or tobacco. We ask that parents and carers be vigilant to ensure that their child is not using these products. The above diagram may assist you in identifying these products.

At GCS we take the illegal use of vaping products, cigarettes or tobacco very seriously. Any student found in possession of vaping products, cigarettes or tobacco will be referred to the Behaviour Team and their parents/carers will be informed .

## YEAR 7 STUDY SUPPORT CLUB



From Thursday 23rd February there is a new club for any Year 7 student that needs help to complete their 'Own Your Learning'.

There will be Year 10 Mentors available to help meet those deadlines and get work done to a very high standard!

Students will have access to the computers, paper, stationery in fact anything needed to help students get those grades.

Students do not need to book ... just turn up!

**Day** ..... Every Thursday  
**Venue** ..... The Library  
**Time** ..... 8:00 am ~ 8:35 am  
**Year Group** ..... Year 7

Looking forward to seeing Year 7 students there.



# Odd Eyes Theatre Company perform 'On the line'



On Tuesday the 24<sup>th</sup> January 'Odd Eyes Theatre Company' performed a show written by Emilia Teglia to our Year 10 drama students .

Students were treated to a duet performance where the actors played multiple roles and used many theatrical techniques that were familiar to them.

At the end of the performance students were treated to a Q & A session with the actors which was extremely insightful. They were even getting tips on the best places to look out for auditions when they finish school and college.

Here's what the students said:

- Farhan:** *'The facial expression, the voice and the captivating emotions were incredible'*
- Cavalli:** *'The performance was exceptional because of the acting, the change of voice and facial expressions. My favourite part was the scene when Kai's mum explained what had really happened with his dad, it was really believable.'*
- Canaan:** *'The play was really comedic with a serious storyline. I loved the actors switching roles and playing many different characters! I loved it!'*
- Rico:** *'The actors fully committed to their roles using their body language and vocal expressions. The lighting and sound also added to a mesmerising experience overall.'*
- Merve:** *'I really enjoyed the play as it was entertaining, fun to watch and great acting.'*
- Blessing:** *'It highlighted issues in a funny way which I think was really entertaining for our age group.'*
- Yusra:** *'It was an accurate depiction of young people who live in London and face challenges growing up.'*
- Rhaiane:** *'It showed that no matter where you're from everyone has difficulties growing up.'*

# Holocaust memorial performance at Spurs stadium



The Haringey Vox choir, made up of students from across the borough were invited to perform as part of the Holocaust Memorial Day event held at Tottenham Hotspur Stadium. The choir, lead by our Head of Music, Mr Lowe includes many Gladesmore members from years 9, 10 & 11.

Haringey Vox opened this important and moving event, performing three songs to a packed audience in the function room which overlooks the incredible pitch of Spurs stadium.

Gladesmore students have performed at Tottenham Hotspur Stadium many times, most notably a few years ago, as the official performance for the opening of the new spurs stadium where we performed our single, 'Everybody Dreams' to a crowd of 65,000 people and live on Sky Sports!



## Calling all members of the 'Gladesmore Family'

Everybody is feeling the pinch during this cost of living crisis. We have been looking at ways we can alleviate some of the financial stress members of the Gladesmore Family might be experiencing.

One of the ways in which we can help each other is to donate uniform that children have grown out of or no longer need. All items will go into our 'Gladesmore Family Uniform Bank' and can then be passed on to another child in the Gladesmore Family which will help them and their parents to lower the cost of their uniform.

So please donate any uniform that your child has grown out of or no longer needs and we will make sure that it goes to a good home.

If you have any queries about the 'Gladesmore Family Uniform Bank' please contact:

Mr Regisford on [erd@gladesmore.com](mailto:erd@gladesmore.com)





During this current cost of living crisis we are all finding it hard to juggle our finances. With food prices and energy bills on the rise, we would like to extend a hand of support to members of our Gladesmore Family who are finding things particularly difficult.

We are now providing basic food packages.

These packages contain the following:

- Spaghetti/Pasta
- Rice
- Tin of tomatoes
- Tin of beans
- Jam
- Tea
- Coffee
- UHT milk
- Biscuits
- Flour
- Sugar
- Vegetable oil
- Tin of peaches
- Tin of kidney beans
- Tin of black eyed beans

If you would like some assistance please do not hesitate to contact Mr Djemali at the following email: [gcsfamily@gladesmore.com](mailto:gcsfamily@gladesmore.com) in order to request a food package and arrange a suitable time for collection.

**Wishing you all the best during these challenging times.  
Kindest and warmest regards.**

**The Gladesmore Family ~ Stronger Together**

# Students shine and showcase talent in special music assembly concert

KS3 students were treated to an hour long concert in our state of the art school hall.

The Music Department proudly presented the incredible musical talent that we have here at Gladesmore.



Students from all year groups performed to a packed hall of over 700 students. There were many musical styles including, Classical, Hip-hop, Drill, Jazz and Pop. Students performed music from John Coltrane, Adele, and Stormzy to Chopin. The music department showcased our extraordinary Year 9 Steel Pan Group, our senior vocalists, senior guitar ensemble, Year 11 piano students, Year 10 and 11 bands, as well as multiple soloists singing the most current range of contemporary chart hits.

Gladesmore has some amazing world class talent which will be performing again in Spring/Summer term in an evening concert open to all. Details to be announced soon!

If you would like your child to have individual instrumental lessons or be part of a steel pans group please fill out the form at: <https://forms.gle/6Q2d9P5hr3G8a2R67>

# HELP WITH THE COST OF LIVING

As the cost of living continues to rise it is a difficult time for everybody. To help residents in the borough of Haringey, the council has produced a guide book which outlines advice and support services that are available including information on: Finances; Fuel Debt; Food Banks; Housing Costs; Parents & Carers; Employment; Mental Health and Well Being support.

This guide is available in community languages (please see page 28 of the guide to request a translated guide).

[https://www.haringey.gov.uk/sites/haringeygovuk/files/cost\\_of\\_living\\_support\\_guide.pdf](https://www.haringey.gov.uk/sites/haringeygovuk/files/cost_of_living_support_guide.pdf)

For parents/carers who are unable to access the booklet online a paper copy is available at the school reception.

## Are you thinking of cycling? Then Try Before You Bike - the flexible bike scheme that will get you cycling might be for you!

**Haringey**  
LONDON

This scheme supports people when they start cycling and allows them to buy a bike when they are ready. It is now running all over London.



Trial a new or nearly new bike for a monthly fee from:

- £10 for kids | £20 for adults | £20 for folding | £50 for electric | £100 for e-cargo bikes
- Bike delivered directly to your door with a free cycle skills session to increase your confidence
- If you like the bike, buy at a discounted price or pay monthly until you own it
- Range of bikes to try with a helpful guide to selecting the right one for you
- All bikes come with lights, lock and helmet and you can add any other accessories you might need.
- Maintenance and theft cover available for peace of mind
- Free delivery and collection. No deposit, interest or cancellation fees

Sign up with 'Peddle My Wheels' who run this scheme on behalf of Haringey Council:

Find out more at:

<https://www.peddlemywheels.com/>



# **Haringey** Councillor Surgeries

LONDON

Councillor surgeries are open to members of the public who want to obtain information and advice, make a complaint or enquire about services that the Council provides. Contact details and surgery times for our councillors in South Tottenham and Seven Sisters wards are listed below. You don't need an appointment to attend a surgery.



**Cllr Charles Adje ~ South Tottenham Ward**

**Office:** 020 8489 5788

**Mobile:** 07870 157924

**Email:** charles.adje@haringey.gov.uk

**Surgery Venue:** Welbourne Children's Centre, Stainby Rd, N15 4EA

**Surgery Day:** the 4th Friday of the month

**Surgery Time:** between 5pm ~ 6pm



**Cllr Makbule Gunes ~ South Tottenham Ward**

**Mobile:** 07812 677 722

**Email:** makbule.gunes@haringey.gov.uk

**Surgery Venue:** Ferry Lane School, 85 Erskine Crescent, N17 9PS

**Surgery Day:** the 4th Saturday of the month

**Surgery Time:** between 11am ~ 12pm



**Cllr Sheila Peacock ~ South Tottenham Ward**

**Mobile:** 07791 018 106

**Email:** sheila.peacock@haringey.gov.uk surgery

**Surgery Venue:** Crowland Primary School, Crowland Road, N15 6UX

**Surgery Day:** the 3rd Wednesday of the month

**Surgery Time:** between 6pm ~ 7pm



**Cllr Barbara Blake ~ Seven Sisters Ward**

**Mobile:** 07812 677740

**Email:** barbara.blake@haringey.gov.uk

**Surgery Venue:** Triangle Centre, 91-93 St Ann's Rd, London N15 6NU

**Surgery Day:** every Wednesday

**Surgery Time:** between 6pm ~ 7pm



**Cllr Michelle Simmons-Safo ~ Seven Sisters Ward**

**Mobile:** 07814 377540

**Email:** Michelle.Simmons-Safo@haringey.gov.uk

**Surgery Venue:** Triangle Centre, 91-93 St Ann's Rd, London N15 6NU

**Surgery Day:** every Wednesday

**Surgery Time:** between 6pm ~ 7pm

**If the councillor and ward in which you live is not shown above please go to:**

<https://www.minutes.haringey.gov.uk/mgMemberIndex.aspx?FN=WARD&VW=LIST&PIC=0>



IMPORTANT DATES FOR YOUR DIARY

Please note all dates and events are subject to change

- Monday 13th ~ Friday 17th February..... Half Term Holiday
- Monday 14th ~ Wednesday 16th February ..... Revision Classes (to be confirmed)
- Monday 20th February ..... 8:40am ~ All Year Groups return to school
- Monday 20th ~ Friday 24th February..... Year 11 Trial Exams Week 2
- Monday 20th February ..... Staff PPM Day  
Year 11 Trial Exams  
Timetable suspended for all Years 7, 8, 9 & 10
- Tuesday 21st February ..... 8:40am ~ All Year Groups return to school
- Thursday 23rd February ..... Year 10 Parent/Carers' Evening
- Saturday 25th February ..... Year 7 Saturday Transition School 16
- Friday 3rd March ..... World Book Day
- Saturday 4th March ..... Year 7 Saturday Transition School 17
- Monday 6th March ~ Friday 10th March ..... National Careers Week
- Saturday 11th March..... Year 7 Saturday Transition School 18
- Thursday 23rd March ..... 4:30pm ~ Year 11 Parents'/Carers' Evening
- Saturday 18th March ..... Year 7 Saturday Transition School 19
- Monday 20th March ~ Friday 24th March ..... School Exams Week 4
- Wednesday 22nd March ..... Ramadan Begins
- Saturday 25th March ..... Year 7 Saturday Transition School 20
- Friday 31st March..... Last day of term  
Day ends at midday, lunch is available in the Glade Diner
- Monday 3rd April ~ Friday 14th April..... Easter Holiday
- Monday 4th ~ Wednesday 6th April ..... Easter Revision Classes (tbc)
- Monday 17th April ..... 8:40am ~ All Year Groups return to school
- Thursday 20th April ..... 4:30pm ~ Year 8 Parents'/Carers' Evening  
Ramadan ends
- Begins sunset Friday 21st ~ ends sunset Saturday 22nd April ..... Eid al Fitr
- Tuesday 25th April ..... Year 11 Exam Entry Evening
- Monday 1st May ..... May Day Bank Holiday
- Saturday 6th May ..... Year 7 Saturday Transition School 22
- Monday 8th ..... Bank Holiday for King Charles III Coronation Day
- Tuesday 9th ~ Friday 12th May ..... Cooperation Week
- Tuesday 9th May..... PTA Meeting 3
- Friday 12th May..... Last day of Year 11 lessons
- Saturday 13th May ..... Year 7 Saturday Transition School 23
- Monday 15th May ..... GCSE Exams begin"
- Saturday 20th May ..... Year 7 Saturday Transition School 24
- Saturday 27th May ..... Year 7 Saturday Transition School 25
- Monday 29th May ~ Friday 2nd June ..... Half Term Holiday
- Monday 29th May ..... Bank Holiday
- Tuesday 30th May ~ Wednesday 1st June ..... Revision Classes (tbc)
- Monday 5th June ..... 8:40am ~ All Year Groups return to school
- Thursday 8th June ..... 4.30 pm ~ Year 7 Parent/Carers Evening
- Friday 16th June ..... Governor's Day
- Monday 19th ~ Friday 23rd June ..... Year 10 Trial Exams Week 1
- Monday 26th June ~ Friday 30th June .... Year 10 Trial Exams Week 2

'REACH' HALL OF FAME Student of the Week 2022 ~ 2023

Congratulations to the following students:

5/1/2023 Jaden Laing-Buck, 11CJS & Ariane Jeffrey, 11VBR

6/1/2023 Ardil Salt, 8DDL

12/1/2023 Neslihan Kose, 9MMN

19/1/2023 Louise Okafor, 10MAM

20/1/2023 Mikolaj Gawlik, 7LFN

2/2/2023 Mila Pearshouse, 8APR



REACH DREAM IT, REACH FOR IT, ACHIEVE IT