

Heads and Chairs Briefing

Summer Term 2023

Ed Gregory – Diocesan Director of Education

Tony Cook – Go Team/Head of Growing Faith and Everyday Faith

David Williams – Assistant Director School Effectiveness

Suzanne McDonald – Assistant Director School Organisation

Heads and Chairs briefing – Agenda

Go Team

- Week of prayer for children and young people

School Effectiveness

- CE Foundation for Educational Leadership / Resource / SIAMS

School Organisation

- Admissions / Governor recruitment / capital projects /
Academisation

General updates

- CPD / Headteacher conference 2024 / CofE Pastoral Principles /
Team news

Focus: ‘Theologically rooted vision’

Closing service – led by Bishop Ruth

Go Team

Tony Cook – Team Lead

Bath Archdeaconry

Cheryl Govier / Ruth Slade

Wells Archdeaconry

Andy Levett

Taunton Archdeaconry

Felicity Copley – Administrator

GoTeam@bathwells.anglican.org

@GoTeamAdvisers on Twitter/Instagram



Week of prayer for children and young people

2-8 July 2023

 **DIOCESE OF Bath & Wells**
Living the story. Telling the story.



Day 3 - Praying for big issues

School Effectiveness Team

David Williams – Team Lead

Bath Archdeaconry

Pauline Dodds

Wells Archdeaconry

Karen Sancto

Taunton Archdeaconry

Felicity Cobley - Administrator

education@bathwells.anglican.org

CofE Foundation for Educational Leadership

Flourishing Schools System and national network re-launch (Friday 30th June) reaffirms the 2016 Vision for Education

- New document, 'Our Hope for a Flourishing Schools System'.

Leadership development - NPQs, NPQ Plus and MAT CEO programme

- MAT CEO – 25 funded places in 1st cohort; 50 funded places in cohort 2
- NPQ: two ways for schools to get involved
- NPQ small – small schools under 150 pupils – £800 (was £200) bursary for individuals doing the NPQs. NPQs can now be delivered in a virtual form – 500 places available nationally to deliver it in this way.
- NPQ flex – CofE partnering with an individual MAT to deliver.
- NPQ plus – materials looking at additional areas not covered in the NPQ – Christian Leadership, belonging and inclusion

<https://www.cefel.org.uk/npqplus/>

CofE Foundation for Educational Leadership

Young Leaders Award for primary and secondary schools

- Archbishop of York Youth Trust is now part of the national team running the 'Young Leaders Award.
- Dev character and social action in young people – Ks 1, 2, 3, & 4.
- <https://www.archbishopofyorkyouthtrust.co.uk/>

LifeSavers – Just Finance Foundation



- This is a charity that aims to improve financial literacy across the UK.
- Reports show that money spending habits form by age 7 with good financial literacy helping many step out of generational poverty. Recently conversations around financial education in schools has increased through a big marketing campaign, report on financial education in schools and the cost-of-living crisis.
- The [LifeSavers](#) programme is an innovative, values-based free financial literacy programme that gives children the knowledge, skills and attitudes to form healthy habits with money to take forward into later life. The cross curricular resources have been designed for a whole school and community approach and are suitable from EYFS through to KS2. There are physical and digital resources, one to one support and CPD to help teachers integrate into existing curriculum and units of work.
- The materials fit in well with Church of England, Catholic and Secular schools as these values often match up to those of the school, offering a solid moral based foundation in which to build learning.

<https://www.justfinancefoundation.org.uk/schools-hub>

SIAMS September 2023



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Website Good Practice

Your school Christian Vision is paramount – is this evident on your website?

You may like to include something about your Christian foundation

Is there evidence of the impact of your vision?

Is there a link to your Trust / Federation website? Is this aligned?

Is your SIAMS inspection report easy to find? (Also Ofsted etc)

Is your church school partnership valued through your website?

Check you have your most recently reviewed policies for curriculum, behaviour, well-being, collective worship and RE, plus other statutory information.

Celebrate your church school through photographs and work for all, not just for a SIAMS inspection.

Foundation Statement / Trust Deed

The SIAMS 2023 inspection judgement J1 says:

'Through its vision and practice, the school is living up to its foundation as a Church school and is enabling pupils and adults to flourish'

Considerations:

- The Trust Deeds are a legal requirement
- Who founded our school? What is its history?
- You may have a copy of your school's Trust Deeds.
- If not, consider your CoE or Methodist / Ecumenical foundation. You do not need a copy of your school's Trust Deed in order to comply with the SIAMs Framework.

All Church of England school trust deeds contain a phrase along the lines of 'a school for the education of the poor children of the parish to be run in accordance with the tenets or teachings of the Church of England'. Over the years historic trust deeds have been interpreted in accordance with the practice prevalent at that time. We would now interpret these historic statements as 'a Church of England school for local children.' As church schools review their vision, we would encourage them to clearly identify their historic roots to the Church of England, perhaps through the Church of England Vision for Education: Educating for wisdom, hope, dignity and community

SIAMS latest update

Judgments

- The wording has been revised - J1 and J2 will not appear in the report
- One of these sentences will appear after the body of the report:
 - ❖ The inspection findings indicate that the school is living up to its foundation as a Church school and enabling pupils and adults to flourish
 - ❖ The inspection findings indicate that the school has strengths, but that there are also issues that leaders need to address as a matter of priority. These are listed in the areas for development.

SIAMS latest update

Self-evaluation

- Not statutory but a useful internal process
- School leaders are invited, to enable inspectors to gain important insight, to...
 - ❖ Highlight the relevant parts of a full SEF document
 - ❖ Delete parts of a full SEF that are historic/no longer relevant
 - ❖ Direct the inspector to the pages of a full SEF to read
 - ❖ Use the SEF summary document

School Organisation Team

Suzanne McDonald – Team Lead

All Archdeaconries

**Claire Hudson – School Organisation &
Governance Advisor**

All Archdeaconries

**Louise Jenkins - School Organisation &
Governance Advisor**

All Archdeaconries

Tina Wilkes - Academy Adviser

All Archdeaconries

Josie Halla - Administrator

education@bathwells.anglican.org

Admissions: change in guidance

- **Resolution:** The DBE advises that over-subscription faith based criteria should not be used in admission arrangements where it disadvantages local children
- Decision based on the fact our schools are not faith schools and aim via trust deed to serve the whole community
- In line with other dioceses
- New DBE admissions guidance will be published for the new academic year in time for next round of admission consultations
- Note: Advice/guidance not statutory as diocese is not the admission authority

Foundation representative recruitment

- [IMG 5984.MOV](#)
- Alongside the video, we are producing editable posters and leaflets for schools and parishes to circulate when a vacancy arises.
- We will be launching a social media campaign and continue to create fresh content to maintain momentum.
- Targeting universities, churches together and industry to generate awareness of volunteering.
- Our website will have a dedicated recruitment page with FAQ's and further information, and an expression of interest form.

Preparing our schools for hot summers – capital projects to consider for academic year 2023-24:

- Add Reflective film or [Brise Soleil](#) systems to your south facing windows and rooflights.
- Consider whether the south facing windows across an academic year cause more problems than the light they bring in and if yes, consider blocking them up.
- If you need to keep the windows for light, consider planting trees strategically to block direct sunlight (while being aware of foundations!), or adding plants like bamboo in pots in front of the window.
- Change any florescent lights to LEDS.
- Use or acquire air quality monitors.

Preparing our schools for hot summers – ventilation this summer:

- Create cross room ventilation by having a window and the door open in each class. We recommend thinking about this as a whole school project so everyone knows which rooms and doors need to stay open.
- Open windows as early as possible in the morning before children arrive, or preferably overnight to allow stored heat to escape from the building – it is important to check insurance conditions and the need for security if windows are to be left open overnight
- Almost close windows when outdoor air is warmer than the air indoors but leave open for ventilation.

Preparing our schools for hot summers – strategic planning:

- Review school layout and consider moving classes in the most affected classrooms to other spaces in the school if you can.
- Could an affected classroom be improved by changing the layout while it is hot?
- If you have outside shady spaces, how can these be utilised during the day
- Think about your uniform. If it has a high polyester content, could a plain white T-shirt or PE T-shirt and shorts be worn? You might have to use some of your PP funding for pupils whose parents can't afford a new t-shirt.
- Consider start, finish and play times.
- Hot day plan for all staff to work to including:
 - ensuring electric lighting is not used
 - Switching off all electrical equipment when not in use – ensure it is not on standby as this generates heat.

Academisation

- 2/3 of our schools are now academies or have made a minuted decision to join a specific trust
- Trust landscape slowly changing towards consolidation of trusts for a variety of reasons
- Somerset: RD have/are bringing new strong trusts into the area with the aim of raising standards – some mixed trusts
- Increased conversations with maintained schools fueled by the core offer
- Preparing to move towards a new way of working with our trusts with each having a lead for church school distinctiveness within the trust
- Current consultation on an Academy Trust Governance Code
- Regular engagement with Bishop Michael and trust CEOs

General Diocesan Updates

Changes to CPD

- [Brochure](#)
- Bookings & costs
- Website [Schools - Bath and Wells Diocese](#)
- If you have any questions, please contact either Education@bathwells.anglican.org or Felicity.cobley@bathwells.anglican.org

Other news

- Headteacher conference 2024
- CofE Pastoral Principles
- Team news

SIAMS focus and discussion



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Theologically rooted Christian Vision – the expectations

Expectations in 2023 inspection:

- Vision is clear on the website
- Vision is known and understood by all and can be articulated
- Vision is explored in an age-appropriate way with children
- Coherent connection with the vision of the Trust and the C of E Vision for Education
- Lived out and enables all to flourish

The Law

What drives me? Why am I called to be a leader? What is my educational philosophy? My theology for education? What is my understanding of faith? What is my view of leadership? Who am I? Why am I involved in Church school leadership?

SIAMS Framework

Leadership

What do the Bible, and the teachings and traditions of the Church say about education, in the context of the school? The CofE vision for education has done a lot of this thinking already – what parts of it are most relevant for my school? What are we doing here? Do I just add a Bible verse to the vision we already have? Do I have to have a Bible verse?

Who are we as a school/trust? What characterises the school? What about the wider community? What do they most need from the school? How can we best serve them? How can we bring hope and aspiration? How can we enable flourishing and fullness of life?

Theology

Context

Trust Deed

Ofsted Framework

Theologically rooted Christian Vision' – where do we start?

Importance of context for schools and inspectors

Understanding the school's context, and responding to it theologically - What is the work of God in this place?

Important discussion questions for leaders and governors

- Who are we?
- Why are we here? (in this particular community)
- How then, should we live and learn together?

Theologically rooted Christian Vision – unpacking the context

SIAMS 2023:

Context 1 – factual, not judged

Context 2 - contributes to evidence for inspector

- the school's vision journey
- decisions made (academisation and trust/school governance)
- partnerships – church and school, diocese
- arrangements for RE and Collective Worship
- why are things as they are?

Theologically rooted Christian Vision – in the light of your context

Suggested discussion for leaders and governors in the light of your school context:

In supporting the children and families atwe believe/act.....

Our vision is based on

- the story of.....
- Jesus' teaching about.....
- the verse in the bible that says....
- the Christian message of....

Theologically rooted Christian Vision – a few common examples

- A school where inclusion is key – the story of The Good Samaritan (care for 'the other')
- A school with high levels of SEND children – Jesus' teaching about care for the most vulnerable
- A coastal school – Jesus calming the waves
- A school where light is a theme – Jesus as the light of the world – light not hidden
- Rural village school – parable of sowing seeds in good soil
- Flourishing as a theme – life in all its fullness (John 10:10)
- A school where care for the environment is key – God's creation and recreation

Discussion groups

Where are you on the journey to a 'theologically rooted Christian vision'?

Thank you

- You will receive an email with a link to the power-point slides used in this session
 - Further CPD opportunities 2023/2024
 - Please visit our website for more information - www.bathandwells.org.uk/supporting-children/
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