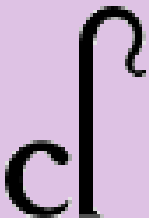


Carlisle Diocese Board of Education



Partnership Agreement for Church Schools
April 2019—March 2020



‘Life in all its fullness’

John 10:10

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From the Bishop of Carlisle

Church schools have always encouraged young people to journey deeper into God - an offer open to young people of all faiths and none. Schools are an important part of our diocesan strategy 'God for All'. In line with the Church of England's role as the established Church, our vision is for the common good of the whole community.

Educating for wisdom, knowledge and skills: enabling discipline, confidence and delight in seeking wisdom and knowledge, and developing talents in all areas of life.

Educating for hope and aspiration: enabling healing, repair and renewal, coping wisely when things go wrong, opening horizons and guiding people into ways of fulfilling them.

Educating for community and living well together: a core focus on relationships, participation in communities and the qualities of character that enable people to flourish together.

Educating for dignity and respect: the basic principle of respect for the value and preciousness of each person, treating each person as a unique individual of inherent worth.

Our diocesan team includes a team of experienced consultants. This agreement outlines the support you can expect from the diocesan team and I commend the additional packages of support on offer to help your school develop and grow.

James



Bishop James visiting Lanercost CE School

Rationale for Partnership

This document outlines the nature and extent of the services that are provided to schools by the Carlisle Diocese Board of Education. The Partnership Agreement provides a medium for the DBE and Church of England Schools to stay connected through active support mechanisms. Schools that sign up for the package below can expect more support with school improvement and day to day issues; free and places at reduced cost on training courses for school leaders and governors and discounts, such as preferential rates at Education Conferences.

We ask that you prayerfully consider joining the full package, realising that supporting each other as a family of church schools is important and in the knowledge that you will benefit from what is offered.

Activity	Partnership Agreement Package	Cost for Pay as you Go
School Support twilight or half day*	£0 (1 x Visit)	£200
School Support Full Day*	£200	£310
Governor and Leadership Training (twilight)	£0 (up to 4 free places)	£35 per person, per session
Bi-annual schools' conferences	£50 (for first person at each conference)	£120 per person attending
Bi-annual schools' conferences	Free clergy place (at one conference)	£120 per person attending



*** Examples of School Support**

- ⇒ Bespoke Leadership and Governor training delivered at school.
- ⇒ Training on school self-evaluation including church school distinctiveness.
- ⇒ Support for developing and reviewing school vision and values.
- ⇒ Support and training for collective worship/RE.
- ⇒ Governor support: training on roles and responsibilities, strategic role, monitoring, management of buildings/finance.
- ⇒ Support for school leadership and management in school development planning, strategic advice, resource planning.
- ⇒ Support for senior management appointments other than the basic offer for headteacher appointments.
- ⇒ Support in self evaluation processes, offering appropriate advice on the completion and updating of SIAMS SEF.
- ⇒ Individual school pre SIAMS visits or SIAMS action planning (except first two visits for a school that has been judged 'Satisfactory' or 'Inadequate').
- ⇒ Visit by RE advisor.
- ⇒ Guidance and resources for Godly Play.
- ⇒ Guidance and support for 'What If?' Learning.
- ⇒ Support for using assessment and tracking packages.
- ⇒ Training to support frontline staff with child protection concerns and making sure child centred activities are safe.

Full day training may be two visits equivalent to a full day if related activity e.g. performance management

This list is just a sample of the support that can be offered. Please contact us to discuss your school needs.

Support can be delivered at schools and schools may seek to host an event for a cluster and thus reduce costs.

How the DBE Supports Schools

The parishes of the diocese, through their giving to the Parish Offer and the Barchester Fund pays towards the costs of the current team in recognition of the commitment to the vital role that church schools play in God's mission to Cumbria. As a result the DBE is able to provide some core services to all schools, without charge. Those schools buying the package available to them will pay substantially less for additional support and training as opposed to those using the 'pay-as-you-go' option.

Summary of Support Provision

Communicating to all schools:

- ◆ 6 newsletters per year, Twitter, access to the diocesan website and resources

Developing Management & Leadership:

- ◆ Attendance at Ofsted feedback, SIMs, post SIAMS support, supporting school reviews, supporting bids for financial support
- ◆ Ensuring up to date policy documents and guidance provided via website and contact with officers
- ◆ Monitoring, evaluation and reporting of standards in church schools and academies
- ◆ Engaging in headteacher recruitment process by attending planning meeting, shortlisting and final interviews for headship as well as advising on job description and person specification and interview activities
- ◆ Assisting new headteachers through the delivery of a new heads induction day focusing on the distinctiveness of church schools, liaise with LASL to ensure Professional Partners are assigned, new headteacher visits
- ◆ Promoting effective succession planning by way of developing aspiring headteachers through facilitating and advocating a range of training opportunities in partnership with CASL, Foundation for Educational Leadership, middle leadership course and North West England Professional Qualification for Headship (CENPQH)
- ◆ Promoting and facilitating Peer Support Network

Supporting new staff through:

- ◆ Ensuring all staff receive a welcome letter from the Bishop
- ◆ Delivering training on working in a church school to ITT students within teaching schools and NQT's

Developing the work of governors through:

- ◆ Providing advice regarding procedures relating to a change of category of school, school organisation, collaborative arrangements including church majority academy trusts, federations and other partnerships
- ◆ Providing guidance outlining the responsibilities of church school governing bodies
- ◆ The appointment of foundation governors and where appropriate member appointments to academies
- ◆ Providing free online training for governors
- ◆ Supporting recruitment of high quality committed church school governors through liaison with local churches. Supporting governors in their role as employers (VA schools only). Support for governors in competency and grievance/disciplinary/redundancy procedures including legal and professional advice in conjunction with the local authority and academy trusts for particular cases.

Supporting the development of Ethos, Religious Education and Collective Worship in schools through:

- ◆ Managing the process of Statutory Inspection of Anglican and Methodist Schools (SIAMS), known as Section 48 inspections, action planning and related curriculum matters
- ◆ Giving general advice regarding SIAMS
- ◆ Visiting schools awarded 'Requires Improvement' or 'Inadequate' as a church school grade, including advice on production of SIAMS action plan
- ◆ Representing CofE schools at Cumbria SACRE
- ◆ Supporting the production and development of Agreed Syllabus for RE with LA
- ◆ Providing web based policy documents and schemes of work
- ◆ Termly RE cluster meetings
- ◆ Development and promotion of new resources for RE and collective worship and identifying new resource material for RE, worship and related areas
- ◆ Providing web based guidance on worship, ethos and SMSC

Advocating admissions policy and practice through:

- ◆ Responding to consultation and advice on admissions procedures and policy via telephone and e-mail
- ◆ Producing model policy and guidance and checking admissions policies

Promoting effective buildings management through:

- ◆ Approval of building projects including of approval of academy projects to EFSA
- ◆ Representation at LA meetings regarding asset management and other building issues
- ◆ Advising on Trust deeds
- ◆ Setting up a DBE Services consultant and access to services available from DBE Services, including TPM

For VA schools only:

- ◆ Liaising with building consultants and DBE Services
- ◆ Submitting bids as appropriate for capital schemes
- ◆ Advising on the sources of funding available for building projects e.g. DFC, LCVAP, Barchester
- ◆ Providing day to day advice concerning liability splits for new building works
- ◆ Auditing DFC accounts
- ◆ Checking and advising on completion of appropriate Building Forms for approval application
- ◆ Processing payment of governors 10% liability bills
- ◆ Processing payments of all bills on capital projects. Manage cash flow on DFC and LCVAP capital projects, as required
- ◆ Liaising with EFSA on queries regarding projects

Representation and networking

In providing these services the officers and members of the Board will also be involved in representing the schools of the diocese in a variety of ways:

At national level:

- By responding to national DfE consultations and strategy and being an advocate for church schools
- By maintaining close links with the Church of England Education Office (including their legal advice scheme)
- By networking through Assoc. of Diocesan Directors of Education

At regional level

- By liaison with ESFA, regional Ofsted and HMI, Regional Schools' Commissioner on school issues and policy
- By maintaining close links with the education teams of the other dioceses in the North-West and serving on the Board of DBE Services

At local level:

- By regular liaison with senior officers and by membership of the appropriate committees and forums including: Children's Services Scrutiny Committee, SACRE, Schools' Forum

Other:

- By regular contact with governors' organisations
- By regular contacts with bishops, archdeacons and other diocesan leaders and with the Bishop's Council and Leadership Team
- By working in partnership with other denominations involved in education
- By supporting schools through the effective running of the Board of Education and reporting to Synod in accordance with the Diocesan Measure

In representing the educational interests of the diocese the officers of the Board will:

- Foster and develop the partnership that exists between the diocese and the LA and other stakeholders and providers as an active member of local collaborative structures such as CASL
- Protect the status of church schools and their distinctive nature
- Represent the interests of church schools in discussions around school organisation matters
- Represent church schools to the wider church and to diocesan groups
- Represent church schools in the press and in public and community debate
- Promote the establishment of new church schools and of partnerships with community schools
- Support sponsorship of schools through church majority Trusts

Schools should expect:

- a pastoral concern for the staff, governors and pupils of the school
- professional and expert information, advice and assistance in the areas listed
- a prompt and courteous response to requests for assistance and any complaints about the service offered
- discretion and safeguarding confidentiality
- responsiveness to individual schools and their distinctive ethos
- integrity and acting in accordance with Christian beliefs and values

The Board of Education expects schools to:

- support staff and governors in understanding and supporting their distinctive church ethos
- treat staff and officers of the board with courtesy and respect
- pay invoices promptly

Diocesan Team

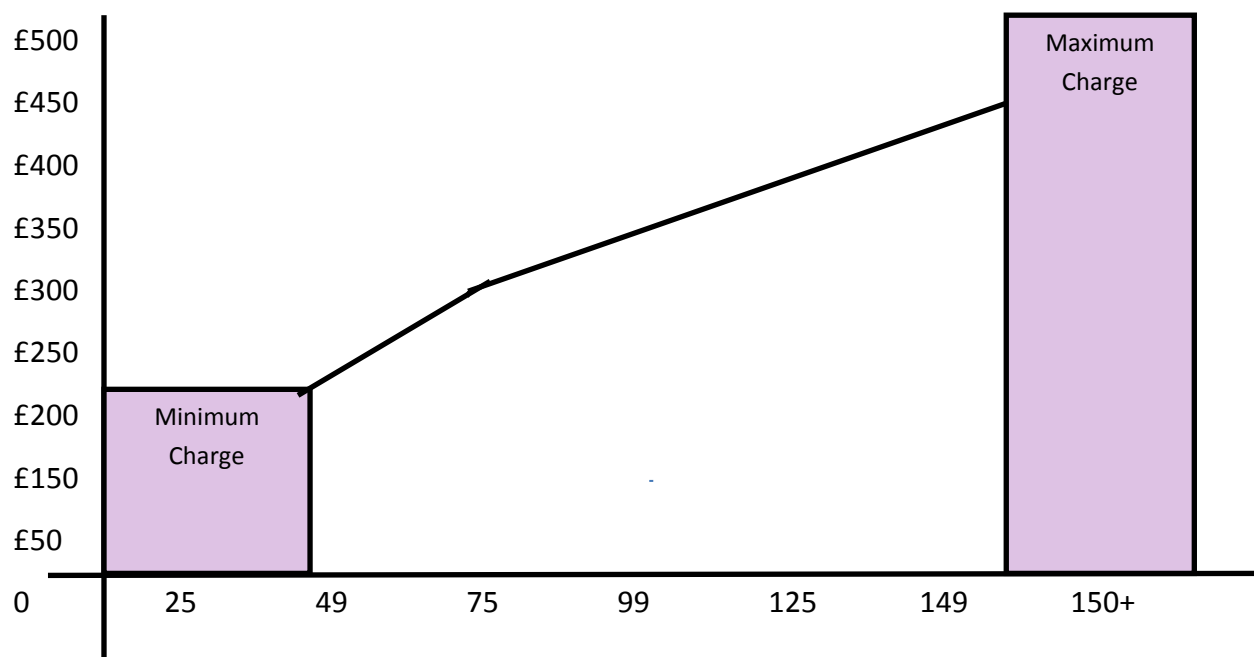
Officers	Responsibilities
Michael Mill Director of Education	Diocesan strategy and stakeholder engagement, governor training and support, school organisation Tel: 01768 807766 Mob: 07854 684306 Email:director.education@carlisle-diocese.org.uk
Deborah Smith Deputy Director of Education	Governance, school effectiveness, admissions, LA liaison, school support, headteacher support, SIAMS management Tel: 01768 807767 Mob: 07468 720297 Email: deborah.smith@carlisle-diocese.org.uk
Dorothy Macleod Schools Buildings and Finance Officer	School building projects, DFC and LCVAP, school trust matters Tel: 01768 807768 Email:dorothy.macleod@carlisle-diocese.org.uk
Morven Anson Administrative Assistant	Administration, governor appointments, training courses and conference bookings, newsletter Tel: 01768 807769 Email:aducation@carlisle-diocese.org.uk
Diocesan Consultants	Areas of Expertise
Christine Boucetla	School improvement—support teaching and learning (independent learning—classroom management)/ leadership and management, strategic support for governors, collective worship
Cleo Cunningham	All aspects of school improvement: school improvement planning: post Ofsted planning; developing teaching, learning and assessment;; school self evaluation; using coaching to improve the quality of teaching; effective use of data; development of leadership skills; curriculum design
Terri Eyre	Supporting new and acting heads, support management, preparation for SIAMS, develop leadership skills/ succession planning, collective worship, whole school curriculum planning—data assessment and tracking, headteacher appointments,
Stephen Fraser	School improvement, leadership development, school self evaluation, classroom management, data analysis, observation of teaching and learning. External adviser for headteacher performance management.
Penny Hollander	Pre and post SIAMS support, head teacher appointments, SIM meetings, governor training, Christian Leadership course, RE Cluster meetings, Diocesan Friend scheme, staff training for RE and collective worship
Ruth Houston	School improvement, school self-evaluation and development planning, strategic support for governors, pre and post Ofsted support, headteacher appointments, Peer Support Network, school/community/church/parent links

Partnership Agreement Costs

1st April 2019—31st March 2020

- ◆ £200 + 0.75p per pupil for schools with 49 pupils and under
- ◆ £250 + 0.75p per pupil for schools with 50—149 pupils
- ◆ £300 + 0.75p per pupil for schools with 150 pupils and over
(up to a maximum of £500)

Cost to your School



There is no annual increase this year, these are the same as last year's figures.

These charges do not reflect the total actual cost to the Diocese of providing this school support. We offer a subsidised service. This is because the Board of Education benefits from the financial support of church members, investment income and external grants.

If you have any queries contact the Morven Anson

Tel: 01768 807769

E-mail: education@carlisediocese.org.uk