



Schools' Autumn Newsletter

September 2019

DIOCESAN BOARD OF EDUCATION

Welcome back

We hope that you enjoyed some sunshine during the holiday period.

Straight to the BIG NEWS...

I am taking this opportunity to let you know that it is my intention to retire at Christmas after eight and a half years as Director. I have just clocked up 40 years in education. I feel that it is time to slow down and look for other opportunities. It is my intention to take a short sabbatical and think about what God is calling me to in the next season.

I have been planning this for sometime but I have made the announcement earlier than intended to enable the diocese to look at the way in which want to go forward. (see Andrew Towner's, the chair of the Board of Education, note on page 3).

I'm sure there will be some formal and less formal occasions to say goodbye and I will write to you all later in the term.

And more BIG NEWS...

Some of you will have picked up the wonderful news that Deborah is going to be the Diocesan Director of Education for the Diocese of Manchester and will start on the 1st November. Deborah has had three years working with the education team and we are grateful for all she has taught us and for the way she has taken forward key aspects of our work including SIAMS, Understanding Christianity and overseeing the consultant team. It is great credit to the diocese that she is going to take on this important position. Carlisle Diocese has been at the forefront of development of new initiatives nationally such as the Peer Support Network and innovative ways of developing the Church of England Vision for Education.

Temporary arrangements

When Deborah leaves I will be returning full time until I go. I have also said that if required I will stay for a further few months to ensure a smooth handover.

Morven Anson will initially increase her hours so that she is in the office every day. She will be taking on a greater role to cover governor development and the SIAMS process including contacting schools.

PLEASE DISPLAY IN YOUR STAFFROOM

At a conference I attended during the holiday something that stayed with me was at a seminar on 'Letting Go of Perfectionism' (why relevant to me you ask?) by Patrick Regan author of 'Honesty over silence: it's OK not to be OK.' One thought that stayed with me which is something that all leaders particularly in schools need to dwell on that I hadn't thought of before is

'Comparison is the thief of joy'

In the meantime life goes on:

Please note the following highlighted items in the newsletter

Details of our October conference—looking at well-being

Details of this terms training

Deborah Smith - reflections

Welcomes

Meet our new leaders

Jo Hawkin, Trinity, formerly Deputy Head at Trinity.

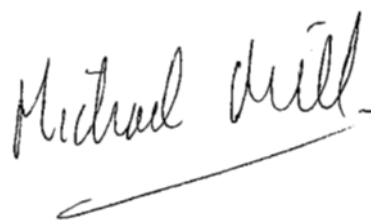
Sarah Beestone, Cartmel Priory, formerly Deputy Headteacher at Castle Phoenix Academy Trust, Coventry

Julia Dagleish, Crosby on Eden Church of England School from Lees Hill Church of England School

We also have a number of acting arrangements and Head of School appointments

Congratulations as the new Maryport Church of England Primary School opened on 1st September following the amalgamation of the Church of England Junior School and the Infant School.

And a name change, Lees Hill Church of England Primary School is now Walton and Lees Hill Church of England Primary School.

A handwritten signature in black ink, reading "Michael Mill". The signature is written in a cursive style with a long horizontal stroke at the end.



Next Steps for the DBE

These coming months will see some very significant changes at the DBE, with both our Director and Deputy Director leaving - Mike after over 8 years with us. And though I'm sure we are all thrilled for both of them, and wish them all the best in retirement (Mike) and Manchester (Deborah) I wanted to write about what will happen next, not least to put minds and hearts at rest.

+James and I are very grateful to Mike for kindly giving extended notice of his intention to retire, which has meant that we have been able to prepare all the paperwork to advertise his DDE role. Those details will be live online in various places during Friday 6th, and the simplest way to see them will be on the Diocesan website. The advert will go out locally and nationally, and I would encourage all of us to send a link or nudge to people we know who would fit the role. Closing date for applications is 12-noon on Thursday 19th Sept, with interviews the following Monday and Tuesday (23-24).

Because of all the recent work we have done on our Vision for Education, which focusses the national vision into our Cumbrian context, there has been no need to consult widely with stakeholders and partners at this stage - that process has seen significant input and energy over these past two years. So we are hopeful to be able to appoint by the end of September (which permits serving Heads to apply, should they wish).

If you have anything you would like to feed into the process, please do be in touch with me. And I look forward to seeing many of you on Thurs 17th Oct for our Conference.

Andrew Towner



A message from Deborah

I just wanted to say how much I have loved my 3 years working as Deputy Director for Carlisle Diocese Board of Education. I have valued the friendships and working relationships I have been involved in. I remain in awe of the commitment, drive and vision that staff and leaders in our schools demonstrate. In particular I have loved visiting schools and seeing how all are encouraged to 'live life in all its fullness' in them. Thankyou for making this city girl feel at home amongst the rural communities you serve. I am going to miss driving around the office, that is Cumbria.



The Diocesan Autumn School Leaders' Conference

Thursday 17th October 2019

Stoney Beck Inn, Penrith

'Human flourishing: an opportunity to explore well being within a leadership context'

Key note speaker: **Dean Johnstone from 'Minds Ahead.'**

Dean's keynote will consider an evidence-based 'whole school approach to mental health' and strategies schools can employ to improve mental health for their communities.

Dean launched 'Minds Ahead' to address mental health from a school perspective. The organisation aspires for schools to be world leaders in mental health. They have developed a partnership with Leeds Beckett University to launch the UK's first university centre for mental health in schools. Dean is currently writing a Master's degree programme in school leadership of mental health. He regularly speaks at international conferences and workshops.

<https://www.mindsahead.org.uk/>

Presenter: **Pam Weeden from The Four Cornerstones Ltd Coaching, Mentoring, Consultancy and Training**

Pam's presentation will focus on what it means to be 'called' as a leader. She will look at what can be learnt from the teaching and life of Jesus with respect to leadership and how we can be resourced for this leadership.

Pam provides leadership and Executive Coaching and Mentoring to senior and strategic leaders and leadership teams. Pam has developed a model for training children in coaching skills along with an approach to developing a coaching culture in schools. She has created accredited and non-accredited training programmes for leaders, teachers and teaching assistants to enable them to coach children and peers, so contributing to the development of the overall coaching culture.

As well as the key note presentations there will be the following workshops for all attendees.

1. Embedding mental health in the curriculum (focus on 2020 curriculum)
2. Strengthening staff mental health

Cost Per Person

£50 if in Partnership Agreement *plus* Free Clergy Place

£120 if not in Partnership Agreement.

For booking please contact Morven Anson education@carlisle-diocese.org.uk



***** FREE *** Church of England Professional Qualification for Headship**

Great news- the Church of England Professional Qualification for Headship (including NPQH) have now opened applications on their [website](#).

You may know a colleague who has completed or is currently on the programme. Participants are particularly valuing not only gaining their NPQH but doing so within a group of school leaders who are together grappling with how to embed the Church of England vision for education into the life of their school.

By choosing to complete your NPQH with the Church of England you will benefit from:

- The opportunity to explore the Church of England Vision for Education and how you can embed its principles within your school community
- Excellent facilitators who share their authentic experience and create a challenging and supportive learning environment
- Mentoring and action learning
- Completing learning assignments in both your own school and a placement school

Joining a network of colleagues who will support you in your professional development

'I have found the CofEPQH very helpful and inspiring. We have heard from many different heads who have given us valuable insights into their practices that they have learnt from. It is very people-centred, putting the school community first while tackling the leadership and managerial skills needed to be a head. The tutors offer support every step of the way. I'm very glad that I chose this route. I particularly found the placement assignment useful. I was given the opportunity to audit whole school procedures as you would as a new head and write a clear, costed and workable action plan, taking all aspects of school life into account which underpins the CofE Vision for Education.' Senior Teacher at Cumbria Primary School

The programme takes a distinctively Christian approach to covering the NPQH, exploring the practical challenges of headship through ethical and value based lenses, as well as offering the opportunity to build a professional network that will support you over the coming years.

Please visit www.cefel.org.uk/cofepqh to find out more and make your application.

**** The DfE are covering the fees for this programme. In addition we are looking to secure supply costs for some participants. ****

Programme Facilitator for CofEPQH

CEFEL are recruiting another Programme Facilitator to join the CofEPQH delivery team. They will have responsibility for delivering NPQH content and will work within two to four of their delivery regions.

Ideally they will be a serving head who is looking for a professional development opportunity/ secondment. They will have the opportunity to work with a passionate, lively team who are focused on continuous improvement and developing the next generation of school leaders.

Further details and an online application form can be found below.

The application deadline is 17th September.

<https://pathways.churchofengland.org/job/pathways/1278/programme-facilitator>



CONGRATULATIONS



This year saw the introduction of the new SIAMS schedule with its increased expectations on schools. The expectation is the majority of schools will be awarded a 'Good' inspection outcome. However, schools who consider themselves meeting the criteria for 'Excellent' are encouraged to make the case for this,

regardless of whether they have previously received an 'Outstanding' grading. We are delighted to celebrate with Stainton CE Primary School on their recent 'Excellent' SIAMS outcome in all areas. They are the first school in Carlisle Diocese to receive this outcome.

'Stainton's Biblically-rooted, deeply held and widely-understood vision underpins all aspects of school life. It shapes and infuses all policies, strategic decisions and activities of the school.' (SIAMS report July 2019)

SIAMS regular update

'Self Evaluation in preparation for SIAMS'

Wednesday 25th September at Church House, Penrith and Grange CE School 5.00pm—7.00pm

for experienced Headteachers or Senior Leaders.

(please note this course will not run again until March 2020)

A reminder that any schools due inspection during the academic year 2019-2020 have been written to before the end of the term requesting information as to any residentials they already have booked for next academic year or other dates when SIAMS would be inconvenient, in line with National SIAMS policy and guidelines. There are 32 schools due SIAMS next academic year. We will continue to deliver the Governor/leadership training module **'An Introduction to the SIAMS 2018 schedule'** throughout the year and strongly recommend any Head Teachers/Governors who have not been through an inspection before or who would benefit from looking at expectations of the new SIAMS schedule, book on. Details are on page 7.

Advice for schools on how to prepare for Brexit

We are sure you must have thought that the diocesan newsletter would be a guaranteed Brexit free zone. However, the following advice has recently been published on the government website.

<https://www.gov.uk/government/publications/eu-exit-no-deal-preparations-for-schools-in-england/eu-exit-no-deal-preparations-for-schools-in-england>



Governor Training 2019/20 Academic Year

Governor/Leadership Training

We have now planned the governor training modules for the academic year 2019-2020. If you are a Foundation Governor please speak to your school regarding signing up for one of the 4 compulsory modules. These are:

Module 1— An Introduction to Church School Governance

- ⇒ Tuesday 24th September—Eaglesfield Paddle CE School—6.30—8.30pm
- ⇒ Thursday 7th November—Church House, Penrith—10.00am—12.00pm *

Module 2 — An Introduction to SIAMS

- ⇒ Wednesday 9th October—Church House, Penrith—6.30—8.30pm
- ⇒ Thursday 7th November—Church House, Penrith—1.00pm—3.00pm *

Module 3—An Introduction to Distinctive Christian Character

- ⇒ Wednesday 2nd October—Eaglesfield Paddle CE School—6.30—8.30pm

Module 4—An Introduction to RE and Collective Worship

- ⇒ Wednesday 16th October—Grange CE School - 6.30—8.30pm

* Can be booked as a full day to include lunch. All above courses can be booked through your school by contacting Morven Anson, Education@carlisediocese.org.uk

Diocesan Code of Conduct for Governors

The Board of Education has recently agreed a Code of Conduct for Governors. This has been written explicitly for governors within Church of England Schools and demonstrates how the Church School Distinctiveness impacts upon school governance. Please bring this to the attention of your governing board and consider adopting at your next meeting. The full document can be found [here](#).

EMBRACING THE VISION: LEADING AS A GOVERNOR 4th July 2019

Nearly 100 governors and school leaders joined us at the Stoney Beck Inn for the first Diocesan Governance Conference. We have now collated all the suggestions from Michael Mill's session as well as feedback from the conference overall. Ideas for consideration include governor induction pack, job description, more training—online/ face to face, recording of training and how to promote governance to all members of the community. The overwhelming feedback was that there should be a yearly conference aimed at governors.



Speaking Volumes offers grants for libraries, schools, prisons, care homes and churches – actually, anywhere a book can be borrowed and enjoyed by a wide readership. The grants are for the purchase of Christian books from a local Christian bookshop and the list of available books can be seen on www.speakingvolumes.org.uk together with details about how to apply for a grant. The next opportunity to apply is in September and you do so on that website.

Thank Your Vicar Week 13-20 October 2019

Thank Your Vicar Week invites schools and churches to celebrate their vicar and all they do for the local community. You can sign up [here](#) to be part of Thank Your Vicar Week. In early September, you will receive an email with free downloadable resources to help you plan your celebration.



EDUCATION SUNDAY

2019: Form and Flourish - to re-form



Education Sunday 2019 will take place on **Sunday 8 September** but schools and churches can use the free resources whenever they like. The theme for this year is '**Form and Flourish - to re-form**'.

Resources can be downloaded here: www.cte.org.uk/educationsunday2019

Please see message below regarding Bethlehem Crosses



We are about to place a new order for olive wood holding cross keyrings from Bethlehem and are keen to include orders from dioceses so we can share the savings of more than 50% of the usual selling price.

In the past schools have bought the crosses for pupils' leaving services and school chaplaincies to use as give aways and prizes.

The cross keyrings are made by a Palestinian Christian community in Bethlehem. Olive wood trees are usually 150 years old before their branches can be used for wood carving. So each Olive wood keyring is unique and very special. The cross is 7cm in length and each one is bagged.

If you are interested in this offer, please see www.MeaningfulChocolate.co.uk or contact philip@meaningfulchocolate.co.uk



Big Start Assemblies



Assembly Ideas and Out of the Box Sessions for KS1 and KS2 Collective Worship

Teachers and kids love Big Start Assemblies! Combining value-based themes with stories from the Bible, the assemblies are easy to plan and great fun for KS1 and KS2 pupils. We give you everything you need: presentations, videos, songs, music, scripts and a whole lot more. It's a great way to get engaging assembly ideas that make preparation easy!

The collective worship sessions meet Ofsted and SIAMS requirements and encourage strong all round development with important topics including friendship, anti-bullying, diversity, forgiveness and many more.

For more information go to <https://bigstartassemblies.org/>



Just Enough are an organisation that deliver PSHE/safeguarding workshops to schools across the UK, helping students understand tough topics in a fun and safe environment and our workshops are 100% recommended by teachers. The workshop uses humour, storytelling and role play to help pupils explore the history of slavery, how people are tricked into slavery, why slavery is a problem in our modern world, how to spot the signs of slavery and what we can all do to change this in generations to come.

Just Enough have offered a credit for a school within the diocese to receive a day of Modern Slavery Workshops.

To find out more about Just Enough visit <https://www.justenoughgroup.org/>

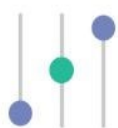
If you would like your school to be considered please contact Morven Anson at education@carlisle-diocese.org.uk



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SPRINGS

DANCE COMPANY

A Christmas Story: Refugee and *The Easter Project* workshops

Springs Dance Company specialises in RE through dance and helps young people learn about and learn from the Christian faith. Springs is offering to schools its innovative workshops called *A Christmas Story: Refugee*. Inspired by Anne Booth's Christmas story Refuge, the workshops will guide pupils on a journey of dance, drama and discussion, looking at the nativity and beyond at the wider story of Christmas.

Also now available for booking for 2020 is the much sought after Springs' *Easter Project*. Offering engaging and thought-provoking dance workshops, *The Easter Project* provides a fresh and exciting way to explore the Easter story. Springs' workshops can culminate in an informal sharing or performance by the pupils to the school and parents.

For further details on *A Christmas Story: Refugee* please visit <https://springsdancecompany.org.uk/images/Workshops/Christmas-Story-Refugee.pdf>

For further details on *The Easter Project* please visit <https://springsdancecompany.org.uk/images/Workshops/Easter-Project-for-Primary-Schools-2020.pdf>

Email touring@springsdancecompany.org.uk or call 07876 752 910



SCHOOL NEWS



THE GOOD SHEPHERD Multi Academy Trust

Wreay CE School join the MAT

The Good Shepherd Multi Academy Trust is looking forward to another exciting year as we continue to grow as an organisation. This week we welcome Wreay CE Primary to our family of schools!

Wreay is an outstanding school and will begin to form a cluster of schools to the North of the county, joining our existing school Whitfield CE Primary. The schools have already shared inset training and are looking forward to more joint working in the future.

To keep up to date with all that the Trust does follow us on Twitter @GoodShepherdMAT

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