

Carlisle Diocese Board of Education

Partnership Agreement

2020-2021



Life in all its fullness

1. Welcome

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.

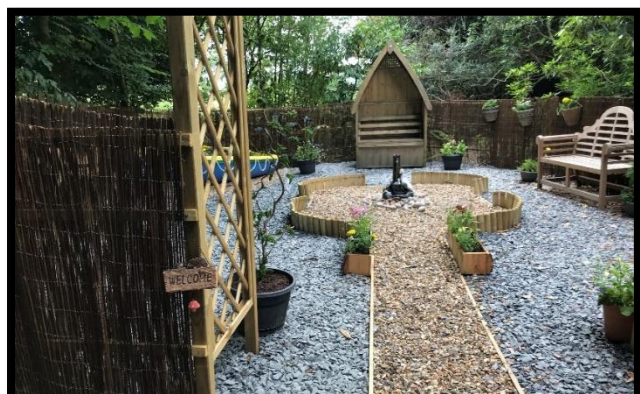
Our diocesan team is made up of education officers based at Church House and experienced consultants. Together they deliver on the support detailed in the pages that follow. Our partnership agreement outlines the support you can expect from them and I commend the enhanced support on offer to help your school develop and grow.

James



Bishop James at Lanercost CofE (VC) Primary School

2. Shared Mission



“And let us consider how we may spur one another on toward love and good deeds” (Hebrews 10:24)

*Your work in education is a God-given calling, an act of service with human relationships at the heart. Your task as educators is to nurture learners, to draw them simultaneously out of themselves and deep into themselves, constantly seeking their growth and flourishing and through this the transformation of society for the common good. **Thank you**, on behalf of the Diocesan Board of Education (“DBE”), for your service and your commitment to this call.*

It is the mission of the DBE and the Diocesan Education Team to work with you, as well as our clergy and other partners, to bring the Church of England’s Vision for Education ‘off the shelf’, and to **LIFE**, in the corridors and classrooms of our schools.

We are here to support you as you create and sustain the systems and structures which are ‘scandalously inclusive’ and improve outcomes for **ALL** our children and young people – because we believe in the ultimate worth of every individual, who is known and loved and made by God. We are committed to working in partnership with you to ensure the life and activity of your school flows from its unique ethos and expressions of its relationship with Jesus – because we believe Jesus is the ultimate source of flourishing, the wellspring of ‘life in all its fullness’, and he invited everyone to share in this life-enhancing offer, regardless of race, gender, age, sexuality, ability, religious belief or social situation.

This year we know our mission is more important than ever as we seek to respond well to the coronavirus and address the disadvantages it has presented to some of our most vulnerable children and young people. We are standing at a crossroads and we have a once-in-a-lifetime opportunity to recreate education for the better. It is a huge task, and it will take time. Yet if we commit to another year of listening to one another, reflecting and planning together, we can move forward with confidence.

Inevitably there will be some changes to exactly how we deliver our support in the coming year. We will be making use of online meeting facilities to deliver keeping in touch visits, new Head’s support, training and networks until the end of 2020. You can anticipate some changes to duration of meetings and events as we take account of the unique demands placed on people operating in online environments. From January 2021 we will review the ‘how’ of our delivery, and we are very much looking forward to greater in-person work with you and your communities when circumstances permit.

Please do look over the core support we offer to all our Church schools, at no cost, in the pages that follow. Further paid support is available, either on a pay-as-you-go basis or as part of our enhanced partnership agreement package. Perhaps discuss with your governors and staff what elements may support your school’s development in 2020-2021, and consider whether purchasing the enhanced package may be more cost-effective for your needs. We are here to help, so please do get in touch with any questions you may have.

We look forward to serving you and your community and wish you every blessing for 2020-2021.

Handwritten signature of Vanessa O'Pea

Diocesan Director of Education
Carlisle Diocese

3. How we partner with you

What you can expect from us

We are here for you. Here to work **with you** for the future of our children and young people; and here to work **for you** to support you and to act as ambassadors for our schools.

Working **with you**, you can expect from us:

- ❖ pastoral concern for the staff, governors and pupils of the school;
- ❖ professional and expert information, advice and assistance in the areas listed in Section 4;
- ❖ 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; and
- ❖ integrity and acting in accordance with Christian beliefs and values.

Working **for you**, you can expect us to:

- ❖ comply with our statutory duties as summarised in Appendix A;
- ❖ work collaboratively with the Local Authority and other relevant stakeholders as part of local collaborative structures;
- ❖ protect the status of, and be an advocate for, church schools and their distinctive nature, including in the press;
- ❖ represent the interests of church schools in discussions around school organisation matters;
- ❖ represent the interests of schools in the Diocese at a Regional and National level, including in relation to strategy and policy and by membership of a range of committees and structures (e.g. SACRE, NGA, Association of Anglican Directors of Education, Schools' Forum); and
- ❖ represent church schools to the wider church and to diocesan groups, including clergy.

As we work in partnership with you, we benefit from your ongoing commitment to:

- ❖ support your staff and governors in understanding and supporting their distinctive church ethos;
- ❖ treat staff and officers of the board with courtesy and respect;
- ❖ respond promptly to emails and requests for information; and
- ❖ pay invoices promptly.

Introducing the people

The DBE

The DBE currently consists of 13 members drawn from a range of backgrounds and experiences who share a calling and a commitment to educating children and young people in a manner that is 'deeply Christian, serving the common good' (The Vision for Education). For a full list of our Board Members, please refer to Appendix B. Together, the Board decide the strategy to deliver the Vision for Education in Carlisle Diocese.

The Education Officers and Consultant Team

Vanessa O'Dea, the Director of Education, leads a small, dedicated team to implement the DBE's strategy: Charlotte Tudway (Deputy Director), Morven Anson (Administrative and Governance Assistant) and Dorothy MacLeod (Buildings Finance Officer). A team of experienced education consultants spread across the county all contribute significantly to the work of the DBE, in their own areas of expertise. Consultants' details can be found in Appendix B.

4. How we can support you

As a DBE we offer a wide range of support to schools, much of which is provided free of charge, either to discharge our statutory duties as summarised in Appendix A, or to promote close partnership with our schools. Such support is referred to in this document as “Core” support as is available to all Church of England schools in the Diocese of Carlisle.

We are also able to offer significant additional support to our schools. Such support, referred to in this document as “Enhanced Support” can be purchased on either a pay-as-you-go basis or alternatively at a significant discount by purchasing a Partnership Package. The table below sets out the detail of the support available and whether it is Core or Enhanced. Costing information for Enhanced Support follows in Section 5.



Support Available	Core	Enhanced
Christian Distinctiveness		
Christian pastoral support for Headteachers, other staff members or governors	✓	
Developing a Vision including planning for culture and ethos change		✓
Training in coaching and well-being strategies		✓
Training for school staff who are new to teaching or to Church schools about what it means to work in a distinctively Christian school		✓
Support with introducing or developing ‘What If?’ learning		✓
Positive Partnership and Headteacher Wellbeing		
One half day Keeping in Touch visit per year	✓	
One half day visit to each New Headteacher during their first term to build relationships	✓	
Induction for New Headteachers	✓	
Regular communication via newsletters, emails, virtual meetings (Headteacher Huddles) and, where appropriate, face-to-face meetings	✓	
Availability of DBE Officers at training sessions and conference settings	✓	
RE		
Working with the Local Authority, supporting and developing the production of an Agreed Syllabus	✓	
Developing resources to facilitate the teaching of RE	✓	
Advising on RE curriculum, planning and teaching and assessment		✓
Support with embedding Understanding Christianity		✓
Facilitating termly RE clusters	✓	
Support with introducing or developing the use of Godly Play***		✓
Collective Worship		
Developing resources and guidance to facilitate effective delivery of Collective Worship	✓	
Support with delivering and evaluating the impact of collective worship		✓
SIAMS		
Support with Pre SIAMS planning and preparation including a “Health Check”		✓
Support with SIAMS SEF writing		✓
Speaking to the Inspector prior to or during a SIAMS inspections or any modified SIAMS visit	✓	
Support with post SIAMS action planning where a school is found not to be Good or Excellent	✓	
Ofsted		
Support with Pre Ofsted planning and preparation including a “Health Check”		✓
Speaking to Inspectors during a s.5, s.8 or any other type of modified inspection or Ofsted visit	✓	
Attending Ofsted feedback meetings or discussions	✓	

Attending School Improvement Meetings and working with the school and Local Authority to support schools through a period of School Improvement	✓	
Positive Behaviour Management		
Supporting senior leaders in introducing a consistent, positive approach to behaviour management including strategies, policy documents and support with training		✓
Supporting school staff, whether class-based or midday supervisors, in implementing a positive approach to behaviour management		✓
Recruitment		
Support for governing bodies in recruiting a new Headteacher	✓	
Support for school leaders in recruiting staff		✓
Financial Support		
Support for school leaders with strategic resource and financial planning		✓
School Improvement		
Provision of model policies, briefing papers, guidance documents and other resources via our website to help ensure school compliance with statutory or Church of England expectations	✓	
Support for schools during any period of external school improvement review or process (otherwise than following an Ofsted inspection which is referred to above) e.g. a Local Authority commissioned review, in response to an ESFA or RSC review	✓	
Support for leaders with school development planning including identifying priorities and strategies		✓
Support for school leaders in data analysis to drive school improvement through pattern spotting		✓
Joint lesson observations or subject walkabouts to drive improvement in teaching and learning		✓
Continuing Professional Development Support		
A range of training is regularly offered to school leaders and/or school staff. Alternatively, schools can arrange bespoke training relevant to their individual needs		✓
Developing aspiring Headteachers through facilitating and/or delivering leadership courses		✓
Supporting governors with Headteacher Performance Management		✓
School Buildings Support		
Support for school leaders and governors with building management	✓	
Support for school leaders with building funding including sources of funding available*	✓	
Support with bids for financial support*	✓	
Support with building projects including approval process, liaising with the ESFA and facilitating access to DBE services and buildings consultants, managing payments and advising throughout*	✓	
Advising on Trust Deeds	✓	
Auditing DFC accounts*	✓	
Governance		
Training on roles and responsibilities, including the strategic role of governors		✓
Training on SIAMS inspections and the implications on governance		✓
Training on school monitoring		✓
Training on managing resources and finance		✓
Management of appointment of Foundation Governors	✓	
Advising on change of category, school organisation, academy conversion, federation, collaboration, joining a Multi Academy Trust or any other partnership	✓	
Support for governors in their role as employers including, in conjunction with the local authority and relevant HR or legal advice, in relationship to competency, grievance, disciplinary and redundancy procedures**	✓	
Safeguarding		
Support for school leaders with developing a vigilant safeguarding culture, systems and practices		✓
Post incident support including future planning and Safeguarding Supervision		✓
Advising leaders and practitioners on safe working practices		✓
Admissions		
Support with admissions including policy guidance**	✓	

* Relevant to Voluntary Aided schools only

** Relevant to Voluntary Aided, Foundation and Stand Alone Academy Schools only

*** At the time of publishing, although we are happy to advise on introducing Godly Play, we will be unable to conduct training because COVID safety measures do not allow for handling of puppets or other necessary resources.

5. Costings



“I call on you, my God, for you will answer me; turn your ear to me and hear my prayer.” (Psalm 17:6)

We fully appreciate the budgetary constraints under which our schools operate. We endeavour to provide as many services as possible free of charge and warmly encourage you to take advantage of them.

We would also invite you to consider prayerfully the benefits of the Enhanced Support and how you might best make use of the range of services available.

You can choose to either purchase any of the Enhanced Services on a pay-as-you-go basis or by purchasing the Enhanced Partnership Package. If you would like to discuss which option might be best for you, please don't hesitate to get in touch. Our contact details are set out in Appendix B.

Cost of Enhanced Partnership Package	
School Roll	Cost to school
49 or fewer	£200 + 75p per pupil
50-149	£250 + 75p per pupil
150+	£300 + 75p per pupil
Always subject to a maximum of £500 per school	

Why Purchase the Enhanced Partnership Package?

- ❖ Three hours **free** Enhanced Support in the area of your choosing (for most schools this alone will recover a large percentage of the up-front cost of purchasing the package).
- ❖ Discounted rates on further additional support required.
- ❖ Free training for school leaders and governors.
- ❖ Discounted places at our Schools' Conference.

Discounted School Support		
Delivery of Enhanced Support <i>Costs include travel (where relevant), preparation time and any resources made available as part of the support</i>	Enhanced Package <i>Once 3 free hours have been used</i>	Enhanced Pay-as-you-go
Per hour	£65	£75
Per half day <i>(up to 3 hours including twilight sessions)</i>	£150	£200
Per full day	£200	£310
Other Discounts Available		
Activity	Enhanced Package	Enhanced Pay-as-you-go
Governor and Leadership Training	Four free places	£35 per person
Annual Schools' Conference	One £50 ticket	£120 per person
	One free Foundation Governor Place	

Appendix A

Prescribed Partnership

A DBE's mission is to work in partnership with you, our Church Schools, to realise the Vision for Education.

How we do this is primarily laid out in the DBE Measure of 1991, which describes the statutory functions of a DBE.

These are to:

- ❖ promote or assist in the **promotion of education** in the Diocese, being education which is consistent with the faith and practice of the **Church of England**;
- ❖ promote or assist in the promotion of **religious education** and **religious worship** in schools in the Diocese;
- ❖ promote or assist in the **promotion of church schools** in the Diocese and to **advise the governors** of such schools and trustees of church educational endowments and any other body or persons concerned on any matters affecting church schools in the Diocese; and
- ❖ **promote co-operation** between the DBE and bodies or persons concerned in any respect with education in the Diocese.

There are certain other requirements relating to the partnership between schools and the DBE laid down in law:

- ❖ Voluntary Aided schools are required to invite the Diocesan Director of Education, or her representative, to offer advice on the **appointment of Headteachers and Deputy Headteachers**, if a representative of the Local Authority Director has also been invited. In the Diocese of Carlisle, Voluntary Controlled schools, by agreement, follow the same procedure.
- ❖ Church of England schools are required to have a **Statutory Inspection of Anglican and Methodist Schools (SIAMS)** under section 48 of the Education Act 2005.
- ❖ Governors of Church of England schools are required by the 1991 DBE Measure to obtain the permission of the DBE before carrying out any **work on the school building**.
- ❖ Church of England schools wishing to apply to become **academies** must have the explicit consent of the DBE.
- ❖ Church of England schools wishing to make changes to their **admissions arrangements** must consult the DBE (either directly in the case of Voluntary Aided or Foundation schools or via the local authority in the case of Voluntary Controlled schools).

Appendix B: The DBE Team

Officers			
Name	Role	Contact for	
Vanessa O'Dea	Director of Education	All serious concerns requiring the attention of the DDE ❖ Issues relating to National or Regional Strategy ❖ Proposed changes of Headteacher, admissions procedures, school category or status including academisation ❖ RE ❖ Collective Worship	director.education@carlisle-diocese.org.uk 07584 684306 01768 807766*
Charlotte Tudway	Deputy Director of Education	SIAMS queries or support ❖ school improvement, including bespoke support not listed above ❖ model policies and guidance documents ❖ school support including Consultant time ❖ support with HR matters including disciplinary hearings	charlotte.tudway@carlisle-diocese.org.uk 07917 993659 01768 807767*
Dorothy MacLeod	Buildings Finance Officer	Queries relating to school buildings including sources of funding for projects ❖ queries about trust deeds ❖ insurance	dorothy.macleod@carlisle-diocese.org.uk 01768 807768*
Morven Anson	Administrative & Governance Assistant	General enquiries ❖ appointment of Foundation Governors ❖ enquiries regarding training or other support for Governors ❖ items for inclusion in Newsletters	education@carlisle-diocese.org.uk 01768 807769*
*At the time of publication, Church House remains closed. These numbers will be available when Church House re-opens.			
Board Members			
Name	Category		
The Rt Revd James Newcome	The Lord Bishop of Carlisle		
The Rt Revd Dr Emma Ineson	Bishop's Appointment		
The Ven Vernon Ross	Synod Representatives: Clergy		
The Revd Andrew Towner, DBE Chair			
The Revd Richard Snow			
The Revd Becky Gibbs			
Richard Cox	Synod Representatives: Lay		
Shelagh Hughes			
David Mills			
Sharon Parr			
Andrea Armstrong	Methodist Nominee, Headteacher	Co-optees	
Jillian Harrison-Longworth	Headteachers		
Judith Gore			
Nick Klein	CEO NISCU		
Consultants			
Chris Boucetla: christine.boucetla@carlisle-diocese.org.uk		Cleo Cunningham: cleo.cunningham@carlisle-diocese.org.uk	
Terri Eyre: terri.eyre@carlisle-diocese.org.uk		Stephen Fraser: stephen.fraser@carlisle-diocese.org.uk	
Penny Hollander: penny.hollander@carlisle-diocese.org.uk		Ruth Houston: ruth.houston@carlisle-diocese.org.uk	
Margaret Taylor: margaret.taylor@carlisle-diocese.org.uk		Pam Weeden: pam.weeden@carlisle-diocese.org.uk	
Wherever possible a school will be assigned a Link Consultant to aid continuity and facilitate close working relationships. However, not all support will be provided by Link Consultants as we aim to match support needed with individual Consultants' expertise. For any queries relating to Consultants, please contact Charlotte Tudway.			