

Diocese of Carlisle Board of Education

www.carlislediocese.org.uk/education

Weekly Communication: 11th November 2021

Reflection:



YOU LIFT MY EYES - LET MY HEART ALIGN WITH YOU

Psalms 121 - a Song of Ascents

I will lift up my eyes to the hills-
From whence comes my help?
My help *comes* from the LORD,
Who made heaven and earth.



He will not allow your foot to be moved;
He who keeps you will not slumber.
Behold, He who keeps Israel
Shall neither slumber nor sleep.

The LORD *is* your keeper;
The LORD *is* your shade at your right hand.
The sun shall not strike you by day,
Nor the moon by night.

The LORD shall preserve you from all evil;
He shall preserve your soul.
The LORD shall preserve your going out and your coming in
From this time forth, and even forevermore.

[NKJV Bible]

Training for Clergy – I need your help!

I've now had lots of offer of help THANK YOU. But it's not too late ...

I am still looking for one or two more video clips or people who could join me on 7th December (in person or on zoom) either to demonstrate some great worship or to talk about worship or working with a local church.

Please do get in touch if you think you might be able to help.



Thank you, Charlotte

Training:

If you are in the window for SIAMS or just wanted to get ahead and feel well prepared, do join me for:

Preparing for SIAMS (including self-evaluation) on Thursday 18th November at 4pm

And if you are struggling to recruit or hang onto governors, do join Morven for:

Successful Recruitment and Retention of Governors on Wednesday 1st December at 6pm

Simply email education@carlisle-diocese.org.uk to join any of our courses or events.

There's always lots going on. Don't forget to keep an eye on our [Events Programme](#):

Heads Huddle:

Heads Huddle is a weekly opportunity to meet with fellow school leaders and members of the Diocesan Education Team in a relaxed and informal online chat.

Please do join us to share the highs and lows of the week; to take a moment for reflection; to enjoy some mutual support; to ask any questions on your mind; and to receive any updates available.



We'd love to see you at 3.45pm on Tuesdays whenever you can make it.

<https://us02web.zoom.us/j/88350734545?pwd=aEFSQlk3Wm5qK2FWNk8wSoxVNC84dz09&from=addon>

Feedback from Headteachers: themes of the week

Recruitment: we've heard in a few different audiences this week about the difficulty of recruiting teaching assistants and midday supervisors. We know all the reasons – hours, pay, temporary contracts etc. It's heart-breaking - often these team members make the difference between success and failure; happiness and sadness; coping or not-coping for our most vulnerable pupils.

Christmas: yet again, Christmas planning is being reported as both a source of Hope but also anxiety ... What are staff comfortable with? How much do we plan and risk being cancelled? Whatever decision we make, someone will tell us it wasn't right – too much risk, not enough fun to compensate for pupils' poor experiences. Managing

tensions is draining. [As a Diocesan team we are working hard on developing a magic wand or crystal ball to help, in the meantime, please know you are in our thoughts and prayers].

Give, give, give: Headteacher wellbeing remains a real concern. Staffing difficulties meaning you are having to cover classes, control and manage outbreaks, paperwork, schools not feeling 'nice' - bubbles, masks etc back in place. Lack of external support from agencies (who are also overstretched) remains a source of frustration, extra work and exhaustion.

Diocesan response: if any of these issues are chiming a chord with you and you need someone to talk to or some practical help, please get in touch. You will a non-judgemental, confidential, supportive response. Sometimes, just talking things through can really help.

Wellbeing Corner: 5 Ways to Wellbeing



Click for our full
Wellbeing Strategy



The 5 Ways to Wellbeing initiative has been around for some time and was originally developed by the New Economics Foundation, it sets out five simple things we can all do in our everyday life, which can actively boost our wellbeing and mental health. Sometimes, however, in the business of everyday and the reality of balancing the needs of work and home, seeing ways in which to fit the 5 Ways to Wellbeing can start to feel a bit idealistic.

However, it can be surprising what a little innovative thinking can achieve. Whilst delivering some training in a large and busy Local

Authority down in London on wellbeing and mental health for a group of operational managers, all a little stretched to their limit, we explored the 5 Ways to Wellbeing from the perspective of their manager role and likewise, what was within their gift to drive positive change in their directorate or team. I did take the stance that learning new skills, such as a new craft, may not be applicable in their context, only to be challenged by one person, who had set up a Women's Weekly group in her directorate. She went on to describe how every month, the group meets to work on their respective crafts, talk, share stories, share what they are working on, teach each other new skills, eat cake and for just that hour, leave work behind. She showed how, with some creative thinking, there are no constraints to what can be achieved.

So; here is the challenge: how can you implement the 5 Ways to Wellbeing in your school and even better still, in what ways can you bring a bit of imagination to it. It would be great to see some photographs! 😊

[5 Ways to Wellbeing - Mind](#)

Inclusion Corner:



Tuesday was a turning point for our beloved county. Over 250 people from all kinds of businesses, organisations and communities attended our sell out inaugural Summit. Thank you to all those who came, supported, shared, laughed, cried and left determined to do better.

The feedback, comments and enquiries are still coming in and we are overwhelmed and humbled. Importantly, we are being asked by everyone what they can do, how can they do it and how can Anti Racist Cumbria help and support. Well, we have lots of ideas to help you but before we share them, we first wanted to share back with everyone some of the highlights of the day.

PANEL - IS ANTI-RACISM RELEVANT IN ALL WHITE SPACES?

https://www.youtube.com/watch?v=k1jpi-TbDOQ&t=19s&ab_channel=AntiRacistCumbria

A powerful conversation, with the focus on some extremely important messages:

"Change the structures in the systems that oppress us"

Chair - [Pran Patel - Teacherist & Decolonise the Curriculum](#)

"If you've got an all white space, what are you doing to perpetuate that? "

[Hannah Chandisingh - NHS Morecambe Bay](#)

"What are we doing to disrupt racism? how are [we] having the conversation as to what anti racism looks like as opposed to just saying 'I'm not racist' "

[Lady Phyll - UK Black Pride](#)

"there can be no such thing as racial equality for black people if there isn't racial equality for gypsies"

[Sonny Peart - Black Trail Runners](#)

Watch the full panel discussion by clicking the link above.

Formed in 2020 Anti Racist Cumbria's mission is

"Tackling and ending racism through action and education to create a forward-thinking and actively anti-racist Cumbria; free from prejudice and systemic inequalities."

In Cumbria, race-related hate crime has increased 41% between 2016 and 2019 and every day brings fresh evidence that our society is at a turning point. We believe our beloved Cumbria has an historic opportunity to become the UK's first actively and openly anti-racist county where anyone who lives or works in Cumbria can succeed and live without fear of discrimination because of the colour of their skin.

Not everything that is faced can be changed, but nothing can be changed until it is faced.

– James Baldwin



Update for NPQs

The DfE have announced that **ALL** NPQs are now fully funded for Teachers and Leaders in state schools and 16-19 provision

DfE Accredited


Great news from @educationgovuk - all NPQs are now fully funded to all teachers/leaders in all state schools in England!

Time to get involved for our @CofE_EduLead NPQH February intake.

Good Shepherd Trust have experienced facilitators and coaches based in Cumbria to support you or your colleagues on your or their leadership journey.

Sign up today!

Go to: www.cefel.org.uk/npq to find out how



SIAMS Update

If you are expecting an inspection during this academic year, please do discuss with your Diocesan Link any support you might need as you prepare.

Remember, if you have purchased the Enhanced Partnership Agreement Package, there is no charge for support.

- **Our first school was inspected on Tuesday 9th November.**
- Inspections can take place on any day of the week but will never be in the first week of a term or half term.

- The **Revised Evaluation Schedule** suite of other documents is available here:
- <https://www.churchofengland.org/about/education-and-schools/church-schools-and-academies/siams-inspections>



I wanted to share our new free resource for Advent this year: '**Community Matters at Christmas**'. The resource is available for order now.

Throughout Advent we will explore different communities from the Christmas story, see what they can teach us about community and how they can inspire us to make a

difference this Christmas. Over four weeks, the resource celebrates how **community** can bring us **joy, acceptance, generosity** and **love**. The resource includes videos of pupils talking about their communities, bible links, reflections and practical challenges and can be used in the classroom or in collective worship.

Schools can sign up here: <https://www.abyyt.com/advent>

If you have any questions about any of the information contained in this week's communication, don't hesitate to get in touch:

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