

## Diocese of Carlisle Board of Education

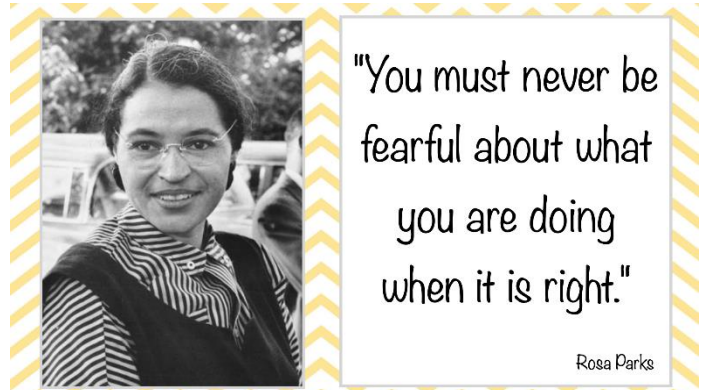
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**Weekly Communication: 4<sup>th</sup> November 2021**

### Reflection:



“  
People always said that  
I didn't give up my seat  
because I was tired,  
but that isn't true.  
I was not tired physically...  
No, the only tired I was,  
was tired of giving in.  
ROSA PARKS



It was a real treat to join the Headteacher Peer Support Network session this afternoon and share some quality time with many of you. This year's Peer Support Networks have an **Inclusion, Equality & Reducing Deprivation** theme as we work towards our Annual Conference on Thursday 16<sup>th</sup> June with Keynote Speaker, Prof. Paul Miller. I very much enjoyed hearing about some of the work being undertaken in schools across Cumbria to challenge prejudice, and bias (whether conscious or unconscious).

Do get in touch with me (Charlotte) if you have anything else to share.

For more information, please contact: [ruth.houston@churchofengland.org](mailto:ruth.houston@churchofengland.org)

To book a place, please contact: [education@carlisediocese.org.uk](mailto:education@carlisediocese.org.uk)

### Training for Clergy – I need your help!

Thank you to those of you who have already been in touch to offer yourself, your pupils or a member of your local community to contribute to an important training day for curates about working with schools.

I am still looking for one or two more video clips or people who could join me on 7<sup>th</sup> 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

## 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://uso2web.zoom.us/j/88350734545?pwd=aEFSQlk3Wm5qK2FWNk8wSoxVNC84dz09&from=addon>

## Feedback from Headteachers: themes of the week



**Half term:** it was great to hear that, notwithstanding the shocking weather, many of you had managed to press **PAUSE** and get a proper break last week.

**Halloween Super Spreader Party:** we were very sorry to hear that for one school a Halloween party just before the return to school had turned into a COVID super spreading event.

**Give, give, give:** we were struck yet again, hearing about the number of issues some of you are managing, by just how draining the role is for some of you and just how much some of you are giving to sustain your colleagues, your pupils, their families and your local communities. Remember you are all in our thoughts and prayers and that the Diocesan team are at the end of the phone if you need someone to unburden yourself to.



## Wellbeing Corner



### The Principle of the Stress Bucket



The concept of the stress bucket has been around for a while; it is a powerful tool for both self-reflection and for working in groups to identify areas of stress, and most importantly, ways in which to manage these. Really strong conversations based on the stress bucket will include some solutions focused thinking as well as looking to spot issues, triggers risks and challenges.

As an alternative to the staff survey, the stress bucket can generate some powerful insights into how others experience the world whilst, if handled well, generate some quick fixes as well as longer term actions to help address key risk points within the school year. As a leader, try asking every member of your team on a half termly/termly basis to put into the stress bucket the things that have been a cause of stress for them over the last few weeks and – this is the critical bit – to also include a possible answer to the issue or concern.

Over time, you will get some value insights and ideas, and as a team, there will be scope to look at the things from both an operational and strategic level. It can be amazing what hidden gems present themselves through the ideas put into the stress bucket and likewise, the data gathered can often be more meaningful, or add value to, what is collated through a survey.

The scope is not limited to staff – what might your children have to say?

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## Inclusion Corner:

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**

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**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

The Church of England 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](http://www.cefel.org.uk/npq) to find out how

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## 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.

- **We had our first inspection notification this week. On Tuesday 2<sup>nd</sup> November one of our schools was notified that they will be inspected next Tuesday (9<sup>th</sup>).**
- 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>



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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:

**Charlotte Tudway**

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