

## Diocese of Carlisle Board of Education

[www.carlislediocese.org.uk/education](http://www.carlislediocese.org.uk/education)

**Weekly Communication: 13<sup>th</sup> January 2022**

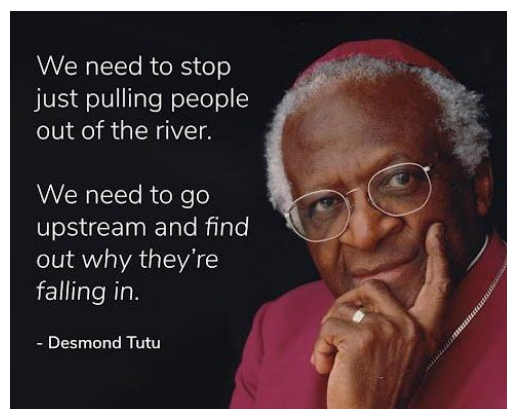
### Reflection:



I seem to have spent a lot of time this week discussing the lack of external support for any issues which cannot be dealt with 'in house' by a school:

safeguarding, child protection, support for those with special or additional needs, those needing a social worker or a family support worker and so the list goes on.

At our huddle this week, we agreed that this quote from the legend, The Most Reverend Desmond Tutu, who will be greatly missed, summed up perfectly how we are feeling:



### Training:

Coming up this half term:

**Vision & Leadership including an introduction to SIAMS, Tuesday 25<sup>th</sup> January.**

**Introduction to Church School Governance, Tuesday 3<sup>rd</sup> February.**

We are adding a brand-new SIAMS course to our programme for the Spring Term. We will be delivering a session on **Spiritual Development on Wednesday 23<sup>rd</sup> March at 4pm**. We will be exploring what we mean by Spiritual Development, how we plan for it across the school and how we can tell whether our provision is enabling spiritual development in our pupils as they progress through our school (and evidence this in an inspection).

And, watch this space for another brand new session, **RE Leadership for those new to leading RE or new to the role of Headteacher in a Church School**. In this course, I and our RE Consultant, Laura Watson will be unpacking curriculum expectations (ensuring a balance of theology, sociology and philosophy), how we ensure that RE lessons enable pupils' spiritual development and reflect our school's vision and possible ways to monitor progress across the school. Date TBC, First half of Summer Term.

Simply email [education@carlislediocese.org.uk](mailto:education@carlislediocese.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](#).

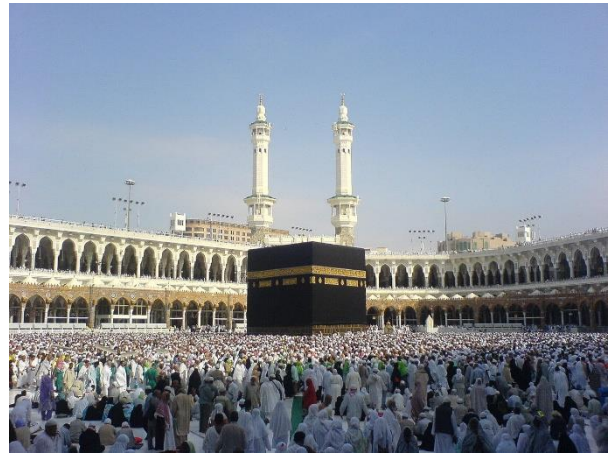


# Support for teaching Islam

## A message from Imran Kotwal

"I recently delivered a number of Islam CPD courses virtually to Primary RE teachers - the recordings are now available to help teachers develop their subject knowledge and confidence in teaching Islam.

If you would like a live virtual session on any of the topics below just for Primary RE leads I'm happy to facilitate.



### There are 5 Teaching and Learning about Islam courses:

1. **The 5 Pillars of Islam**
2. **The 6 Articles of Faith**
3. **What does it mean to be a Muslim in Britain Today? Includes Islamophobia**
4. **Islamic Artefacts / Special Objects in Islam**
5. **How to use the Qur'an in your planning and teaching.**

Please see the attached flyer for more information about the content and how to access the recordings or [CLICK HERE](#) to go directly to the booking form.

Any problems, please email [Imran@muslimlearnerservices.org](mailto:Imran@muslimlearnerservices.org)



## Church of England NPQs

This short video answers many of the questions we are regularly asked about NPQs – which one is right for teachers and leaders at different stages of their career and with different responsibilities? Who is delivering the courses in our Area? Do have a look. Even if you aren't thinking of a qualification for yourself right now, you may be struck by one of them which might be relevant for a colleague or a friend.

For more information or if you have any questions, please contact Chris Boucetla:

[siochrisb@thegoodshepherdmat.co.uk](mailto:siochrisb@thegoodshepherdmat.co.uk)

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## 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>

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## Feedback from Headteachers: themes of the week

**Some sad news:** it was with great sadness that we heard, via one of the headteachers at our huddle, of the sudden death of Carolyn Murray, Headteacher at Norman Street Primary School in Carlisle earlier this week. Our thoughts and prayers are with her family and friends, the school and local community and all those who are missing her and trying to come to terms with their loss.

**Absence:** lots of us are feeling the frustration caused by positive COVID tests for people who are asymptomatic. Staff are stuck at home feeling perfectly well and able to do their job but can't. It is hard.

**Fear:** those not currently experiencing significant absence or disruption due to COVID are still on edge as they fear it coming. It feels like it's closing in on us.

**End of year external tests:** we agreed that schools either remaining open or finding innovative ways to ensure teaching has continued in some way has masked the fact that we haven't been able to teach to the best of our ability and even now, we are finding it hard with staff absences and lots of cover, to fill in all the gaps missing in learning. Schools have muddled through. They have done whatever they could to stay open. We weren't certain that those who don't work in or closely with schools really understand just how different it feels. It will be interesting to see what raw scores in SATs look like (assuming they go ahead) and whether there will be a change in the national 'expected' standard to reflect the fact that we cannot expect our Year 6 to achieve what they might have done without two years of disruption. Watch this space.

**A thank you goes a long way:** one headteacher had had a lovely email from a parent just saying, 'thank you'. It really does make a difference!



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## Inclusion Corner:

One of the things I consider a real holiday treat, an indulgence which I don't usually get to enjoy unless I am actually on leave from work, is reading a great book during the daytime. This is one of those I ploughed through by the fireside at Christmas.

To describe it as eye-opening is to understate how powerful it is. I found the insight into the minds of the white supremacist characters, in particular, revelatory. Not a comfortable read but completely un-put-down-able.

### From the Back Cover

*Ruth* is a nurse who lives in a good neighbourhood, with a son of whom she could not be more proud.

*Kennedy* is a lawyer who prides herself on the work she does with disadvantaged minorities.

*Turk* is a man who believes in the ultimate supremacy of the white race - devastated by the tragic death of his newborn son.

As a grieving father cries for justice, the hospital seeks a scapegoat: and Ruth could lose everything she has worked so hard to build.

*"There is a fire raging, and we have two choices: we can turn our backs, or we can try to fight it. Yes, talking about racism is hard to do, and yes, we stumble over the words - but we who are white need to have this discussion among ourselves. Because then, even more of us will overhear, and - I hope - the conversation will spread."*

Author's Note



### New Year's Resolutions - to Have or Not to Have

Dry January, Veganuary, that resolute commitment to go to the gym three times a week, a promise to oneself to re-transform the exercise bike from being an extension of the wardrobe to once again functioning as its primary purpose; the slightly quizzical expression on the dog's face when he gets taken out on *yet another* long walk when he is still dozing off the last one you had before breakfast... and so they go on.



Never is there a time in the year – with the exception of Lent, perhaps – when we made so many hard and fast promises to ourselves. And we mean them. January the first, in all of its white blank page glory and newness, is a day of fierce intentions and determination. More diet cookbooks, brand new trainers and alcohol free beers have their inauguration day on January 1<sup>st</sup> than any other day of the year – and more dogs have sore feet! ☺ The truth of the matter is, research tells us that in reality, most of us will fail; in fact, less than 8% of people keep to their new year resolution. As such, rather than adding to our wellbeing, the promise we set becomes something we got wrong and the emotions can shift quickly to a sense of failure and 'not being good enough'. In a world that taxes our wellbeing so relentlessly already, is this something else that we really need?

The problem with new year's resolutions is that they ask us to be that 10% more. Something to consider is what 5% more looks like; or 1% more. Or even ½% more. Rather than going all out Dry January, what does only in the week look like? What does beginning to explore some vegetarian options on a regular basis instead of some meat based favourites look like rather than going all out vegan? What does a mile a day look like and you can choose how do it – give yourself permission to amble with a good book on Audible if that is what you need. Sometimes, tiny incremental changes quickly lead to radical transformation because they are manageable, achievable and slip into our day to day without us noticing after a while. But all the while, they are chipping away at the change we want to see.

If you have a commitment to a resolution or you have signed up to Dry January, Veganuary or any other health based initiative, then this is not meant to put you off and I would say be the people that prove me wrong! But for the rest of you reading this and thinking 'this is me' and 'I already hate my new trainers', have a think about what your in between can look like and place yourself better to succeed.

**Pam Weeden, Diocesan School Consultant  
Executive Coach**

## Important SIAMS Update

### INSPECTIONS SUSPENDED

A message from Margaret James, National Director of SIAMS:

*In view of the additional pressures with which school leaders and staff are currently dealing as a result of the rapid spread of the Omicron variant of Covid, no SIAMS inspections will take place until Monday 31 January at the earliest. The National Director of SIAMS will review the situation over the coming weeks and will update diocesan education teams, as well as the SIAMS website, with the date of the resumption of normal inspection activity. Once inspections resume, schools will receive one week's notice of the date of their inspection as per the notification policy.*







Dear Headteacher

I wanted to let you know about a collaboration taking place in 2022 between Carlisle Cathedral and the Diocesan Board of Education, and to invite your school community to participate with us in this exciting project.

Throughout 2022 Carlisle Cathedral is working with partners to deliver a series of events and activities to celebrate the 900th Anniversary of the foundation of a Priory in Carlisle, which in 1133 became the Cathedral. The year is titled 'Journey and Rest 1122-2022: a Year of Pilgrimage to Celebrate 900 years of Carlisle Cathedral and Priory'.

Life's journey is full of unexpected blessings and challenges; activity and quiet. We want to celebrate life's journey and rest –

its pilgrimage – with your school community, by inviting you to join with us, and the other 103 church schools in the Diocese, in a project to create a School's Labyrinth.

This project will build on our existing partnerships around the Year 6 Church School Leavers' Service at the Cathedral, which we plan to host again in June 2022. Our project to create a Labyrinth would both lead towards - and out of - that service, as our children and young people continue to travel through the complexities of these recent years.

The project would involve your school being sent a pre-designed foam tile – a piece of the Labyrinth - to decorate in a manner which speaks of the journeys and life of your community. When your school's tile is joined with all the others the result will be an utterly unique, walkable Labyrinth celebrating a whole variety of school communities served by the Board of Education and the Cathedral. As part of the project your school will also receive RE and Art lesson plans, as well as collective worship resources on the theme of labyrinth and pilgrimage, to extend the reach and impact of the project in your school community.

At the beginning of the summer term, we will gather all the decorated tiles together. The Labyrinth will then be installed in the Fraternity Hall at the Cathedral for the two weeks leading up to, and including, the Year 6 Church Schools Leavers' Services. It will act as the centre piece for these Leavers' Services and families and members of the public will be able to visit the installation and physically walk the Labyrinth.

At the end of the installation in the Fraternity Hall we hope that the Labyrinth will be able to 'tour' Cumbria through the 2022-23 academic year, acting as a focus for local installations and school cluster days.

At the moment, all we are asking for is an expression of interest from your school, so we can plan the resources required. There may be an opportunity for schools to decorate more than one tile, dependent on the level of interest. The Rev'd Canon Dr Benjamin Carter, who is leading on the project for the Cathedral, will be joining us at our usual Heads Huddle on Tuesday 18th January if you would like to hear more about the project or have any queries.

In the meantime, will you please let Morven know if your school is interested to join with us in this exciting collaboration by responding directly to her via e-mail?

**Vanessa**



# Staff Contracts for Schools and Academies

## Model Contracts of Employment

As you will know, the CEEO provides template model employment documents to support Foundation, VA schools and academies to fulfil their responsibilities as an employer.

Work was undertaken last year to revise the suite of model employment documentation and I am writing to let you know that the updated documents have been published today on the website for use – subject to local consultation requirements.

Here is the link to the documents for your information: [Staff Contracts for Schools and Academies | The Church of England](#).

A link to the TUC Academies Model Agreement has also been added for information.



If you have a vacancy you would like to advertise here, don't hesitate to send it to [charlotte.tudway@carlisle-diocese.org.uk](mailto:charlotte.tudway@carlisle-diocese.org.uk). I aim to send out the weekly communication each Thursday so any 'copy' would need to be with me by Wednesday evening (or early Thursday morning) to make it into that week's edition.



## CALLING ALL CLERKS



We currently have a number of schools looking for a Clerk to Governors. If you know anyone who might be prepared to take on this crucial role or to add another school to their portfolio, please contact Morven: [education@carlisle-diocese.org.uk](mailto:education@carlisle-diocese.org.uk)

## HEADTEACHER VACANCIES

The following Church of England Schools are currently advertising for a new Headteacher:

- ❖ Gosforth Primary School
- ❖ Hayton Primary School, Brampton
- ❖ Threlkeld Academy, Keswick

You can see all their adverts on the Cumbria County Council Jobs and Careers page [here](#).



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**

Deputy Director of Education

[charlotte.tudway@carlisle-diocese.org.uk](mailto:charlotte.tudway@carlisle-diocese.org.uk)

[www.carlisle-diocese.org.uk/education](http://www.carlisle-diocese.org.uk/education)

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