

## Diocese of Carlisle Board of Education

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

**Weekly Communication: 27<sup>th</sup> January 2022**

### Reflection: “Nana korobi ya oki”– fall down seven times, stand up eight.

But what about when you’ve been clobbered for what feels like the thousandth time? What lifts you back to your feet?

I don’t think it’s our own strength. In the darkness of the valley, all our resources are spent. Perhaps though, if we dwell there for a time, we may be ready to lean into something other than ourselves. Perhaps then we whisper, “I believe in the Holy Spirit, the Lord, the giver of LIFE”. And in that moment of grace she will come, like a rushing wind.

**“Come Holy Spirit, fill the hearts of your faithful and kindle in them the power of your love. Send forth your Spirit and they shall be created and you shall renew the face of the earth.”**



**Vanessa**

### Training:

Coming up this half term:

**Introduction to Church School Governance, Thursday 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](#).

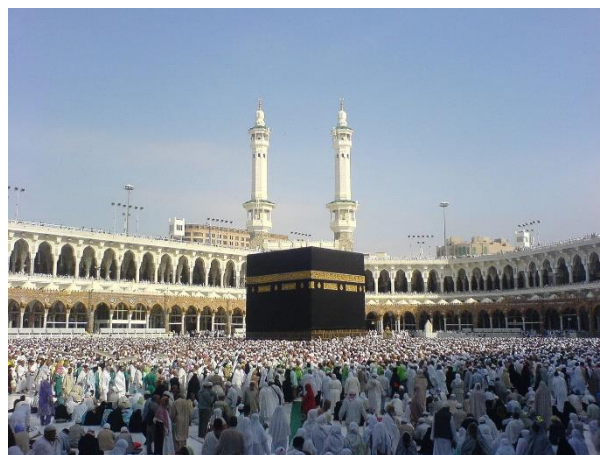


## Support for teaching Islam

### 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 Boucetta:

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

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## Feedback from Headteachers: themes of the week

**A break from talking about COVID:** We noted that the default conversations of leadership are covid conversations (testing and release, when a staff member holds multiple roles and is off), but today Huddlers chose to focus on the inspirational moments, the energy, and the gratitude of the last week...

An ex-pupil being in touch seeking to volunteer at the school - she wants to be a primary teacher. Observing the development of character in Year 6 young leaders supporting younger members of the community in their learning. Coffee mornings that are back on, a community library opened in school, the excitement of Year 6 reached as they plan their presentation for an event far away in Oxford.



We also spent some time in conversation about education reform and what full academisation might mean. Concerns were expressed about how the role of Headteachers will change. We agreed that how we hold fast to our Christian values of service to the most vulnerable will need to be front and centre, as will open and transparent processes to implement change.

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## Inclusion Corner: today is Holocaust Memorial Day



*“Holocaust Memorial Day is all the more poignant this year as evidence shows that the pandemic has led to a rise in anti-semitism, with statistics showing it more than doubled in Cumbria last year. Lake District Holocaust Project have reported an increase of antisemitic messaging and attacks.*

*Parallels have been drawn worldwide between antisemitic conspiracy theories about Covid-19 & war time propaganda around the Jewish communities.*

*“an entry point (to antisemitism) has come with the pandemic and the anti-vaccination movement where the language is not explicitly anti-Jewish... It means that a lot of people are at risk of getting sucked in,”*

*David Rich, Community Security Trust (CST).*

*To put it simply, conspiracy theories can act as a gateway to far more extreme views.*

*As the number of Holocaust survivors diminishes every year, we must make greater efforts to elevate the truth and take forward the important lessons from the Holocaust.*

*In times like these it isn't enough to not be racist.*

*We must be actively anti-racist, and stand up against hate.”*



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## Wellbeing Corner:



Click for our full  
Wellbeing Strategy

## 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**

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## Important SIAMS Update

### FURTHER SUSPENSION

A message from the National Director of SIAMS:



26 January 2022

This morning, I have made the decision to extend the suspension of SIAMS inspection and, therefore, not to resume at the end of January.

The situation with Covid-related staff absences is still not, in my opinion, sufficiently settled across the country to warrant a resumption. It appears that a large number of schools are still managing difficulties that are of comparable severity to those that were present at the time of the original suspension. This means that the reasons that led to the decision to suspend inspection are still present for a large number of schools, rendering resumption unwise and unfair.

As long as the situation for schools eases, we will resume inspection notifications the week beginning Monday 21 February, with in-school inspection activity recommencing the week beginning Monday 28 February. I appreciate that some schools will be on half-term the week beginning 21 February and that will, of course, be factored into our scheduling.

The delays that we have experienced as a result of Covid since October 2021 mean that it is likely that some of the schools that are on the list for inspection before the end of December 2022 will not be inspected within that timeframe. I will review this with the team over the coming months and we will issue an updated list in due course. For the time-being, all schools on the list should continue to assume that they are likely to be inspected.

Yours sincerely



Dr Margaret James | National Director of SIAMS

## SIAMS SELF-EVALUATION UPDATE

An update from the National Director of SIAMS:

1. Previous advice suggested that schools should write one summary/reflection self-evaluation document from their longer ongoing self-evaluation to provide evidence of Good. They were then encouraged to write a second document to 'make a case for Excellent' if they believed that grade to be appropriate. I have changed that guidance.
2. I advise that, from the information in their ongoing in-school self-evaluation, schools write one short, summary self-evaluation, that is aligned with the SIAMS criteria. This should provide an evidence-based evaluation of the impact of their Christian vision. In doing this, I suggest that they use the language of the Schedule to help them to accurately indicate their evidence-based self-evaluation.
3. Schools should not allocate any specific grades as part of their self-evaluation. The inspector will do that, based on their evaluation of the school's evidence base. The school's appropriate use of the language of the Schedule will help the inspector to make this evaluation, but please remind schools that all inspection judgements must be evidence-based and that a school's assertion of any grade will not be sufficient in and of itself.

### Attached Documents:

- [Ongoing SIAMS Self-Evaluation Template](#)
- [Summary SIAMS Self-Evaluation Template](#)
- [Updated SIAMS Information for Schools](#)



## Picture News

If you've never seen Picture News before, you might want to have a look whilst they currently have a 4-week trial on offer free of charge.

Picture News (as the name suggests) brings to life, through pictures, thought provoking news, issues, topics or themes.

There are follow up, age appropriate 'big questions' for each Key Stage.

They have just launched their new format. A sample is attached. You can find out more [here](#)

## Picture News Collective Worship Webinar:

*"I wanted to let you know about our upcoming collective worship webinar in a couple of weeks (this session is already nearly full!). The session will be led by the author of Picture News collective worship and executive head Antony David and will cover the format of the new resource and explore how to use it. All attendees will also receive a CPD certificate of attendance."*

## Platinum Jubilee Pudding:

*"Ahead of the Queen's Platinum Jubilee on the 6<sup>th</sup> February (which Friday's pack will explore further), I wanted to give you a heads up that the pack will explore the Fortnum and Mason pudding competition. As the closing date is 4<sup>th</sup> February for entries and you may wish to enter, it may be of benefit to have the guidance earlier in the week. Full details on the pudding competition can be [found here](#)."*



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.

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## JOB VACANCIES

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

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



**Lazonby School is currently looking to recruit a part-time SENCo.**

If you know someone who might be interested, please ask them to contact: [andrew@lazonby.cumbria.sch.uk](mailto:andrew@lazonby.cumbria.sch.uk) for more info

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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