

## Reflection:

This week's reflection is really a note to self.

I do hope the reminder is as useful to you as it is to me - hang in there. Just six more get ups!



## Carlisle Diocesan Board of Education: Leaders' Conference 2022

### *Made in the Image of God*

Thursday 16<sup>th</sup> June: The Roundthorn Hotel, Penrith CA11 8SJ

*Breakfast from 9am. Finish at 3.30pm*

- ❖ Prof Paul Miller, Educational Equity Services ❖
- ❖ Janett Walker, CEO Anti Racist Cumbria ❖
- ❖ Dr Margaret James, National Director of SIAMS ❖
- ❖ Plus some friends of the Diocese; a range of stalls and lots of time to catch up with colleagues ❖

Contact [education@carlisediocese.org.uk](mailto:education@carlisediocese.org.uk) for more information or to book a place.  
£50 for Enhanced Partnership Agreement Schools with a free Foundation Governor place. £120 per person for anyone else.

**Let us consider how to stir up one another to love and good works** *Hebrews 10:24*

❖❖❖ PLACES ARE FILLING UP FAST ❖❖❖

❖❖❖ IF YOU HAVEN'T BOOKED YET, PLEASE DO GET IN TOUCH ASAP ❖❖❖

## Inclusion Corner:



<https://www.christianaid.org.uk/get-involved/schools/letters-creation-school-resources>

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## SIAMS Corner:

If you are expecting a SIAMS inspection (or an Ofsted inspection for that matter) in the near future, it is worth just having a think about the impact on any groups of pupils who may be invited to speak to an inspector. We're really noticing the difference in pupil discussions in recent inspections.



Pupils have not been used to having visitors in school and talking to people they don't know about their school and their learning. For some it is a real treat and they are keen and excited to take part. But, for some, it can be really daunting. In order that the inspection process is not a negative one for any of your pupils, you might want to consider inviting someone they don't know well (a new governor or a governor they haven't seen for a while perhaps) to chat to them so they are more at ease during an inspection. Your Diocesan link will be happy to conduct a pupil voice exercise when next visiting your school if this would be helpful.

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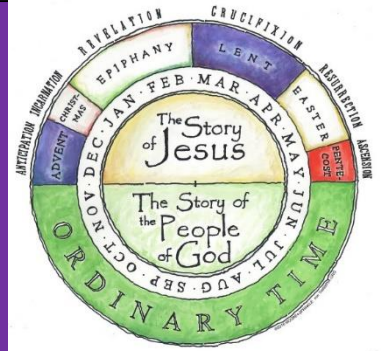
## Church Corner

**This week:** Season of Lent

**Colour:** Purple

**Sunday:** 27<sup>th</sup> March

**Fourth Sunday of Lent/Mothering Sunday**



The Lectionary gives churches a choice this week: between the Fourth Sunday of Lent and Mothering Sunday. The readings for Mothering Sunday, probably the better choice in school this coming week, still have a Lenten relevance. The Old Testament lesson is [Exodus 2:1-10](#), which tells the story of the infant Moses, hidden in a basket among the reeds, to protect him from the murderous intention of the pharaoh ([Exodus 1:22](#), outside the set reading). Exodus is the heart of the Old Testament, the foundation story of God's chosen people Israel (the descendants of Jacob, the father of Joseph). As the Exodus marked liberation from captivity, so the coming of Jesus is understood as a liberation from sin. As the blood of the Passover Lamb ([Exodus 12](#)) shielded the Israelites from God's wrath, so Christians understand Jesus as our Passover Lamb, whose death on the cross shields us from the judgment that our sins deserve in the face of God's perfect justice and judgment. The story of the baby in the basket, of course, is intended as a practical example of a mother's love in the face of extreme circumstances. It is no doubt being tragically re-enacted in every war zone in the world at present.

This week's Gospel is short: [Luke 2:33-35](#), the end of the story of the Presentation of Christ in the Temple (Candlemas). The aged Simeon blesses the Holy Family, but observes not only that the child is destined for the "falling and the rising of many in Israel" but that "a sword will pierce [Mary's] soul too." The references to the crucifixion, and to motherhood, are obvious but, again, they are tempered by realism about the way the world is. Many people, although greatly blessed by God, will nevertheless reject him when he comes among them. It's also salutary reminder that Mothering Sunday is, for many people, a remembrance of mothers or children we have lost, or a childhood which fell short of the ideal. ST

## Diocesan Y6 Leavers' Service

Andrea Armstrong, Headteacher at Kirkbampton School, who is co-ordinating the Year 6 Leavers events again this year reports that there are only a very small number of places left at any of the services.

I'm booked up to attend at Kendal on 14<sup>th</sup> June and Carlisle on 15<sup>th</sup> June and am very much looking forward to seeing many of you there for these really special occasions.

If your school is keen to attend and hasn't yet booked a place, please do get in touch with Andrew ASAP who will do her best to accommodate you.

The services will take place at

**Holy Trinity Church, Kendal:**

Tuesday 14<sup>th</sup> June commencing 11am

**Carlisle Cathedral:**

Wednesday 15<sup>th</sup>, Thursday 16<sup>th</sup> and Friday 17<sup>th</sup> June also at 11am.

We anticipate the services will last approximately 1 hour.

Schools who haven't yet booked should contact Andrea as soon as possible by emailing [aa@kirkbampton.cumbria.sch.uk](mailto:aa@kirkbampton.cumbria.sch.uk) or calling: 01228 576377

We regret that due to the limited number of seats available we are unable to offer places to parents.

Further information will follow once we have confirmed numbers.

**For those attending Carlisle Cathedral, you can also reserve a slot for your leavers to see the completed Labyrinth in the Fraternity before or after the service. This can be arranged through Sarah Cameron at the cathedral [heritagelearning@carlislecathedral.org.uk](mailto:heritagelearning@carlislecathedral.org.uk). Visits to the Labyrinth must be booked in advance of the leavers' services.**



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## Training:

Coming up next half term:

Tuesday 19<sup>th</sup> April - Understanding Christianity: all day event @ Seaton School, CA141HA with Laura Watson

Thursday 21<sup>st</sup> April - Vision & Leadership online training at 4pm with Charlotte Tudway

Wednesday 27<sup>th</sup> April – New & Acting Headteacher Induction online at 1pm: data and Ofsted expectations at 1pm with PHA (Judith Gore) and LIS (Calum Campbell)

Wednesday 27<sup>th</sup> April – The Role of the Clerk in a Church School online with Morven Anson at 4pm

Thursday 5<sup>th</sup> May – RE Cluster meeting at 4pm online with Laura Watson – an opportunity to share best practice and ask all your questions

**NEW COURSE** Monday 8<sup>th</sup> May – Embedding Understanding Christianity at 4pm online – an opportunity to dig deeper, ask questions, review how you are getting on with it – for anyone who is already using Understanding Christianity: with Laura Watson



Thursday 12<sup>th</sup> May - An Introduction to Governance in Church Schools online with Morven Anson at 6.30pm

Wednesday 18<sup>th</sup> May - New & Acting Headteacher Induction online at 1pm: working with pupils with SEND or in receipt of the Pupil Premium Grant at 1pm with Charlotte Tudway, PHA (Judith Gore) and LIS (Calum Campbell)

**NEW COURSE** Thursday 19<sup>th</sup> May – Leading Effective RE for those new to RE Leadership or Headship in a Church School at 4pm online with Laura Watson

\*Monday 23<sup>rd</sup> May – Governor Peer Support Network Session 3 of 3 online at 6.30pm with Ruth Houston

\*\*Tuesday 24<sup>th</sup> May – Headteacher Peer Support Network Session 4 of 5 online at 1.30pm with Ruth Houston

\*Wednesday 25<sup>th</sup> May – Governor Peer Support Network Session 3 of 3 online at 5.30pm with Ruth Houston

\*\*Thursday 26<sup>th</sup> May - Headteacher Peer Support Network Session 4 of 5 online at 10.00am with Ruth Houston

**NEW COURSE** Thursday 26<sup>th</sup> May – Current expectations in delivering collective worship online at 6pm with Charlotte Tudway

Thursday 9<sup>th</sup> June – Clerks Q&A online at 10am with Morven Anson

**NEW COURSE** Monday 13<sup>th</sup> June – Embedding Understanding Christianity – Curriculum Design online at 4pm with Laura Watson

**NEW EVENT** THURSDAY 16<sup>TH</sup> JUNE – ANNUAL CONFERENCE FOR LEADERS – ALL DAY EVENT AT ROUNDTORN COUNTRY HOUSE, PENRITH

Wednesday 22<sup>nd</sup> June - New & Acting Headteacher Induction at Penrith Rugby Club: Celebration, Reflection on your first year, thinking ahead to next year including performance appraisal linking to school development planning with Charlotte Tudway, PHA (Judith Gore) and LIS (Calum Campbell)

\*\*Monday 27<sup>th</sup> June - Headteacher Peer Support Network Session 5 of 5 online at 1.30pm with Ruth Houston

\*\*Wednesday 29<sup>th</sup> June - Headteacher Peer Support Network Session 5 of 5 online at 1.30pm with Ruth Houston

Monday 4<sup>th</sup> July - Embedding Understanding Christianity – Assessment and end of unit activities online at 4pm with Laura Watson

Simply email [education@carlisle-diocese.org.uk](mailto: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](#).

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## Support for teaching Islam

<https://muslimlearnerservices.org/>

With Ramadan starting around the 2nd of April, Imran Kotwal from Muslim Learner Services is offering a **FREE virtual** Teaching & Learning about Ramadan & Eid CPD session for Primary School RE Leads, Teachers and/or Headteachers.

**29th March 2022 4-5 pm.**

**Description:** In this session, we will explore questions like: What is Ramadan? Why do Muslims fast? Why do some Muslims in Britain start Ramadan on different dates? Do all Muslims need to fast? What is Suhoor & Iftar? What is the Night of Power? What is I'tikaf? How do Muslims celebrate Eid-ul-Fitr?



This virtual session led by a British Muslim teacher will help primary colleagues develop an in-depth understanding of Ramadan & Eid. There will be an opportunity to ask questions throughout the session and all schools will be provided with FREE training materials and resources to use with pupils. By the end of the session, you will be able to confidently lead a Ramadan / Eid-ul-Fitr assembly or lesson for all your primary pupils!

**Places are limited to one free place per school.**

To book your place please complete the booking form [HERE](#)

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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.*



**THANK YOU TO EVERYONE WHO RESPONDED TO THE RECENT DOODLE POLL. WE KNOW THAT IT'S IMPOSSIBLE TO ACCOMMODATE EVERYONE BUT THURSDAYS AT 3.30PM WERE OVERWHELMINGLY THE MOST POPULAR. WE APPRECIATE THAT THIS WILL CONFLICT WITH SOME OF OUR PRE-PLANNED TRAINING SESSIONS BUT WILL TRIAL THIS SLOT IN THE SUMMER TERM. IF IT DOESN'T WORK WE CAN ALWAYS THINK AGAIN FOR SEPTEMBER – APOLOGIES IN ADVANCE FOR DISRUPTIONS DURING THE SUMMER TERM WHILST WE ARE DOWN A TEAM MEMBER.**

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## Feedback from Headteachers: themes of the week

For one reason or another, I haven't been able to be at Heads Huddle for a few weeks. It was a real joy to catch up with a few 'huddlers' who I haven't seen for a while.

Themes ranged from the grounding that, even a really experienced headteacher can enjoy from speaking to a colleague. Thank you to all of you who take the time to look after one another. I often speak about our 'family' of schools and it's no lie - the mutual respect, trust and support from school to school is striking in this County. Thank you.

**Staffing costs:** we spoke about the inevitable issue that retaining and developing staff results in for school budgets – ending up with a whole team of experts on the Upper Pay Scale isn't affordable for any school (sadly).

**Attendance:** many of you have reported the difficulty of securing parental 'buy in' to attendance post COVID restrictions. Some still see attendance as optional (depending on their views about COVID safety) and some are capitalising on the opportunity for longed-for international travel to withdraw pupils from school. Attendance is likely to be an issue for many schools (for one reason or another).

**Recovery/convalescence:** I've had several conversations this week about the lost art of recovery or convalescence. At our DBE meeting earlier in the week, our Chair (referencing Dr Gavin Francis' book, Recovery) shared his thoughts about how we no longer take the time to recover and convalesce well – where are the recovery beds? Where has the 'bravado' – I will never take a day off – come from? Has COVID helped with this? Has it made us consider better whether we should be at work – not to 'shirk' or 'protect ourselves' but to be responsible and

protect our colleagues (I'm sure we're all equally grateful to avoid catching a flu bug as we are COVID). Could this be a positive change?

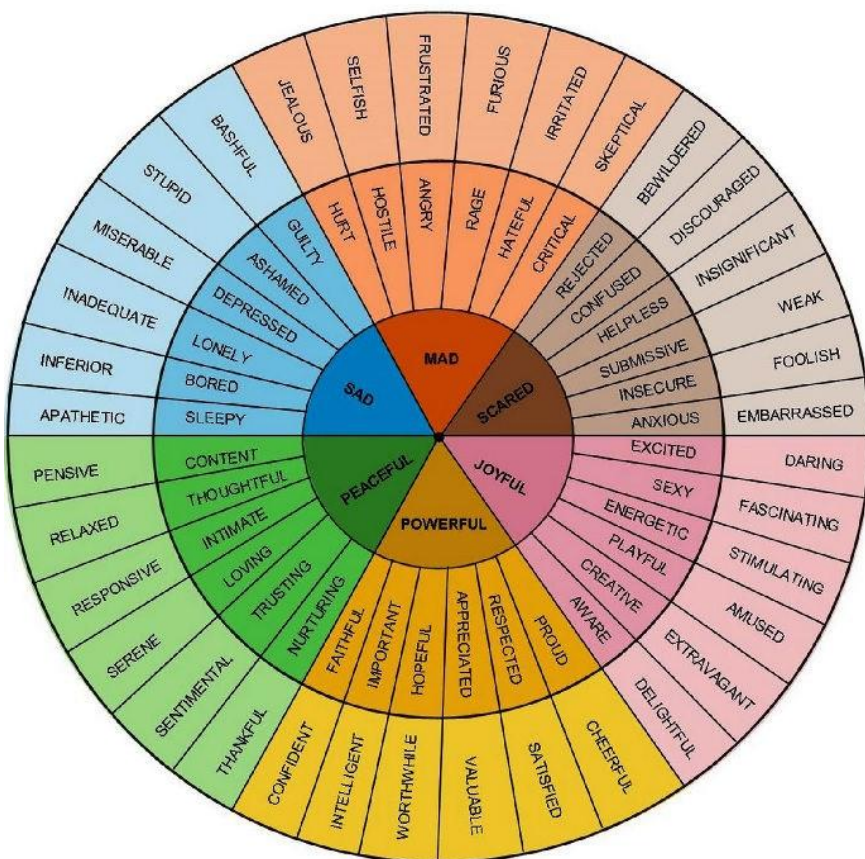
**Easter plans:** it was uplifting to hear about some lovely plans for the run up to the Easter break, including a whole week of dance, drama and art.

**Behaviour policy:** selfishly (because it's a passion of mine) I can't tell you what a joy it was to hear about one school which has reviewed their behaviour policy in light of their recent vision refresh. If you are a school with a loving, inclusive and positive vision statement whose Behaviour Policy does not **yet** reflect your vision (does your policy refer to sanctions, punishment, time out, red cards, etc) I would **LOVE** to hear from you and work with you on your journey to positivity.

## Wellbeing Corner: Self-Talk



Click for our full Wellbeing Strategy



We all have within us several voices that talk to us continually; some of these shout and some whisper so quietly, we fail to pick up what it is they have to say. The truth is, the voice that can sometimes have the biggest claim to our listening capacity is that which comes from our knowledge of our biggest weaknesses and sense of inadequacy. In times of struggle, unease or challenge, it is here that our vulnerabilities are exposed and our self-talk – the dialogue we tune into in our internal processing – becomes one of failure where we remind ourselves of what we cannot do, or where we are lacking. Without something in our toolkit to regulate this kind of self-talk and establish some control over it, very quickly we might as well have handed it a megaphone and given it unlimited access to our brain.

So, what do we do? Learning to regulate negative self-talk takes time. It takes a conscious effort of replacing a limiting belief and self-perception with an empowering one; likewise, reflecting on strengths, seeking learning and growth from the things

that have gone wrong, and investing time in building a balanced sense of self that can recognise what is an asset and a strength as well as what needs to develop can gradually quieten down a negative internal voice that is rooted in lack of confidence and esteem. Also helpful is building emotional literacy and being better equipped to express feelings. The Feelings Wheel tool is a very helpful way of extending vocabulary around emotions and giving an individual a means to explain where they are coming from or what is going on for them in a particular moment. Once an emotion has been shared, it can lose some of the 'hold' it has over someone and creates the opportunity for a helpful conversation to take place. Such a tool has real value with children and adults; it is empowering and liberating to have a means to communicate in full what can be complex and confusing.

. Pam Weeden, Diocesan School Consultant  
Executive Coach



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.

**Watch this space for some exciting new opportunities in the Diocese ...**



As always, 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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