

Carlisle Diocesan Board of Education

Partnership Agreement

2022-2023



Life in all its fullness

1. Welcome

Its work in education is unquestionably among the most important acts of mission and service that the Church of England undertakes. Your role as leaders and educators, nurturing learners and supporting your colleagues to draw pupils simultaneously out of themselves and deep into themselves, constantly seeking their growth and flourishing is vital. Your work is a God-given calling, an act of service with human relationships at the heart. **Thank you** for your service and your commitment to this call.

It is our mission to work with you to bring the Church of England's Vision for Education to **LIFE** in our schools that all may grow in **wisdom**; be filled with **hope**; **live well** together and **respect** one another.

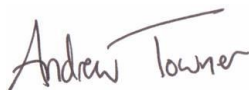
We are here to support you as you create, sustain and develop systems and structures which enable **every** child, young person and adult to flourish.

We remain committed to working in partnership with you to ensure the life and activity of your school flows from its unique vision, context and expressions of its relationships. We believe Jesus is the ultimate source of flourishing, the wellspring of 'life in all its fullness', and He invited everyone to share in this life-enhancing offer, regardless of race, gender, age, sexuality, ability, religious belief or social situation.

We look forward to working in close partnership with you during 2022-2023.



The Right Reverend James Newcome
Diocesan Bishop



The Reverend Andrew Towner
Chair, Diocesan Board of Education



Charlotte Tudway
Diocesan Director of Education

2. How we will support you

In addition to the "Core" support which we provide free of charge to all Church of England schools in the Diocese of Carlisle, we are also able to offer significant additional support to our schools.

Such support, referred to in this document as "Enhanced Support", can be obtained on either a pay-as-you-go basis or alternatively at a significant discount by purchasing an Enhanced Partnership Package.

3. What's changed for 2022?

We know how tight your budgets are. We also know how much you value high quality training and support.

The blended model of delivering services introduced during 2021-2022 has been most successful and has continued to enable us to reduce travelling time and increase efficiency which we are again able to pass onto you. As you will see, our prices are only marginally higher this year than they were in 2019 and we have added even more support

Living Roof (Leven Valley)



In His hand is the life of every living thing and the breath of all mankind. (Job 12:10)

to the Enhanced Package.

Whatever your school size, you will easily recover your investment and we therefore hope that **all** schools will choose to purchase the Enhanced Package this year.

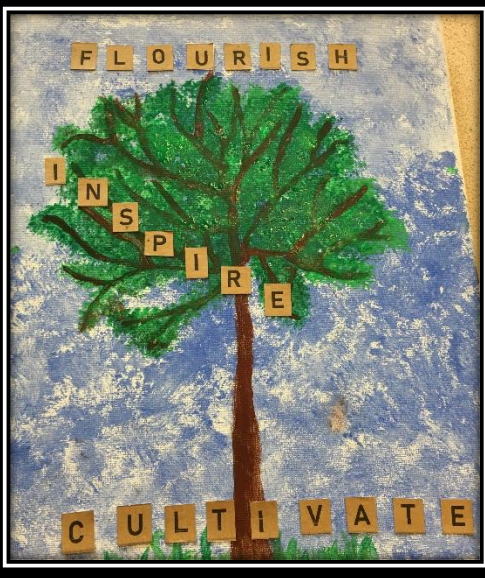
Extras introduced in 2021:

- ❖ Unlimited telephone advice.
- ❖ As much flexible or bespoke online or face-to-face support as required including bespoke training, advice, guidance, attendance at meetings or pastoral support (providing resources allow).
- ❖ Unlimited number of places on any online training events or courses.
- ❖ Free professional support for Headteacher’s Performance Appraisal for new Chairs or where needed.
- ❖ Professional support for new Headteachers.

New for 2022:

- ❖ Four completely new courses.

Vision Launch (Calthwaite)



I have come in order that you might have life – life in all its fullness. (John 10:10)

4. Support Available

Support Available	Core	Enhanced
Christian Distinctiveness		
Developing a Vision including planning for culture and ethos change		✓
Training for school staff or leaders who are new to teaching or to Church schools about what it means to work in or lead a distinctively Christian school		✓
Positive Partnership and Headteacher Wellbeing		
Named Diocesan Link to provide regular contact, discuss support needed and act as first point of contact	✓	
Christian pastoral support for Headteachers, other staff members or governors	✓	
Regular virtual support meetings ('Heads Cluster')	✓	
Weekly communication sharing news and information	✓	
Induction and bespoke support, as needed, for new Headteachers	✓	
Professional support with Headteacher Performance Appraisal		✓
Training in coaching and well-being strategies		✓
Individual or group well-being sessions for school leaders or staff		✓
RE		
Termly RE, Collective Worship (and more) cluster meetings for RE or Collective Worship leaders and teachers; or anyone involved in ethos, PSHE, or spiritual leadership	✓	
Bespoke training courses on Monitoring the impact of RE; and for anyone new to leading RE or to Church School Leadership, available via our Events Programme***		
Sharing resources to facilitate the teaching of RE	✓	
Advising on RE curriculum, planning and teaching and assessment		✓
Support with embedding Understanding Christianity		✓
Collective Worship		
Sharing resources and guidance to facilitate effective delivery of Collective Worship	✓	
Support with delivering high quality Collective Worship including bespoke training sessions for those leading or monitoring the impact of Collective Worship, available via our Events Programme***		✓

Support with evaluating and monitoring the impact of Collective Worship including a suite of documents to help with this		✓
SIAMS		
Support with Pre SIAMS planning and preparation including a “Health Check”		✓
Support with self-evaluation and evidence		✓
A range of training to help schools prepare for a SIAMS inspection is available via our Events Programme***		✓
Speaking to the Inspector prior to or during a SIAMS inspections or any modified SIAMS visit	✓	
Support with post SIAMS action planning where a school is found not to be Good or Excellent	✓	
Ofsted		
Speaking to Inspectors during a s.5, s.8 or any other type of modified inspection or Ofsted visit	✓	
Attending Ofsted feedback meetings or discussions	✓	
Positive Behaviour Management		
Supporting senior leaders in introducing a consistent, positive approach to behaviour management including strategies, policy documents and support with training		✓
Supporting school staff, whether class-based or midday supervisors, in implementing a positive approach to behaviour management		✓
Recruitment		
Support for governing bodies in recruiting a new Headteacher or Head of School	✓	
Support for governing bodies seeking an interim leadership arrangement (e.g. during Headteacher absence or a gap in leadership for any reason)	✓	
Support for school leaders in recruiting staff		✓
Financial Support		
Support for school leaders with strategic resource and financial planning		✓
School Improvement		
Attending Strategic Improvement Meetings, working with the school and Local Authority to support schools through a period of School Improvement, where relevant	✓	
Support for schools during any period of external school improvement review or process e.g. a Local Authority commissioned review; in response to an ESFA or RSC review etc.	✓	
Continuing Professional Development Support		
A range of training is regularly offered to school leaders and/or school staff (see separate Events Programme)***		✓
Developing aspiring Headteachers through facilitating and/or delivering leadership courses		✓
School Buildings Support		
Support for school leaders and governors with building management	✓	
Support for school leaders with building funding including sources of funding available*	✓	
Support with bids for financial support*	✓	
Support with building projects including approval process, liaising with the ESFA and facilitating access to DBE services and buildings consultants, managing payments and advising throughout*	✓	
Auditing DFC accounts*	✓	
Governance		
Training on roles and responsibilities, including the strategic role of governors		✓
SIAMS training including the implications for governors		✓
Support with managing resources and finances		✓
Management of appointment of Foundation Governors	✓	
Advising on change of category, school organisation, academy conversion, federation, collaboration, joining a Multi Academy Trust or any other partnership	✓	
Support for governors in their role as employers including, in conjunction with the local authority and relevant HR or legal advice, in relationship to competency, grievance, disciplinary and redundancy procedures**	✓	
Professional support with Headteacher Performance Appraisal		✓
Training and support for clerks to governing bodies		✓
Safeguarding		
Support for school leaders with developing a vigilant safeguarding culture, systems and practices		✓

Post incident support including future planning and Safeguarding Supervision		✓
Advising leaders and practitioners on safe working practices		✓
Compliance		
Provision of model policies, briefing papers, guidance documents and other resources via our website to help ensure school compliance with statutory or Church of England expectations	✓	
Support with admissions including policy guidance**	✓	

* Relevant to Voluntary Aided schools only

** Relevant to Voluntary Aided, Foundation and Stand Alone Academy Schools only

*** Any training courses offered via our Events Programme can also be arranged on a one-off basis for schools where a whole staff and/or governor team wish to attend. Bespoke training sessions for schools can also be arranged to meet individual needs.

5. Costings

Our charges do not reflect the total actual cost to the Diocese of providing this support. The rates are subsidised via the financial support of church members, investment income and external grants.

You can choose to purchase any of the Enhanced Services on a pay-as-you-go basis. However, the Enhanced Partnership Package offers much better value for money.

If you would like to discuss which option might be best for you, please don't hesitate to get in touch.

Our contact details are set out in Appendix B.

Cost of Enhanced Partnership Package	
School Roll	Cost to school
49 or fewer	£200 + 95p per pupil
50-149	£250 + 95p per pupil
150+	£300 + 95p per pupil
Always subject to a maximum of £550 per school	

Child-led learning (Grayrigg)



Even young people are known by their actions. (Proverbs 20:11a)

School Support		
Delivery of Enhanced Support <i>Costs include travel (where relevant), preparation time and any resources made available as part of the support</i>	Enhanced Package	Enhanced Pay-as-you-go
Per hour	Included for free	£75
Per half day <i>(up to 3 hours including twilight sessions)</i>	Included for free	£175
Per full day	Included for free	£350
Other Discounts Available		
Activity	Enhanced Package	Enhanced Pay-as-you-go
Attendance at Enhanced training sessions on our Events Programme	Unlimited places at online training sessions included for free	£60 per person
Annual Schools' Conference	One £60 ticket	£150 per person
	One free Foundation Governor Place	

6. Working in Partnership

We hope that you will choose to purchase our Enhanced Partnership Package and we look forward very much to working closely with you over the coming year. We are here for you. Here to work **with you** for the future of our children and young people; and here to work **for you** to support you and to act as ambassadors for our schools.

Working **with you**, you can expect from us:

- ❖ pastoral concern for the staff, governors and pupils of the school;
- ❖ professional and expert information, advice and assistance in the areas listed in Section 4;
- ❖ a prompt and courteous response to requests for assistance and any complaints about the service offered;
- ❖ discretion and confidentiality;
- ❖ responsiveness to individual schools' context and distinctiveness.

Working **for you**, you can expect us to:

- ❖ comply with our statutory duties as summarised in Appendix A;
- ❖ work collaboratively with the Local Authority and other relevant stakeholders as part of local collaborative structures;
- ❖ protect the status of, and be an advocate for, church schools and their distinctive nature;
- ❖ represent the interests of church schools in discussions around school organisation matters;
- ❖ represent the interests of schools in the Diocese at a regional and national level, including in relation to strategy and policy and by membership of a range of committees and structures (e.g. SACRE, NGA, Association of Anglican Directors of Education, the national SIAMS team; Association of Admissions Officers; Association of RE Advisers; Schools' Forum); and
- ❖ represent church schools to the wider church and to diocesan groups, including clergy.

As we work in partnership with you, we benefit from your ongoing commitment to:

- ❖ support your staff and governors in understanding and supporting their distinctive church ethos;
- ❖ treat staff and officers of the board with courtesy and respect;
- ❖ respond promptly to emails and requests for information; and
- ❖ pay invoices promptly.

New Bishop's Visit (Beaconside)



Carry each other's burdens, and in this way you will fulfil the law of Christ (Galatians 6:2)

Appendix A: Prescribed Partnership

A DBE's mission is to work in partnership with you, our Church Schools, to realise the Vision for Education.

How we do this is primarily laid out in the DBE Measure which describes the statutory functions of a DBE.

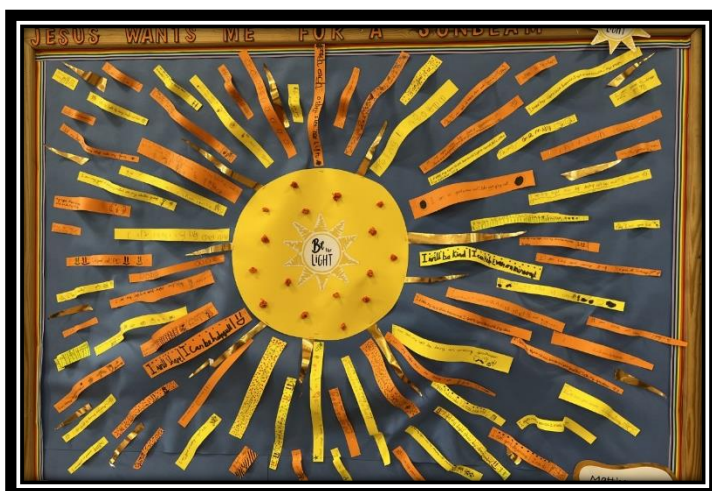
These are to:

- ❖ promote or assist in the **promotion of education** in the Diocese, being education which is consistent with the faith and practice of the **Church of England**;
- ❖ promote or assist in the promotion of **religious education** and **religious worship** in schools in the Diocese;
- ❖ promote or assist in the **promotion of church schools** in the Diocese and to **advise the governors** of such schools and trustees of church educational endowments and any other body or persons concerned on any matters affecting church schools in the Diocese; and
- ❖ **promote co-operation** between the DBE and bodies or persons concerned in any respect with education in the Diocese.

There are certain other requirements relating to the partnership between schools and the DBE laid down in law:

- ❖ Voluntary Aided schools are required to invite the Diocesan Director of Education, or her representative, to offer advice on the **appointment of Headteachers and Deputy Headteachers**, if a representative of the Local Authority Director has also been invited. In the Diocese of Carlisle, Voluntary Controlled schools, by agreement, follow the same procedure.
- ❖ Church of England schools are required to have a **Statutory Inspection of Anglican and Methodist Schools (SIAMS)** under section 48 of the Education Act 2005.
- ❖ Governors of Church of England schools are required by the DBE Measure to obtain the permission of the DBE before carrying out any **work on the school building**.
- ❖ Church of England schools wishing to apply to become **academies** must have the explicit consent of the DBE.
- ❖ Church of England schools wishing to make changes to their **admissions arrangements** must consult the DBE (either directly in the case of Voluntary Aided or Foundation schools or via the local authority in the case of Voluntary Controlled schools).

Our new vision (Lindale)



You are the light of the world (Matthew 5:14)

Appendix B: The DBE Team

Officers			
Name	Role	Contact for	
Charlotte Tudway	Director of Education	All serious concerns requiring the attention of the DDE ❖ Issues relating to National or Regional Strategy ❖ Proposed changes of Headteacher, admissions procedures, school category or status including academisation ❖ SIAMS queries ❖ Support with HR matters including disciplinary hearings ❖ Bespoke support not listed in Section 3	charlotte.tudway@carlisle-diocese.org.uk Phone: 07917 993659 Education Office: 01768 807769
Laura Watson	Deputy Director of Education	RE and Collective Worship support ❖ Admissions support for admissions authorities ❖ Headteacher performance appraisal ❖ Model policies and guidance documents ❖ Arranging training and support for governors	laura.watson.tudway@carlisle-diocese.org.uk Phone: TBC
Dorothy MacLeod	Buildings Finance Officer	Queries relating to school buildings including sources of funding for projects ❖ insurance (for non-educational public liability)	dorothy.macleod@carlisle-diocese.org.uk Phone: 07920 846675
TBC	Office Manager	General enquiries ❖ appointment of Foundation Governors ❖ training and course bookings	education@carlisle-diocese.org.uk Phone: TBC
Board Members			
Name	Category		
The Rt Revd James Newcome	The Lord Bishop of Carlisle		
The Ven Vernon Ross	Bishop's Appointment		
	Synod Representatives: Clergy		
The Revd Andrew Towner, DBE Chair			
The Revd Richard Snow			
The Revd Becky Gibbs			
Richard Cox	Synod Representatives: Lay		
Shelagh Hughes			
David Mills			
Andrea Armstrong	Methodist Nominee, Headteacher	Co-optees	
Jillian Harrison-Longworth	Headteacher		
Nick Klein	CEO NISCU		
School Advisers			
Ruth Houston: ruth.houston@carlisle-diocese.org.uk	Cleo Cunningham: cleo.cunningham@carlisle-diocese.org.uk		
Pam Weeden: pam.weeden@carlisle-diocese.org.uk	Shelagh Hughes: shelagh.hughes@carlisle-diocese.org.uk		
Margaret Taylor: margaret.taylor@carlisle-diocese.org.uk	New Team Members: TBC		
Wherever possible a school will be assigned a named Adviser to aid continuity and facilitate close working relationships. However, not all support will be provided by the school's named Adviser as we aim to match support needed with individual Advisers' expertise. For any queries relating to Advisers, please contact Charlotte Tudway or Laura Watson.			