



Carlisle Diocesan Board of Education

Annual Report 2021-2022

1. Welcome

Reflecting on the school year 2021-2022, the word that most readily springs to mind is 'change'.

It seems almost impossible that we are, for a third time, reflecting on the impact of COVID on the life our schools and their communities. We are all too aware of how, yet again, it has made so very difficult the lives of all those working in schools. Unexpected outbreaks and staff absence took their toll; staff had to cover colleagues' duties and cancel or change plans with very little notice. It was relentless and exhausting.

We saw a change in the way SIAMS inspections are managed this year as the newly formed national team took over the scheduling and quality assurance of inspections. Some schools expecting and well-prepared for their SIAMS inspection were disappointed not to receive a visit due to COVID disruptions to the catch-up.

External testing was back on the agenda this year but even there we saw change. We waited for what seemed like forever to hear which syllabus areas would or wouldn't be included in exams.

We finally read in March the long-awaited White Paper setting out the government's vision for moving to a fully trust-led school system. However, owing to the troubled passage of the subsequent Schools Bill through parliament and the upheaval in the leadership of the government there remains uncertainty in terms of how the contents of the White Paper will be delivered.

In our own DBE team, we have seen significant change this year. Vanessa's departure in March followed by Morven taking up her new role in the Diocese in June resulted in a period during which the Education team was significantly understaffed.


However, throughout what has unquestionably been another very difficult year, school leaders have continued to prioritise the flourishing of their colleagues, pupils and their families. We could not be more grateful to them for all they have done and continue to do, often at the cost of their own wellbeing.

With a fully staffed Education team from 1st September, we look forward very much to working in close partnership with all our schools, supporting and guiding them through another year full of change and challenge but also full of hope and opportunity.

Whatever your role in or contribution to our family of schools, we send you our thanks for your commitment and dedication. May God continue to bless you in your role.


The Right Reverend James Newcome
Diocesan Bishop


The Reverend Andrew Towner
Chair, Diocesan Board of Education


Charlotte Tudway
Diocesan Director of Education



Bishops James & Rob Visit, Beaconside

Vision and Strategy

The change in staffing in our Education Office provided the perfect opportunity for the DBE to reflect on both its own vision for education but also to look for the synergy between the DBE's vision and the work being undertaken across the Diocese to put together a strategy for delivering the Diocesan vision to: **Follow Daily**, **Care Deeply**, **Speak Boldly** and **Tread Gently**.

During 2020-2021, the DBE has supported schools to live out their own vision to be places where the flourishing of all is possible.

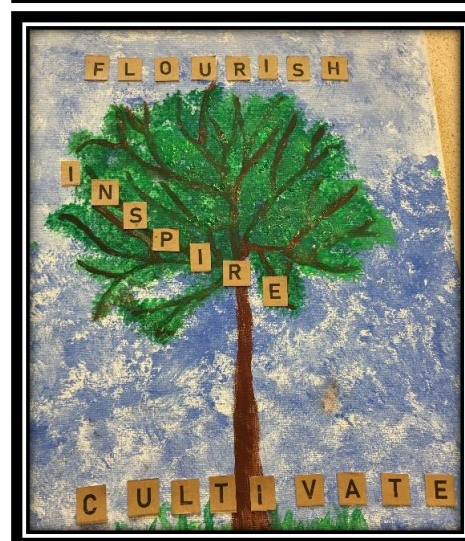
This support falls into three key areas.

2.1 Effective Church Schools

2.1.1 Headteacher Recruitment

Church Schools are only as effective as their leaders. This year, more than any other, as visitors were allowed into schools again, DBE Officers and Consultants have spent a significant amount of time supporting governing bodies in recruiting new headteachers.

Vision Launch, Calthwaite



Substantive Headteacher Appointments		
Start Date	School	Notes
January 2022	Old Hutton	
	Penny Bridge	Acting Headteacher has been appointed to substantive post
	Shap	Acting Headteacher has been appointed to substantive post
April 2022	Ivegill	
	Lanercost	
	Threlkeld	
September 2022	Captain Shaw's	Acting Headteacher has been appointed to substantive post
	Culgaith	Acting Headteacher has been appointed to substantive post
	Dalton St Mary's	
	Dent	Acting Headteacher has been appointed to substantive post
	Gosforth	
	Hayton	
	Patterdale	
	St Herbert's	
	St James Juniors, Barrow	Acting Headteacher has been appointed to substantive post
	St James Infants, Whitehaven	
	St Michael's Dalston	Acting Headteacher has been appointed to substantive post
	Seaton St Paul's	
	Wreay	Head of School
October 2022	Broughton-in-Furness	
Interim and Acting Arrangements Appointments		
School	Notes	
Broughton-in-Furness	Senior teacher will be Acting Headteacher until October 2022	
Rockcliffe	Deputy Headteacher will continue as Acting Headteacher whilst Headteacher is seconded to Cumbria County Council	
Rosley	Existing Acting arrangements will remain until a new substantive Headteacher is appointed	

2.1.2 Training for school leaders

With a large number of new or acting headteachers in post, effective induction, training and continuing professional development has been key in supporting our schools. We collaborated with the Primary Heads Association and Cumbria County Council again to run induction sessions for new school leaders.

Via our refreshed and extended service level agreement (Partnership Agreement) we were able to offer our schools unlimited bespoke or personalised support as needed. We also widened significantly the range of courses we offered school staff and governors.

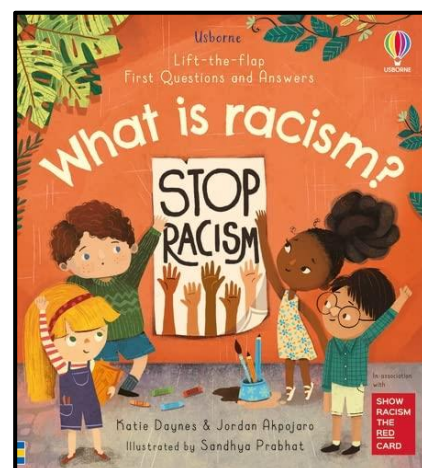
Uptake has increased significantly with 70 schools subscribing during 2021-2022 (up from 49 in 2020-2021). We would like to see this number increase further in 2022-2023 so that more schools benefit from the close partnership and unlimited support available.

Consultant Days Deployed			
Year	2019-2020	2020-2021	2021-2022
Days Deployed	132	69.5	128
Total Cost	£34,144	£16,151	£30,807
Cost of travel (included in total cost)	£4,072	£414.45	£2,431

By using a hybrid model of in person and online training we have been able to maximise the support given whilst minimising expenditure on travel.

Our training and support this year have had an inclusivity and diversity focus, helping our schools to support their pupils to develop into respectful and loving global citizens. This theme has been picked up in our Peer Support Networks for school leaders and governors (funding this year solely by the DBE).

It was also the theme for our annual conference for school leaders.



Pupils from Grayrigg School leading worship at the DBE Annual conference for School Leaders

In response to the [2021 Collective Worship Guidance document](#) and analysis of our schools' SIAMS reports, we also added training in the following areas to our programme:

- spiritual development across the curriculum;
- supporting pupils in becoming courageous advocates for change;
- delivering fully inclusive and invitational worship; and
- by collaborating with colleagues in Blackburn Diocese, the roll out of a new RE Scheme of Work for any school looking to improve their RE curriculum in terms of diversity, questioning, skills taught and assessment.

2.1.3 Ongoing support for school leaders

Every school has a named Diocesan Link (either a DBE Officer or Consultant) and, a key part of the role of the DBE Office is providing support for school staff and governors:

- on an ongoing planned basis (e.g. the appointment of Foundation Governors, support with school admissions, policy updates, pre or post SIAMS support including handling appeals, curriculum design, monitoring, performance appraisal or other routine school business) and
- on an unplanned or emergency basis (which this year has included supporting governors and/or school leaders in handling complaints and disciplinary action, legal and pastoral advice, responding where a landslide threatened to engulf the school, a number of emergency building-related incidents – drainage issues making the use of toilets dangerous or roofing problems likely to result in injury for example).

2.2 Building Community

2.2.1 Supporting church and community representatives

As restrictions about visitors in school relaxed, it became clear that one of the priorities for schools was rebuilding relationships with their governing bodies and their local churches and communities.

We provided a suite of documents to support governors returning to their monitoring duties or visiting schools for the first time since being appointed.

We delivered a training session for our NISCU colleagues to include current Collective Worship and SIAMS expectations.

We also ran a day's training session for curates in the Diocese, supporting them to prepare to work with their local school. This was very well received, and we will build on this work during 2022-2023 as part of the wider Diocesan strategy for 'growing younger'.

2.2.2 Sharing best practice

Again, as school visits became possible following the easing of lockdown restrictions, we began to find that pockets of excellence and best practice in supporting pupils' recovery from the effects of COVID were emerging across the Diocese (e.g. wellbeing and mental health activities including the use of the outdoors; collective worship; transition support; spiritual development; self-regulation and relationship building; after school clubs; school and church community-based projects). Staff, pupils themselves and their families saw the difference these activities were making and the importance of continuing to offer them long-term.

During the period of understaffing in the Education Office, it was not possible to share this best practice as effectively as we would have liked. Being able to do so could be transformative for the flourishing of pupils in our schools. Work in this area will form a significant part of our strategy to work with the wider diocese including different Diocesan partners providing we are able to secure funding to make it possible.

2.2.3 Diocesan Family

We have very much enjoyed engaging in Diocesan wide or local collaborative projects. It has been wonderful to see our schools be able to come together again for the first time in several years for events such as the Year 6 Leavers Service (this year at Kendal as well as at the Cathedral) and local sporting competitions, debates and other events. We were also delighted to work with the Cathedral on a Schools Labyrinth project as part of the 900th birthday celebrations.



Year 6 Leavers Service, Carlisle



Year 6 Leavers Service, Kendal



The Cartmel Peninsula Games



The completed labyrinth

2.3 School organisation: buildings, structures, finances, legislation

2.3.1 Funding for Voluntary Aided Schools: April 2021-2022

School Condition Allocation (SCA)

Our SCA allocation in April 2021 was £672,273 (90%). Unallocated SCA carried forward from 2020-21 was £30,492, giving a total available to allocate of £702,765. Bids received by the DBE exceeded the funding available by more than £550,000.

In total £667,009 SCA funding was allocated to projects at 8 schools.

All schools contributed at least one year's Devolved Formula Capital allocation to their project. Legislation requires VA schools to contribute 10% of the approved cost of every project. Two schools contributed non-aided funding to their project. CDBF committed funding for one unforeseeable emergency project. The approved SCA projects' **total costs of £802,483** were to be funded as follows:

SCA Funding:	£600,309
DFC Funding:	£ 58,578
Schools' 10%:	£ 73,210
Schools' Non-aided Funding:	£ 53,395
CDBF emergency funding:	£ 16,991

Market forces in the building trade were extremely challenging and one large priority bid had to be deferred until 2022-23 because it was not possible to engage a contractor to carry out the work in the time available. **£102,458 SCA funding was unallocated and was carried forward to the 2022-23 financial year.** SCA terms and conditions allow dioceses to carry forward 100% of their funding to the next financial year giving greater flexibility and allowing funding to be ‘saved’ for emergencies.

Devolved Formula Capital (DFC):

The diocese received an allocation of **£235,191** DFC funding for the 2021-22 financial year. This is allocated to 42 VA schools on a ‘per pupil’ basis, to be spent on capital school works over a rolling 3 year period.

31 new DFC/Non-aided projects were approved in 2021-22. Some schools contributed additional (non-aided) funding from their own budgets to projects. In addition to SCA projects listed above, a combination of DFC and non-aided funds were allocated at a total cost of £233,505, including schools’ 10% contributions.

DFC Funds:	£145,903
Schools’ 10%:	£ 16,211
Governors’ non-aided	£ 71,391

2.3.2 Net zero

In keeping with our wish to support the Church of England’s commitment to achieving ‘net zero’ carbon by 2030 and the Diocesan vision to [Tread Gently](#), the DBE applied for but was unsuccessful in obtaining funding for decarbonisation surveys for each of its Voluntary Aided schools. We are grateful to our DAC colleague, Bruce Mumford, who undertook a significant amount of work on a voluntary basis to enable us to apply.

The DDE is part of the Diocesan net zero working party and will continue to work with colleagues across the Diocese to look for innovative ways to support our schools in reducing their carbon footprint.

2.3.3 DBE Measure 2021

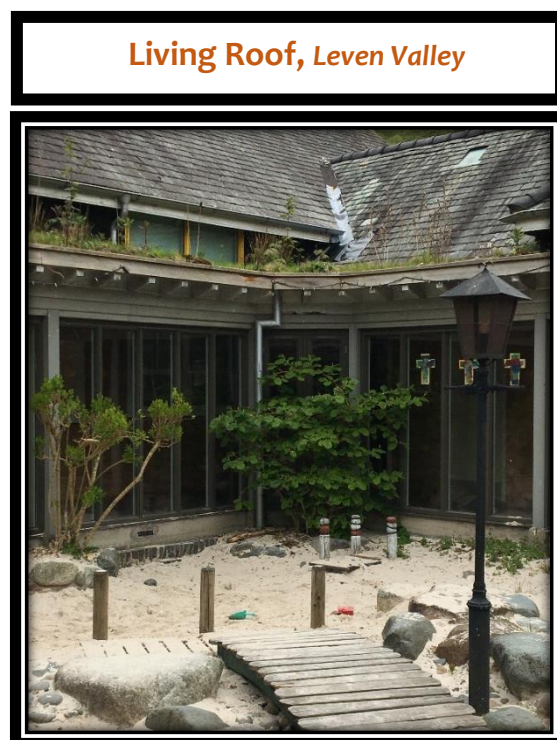
A new Diocesan Boards of Education Measure came was passed by General Synod in March 2021. It requires each DBE to adopt a new Scheme and Terms of Reference.

The Carlisle DBE Scheme, approved by Diocesan Synod on 5th March 2022 will come into effect on 1st January 2023. At that point, the DBE will become a sub-committee of Carlisle Diocesan Board of Finance.

2.3.4 Moving to a fully trust led system

Following Gavin Williamson’s (then Secretary of State for Education) speech in April 2021 in which he announced that “*The government’s vision is for every school to be part of a family of schools in a strong multi academy trust*” the DBE circulated a consultation paper to all church schools.

In January 2022, at the Bishop’s Council Residential it was resolved that a working party should be convened with a view to establishing one or more multi-academy trust homes for church schools.



In March 2022, the long-awaited Schools White Paper was published setting out the government's long-term vision for moving to a fully trust-led system. It indicated that the ideal multi-academy trust would have 7500 pupils. As there are only just over 12,000 pupils in all church schools in the Diocese, in April 2022, Bishop's Council approved the establishment of just one further church multi-academy trust.

However, in May 2022 the first draft of the Schools Bill (setting out how the government's vision will be realised) together with a suite of policy statements were published. These documents make it clear that local context is key and that it is the strength of any given multi-academy trust which is important, rather than its size.

During the summer term 2021, the DDE has attended a range of events with individual schools, groups of schools and clusters of schools. In those areas where established clusters of community, voluntary controlled and voluntary aided schools work in close collaboration with one another, there is a strong appetite for local school-led trusts.

Given the changes in leadership within the government, the DBE paused its listening exercises with schools and the development of its strategy.

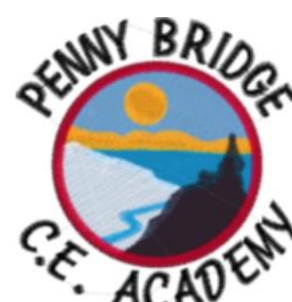
These, together with our close collaboration with colleagues in other Dioceses and the national Church of England will be resumed during the Autumn Term 2022.

3. The Good Shepherd Trust

It's been another exciting year for the Diocesan multi-academy trust, The Good Shepherd Trust (the "Trust").



The Trust was delighted to welcome two new schools into its family: Ellenborough Academy, a 'Good' community school; and Penny Bridge Academy, one of our 'Outstanding' church schools. This brings the total number of schools in the Trust to 12.



The Trust is now sufficiently strong and well-resourced that it is able to offer a range of services and resources to schools beyond its own family. In particular the Trust has:

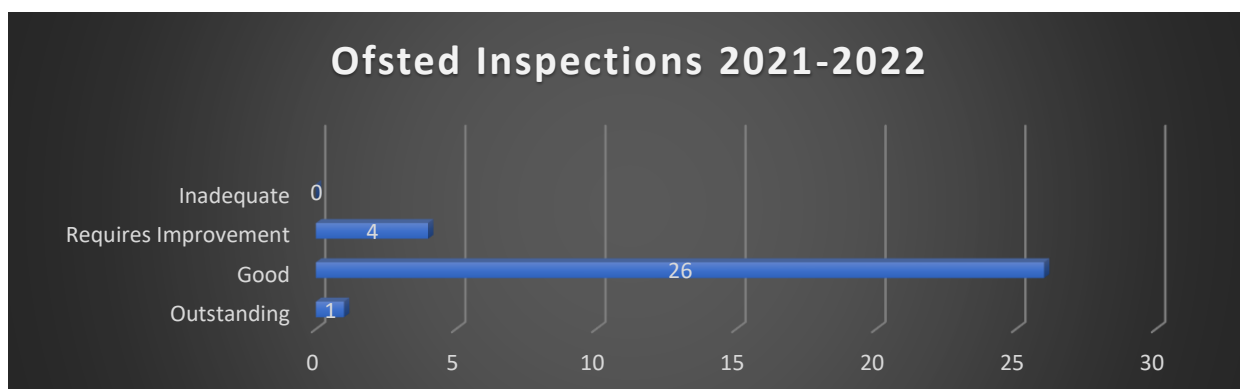
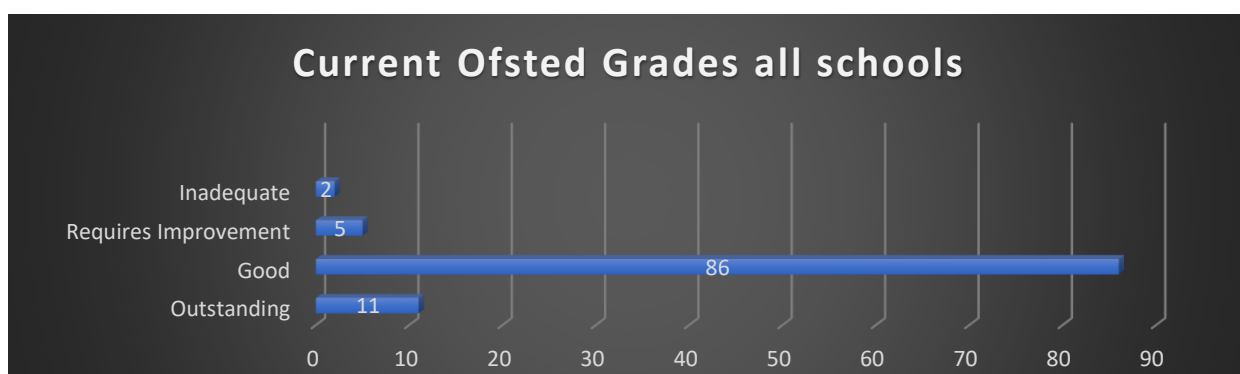
- Supported four schools via the government's trust and school improvement offer on a fully funded basis this year;
- Partnered with the Church of England Education Office to deliver the NPQH course for the region;
- Developed a service level agreement for school improvement which schools can buy into (on a bronze, silver or gold basis);
- Developed a school review programme which schools can purchase to help them to prepare for an Ofsted inspection; and
- Developed the capacity to work with any schools considering joining the Trust on a 'try before you buy' basis for a year.

You can find out more here: <https://www.goodshepherdtrust.uk/information/faqs/>

4. School Inspections

4.1 Ofsted

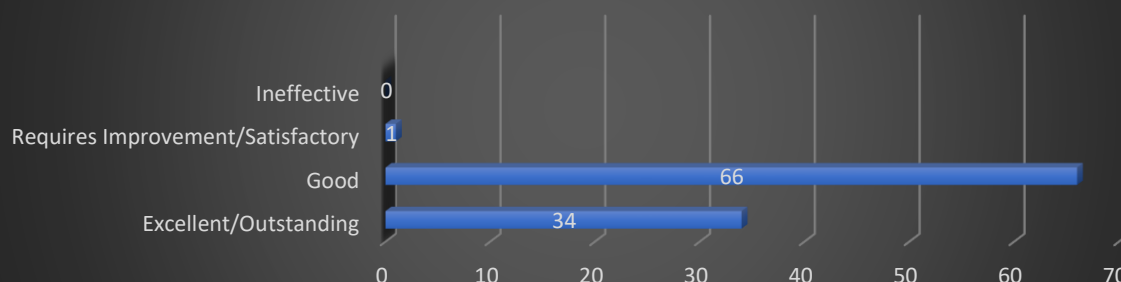
Inspection findings were, overall, positive. Of the 31 schools inspected by Ofsted, only one grade changed (from Good to Requires Improvement). Four schools will be reinspected as a section 5 inspection at their next inspection.



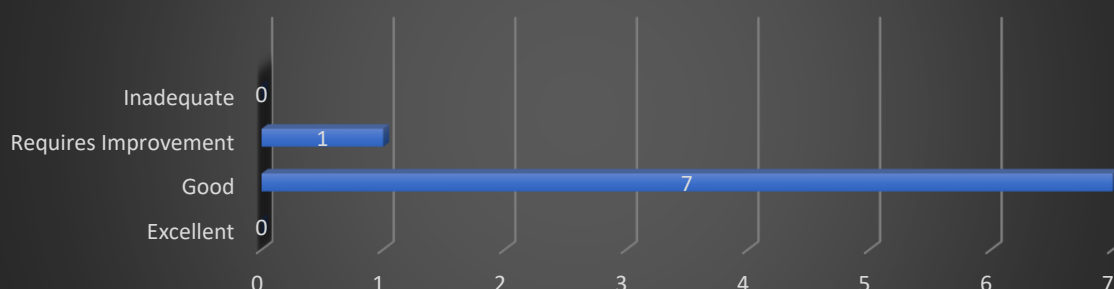
4.2 SIAMS

Unlike Ofsted, the national SIAMS team took the decision to suspend inspections during the Spring term when COVID numbers soared. The result was that only 8 (of a possible 24) inspections took place.

Current SIAMS Grades all schools



SIAMS Inspections 2021-2022



25 schools are on the list of schools likely to be inspected in 2022-2023.

5. DBE Budget: Calendar year 2021

The DBE budget runs alongside the rest of the diocese with the financial year ending in December. As an unincorporated board the budget is the responsibility of the Diocesan Board of Finance (DBF).

The work of the DBE is largely funded from income from the DBF's Uniform Statutory Trust for Educational Endowments (the "Barchester Fund"). Income from DBE Services Ltd together with additional income generated by the DBE (through its service level agreement) together with a contribution from the DBF make up any shortfall needed to supplement the Barchester income.

In 2021, the Barchester Fund performed well which meant that no funding from the DBF was needed to support the work of the DBE.

5.1 Expenditure

The total cost of funding the work of the DBE in 2021 which included:

- staffing costs,
- school support (net of income),
- the cost of administering the Barchester Fund; and
- funding to support the work of the Trust

amounted to **£230,507**

5.2 Income

The total income generated in 2021 which included:

- £222,692 Barchester Fund income;
- £24,959 DBE services income; and
- a withdrawal from the Barchester Fund to offset the cost of funding to support the work of the Trust

amount to **£272,251**

5.3 Net Outcome

In 2021, **£41,744** of budgeted expenditure was not needed (largely due to the Barchester Fund performing well and a one off increased income stream from DBE Services Ltd) resulting in a saving for the Diocese.

Appendix: Board of Education Personnel

1. Officers

Role	Officer	Full Time Equivalent	Dates	Notes
Director of Education	Vanessa O'Dea	FT	September 2021 – 31 st March 2022	Vanessa resigned from the role in January 2022.
	Charlotte Tudway	FT	From 1 st April 2022	Charlotte was appointed in March 2022.
Deputy Director of Education	Charlotte Tudway	0.8	September 2021- 31 st March 2022	The role was vacant from 1 st April 2022.
	Laura Watson	FT		Appointed May 2022. Start date, 1 st September 2022
School Buildings Finance Officer	Dorothy MacLeod	0.6		
Admin & Governance Officer	Morven Anson	0.88	September 2021 – 1 st June 2022	Morven left the Education Office to take up another role in the Dicoese.
Education Office Manager	Anne Tickell	FT	From 20 th July 2022	Anne was appointed in June 2022 following Morven's resignation.

2. Consultants

Name	Notes	
Chris Boucetla	School Improvement Office for the Good Shepherd Trust	Retired July 2022
Cleo Cunningham	School Improvement Office for the Good Shepherd Trust	
Ruth Houston	Qualified SIAMS Inspector; also works for the Church of England Education Office	
Margaret Taylor		
Laura Watson*	RE Consultant; also senior teacher at Lazonby School	Taking on Deputy Director role from September
Pam Weeden	Trainee SIAMS Inspector; wellbeing coach	

3. Board of Education Members

Name	Category	
The Rt Revd James Newcome	The Lord Bishop of Carlisle	
The Ven Vernon Ross	Bishop's Appointment	
The Revd Andrew Towner, DBE Chair	Synod Representatives: Clergy	
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	Headteachers	
Rob Blake		
Nick Klein	CEO NISCU	