

Partnership Agreement: 2025–2026



Life in all its fullness; flourishing for all

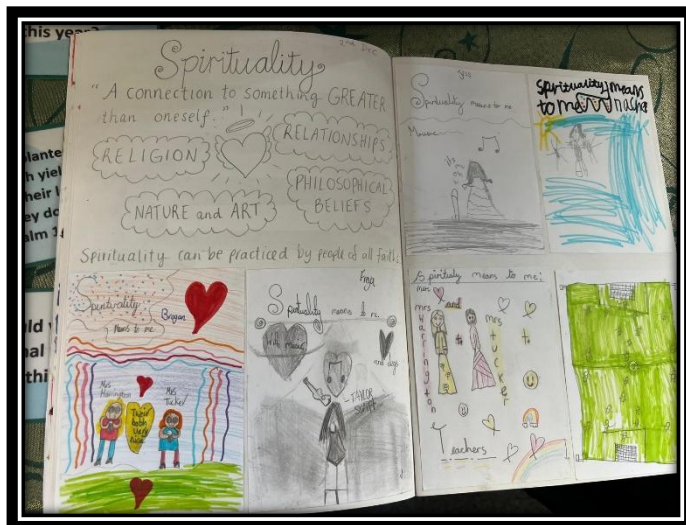
1. Welcome

It's 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, constantly seeking the growth and flourishing of pupils and adults 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.

We are here to support you as you create, sustain and develop systems and structures which enable **every** 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 2025–2026 as you continue to transform lives across our Diocese.



"But the fruit of the Spirit is love, joy, peace, forbearance, kindness, goodness, faithfulness, gentleness and self-control." Galatians 5:22

Andrew Towner

The Reverend Andrew Towner
Chair, Diocesan Board of Education

Charlotte Tudway

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 2025?

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 online, as well as in person, enables us to reduce travelling time and increase efficiency which we are able to pass onto you. We only charge the bare minimum to cover our costs. We have held our 2024 costs.

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.



New for 2025:

- ❖ RE and Collective Worship in person all day conference at The Roundthorn
- ❖ Understanding the Bible training sessions
- ❖ Preparing Governors for SIAMS online sessions

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	✓	
Weekly communication sharing news and information	✓	
Induction and bespoke support, as needed, for new Headteachers		✓
Professional support with Headteacher Performance Appraisal		Discounted rate ****
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 making the most of your RE curriculum (including how to interweave 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 receives a 'J2' judgement	✓	
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	✓	
Recruitment		
Support for governing bodies in recruiting a new Headteacher, Head of School or Executive Headteacher	✓	
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 or Good Shepherd Trust 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.	✓	
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		Discounted rate ****
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.

**** £250 for Enhanced Schools (£350 standard rate) to include preparation, travel, attending meetings and paperwork.

5. Costings

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

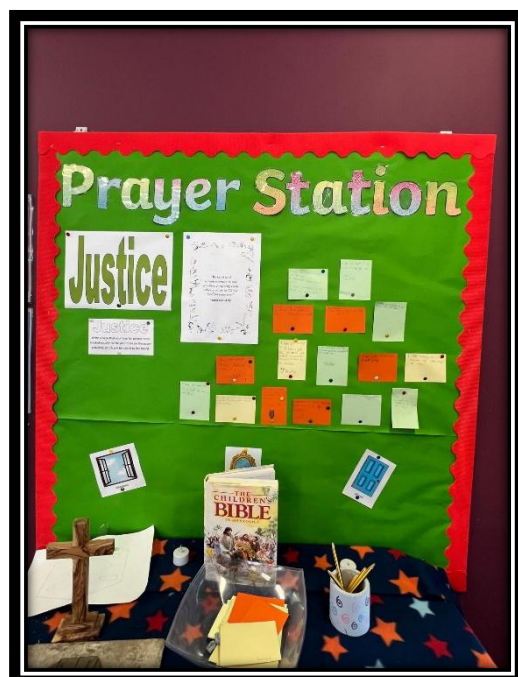
Conscious of how tight your budgets are, **we have held our costings at 2024 levels.**

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	£275 + 95p per pupil
50-149	£325 + 95p per pupil
150+	£375 + 95p per pupil
Always subject to a maximum of £750 per school	



"But let justice roll on like a river"
Amos 5:24

School Support		
Delivery of Enhanced Support	Enhanced Package	Enhanced Pay-as-you-go
Per hour	Included for free	£75
Per half day (up to 3 hours including twilight sessions)	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	£75 per person
Governor Support for Headteacher Performance Appraisal	£250	£350
Attendance at any of our suite of Networks	Included for free	£250 per network
Annual Schools' Conference	£150 person ticket	£250 per person

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:

- ❖ A named Diocesan Link who will act as a first point of contact and who will be available for queries and support as needed;
- ❖ 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; and
- ❖ 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, Cumberland and Westmorland & Furness Councils, 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.



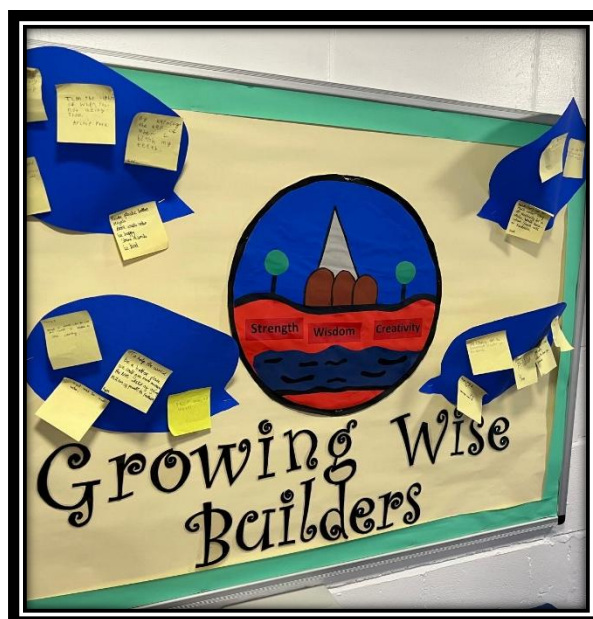
Appendix A: Prescribed Partnership

The 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 2021](#) 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.



*Everyone who hears these words of mine
and puts them into practice is like a wise
man who built his house on the rock
Matthew 7:24*

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**, 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).

Appendix B: *The DBE Team*

Officers			
Name	Role	Contact for	
Peter Barfoot	Schools and Buildings Adviser	Growing Faith ❖ Theology ❖ Headteacher performance appraisal ❖ Queries relating to school buildings including sources of funding for projects ❖ insurance (for non-educational public liability)	peter.barfoot@carlisediocese.org.uk Phone: 07827 838220
Ruth Houston	Senior Schools Adviser	Spiritual development ❖ Headteacher wellbeing including support networks and new headteacher induction ❖ Christian Leadership Course	ruth.houston@carlisediocese.org.uk Phone: 07423001578
Anna Lea	Education Office Manager	General queries including in relation to the Partnership Agreement, training needs or support and our Events Schedule ❖ Course and events bookings ❖ Communications	anna.lea@carlisediocese.org.uk 07990061414
Lisa Pettifer	Governance and Admissions Officer	Queries relating to Governance including appointment of Foundation Governors, governor induction and training ❖ Admissions support for admissions authorities including Admission Policy and oversubscription	lisa.pettifer@carlisediocese.org.uk 07774655025
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 (including support with recruitment), admissions procedures, school category or status including academisation ❖ Any advice or consent required under the DBE Measure ❖ SIAMS queries ❖ Support with HR matters including disciplinary hearings ❖ Bespoke support not listed in Section 3	charlotte.tudway@carlisediocese.org.uk Phone: 07917 993659
Laura Watson	Deputy Director of Education	Growing Faith ❖ RE, Collective Worship and spiritual development ❖ Equity, diversity, inclusion and justice ❖ Headteacher performance appraisal ❖ Model policies and guidance documents	laura.watson@carlisediocese.org.uk Phone: 07778 361851

Board Members	
Category	Name
The Lord Bishop of Carlisle	The Right Revd Rob Saner-Haigh
Bishop's Appointment	The Ven Ruth Newton
Bishop's Appointment	The Ven Vernon Ross
Synod Representatives: Clergy	The Revd Andrew Towner, DBE Chair
	Canon Peter Ballard, Chair of The Good Shepherd Trust
	The Revd Michelle Woodcock
	The Revd Rachel Cunliffe
	The Revd Simon Jones
Synod Representatives: Lay	Nigel Robson
	Kirsty Cooper, Headteacher
	Yvette Ladds, Network Youth Church Minister
Co-optees	Jo Tinniswood, Headteacher
	Rob Blake, Executive Headteacher & Deputy CEO Good Shepherd Trust
	Nick Klein, NISCU
	Jon Sutcliffe
School Advisers	
Maggie Cole: maggie.cole@carlisediocese.org.uk	Shelagh Hughes: shelagh.hughes@carlisediocese.org.uk
Mark Hamblett: mark.hamblett@carlisediocese.org.uk	