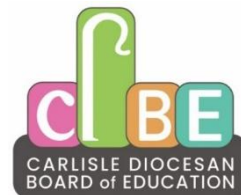


Weekly Communication: 2nd October 2025



www.carlislediocese.org.uk/education

If someone has forwarded this communication to you and you would like to be added to the distribution list to receive one every week, please email: charlotte.tudway@carlislediocese.org.uk

Reflection:

Your Kingdom Come



Ok. It's official. My son called me on it. I am a Rend Collective 'groupie'. I literally can't get enough!

On Saturday, a group of us from the Education Office team were lucky enough to enjoy a jolly to

Newcastle to see them perform. Whilst we were singing along to all our fave tunes, including the amazing [Let it Roll](#) based on Amos 1:5 ...

*Let worship and justice march hand-in-hand with
The righteous tide of change and the sound of breakin' chains
Let the sound of our praises be one and the same as
Jubilee reclaimed to the sound of breakin' chains*

... a march led by UKIP march calling for "mass deportations" was taking place in the city. Rend Collective band leader, Chris Llewellyn, reminded us that worship and justice go hand in hand together.

The Lord's Prayer encourages us to imagine heaven reflected on our earth – a place where there is no division or hatred, just unity and love.

I pray that your chains may be broken and that you may see a glimpse of God's Kingdom reflected in an act of justice or love this week.

The Lord's Prayer

*Our Father in heaven,
hallowed be your name.
Your Kingdom come,
your will be done,
on earth as in heaven.*

*Give us today
our daily bread.
Forgive us our sins,
as we forgive those
who sin against us.
Lead us not into temptation,
but deliver us from evil.
For the kingdom,
the power and the glory
are yours.
Now and for ever. Amen*

Charlotte

NEW THIS WEEK!

With less than a month to go we are excited to announce the themes for our keynote speakers.

Imran Kotwal – Islam – **Diversity within Islam– Sunni and Shi'a Muslims**

Anna Silver – Judaism – **More than bar mitzvahs: Unpacking the Diversity of Jewish Life and Practice**

Jane Yates – Humanism – **The Big Questions: Exploring the World with Humanism**

We will also have a workshop focusing on Godly Play.

[Book your ticket here](#)

**RE AND COLLECTIVE
WORSHIP CONFERENCE
2025**

22 October | 9.00 - 3:30 | Roundthorn Hotel, Penrith

Shaping hearts, minds and communities

GUEST SPEAKERS:

IMRAN KOTWAL
MUSLIM LEARNER SERVICES
ANNA SILVER
BOARD OF DEPUTIES OF BRITISH JEWS
JANE YATES
HUMANIST UK

PLUS WORSHIP LEADERS

STALLS TO BROWSE FOR RESOURCES AND INSPIRATION

CBE
CARLISLE DIOCESAN BOARD of EDUCATION

[Book your ticket here](#)

Aspiring to Leadership Course



This is a 4-day face-to-face programme with an online element.

Designed for aspiring and newly appointed middle leaders, this programme specifically supports those working within a Christian school context. It is also suitable for current middle leaders who wish to deepen their understanding of leadership within a Church school setting.

The programme will enable participants to explore and articulate their personal values and mission, while gaining a deeper understanding of the distinctive mission and vision of Church of England schools, and the role of middle leaders in shaping and sustaining that ethos.

Participants will have the opportunity to critically engage with leadership and management theories and research, and consider how these relate to their own practice. Through this, they will develop a stronger understanding of their personal leadership capabilities and how to grow as leaders within a Christian educational context.



Duration
12 months



Delivery
Blended Learning



Start date
November 2025

'I feel I have definitely grown in confidence in my role as a Christian leader.'

'It's the course you don't know you need!'

'Thank you for designing and delivering such a fantastic course which has not only taught me a lot about middle leadership but it has also given me the space to reflect on my role.'

THE
DIOCESE
BLACKBURN
THE CHURCH OF ENGLAND IN LANCASHIRE



Diocese of
Liverpool

CL
CARLISLE
DIOCESE

THE CHURCH
OF ENGLAND
Diocese of Manchester

THE CHURCH
OF ENGLAND
Diocese of Chester

DBE services

Follow Daily

Care Deeply

Speak Boldly

Tread Gently

Delivery

- Four taught face-to-face days
- Two online zoom sessions (March /May 2026)
- Group and individual tutorials
- Celebration event



Entry requirements

There are no formal entry requirements for this programme. However, it is specifically designed for middle leaders working in **primary schools within a Christian context**.

The programme takes a distinctive approach, focusing on leadership through a Christian lens—**offering something different from the current suite of National Professional Qualifications (NPQs)**. Due to the practical nature of the course, places are limited to 15.

Cost

£500 for the full programme per person

Dates and Duration

Face to Face - Clayton House, Blackburn

- Day 1: Tuesday 4th November
- Day 2: Tuesday 20th January
- Twilight 11th March
- Day 3: Friday 24th April
- Twilight Monday 18th May
- Day 4: Tuesday 7th July (Whalley Abbey)

HOW TO APPLY

To apply for more information please contact:

Mr. David Thorpe, Deputy Director of Education Liverpool Diocese david.thorpe@liverpool.anglican.org
or Mr. Andrew Clark, Deputy Headteacher Chorley St. James' CE Primary School deputy@st-james-chorley.lancs.sch.uk

All bookings can be made via the link below. Password: AspiringToLeadership2025

<https://dbeservices.co.uk/aspiring-to-leadership-course-registration/>

Click on the link or scan the QR code





Muslim Learner Services

•Assemblies •Workshops •Training

FREE ISLAM TRAINING COURSE

TEACHING & LEARNING ABOUT

ISLAMIC ARTEFACTS / 5 PILLARS

for Primary Schools

Zoom Webinar: Wed 7th Oct 4-5 pm

Video Recording available

Use the link below to register your place

Book a place on the live webinar or access a
recording of the full course and training
materials

<https://forms.zohopublic.com/imrankotwal11/form/FREEPROPHETMUHAMMADCPDWEBINARFORPRIMARYSCHOOLS/formperma/Ugc1Z66L8KyOrRJeMFi71XRtskM5-TISCLsCnWf0pwI>

This FREE training course is only open to Primary schools.

Free Advent Collective Worship Resource



As we journey towards Christmas this Advent season, we invite your school to join us in *The Joy of Christmas*, a brand-new collective worship resource for Advent 2025 aimed at KS2 and KS3 learners.

For KS1 pupils there is a brand-new version of the book *The Grumpy Owl and the Joy of Christmas*, which tells the story of Jesus' birth through the eyes of an owl who seems determined to miss all the excitement. You can find out more about this here: <https://cofe.io/TheGrumpyOwl/>

At KS2 and KS3 we focus on the central theme of grumpiness into joy, taking time to reflect and celebrate the key characters in the Nativity story, Mary and Joseph, the shepherds and the wise men.

We'll explore what might have made them grumpy, or find things difficult, and how they found joy in **connection, trusting, sharing, and following**.

Schools can sign up here: www.nse.org.uk/ayla/advent



Picture News

Black History Month – Live Assembly 2025

Friday 3rd October, 9.15–9.45am

Join Katie and special guest, BBC presenter Swarzy, to explore this year's theme, 'Standing Firm in Power and Pride'. Suitable for: Children in KS1 and KS2

[Register here!](#)

Black History Month

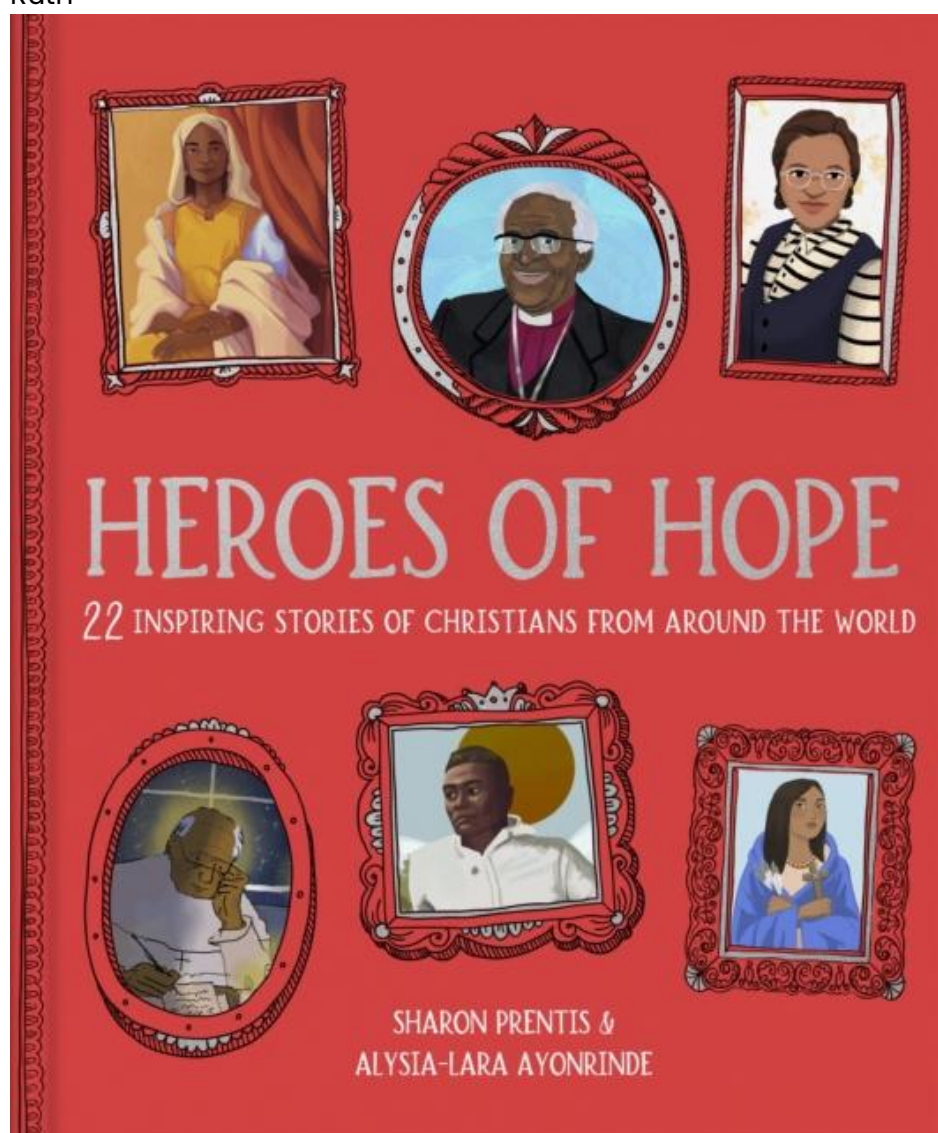
The National Society have collated some resources for Black History Month which you may find helpful and can find here- [Curriculum: collective worship – National Society for Education](#)

However, as my wonderful friend Jennie (Racial Justice Officer for Liverpool Diocese) said to me last week, Ruth, I'm not just black in October!! Our Anti Racist journeys need to spread far beyond one month. There are also lots of fantastic resources on the Anti Racist Cumbria website if you search Black History Month.

Heroes of Hope

If your school has already received your free copy of Heroes of Hope – you could also use some of the stories highlighted in this wonderful book and explore some of the questions to consider together as a school family.

Ruth



Heads and Clergy Breakfast – Tuesday Nov 4th, 8–10am at Church House,

Penrith

School leaders and Church leaders have a lot in common; you are both in potentially isolated roles and you constantly 'give out' to support your communities. So....come and join us for a time of encouragement, reflection, refreshment (spiritual and breakfast!) and fellowship with other church and school leaders. We would love to see you there. If you are supported in your school by church leaders from other denominations, please feel free to invite them to join us as well. (It's not just for Anglicans!)



If you have any questions, please contact ruth.houston@carlisle-diocese.org.uk

Here is the booking link <https://www.trybooking.com/uk/FAWO>

Hope to see you soon,

Ruth Houston, Maggie Cole, Brian Jones

Training to attend this week

- **RE Support – Making the most of your RE curriculum**

8th October 4:00–5:30pm

<https://www.trybooking.com/uk/events/landing/87783>

Training Schedule

We have a variety of training sessions running each month. Most of the sessions are online and are cost-free if you are part of the partnership agreement.

Want to attend a session but can't? Get in touch and we can arrange for it to be recorded for you.

You can find a copy of the training schedule [here](#). Booking is quick and easy just click the link and follow the on screen steps.

Any queries then please email Anna – anna.lea@carlisle-diocese.org.uk



Governor Zone



Education Office Team

As always, if you have any questions about any of the information contained in this week's communication, need any help or support or want to arrange a visit, don't hesitate to get in touch



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Schools Adviser

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Shelagh Hughes

Schools Adviser

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07941 123784



Maggie Cole

Schools Adviser

maggie.cole@carlisle-diocese.org.uk

**All DBE Officers and
School Advisers hold
Enhanced DBS
Certificates**



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Click on the link or scan the QR code



National Society for Education – Collective Worship Resources

Earlier in the term we shared the below words and resources from Nigel Genders:

‘Like many people, we’ve been very concerned about the rising tension in some of our communities in the light of the court case about asylum seekers being housed in hotels, and so we have produced some collective worship for primary and secondary schools in the hope that they are a useful resource for schools to speak about loving our neighbour.’

Curriculum: collective worship – National Society for Education

We have since received the following paragraph commending the resources for collective worship.

Dear Friends and Colleagues,

It is a joy for me to commend these resources for collective worship. I am well aware that our schools, and school leaders, are already engaged in building healthy communities and countering the drift towards hateful speech. Be assured of my prayers in this vital and timely work. In my own backyard, +Philip Egan (RC Bishop of Portsmouth) and I have been concerned to see the way in which children and young people have been drawn into intimidating protests against asylum seekers and refugees in our city. In this febrile context our network of schools provides safe havens in which children and young people learn to speak well of their neighbours and grow in compassion. Once again, be assured of prayers and support from your colleagues in the National Society.

+Jonathan Frost (Chair of the National Society for Education)

Resources to support them with Justice and Courageous Advocacy work in school

On Wednesday 1st October 11am–12pm schools from partner dioceses are invited to a Teams meeting where we will be sharing information about resources to support them with Justice and Courageous Advocacy work in school. All



schools in your diocese are welcome to attend, not just those involved in Global Neighbours (we will speak a bit about Global Neighbours for the benefit of those who want to know more about it). This is the Teams link:

[Join the meeting now](#)

Meeting ID: 324 432 343 267

Passcode: mZ6W2pN3

Global Neighbours this term: enrolment for this term closes on 12th September, we still have a few places left so encourage anyone who is keen to sign up at

<https://globalneighbours.christianaid.org.uk/> – we've made a slight change so that places are available for both primary and secondary schools.

Wildflowers in Schools



Wildflowers in Schools is part of the Eden Project's outreach work with school communities. The project [website](#) tells us: "Wildflowers are a great way to bring colour and interest to your school grounds, and taking education outside is good for your learners and the planet. Use our resources to create and make the most of these special habitats using science, creativity and celebration."

This initiative encourages schools to develop wildflower areas of different types so that children can learn about nature and natural

habitats as well as benefiting from time outdoors with friends, connecting with landscape and heritage and is suitable for large or small spaces in rural or urban areas.

The website offers videos, online guides, events and lesson plans.

The Eden Project invite schools to sign up to their schools' newsletter



[here.](#)

Cumberland's Licence to Grow

Please note this is for
**Cumberland schools
only.**

Westmorland and Furness
council don't currently
have a Right to Grow
initiative but do offer
grants and funding for
community projects.



Right to Grow

Cumberland's Licence to Grow

Cumberland Council is supporting the national
Right to Grow campaign by developing a
community growing licence which allows
communities to use pieces of Council-owned land
for food growing.

We are looking for groups across
Cumberland who would like to set
up food growing projects.

Contact us at:

Foodpartnership@cumberland.gov.uk



Bridging Divides

The British Red Cross is encouraging people to take part in its 'Bridging Divides' programme. At a time when a lot of discussion in society has become polarized, the programme offers a series of short videos over five weeks to help participants talk with others whose views might be very different.



"More and more of us are being pushed to take sides, making it harder to talk to people whose opinions we disagree with. At the British Red Cross, we stand for

neutrality and impartiality, and we want to share how what we've learned over 150 years of conflict diplomacy can be used in your day-to-day. In a world where tensions run high, knowing how to compassionately connect with others is essential to solving the problems we face together."

Details can be found [here](#).

Retreat Bursaries for Teachers

From September 2024, staff in Church of England schools will be eligible to apply for a bursary to help finance their retreat at an APR member retreat house.



In recognition of the intensity of the challenges and responsibilities that teachers face in their roles, the Trustees of the APR have designated some of the APR Bursary Funds to be specifically used to help school staff (teachers, headteachers, teaching assistants and pastoral/welfare staff) go on retreat. Such *Teachers' Bursaries* will be available for all teaching and welfare support staff in Church of England schools, irrespective of their personal faith; however, all retreats must be made at one of the APR Member Retreat Houses within the UK (as listed on promotingretreats.org/where).

The maximum grant for an individual is 50% of the total cost of a retreat (either private or guided) priced at £300 or less; the cap for any grant is £150. Applications can *only* be made through the



retreat house on behalf of their guests (ie, the staff); in this way, the APR is also helping to support the ministries of our member houses. The full Terms and Conditions of the APR Teachers' Bursary Scheme are available to [download here](#), and all applications must be made using our [Teachers Bursary Application Form](#). If you have any questions, please contact the APR Administrator on promoting.retreats@gmail.com – and if you'd like to spread the word by placing a poster in your local Church of England school, you can download one [here](#).



Growing Faith Foundation

Church of England

Does your school, church have an idea which enables young people at the heart of what church and school do together? Find out more about this creative opportunity and apply.

We are delighted to be launching a third application process for our Growing Faith Learning Hubs. The Growing Faith Foundation is seeking to resource a further 14 Learning Hubs across the country starting in January 2026. They will act as strong developmental communities of practice from which schools and church leaders (both regionally and nationally) can learn.

The Learning Hubs will become centres of innovation, where schools/churches are resourced to further embed creative practices that build the strategic partnership between school, church and home. Hubs are creative spaces, with an emphasis on imaginative approaches that champion the voices of children and young people and embed inclusion and hospitality, seeking to put children, young people and families at the heart of all the mission and ministry of the Church by changing the culture of the Church of England.

In 2026 The Learning Hubs will be funded in two different models:

- an annual grant of £10,00 each year for two years. There will be 10 location places available
- a smaller grant of up to £2500 for 3 months to 1-year projects, where local partnerships want to undertake a smaller piece of work as part of their wider Growing Faith shaped development. There will be 4 location places available in 2026 and 4 in 2027.

Please do consider whether your church/school partnership, whether based in a Diocese, a deanery, a school trust, an individual church or school or other iteration might become a suitable Hub. Read more about the application process in our [guidance document](#), and to apply to be a Hub in 2026, complete the [application form](#).

Please share with anyone who may be interested and submit applications by **31st October 2025**

If you have further questions or an informal chat would be of help, please contact mandy.christopher@churchofengland.org

Carlisle Diocese has had a successful learning hub and Laura would welcome your questions.
Laura.watson@carlislediocese.org.uk

Governors



IGovS
Independent Governor Support

Governance Glossary

Once again, [Independent Governor Support](#) have shared their comprehensive Governance Glossary document with schools and governors. The full document is available as an attachment to this week's Weekly Comms.



School admissions

Please make sure that Governors (especially in VA schools) have had chance to discuss and plan for the next round of school admissions arrangements, details of which can be found [here](#).

Determination

All admission authorities must determine their admission arrangements, including their PAN, every year, even if they have not changed from previous years and a consultation has not been required by 28 February in the determination year.



Once admission authorities have determined their admission arrangements, they must notify the appropriate bodies and must publish a copy of the determined arrangements on the school's website or their own website (in the case of a local authority) by 15 March in the determination year and continue displaying them for the whole offer year (the school year in which offers for places are made).

Admission authorities must also send a copy of their full, determined arrangements to the local authority as soon as possible before 15 March in the determination year.

Admission authorities for schools designated with a religious character must also send a copy of their

arrangements to the body or person representing their religion or religious denomination.

Consultation

When changes are proposed to admission arrangements, all admission authorities must consult on their admission arrangements (including any supplementary information form) that will apply for admission applications the following school year.

Where the admission arrangements have not changed from the previous year there is no requirement to consult, subject to the requirement that admission authorities must consult on their admission arrangements at least once every 7 years, even if there have been no changes during that period.

Consultation must last for a minimum of 6 weeks and must take place between 1 October and 31 January in the determination year. Admission authorities must consult with:

- a) parents of children between the ages of two and eighteen;
 - b) other persons in the relevant area who in the opinion of the admission authority have an interest in the proposed admissions;
 - c) all other admission authorities within the relevant area (except that primary schools need not consult secondary schools);
 - d) whichever of the governing body and the local authority is not the admission authority;
 - e) any adjoining neighbouring local authorities where the admission authority is the local authority;
 - and
 - f) in the case of schools designated with a religious character, the body or person representing the religion or religious denomination.
-

For the duration of the consultation period, the admission authority must publish a copy of their full proposed admission arrangements (including the proposed PAN) on the school's website or its own website (in the case of a local authority) together with details of where comments may be sent and the areas on which comments are not sought.

CHECKLIST

1	<input checked="" type="checkbox"/>
2	<input checked="" type="checkbox"/>
3	<input checked="" type="checkbox"/>
4	<input type="checkbox"/>
5	<input type="checkbox"/>



Admission authorities must also send, upon request, a copy of the proposed admission arrangements to any of the persons or bodies listed above inviting comment. Failure to consult effectively may be grounds for subsequent complaints and appeals