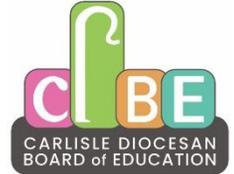


Weekly Communication: 19th March 2026



www.carlisle-diocese.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@carlisle-diocese.org.uk

Reflection:

Apologies that I haven't been as available as usual this week.

But I absolutely promise I have been living the dream for our family of Church schools!

I have been honoured to share in worship at two schools this week and been (powerfully) reminded of why I do this role.



On Monday, I was invited to join after school collective worship with some sixth form students who were courageous enough to share with me, a complete stranger, their journey to faith and how worship supports them personally in their lives.

And, yesterday, I was equally blown away by worship leaders at one of our primary school's headteacher recruitment. When asked what they thought about the candidates' worship sessions, they might as well have been SIAMS inspectors! Their insight was phenomenal.



Visiting schools and supporting headteacher recruitment really hammers home to me the 'why' of what I do. It's easy to forget sometimes that 'Education' is in my job title when I get sucked up into all the HR and legal issues on your (and my) desks.

This week I have been beyond grateful to spend some time with happy pupils and phenomenal adults in our family of Church schools. THANK YOU. You have #filled my cup this week!

A challenge for you all, from the Year 12 students at Trinity School, is to #act justly this week.

And, at Maryport Primary School, we are reminded that this might involve just a small act of kindness – a smile, holding a door open, an offer of help – can all give us a lift.

Do look after one another this week, Charlotte

NEW THIS WEEK!

Booking now open

#HOPE

Annual Conference for School Leaders 2026

with special guests including:

Marc Rowland

Champion in improving outcomes
for disadvantaged learners

Bob Bowie

Prof of Religion and Worldviews
Education and Director of NICER

Our Friends From

Growing Faith Foundation,
Anti Racist Cumbria,
KICK: transforming lives



10 June
2026

9am-
4:30pm

North Lakes Hotel
& Spa, Penrith



BOOK HERE



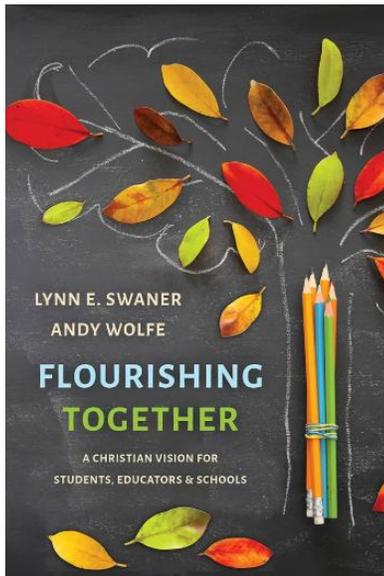
March Racial Justice Spotlight

Why does this matter?

Ubuntu **'I am because we are' – everybody wins** *'Flourishing is never an individual pursuit, but a collective endeavour, released in relationship and communities that live well together'.*

In the foreword to the book 'Flourishing Together' the Rt. Revd. Rose Hudson-Wilkin, Bishop of Dover writes about flourishing together.

'There is a Zulu word called *ubuntu*. It means 'I am, because you are.'



In other words, we are a people together. We are interdependent. We do not exist by ourselves. No one really flourishes unless we flourish together.

Black and white, young and old, rich and poor, with and without disability. We are all God's children. '

What might this look like in action?

We seek to learn from other traditions – we don't need to win arguments.

We seek to bless all – we practice hospitality.

You give courage to others – you catch your colleagues before they fall.

You show us how to live well together – you celebrate diversity.

Our relationships should reflect the relational nature of God: the Trinity is a community of love. (John 17:21) Jesus commands us to love one another (John 13:34-35) and the Church is often described through the image of one body (1 Corinthians 12) whilst stressing unity within its wonderful diversity!

What we can think about this month

How can we move our perception from 'I' to 'we' and 'me' to 'us'? Think of and share a concrete example in your school community.

How do our school priorities reflect the principle of ubuntu? Look at your school development plan for evidence of this principle in practice.

Three things you can do now!

1. [Download](#) and read 'Our Hope For A Flourishing Schools System' & share with your staff and governors.
2. Start a staff meeting or a governors meeting with the [Why this matters?](#) section above and discuss.
3. Watch/read [I Am You: A Book About Ubuntu Read Aloud](#)

Our Hope for a Flourishing Schools System:

Deeply Christian,
Serving the
Common Good



The National
Education Society
Education

THE CHURCH
OF ENGLAND
FOUNDATION FOR
EDUCATIONAL
LEADERSHIP



BOARD OF DEPUTIES OF BRITISH JEWS

ADVOCACY | DEMOCRACY | COMMUNITY

Monthly Q&A drop in session online - Any teacher who teaches about Judaism is welcome and no question is a silly one!

Please pass this onto any relevant colleagues.

Next date: **Tuesday 21st April 2026, 3.45-4.45pm**

Zoom link:

<https://us02web.zoom.us/j/82876672045?pwd=kTnWIRJ7a15v8aRec8cbHPwGx36qgp.1>

View meeting insights with Zoom AI Companion

<https://us02web.zoom.us/launch/edl?muid=add314ff-57c3-4f1d-9533-6faa0e9efff5>

Meeting ID: 828 7667 2045

Passcode: 970723



Muslim Learner Services

•Assemblies •Workshops •Training

**Join us on our next Primary
RE Webinar: What does it
mean to be a Muslim in
Britain Today?**

- British Muslim Population statistics from Census 2021
- The 5 Pillars of Islam in Britain



Follow Daily



Care Deeply



Speak Boldly



Tread Gently

- Role of a Mosque in the UK
- Muslim diet – Halal
- Muslim dress
- Islamophobia / Anti-Muslim Hostility (The Government's new definition just announced can be found here: <https://www.gov.uk/guidance/a-definition-of-anti-muslim-hostility#definition-of-anti-muslim-hostility>)
- Muslim funerals in the UK
- Q&A Session

Thursday 26th March – delivered live online at 4 pm by Imran Kotwal from the Muslim Learner Services, with a video recording and training materials available to all schools that register. **Book a place [here](#)**

THU 26 MAR: WHAT DOES IT MEAN TO BE A MUSLIM IN BRITAIN TODAY + ISLAMOPHOBIA

MON 27 APR: LIFE OF PROPHET MUHAMMAD + STORIES

TUES 19 MAY: WHAT DO MUSLIMS BELIEVE? (ALLAH, ANGELS, PROPHETS, HOLY BOOKS, LIFE AFTER DEATH, DESTINY)

WED 17 JUNE: DIVERSITY WITHIN ISLAM (SUNNI & SHI'A)

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



A time of change

This week we have included two attachments to help governing boards navigate some of the changes currently running through the education system. The first is our information on Ofsted gradings (the 'report card'), which also explains the 'Needs attention' grading and links to the monitoring process.

This follows on from Charlotte's letter last week.

The second is a document which includes all the questions that are in the government's consultation document calling for responses about the SEND reforms proposed. We have produced this to help governors and other school leaders plan their responses.



Education well-being charity
Education Support produced the
report 'Revisiting the teacher
retention crisis: recommendations for
change'



"This evidence-based report outlines:

- Why teacher retention is critical to educational quality and equity
- The cost of attrition to public finances and pupil outcomes
- A framework of 12 workplace wellbeing drivers to guide change
- Practical recommendations for government, employers, and school leaders

The report shows that improving mental health and workplace wellbeing is key to helping teachers, leaders, and education staff stay in the profession, and, through doing so, to deliver better outcomes for all pupils." More information can be found [here](#) with a helpful toolkit [here](#).

The organisation Governors for Schools has produced a short set of questions governors can use in meetings to explore culture, workload, leadership wellbeing and the impact of actions taken so far:

Governor questions to accompany Education Support's **Cultures that care: a retention toolkit for schools**

Understanding staff experience

- What are staff telling you about how supported they feel, and how are you gathering that feedback?
- What are the main sources of pressure or stress for staff right now, and what actions are helping to reduce them?

Workload, wellbeing and culture

- What steps have you taken this term to address workload, and what impact have you seen?
- How confident are you that staff feel valued in ways that are genuine rather than tokenistic?
- Do all staff – including support staff – feel part of the school community?

Professional development and growth

- What opportunities do staff have for meaningful professional development, and how do you know it's making a difference?
- Are there barriers preventing staff from accessing CPD, and how are you addressing them?

Retention and recruitment insight

- What does staff mobility/turnover look like this year, and what are the main reasons people are leaving?
- Which actions from the retention toolkit are already in place, and what early impact have you noticed?

Leadership

- How would you describe the level of trust between staff and leadership, and what helps you judge that?
- How are senior leaders looking after their own wellbeing, and is further support needed?



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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Contents ([Press Ctrl and click to read the article](#)):

New This Week

Booking now open.....2

‘Spare’ Racial Justice Spotlight.....3

Join us on our next Primary RE Webinar: What does it mean to be a Muslim in Britain Today?..... 4

Training Schedule 6

A time of change..... 6

Education well-being charity *Education Support* produced the report ‘Revisiting the teacher retention crisis: recommendations for change’.....7

In case you missed it..... 11

 The Royal Mint Museum: short story competition 2026 12

 Leavers Service bookings are now open..... 13

 Senior Leadership Peer Support Network timings 26-27..... 13

 Get Free Christian Books for Your Community!..... 14

 Hindu Civilisation Exhibition 15

 Racial justice spotlight..... 18

 February Racial Justice Spotlight 19

 Flourishing Together Podcast..... 21

 School admissions.....22

RE Statement of Entitlement

The NSE (National Society Education) have recently updated the RE Statement of Entitlement. The 2026 RE Statement of Entitlement, alongside the existing statement, can be found here: [Curriculum: religious education – National Society for Education](#)

The 2026 Statement of Entitlement comes into effect from September 2026 for SIAMS Inspections.

The team will be unpacking the changes over the next few months during training and school visits. However, the key message from us though is – there are no major changes so RE practice in your school should not look too different.

If anyone has any questions, please contact Laura on laura.watson@carlisle-diocese.org.uk



The Royal Mint Museum: short story competition 2026



The competition is open to children aged 7 to 11.

Students are invited to submit a story of no more than 500 words based on Gold. From buried treasure to secret vaults filled with gold bars and coin hoards, we are asking students to engage their imagination and write about glistening gold.



More inspiration and information is contained on [this website](#).



Leavers Service bookings are now open

This year we will be holding services in Carlisle Cathedral and in Kendal Parish Church but also offering a full day option that will include activities as well as the leavers' service.

Please use the links below to book your preferred service.

Carlisle services – <https://www.trybooking.com/uk/GBXK>

Kendal services – <https://www.trybooking.com/uk/GBXL>

GOODBYE

Senior Leadership Peer Support Network timings 26-27



Ruth is wondering whether the current timings of the network suit you.

The networks are currently run during the school day. Please could you use the link below to indicate whether an after school option would be better for you or whether you would prefer the network to continue to be held during the school day.

[Senior Leadership PSN timings 26-27 – Fill in form](#) – Only one question!

Get Free Christian Books for Your Community!

Speaking Volumes offers grants for free Christian books to schools, libraries, churches, hospices, prisons, and other community organisations. If you want to share faith-based literature and

make a lasting impact, apply for a grant today! Thanks to our streamlined process and exclusive partnership with Eden Books, recipients receive books quickly and hassle-free. Plus, if a local Christian bookshop has helped with your application, you can refer them when you apply, ensuring they receive a £75 referral fee as a thank-you for their support. Don't miss this opportunity—the grant application period closes on May 1st.



It is essential that you read our [guidelines](#) and our [privacy policy](#). When you are certain you understand and can agree to the conditions, proceed to complete your online application form. To do this you will need to create an account and log in and continue to follow instructions.

[APPLY NOW](#) and help bring life-changing Christian books to those who need them most!

Grants open 2nd March until 30th March 2026

- Successful applicants will be notified by Speaking Volumes in mid-April, after Easter.
- Granted book vouchers will need to be spent before the end of May.

Hindu Civilisation Exhibition

There are some wonderful opportunities for RE and Hindu Dharma at Tullie at the end of March. This is a collaboration between the Cumbria Hindu Association, Cumbrian SACRE and Tullie in conjunction with Insight. See attached flyers below.

[Darshana: Nationwide tour of the Hindu Civilisation Exhibition - INSIGHT UK](#)

Sunday 22nd March, drop in 11-4pm - Public event no need to book. 11am there will be an inauguration by members of the Hindu community. Families welcome, with Hindu themed make and create. (free) Do share with your families nearer the time

Weds 25th/Thurs 26th - school visits - 45 minute school sessions (free)

- School booking - <https://tulliehouse.digitickets.co.uk/event-tickets/74591?catID=34556>

Thurs 26th March - drop-in teacher CPD (free), between 3.30pm - 5.30pm - perfect for RE staff development!

- Teacher CPD - <https://tulliehouse.digitickets.co.uk/event-tickets/74588?catID=34556>
-



INSIGHT UK

TULLIE



DARSHANA



Exhibition on the

Hindu Civilisation

Explore the timeless essence of Hindu Dharma through an immersive journey into its traditions, spirituality, arts, sciences and contributions to humanity. Discover, learn and celebrate the wisdom of the most ancient yet living civilisation in the world!

 : **TULLIE, CASTLE STREET, CARLISLE, CA3 8TP**

 : **WED 25th & THU 26th March 2026**

 : **9:00 AM to 3:30 PM**

45 minute hosted sessions for schools (max 40 pupils)

Booking essential – Free of charge



INSIGHTUK.ORG | INFO@INSIGHTUK.ORG



INSIGHT UK

TULLIE



DARSHANA



Exhibition on the

Hindu Civilisation

Explore the timeless essence of Hindu Dharma through an immersive journey into its traditions, spirituality, arts, sciences and contributions to humanity. Discover, learn and celebrate the wisdom of the most ancient yet living civilisation in the world!

 : **TULLIE, CASTLE STREET, CARLISLE, CA3 8TP**

 : Thursday 26th March 2026

 : 3:30 PM to 5:30 PM

Teacher Drop-In CPD Event

Booking essential – Free of charge



INSIGHTUK.ORG | INFO@INSIGHTUK.ORG

Racial justice spotlight

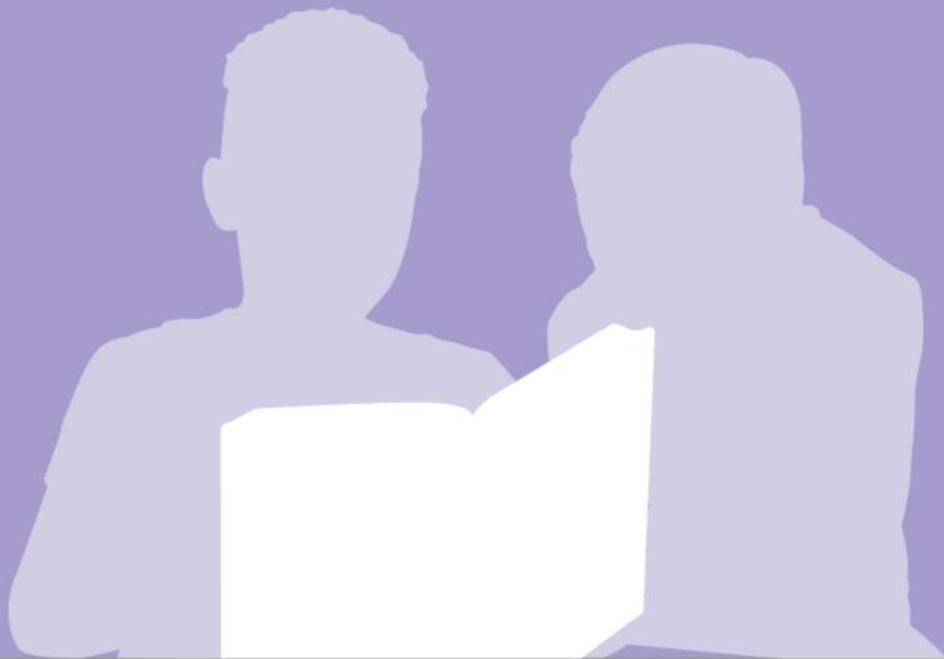


On a monthly basis during 2026, our Weekly Comms will include a feature to support and develop the racial justice work within the diocese. We aim to share resources; to offer stimulus ideas, activities and reflections and to shine a light on work being undertaken by schools and partnerships across Cumbria.

If you have a project to share or a question to ask, or would like to be involved in any way, please contact one of the team. Our contact details can be found at the end of this week's bulletin.

grove education

Using Stories to Encourage Racial Inclusion in Schools



eD63

Jane Kelly
Alysia-Lara Ayonrinde

Why does this matter?

This matters because it is about 'life in all its fullness' John 10:10 for everyone (see the [Church of England Vision for Education](#)) Following on from last month's spotlight about being

created in the image of God, the CofE vision for education says this on pg 11:

"Our commitment to the dignity and ultimate worth of each person, rooted in each being created in the image of God and loved by God, is further shaped by the person, teaching and example of Jesus. Jesus embodies the love and compassion of God for each person, and Christians are called to follow him in this, and to join with others in demonstrating it.

He paid special attention to the disadvantaged, excluded, despised and feared. The ultimate worth of each person is shown in the Gospels through his teaching, healing, feeding, sharing hospitality, befriending, and forgiving. In some of the earliest Christian writings, Jesus is himself understood as 'the image of the invisible God', who renews that image in human beings across differences of religion, race, nationality, gender, and economic or social status (Colossians 1:15, 3:10-11; Galatians 3:28). To encounter Jesus is to be invited into 'life in all its fullness' (John 10:10)"

This is our why.

What we can think about this month

Read the attached Grove booklet. Perhaps just start with chapter one and the questions for reflection they share.

What stories have been significant in your life?

Which parts of the Bible message particularly resonate with you?

What do you think of the idea that the Bible is a story about celebrating difference?

Three things you can do now!

'Action is the only remedy to indifference: the most insidious danger of all.' Elie Wiesel.

Sign up for the Anti Racist Cumbria newsletter [About Us - Anti Racist Cumbria](#) go down to the bottom of the page for 'Join our mailing list'

Book yourself, a colleague or even better your whole team on our next 'Created in the image of God, justice and responsibility' training session. On Tues 14th April 4-

5.30pm. <https://www.trybooking.com/uk/FAPN>

Share the attached Grove booklet with your team, with governors, encourage them to read the first chapter and perhaps start your next meeting with a short discussion around one of the questions...



Flourishing Together Podcast

This series of podcasts, put together by the St Albans Schools Team, is available on podcast platforms with some editions also available on [YouTube](#).

The series as a whole is based upon the narrative from Luke's gospel of the road to Emmaus. In the story two men, distraught over the death of Jesus, find themselves in deep conversation with Him – only they don't realize it is Jesus Himself. When they finally realise who they had been talking with, they tell the apostles the good news: The Lord had indeed risen!

It's a powerful tale, one filled with lessons about discernment, hope, and the truth of the Old Testament prophecies.

This narrative was taken to frame the series because it tells of the importance of hope, especially in times of change or loss, and of listening, talking and learning as we walk through life.

- 1  **Flourishing Together Podcast: S1E1 - The Road to Emmaus with Simon Cutmore**
St Albans Schools Team • 58 views • 3 years ago
- 2  **Flourishing Together Podcast: S1E3 - Spiritual Development in Schools with Anne Lumb**
St Albans Schools Team • 69 views • 3 years ago
- 3  **Flourishing Together Podcast: S1E6 - Courageous Advocacy with Caz Weir**
St Albans Schools Team • 71 views • 2 years ago

There are now 2 series of podcasts covering a range of discussion topics including religious Education, spiritual development, using resources such as Understanding Christianity, world religions and other worldviews, prayer and reflection spaces in schools. The full series can be found on [Spotify](#) and other podcast platforms.

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



GOVERNORS FOR SCHOOLS

about wellbeing, and helping drive the changes that make school environments healthier and more sustainable.

Download the full report: <https://bit.ly/43cYK30>

Teacher wellbeing

From the charity [Governors for Schools](#): "Education Support's Teacher Wellbeing Index 2025 reveals an education workforce in crisis with staff wellbeing at its lowest level since 2019.

If we want every child to thrive, we must ensure those who teach and support them are thriving too. At a time like this, governors and trustees play a pivotal role - monitoring pressures on staff, asking the right questions