

From Paul Thompson,
Diocesan Director of Education

¹² **When Jesus spoke again to the people, he said, “I am the light of the world. Whoever follows me will never walk in darkness, but will have the light of life.”** John 8:12



Dear Colleagues

I hope you have had a restful half term and you managed to recharge the batteries for the term ahead. During the half term, we turned the clocks back an hour and I’m sure you will have all been thankful for the extra hour in bed.

However, as we return to school, it is not pleasurable going to work in the dark and returning home in the dark. The shorter daylight hours and longer nights can be tough going for us all. We expect there will be times of challenge throughout the winter months as we manage the increasing number of Covid cases in our school communities.

But together we are strong and we have faith, hope and love to help us navigate the most challenging of times. We look to God and to each other for inspiration and strength.

Oscar Wilde wrote: ‘When it rains, look for rainbows. When it’s dark, look for stars’.

As school leaders, you have already proved over the past eighteen months you can lead schools in times of adversity. You have navigated your schools through a number of lockdowns, you have drawn up numerous versions of risk assessments, you have adapted the curriculum to meet the needs of learners, you have maintained constant communication with families; and you have shown great resilience and creativity as leaders. Our school communities are truly blessed.

But we need to find the strength to keep going and we need to support each other. Head teachers need to continue networking with each other. Governing Boards need to continue supporting and constructively challenging school leaders, especially in relation to professional health and

well-being. If school leaders neglect their own health and well-being because they are too focussed on supporting others, they will find it difficult to sustain the leadership and support for others in the coming weeks and months. The Diocesan Education team and the LA are there to support you through these times.

⁵**The light shines in the darkness, and the darkness has not overcome^[a] it. John 1:5.**



In these winter months ahead, we pray, we hope and we support each other. The Diocesan Education team are on the end of the phone and e-mail. You will find lots of resources and guidance about a wide range of topics on the diocesan website.

<https://www.lincolndiocesaneducation.com/>

Kind regards

Paul

A handwritten signature in cursive script that reads "Paul Je Thompson".

Important Updates and Messages

SIAMS Updates

We have been notified of updates made to documents available on the [SIAMS Inspections webpage](#):

- **the Revised Evaluation Schedule** has been updated to include a honeycomb graphic on the features of Excellence (new page 20). This is not new information and does not include any new or additional requirements but is, simply, an alternative representation which some may find useful.
- **the SIAMS Information for Schools** document has been updated to include section 4.5 on Quality Assurance and Inspector training, and section 7 on the SIAMS Duty Desk for inspectors.

These updated documents are now available on the SIAMS Inspections webpage (see link above).

Courses and Services for 2021-22

Please information below for forthcoming courses:

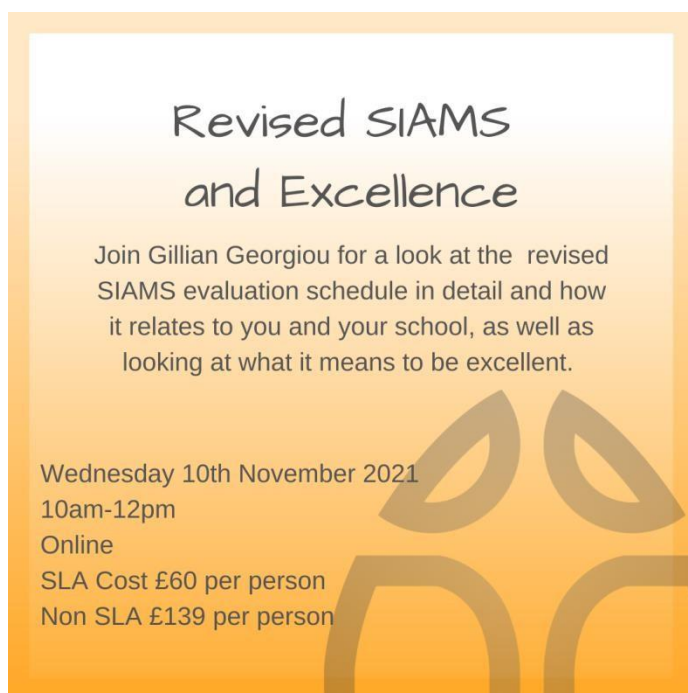
Our website is a 'one stop shop' for more details and the place to book on these courses - our booking form may look a little different this year; however this should still be as easy to book as before. In addition to this, make sure you look out for emails sent each week highlighting upcoming courses.

Any questions please do get in touch - patricia.dixon@lincoln.anglican.org

To book your place on any of our courses, please click on the link below:

<https://www.lincolndiocesaneducation.com/page/?title=Diary+of+Central+Events&pid=53>

Following the recent Governor Network Meeting and the briefing for Head teachers, we would like to confirm details of a new SIAMS course on 10th November 2021: Revised SIAMS and Excellence.



Please click on the link below to book your place.

[https://www.lincolndiocesaneducation.com/calendar/?calid=1,2,3,4,5,6,7,8&pid=9&viewid=1 &event=241](https://www.lincolndiocesaneducation.com/calendar/?calid=1,2,3,4,5,6,7,8&pid=9&viewid=1&event=241)

Developing Senior Leaders in Church Schools and Academies

This one day event (split into two half days) will aim to inspire and give confidence to teachers who have ambitions to become a senior leader and/or headteacher in a Church of England School.

Wednesday 3rd November 2021

&

Tuesday 25th January 2022

Venue: Online
SLA Price: £120

These sessions will aim to inspire and give confidence to teachers who have ambitions to develop their leadership responsibilities in a Church of England School.

This training is suitable for aspiring deputy heads, heads of schools and aspiring head teachers. This event will enable aspiring leaders to explore...

- What does effective leadership look like in a church school or academy?
- How do I prepare for senior leadership in church school?
- How do I know if I am ready for a senior leadership position in a church school?
- How do I secure a new leadership position in the church school family?
- How do I ensure that Vision, Provision and Impact is 'deeply Christian and serving the 'Common Good'?
- How do I prepare for my first SIAMs inspection?

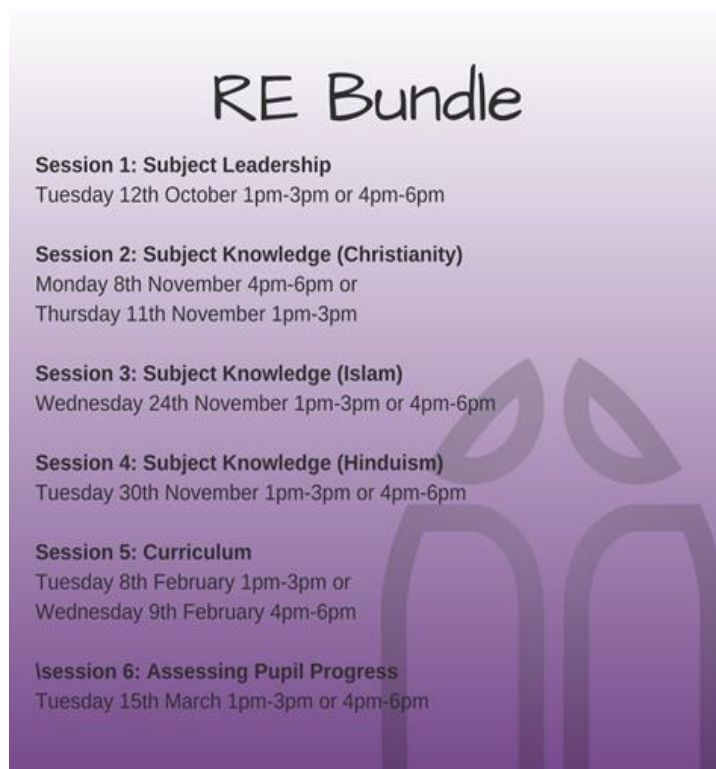
The day will involve a rich blend of input, practical activity and discussion with like-minded people. Diocesan Advisers and successful church school leaders will give guidance and support to aid preparation. Through presentations and practical workshops, we will explore what makes a successful church school leader and how to secure your next leadership position in the Diocesan family.

SLA Price: £120.00 per person for sessions 1 and 2 together

(£280.00 per person if not in SLA)

Book your place by clicking on the link below:

<https://www.lincolndiocesaneducation.com/calendar/?calid=1,2,3,4,5,6,7&pid=9&viewid=1&event=175>



This course will provide your RE leads with ongoing support and training throughout the year, each session will build upon the next to help provide maximum impact for your school.

Session 2- RE Subject Knowledge

This session explores the significance of confident Subject knowledge when delivering effective RE. It will focus in particular on subject knowledge of Christianity.

£300.00 per person for all 6 session (buy 5 get one free)

£60.00 per person per individual session (outside SLA £139 per session)

(£700.00 per person if not in SLA) Use the

link below to make your booking:

<https://www.lincolndioceseeducation.com/calendar/?calid=1,2,3,4,5,6,7&pid=9&viewid=1&event=176>

Aspirational Governor Conference 29th June 2022

We are pleased to announce that we have partnered with the Local Authority and are holding a joint Governor Conference on 29th June 2022 at Bishop Grosseteste University, Lincoln.

The conference will include inspirational speakers, including Emma Knights from the NGA, and practical workshops to equip governors in their role.

Take advantage of the early bird rate (£65) by clicking on the booking link to secure a place

<https://www.lincolndioceseeducation.com/calendar/?calid=1,2,3,4,5,6,7,8&pid=9&viewid=1&event=185>

Celebrating Diversity

It is always a pleasure to celebrate the amazing work happening in our church schools either when visiting a school, on social media or in our bulletin.

You will see below that St Peter at Gowts Church of England Primary School has kindly shared with us an informed celebration of Black History Month. It is encouraging to see them use this event as a way to discuss inequality, racial justice and recognising that we all benefit from the richness of this diversity.

At the DBE we are learning from multifarious partners and communities on how to play our part in creating a fairer society where all God's children can flourish. To do this, we are concentrating on a charter that schools can join/support that demonstrates that we are listening to and developing anti-racist schools, exchanging ideas and good practice.

We are also creating a dedicated resource within our website with links to resources, reading and training. An exciting research partnership with Cambridge University will be exploring people's understanding of diversity, and racial equality and we will be asking schools to take part in it.

We are looking at the ways we can increase the recruitment of governors and staff from BME backgrounds into our schools. We are going to develop a mentoring program for governors and a support network for everyone to thrive.

Please get in touch with us if you have any questions, ideas for support or if you want to get more involved. We will be here for you as a safe space for courageous conversations that challenge us all and move us and our school communities towards better understanding, justice and love.

Celebrating *Black History Month* at St Peter at Gowts Church of England Primary School

'We all should know that diversity makes for a rich tapestry, and we must understand that all the threads of the tapestry are equal in value no matter what their colour'
Maya Angelou

Maya Angelou sums up the reason why at St Peter at Gowts Primary School, we have started celebrating Black History Month and we aim to celebrate the impact that Black communities have had in our world all year round. We all should know about the importance of diversity and we all should ensure that everyone is equally valued no matter what.

Unfortunately, both World and British history shows us that this is not the case.

At St Peters' we are striving to celebrate our rich diverse community on a daily basis, with diversity being the norm. By teaching all children from Nursery to Year 6 about the inequality that exists in our world, we are taking steps towards making a fairer and more equal world for all.

History often tells us about the contributions of white people but fails to share the stories of inspirational, courageous and ground-breaking black men and women. By celebrating Black History Month in school, we are providing an outlet for these stories to be heard.

During Black History Month, our children have learnt about the contributions that the Windrush generations have made to Britain and how we can celebrate their culture at the Notting Hill



Carnival. We have learnt about the impact that black people have had on our arts and culture, listening to music and poetry from inspirational figures. We have learnt about sporting legends that have set records and become role models for the children of today.

Although there have been lots of successes, there are many stories of hardship and discrimination still to be told and now it is more necessary than ever that we open our ears and hear these stories too. We hope other schools have also enjoyed learning and rebalancing the curriculum during Black History Month so that the whole school community can be proud to be anti-racist in their approach.

Hannah Smith, Curriculum Leader



Farmington Scholarships 2022 - 2023

Applications for the 2022/23 Farmington Scholarships are now open. These are Scholarships available to teachers of religious education and associated subjects in UK secondary, primary, and special needs schools. Head teachers who wish to undertake research into either religious education or values education are also eligible to apply.

Scholarships cover the cost of tuition, essential local travel and, by negotiation with the school, the salary of a replacement teacher up to point 6 of the main pay scale. Scholarships last for a maximum of 30 days and can either be taken at a local university or can be home-based with a local tutor. Further information and an application form can be found on the website

<http://www.farmington.ac.uk/index.php/farmington-scholarships/>

Culture of Kindness

At the beginning of term we launched our Culture of Kindness to aid staff wellbeing and morale in schools, you can find the document and evaluation tool here

<https://www.lincolndioceseeducation.com/page/?title=Culture+of+Kindness&pid=108>

We'd love to hear from you if you are intending to work towards this and to receive your gifts and free place at the Wellbeing day. Please contact lynsey.norris@lincoln.anglican.org

Diocesan Service Level Agreement 2021-22

We were delighted many of our schools have chosen to join the Diocesan SLA for the new academic year. We have adapted our provision to suit the situation we find ourselves in. Due to this many more schools have benefitted from the breadth and diversity of our support and quality services, which remains a source of pride and absolute commitment for the whole team.

As well as discounted rates at all Diocesan courses conferences and events, and priority places at the annual Church Schools' Festival, all schools subscribing to the SLA will benefit from an annual adviser visit by a member of the Diocesan team to celebrate successes and provide guidance and support. The visit is followed up with a written report.

This annual SLA visit is free to schools in the SLA, however if chargeable the cost equates to more than £500.

If you would like to subscribe or require more information regarding the Diocesan Service Level Agreement, please contact tracy.smith@lincoln.anglican.org or see our website - <https://www.lincolndioceseeducation.com/sla>