

Multi Academy Trust Partnership Agreement

Academic Year 2022-2023

**Educating for 'life in all
its fullness John 10:10**



DIOCESE OF
LINCOLN

BOARD OF
EDUCATION

 THE CHURCH
OF ENGLAND

Welcome from the Diocesan Director of Education



Dear CEOs and School Leaders of Academies in Church Multi Academy Trusts (MATs),

I would like to introduce you to the Diocesan MAT Partnership Agreement (MPA) 2022 to 2023.

You will be very familiar with the breadth of high-quality services and training the DBE team has provided to schools and academies through the Diocesan Service Level Agreement. Over the past few years, you will have noticed how our services have evolved and developed to meet the needs of schools in this constantly changing landscape.

In the past two years, demand has been particularly high for pastoral support, virtual networks and briefings, governor support, and supporting leaders to prepare for SIAMS and develop the Christian vision and ethos in schools. The feedback we have received

has been extremely positive from schools and other key educational partners.

In recent times, we have seen a steady increase of the number of church schools entering the diocesan approved church MATs. Following the recent publication of the White Paper (March 2022), we are expecting the pace of church MAT growth and development to accelerate in the next few years. It is possible that each MAT will be educating 7,500 pupils by the end of the decade.

To ensure that church MATs and all the church academies within them get the support they need to live out the Church of England Vision for Education and enable all adults and pupils to live 'life in all its fullness' within the love of God, the DBE is providing a range of services under this MAT Partnership Agreement.

As per the DBE Measure 2021 and the Articles of Association for Majority Church MATs, the DBE and MAT leaders have a shared responsibility to ensure that the distinctive Christian character of church MATs and its academies is preserved and developed.

In the Articles, it states that the Object of the Company [MAT] with Church of England Academies designated as such *'shall be conducted in accordance with the principles, practices and tenets of the Church of England both generally and in particular in relation to arranging for religious education and daily acts of worship'*.

The Articles go on to state that, *'Where an Academy is designated as or recognised as a Church Academy, in relation to the ethos and religious education provided at the academy the Directors shall have regard to any advice and follow any directives issued by the Diocesan Corporate Member'*.

For us to fulfil these obligations, the DBE would like to maintain and further develop its collaborative partnerships with all church academies and MATs. We are all one family bound together by the love of God and we have a shared vision to educate for Wisdom, Hope, Community and Dignity.

This MAT partnership agreement (MPA) provides us with a framework to facilitate our collaborative ways of working. The MPA is specifically designed for majority church MATs in our diocese and its church academies. Of course, a MAT may choose to engage its community schools in various activities of the MPA if deemed appropriate to do so.

There are some similarities and differences between the MPA for church academies and the Service Level Agreement for church schools. Core services such as support with headteacher recruitment, pastoral support, RE, Collective Worship and SIAMS guidance, diocesan briefings and networks etc are all part of the MPA and the SLA. There are however some key differences in the MPA compared to the SLA such as:

Each MAT will get a named diocesan adviser who will provide support to all church academies in the MAT as well as the Central Team of the MAT. In conjunction with MAT leaders, the adviser will visit each academy in the year to support leaders at all levels to monitor, celebrate and develop the Christian distinctiveness and effectiveness of the academy. The adviser will provide constructive reports to highlight strengths, areas for

future development and recommendations for leaders. At the end of the year, the adviser will write an annual report for MAT Trust Boards which will provide directors with an 'external validation' of the MATs ability to develop the Christian character of the academies across the Trust. The report for directors will highlight common themes and trust-wide recommendations to help them further develop the MATs Christian distinctiveness.

The MPA therefore provides appropriate 'support and challenge' at academy level and at MAT Board level.

In developing this MPA, the DBE has deliberately kept the training, courses and conferences offer separate. The DBE recognise that as MATs grow, they will develop their capacity to develop some of their own training services and they will also have more scope for sourcing the very best CPD providers for their MAT and academies.

This MPA is the service provision we need to work collaboratively to preserve the Christian foundation of all church academies. This agreement does not attempt to 'tie' MATs in to optional CPD programmes.

However, the MPA does provide access to a breadth of heavily discounted diocesan training courses, conferences and professional development programmes for leaders at all levels, including Members, Directors, CEOs, headteachers, senior and middle leaders.

In a separate booklet, you will see that the MPA enables academies to engage in our extremely popular training sessions on SIAMS, Collective Worship, Mental Health and Well-being, Religious Education, SEND and disadvantaged pupils etc. These are led by highly experienced Diocesan and specialist advisers.

In addition to this and new for this year, we are offering MAT bundles and specific training opportunities for MAT/academy leaders. For example, we are able to support MAT leaders to develop and promote a trust-wide Christian vision. We can bring all RE subject leaders together from across the Trust to develop curriculum and assessment in this subject. We can deliver training on SIAMS for leaders at all levels across the Trust. The list goes on. Although MATs and academies are free to obtain their CPD programme from wherever they choose, we are confident that the quality and price of our CPD programmes, specifically aimed at developing Christian character of academies, will encourage you to access our training.

If there are any services that are not listed in this booklet, then please let us know and we will endeavour to meet your needs in this fast-changing educational landscape.

We look forward to working with you through the MAT partnership agreement this year.

Kindest regards



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The Diocesan Education Team



Paul Thompson

Diocesan Director of Education

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Paul represents the Diocesan Board of Education nationally, dealing with the Church and the Department for Education as well as working with senior clergy in the Diocese itself. He develops strategy and leads the education team. Paul develops regional school improvement strategies with key educational partners including the Local Authorities and Teaching School Hubs. He supports schools and academies with leadership and governance, recruitment, induction and performance management of Headteachers.



Lynsey Norris

Assistant Diocesan Director of Education

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Lynsey develops the professional development offer to schools and academies and leads the SLA visit programme to support leaders to develop the distinctiveness and effectiveness of church schools. She also develops parish and church links through Time to Change Together and Growing Faith. Lynsey also supports schools with Collective Worship, Mental Health and Wellbeing training and resources and leads the Church School Festival.



June Richardson

School Effectiveness Adviser

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June supports schools to be successful Church schools. She works with primary and secondary schools with a focus on school improvement through the Church of England's Christian vision. Her work includes school improvement activities with senior and middle leaders focusing on: academic performance, curriculum, middle leadership at all levels, inclusion, diversity, disadvantaged and SEND. She carries out Headteacher performance management and also provides training for school leaders and governors.



Gillian Georgiou

Diocesan RE and SIAMS Adviser

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Gillian supports all types of schools and academies across the Diocese to deliver effective RE and to prepare for SIAMS inspection. She regularly works with infant, junior, primary, secondary and special schools and academies, delivering training on different types of knowledge in RE, curriculum design, assessment, subject leadership, religious/non-religious worldviews and SIAMS. Gillian was involved in writing the Lincolnshire locally agreed syllabus for RE and the Church of England Education Office's Statement of Entitlement, used to judge the effectiveness of RE in SIAMS inspection.



Susan Edgar

Governance and Compliance Lead

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Susan leads on developing strong and effective governance in church schools and supports the DBE team maintain its compliance with statutory requirements in relation to key legislation related to admission, GDPR and governance



Tracy Smith

DBE Administrator

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Tracy administers the invoices for the courses and conferences and supports with the running of the professional development programme. Tracy manages the SLA subscription process, as well as School Improvement co-ordination, including the Diocesan Associate Adviser visits for schools within the SLA. Tracy also manages diary appointments for the Diocesan Director of Education.



Ellen Cross

DBE Administrator

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Ellen works with lawyers and Local Authorities as we review the school site trusts and work on academy conversions. She is minutes secretary to the Board of Directors and develops communications through our website and weekly briefing to schools.



Peter Tomlinson

Operations and Business Manager

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Peter administers capital funding for VA schools in the diocese as well as assisting with land and legal matters for all schools. He also looks after the accounts of the LDBE.

Diocesan Multi Academy Trust Partnership Agreement

Services for Multi Academy Trusts and their academies from Lincoln Diocesan Board of Education

In line with the Memorandum and Articles for majority Church Multi Academy Trusts (MATS) Lincoln DBE and Church MATS are required to do ‘all lawful things as are necessary for the achievement of the Trust and appropriate to the religious character of the academy including entering into any agreement with the Diocesan Corporate Member in relation to the exercise of powers and discharge of functions under the measure (in accordance to Article 5 (s))

In order to fulfil this legal obligation Lincoln DBE as the Diocesan Corporate Member will provide the following services as part of the Diocesan Multi Academy Trust Agreement:

- Support MATs and academy leaders to protect the Christian foundation of the Trust and its Church academies at national, regional and local level
- Provide a named Diocesan adviser to work with MAT and academy leaders to further develop the distinctive Christian ethos and effectiveness of the MAT and its academies
- Support MAT leaders to identify common themes of excellence and development across the Trust in relation to the Christian Ethos of the School
- Give access to the Diocesan Education Team, including experienced Headteachers, inspectors and RE adviser with influence on national policy and practice.
- Provide advice and recommendations on specialist areas such as Trust wide vision, Church school ethos, RE, SIAMS, SMSC and Collective Worship (in accordance with Article 4)
- Support MAT leaders to engage with key educational stakeholders such as Department for Education, Ofsted, teaching school hubs, Church of England Education office and Church of England Foundation for Educational Leadership (CEFEL).
- Support Trusts in responding to legislation and government initiatives, national and diocesan priorities
- Manage appointments and give consent for new Members/Directors/Foundation Governors to be appointed (in accordance with 45a, 101B).
- Provide specific training for members/directors/foundation governors to be able to preserve and develop the Christian character of the MAT and its academies (in accordance with article 4)
- Support MAT leaders to ensure Directors/Members/Local Governors have provided the ‘Ethos Undertaking’ as required (in accordance with article 45A and 103)
- Support MAT leaders to obtain necessary consent for ‘Making Significant Changes to an Open Academy’ according to DFE guidance Jan 2022 to the organisation of the Trust/School (in accordance with article 137)
- Provide a DBE corporate member representative to support and attend members meetings
- Support schools in their response to national publications linked to diversity e.g. Lament to Action, Living in Love and Faith
- Give guidance on Diocesan policy, for instance on admissions, RSE and reserved teachers.
- Support academies with Ofsted and SIAMS inspections, including attending feedback
- Support MATs with Ofsted Summary Evaluations
- Provide additional support for academies in vulnerable situations



Promote your MAT to schools exploring academy conversions

To support MAT leaders to obtain necessary consents for schools applying to join the Trust

Will be involved with and give consent for the appointment of the Chief Executive Officer, and headteachers within the Trust. (in accordance with Article 107)

Visits every new CEO and headteacher for Diocesan welcome and induction

Offer pastoral and bereavement support and guidance to all schools within the Trust, plus to members of the central team

Provide the Wellbeing Offer of Support – see website for details

Manage the Closed Schools General Purposes Reserve Fund and provides grants to schools

Facilitate the Bishop Ready for School Fund to enable schools to support families experiencing hardship

Enable access to discounted MAT specific professional development for all key stakeholders in the Trust (see separate document)

Enable access to discounted church school specific professional development for all key stakeholders in the Trust (see website)

Access to the Diocesan Specialists Advisers at the reduced SLA rate

Facilitate school to school networks both nationally and locally

Attendance (subject to availability) of a Diocesan Education Officer or member of the board at celebration events

Share and celebrate good church school/MAT practice via newsletters, websites social media and word of mouth.

Support marketing of MAT through website, school SLA booklet, conference and social media

Provide a one stop website for resources and information to support schools in their church school distinctiveness.

MAT Partnership Agreement 2022-23 Cost Summary

Number on Roll	2022-23 SLA Cost	Number on Roll	2022-23 SLA Cost
<101	£385	301 to 400	£1,225
101 to 200	£655	401 to 500	£1,635
201 to 300	£995	501 +	£2,050



Diocesan Adviser Visits for a Multi Academy Trust

To strengthen and further develop the distinctive Christian ethos and effectiveness of schools and academies and enhance the links between schools and the Diocese.

The Support Visit

We suggest the following programme:

- Welcome and introductions.
- A tour of the school
- Focused discussion with the Headteacher and other key staff and governors (at the discretion of the school) to talk through:

The school’s vision and how it drives life in school linked to church school distinctiveness, curriculum and standards

The strengths of the school and how they have been maintained and further developed;

- An opportunity to meet and talk with any other people, where appropriate, (staff, governors, local clergy, Bishop’s Visitor etc) that are central to the development of the distinctive Church school ethos.
- Discussion with the Headteacher as to any further actions / training needs that might be of benefit to the school.
- Completion of a brief report to summarise the key points from the visit with copies made for the school and the Diocesan Education Team

The Diocesan Adviser visit gives you opportunities to talk through the Church School Ethos of the school. These are some possible questions for the visit:

Well-being of school community (leaders, staff, pupils and families)
Is the Governing Board monitoring well-being?

Any notable contextual changes in school?
(E.g. changes in leadership / staffing / school status or numbers of pupils on roll?)

SIAMS – developments since last inspection, strengths, areas for development?
How is the Christian vision promoted in school? How well embedded is it?
How well prepared is the school for the next SIAMs inspection? What is your overall SEF grade?
Are there any barriers for developing the Christian character of the school?

Collective Worship – Is it inclusive, inspirational and invitational?
Is the school aligned to the Collective Worship Guidance (May 2021)?

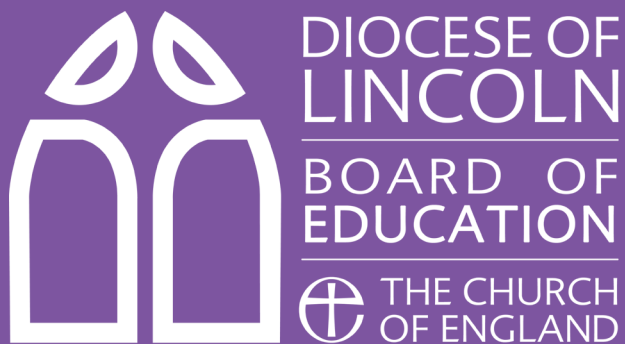
Religious Education – What is the quality of RE like? Leadership, T&L, curriculum, assessment?
Is the school in line with the RE Statement of Entitlement?

Diversity – What is the school doing to promote and celebrate diversity?

How well prepared is the school for the next OFSTED? Any notable strengths or challenges for us to consider?

What training / support does the school need from the diocese in the next 12 months?

Deeply Christian, Serving the Common Good



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