

You have searched me, LORD,
and you know me.

²You know when I sit and when I rise;
you perceive my thoughts from afar.

³You discern my going out and my lying down;
you are familiar with all my ways.

⁴Before a word is on my tongue
you, LORD, know it completely.

⁵You hem me in behind and before,
and you lay your hand upon me.

⁶Such knowledge is too wonderful for me,
too lofty for me to attain. (Taken from Psalm 139)



Dear Colleagues and Friends,

I think you will agree that there is an enormous amount of uncertainty in the world at the moment. There is uncertainty in the financial markets, in the energy sector, the housing market and in world trade. The news on the television is not an easy watch, the receipt at the supermarket is not an easy read and turning down the thermostat on the heating is not comfortable.

I think it is normal for us all to be feeling as a sense of vulnerability.

The dictionary describes vulnerability as ‘The emotion we experience during times of uncertainty, risk and emotional exposure.’

Vulnerability is often perceived as a sign of weakness. It is sometimes the case that leaders in particular don’t like to show their vulnerability. There is an assumption that leaders at all levels must be ‘strong’. We sometimes assume we must be tough and we must not show when we are worried, uncertain or upset. We sometimes fear asking questions in case it exposes gaps in our knowledge. We sometimes are anxious about putting ourselves forward to do a task in case we make an embarrassing mistake.

By not exposing our vulnerability, we feel we can shield ourselves from hurt or ridicule. The problem with this though is that we are also shielding ourselves from the possibility of love, care and guidance from others. Vulnerability is a vehicle to build trust and make connections with others. Without vulnerability, relationships will struggle.

Vulnerability builds closeness and a sense of belonging. Vulnerability is an openness to experiences, people and uncertainty. It’s terrifying at times, and brave always.

We must therefore see vulnerability not as a weakness but as a strength.

Think of a spider's web. It is incredibly vulnerable, but there is beauty in the strength of its design. What if a spider never created its web out of fear of it breaking or being destroyed?

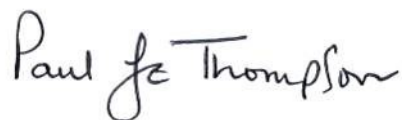
Christians believe that God loves everyone for who they are and He will give them the courage when they ask for it. Being vulnerable means you are honest with yourself, and you don't hide behind anything or anyone.



God created each person perfectly unique. As we learn from Psalm 139, God knows everything about each person, mistakes, faults, cracks, good deeds, kind thoughts etc. So, it is ok to be vulnerable before God, because he knows and loves each person as they are. Christians are reminded throughout the Bible that God's power and grace is enough, that even in times of vulnerability, He is in control and we will not be left abandoned or alone. As you go about your work in schools, remember sharing your vulnerability can be a positive way to build trust and security. Please also remember it is a two-way street. Not only should we share our vulnerability with people we trust, we should be ready and approachable to accept someone's vulnerability so that we can help them.

The Diocesan Education Team is always here for you. Please don't hesitate contact us at anytime but especially when you are feeling uncertain, worried and vulnerable. We are here to support you.

Best wishes



Paul Thompson, Diocesan Director of Education

Dear God,
As I journey through my life ... help me;
To be vulnerable
To know that I am beautifully and wonderfully made
To have courage to be myself
To connect with others
To live a life of joy and thankfulness
To remember that I am enough and loved by you.
Amen



Update—SIAMS National Meetings

Please find below, from the National SIAMS Team—

The National SIAMS Team would like to thank all those who have registered, or who have tried to register, to attend one of the national update sessions on Thursday 3 November. Due to an unexpectedly high response, the session registration capacity has been reached and the link that was shared previously is no longer allowing people to register their attendance.

Consequently, we are now sharing the link that will allow you to gain direct access to the session of your choice. Please do not share this link with anyone apart from those members of your team who plan to attend the sessions. Thank you.

Links are as follows.

Thursday 3 November 10am-11.30am [Click here to join 10am meeting](#)

Thursday 3 November 6pm-7.30pm [Click here to join the 6pm meeting](#)

The sessions will consist of a presentation by Dr Margaret James, National Director of SIAMS, and no questions will be able to be taken to the high number of attendees.

Please note these sessions will be most relevant to schools being inspected from September 2023.

Upcoming LDBE Courses—

For more information—click the links below!

04-10-22	09.00-17.00	Mental Health First Aid	Face to face—click here for information
05-10-22	13.00-15.00	RE Cluster	Online—click here for information
05-10-22	16.00-18.00	Collective Worship Going Deeper: Vision and Impact	Online—click here for information
06-10-22	10.00-15.30	Headteacher Development Day 1	Face to face—click here for information
11-10-22	10.00-11.00	Diocesan Headteacher Briefing	Online—click here for information

INCLUSION FIRST – CPD for all staff

‘An authentic Christian vision for living well together is one that is scandalously inclusive, where all are welcomed and where everyone gets to play their part.’ P.34 Leadership practices for educational leaders (Church of England)



If inclusion is on your development plan this year you may like to consider this series of training which will help to engage a wide range of school staff in leading through an inclusive approach. This can be booked [here](#).



New for 2022-2023

Developing Inclusion Through the Vision for Education

This is a series of linked online training sessions designed to explore and develop inclusive practice through the lens of the Church of England's Vision for Education. The series is designed to embed inclusive practices through a range of roles. Each session will build from the leadership principles and invite participants to commit to developing practice through their roles in school. School leaders will need to attend this first session to have an overview of the series and to understand how it will help them to work with their staff to build inclusive practice over time.

What is it?	Who is it for?	When?
Principles of Leadership	Senior leaders (EHT, HT, DHT, AHT)	4/10/22 4pm-6pm
SEND	SENDCOs	22/11/22 4pm-6pm
Pupil Premium	PP Leaders	19/01/23 4pm-6pm
Curriculum	Curriculum Leaders	23/02/23 4pm-6pm
Teaching and Learning	Class Teachers	26/04/23 4pm-6pm
Diversity	DEI Leaders	13/06/23 4pm-6pm

Book all six sessions for your school and then send an individual that the session is relevant to.
Cost: £310 per school (1 person per school per session)
Non SLA £395

The first session for senior leaders (Tuesday 4th October) will help you to explore the principles of leadership for inclusion. This sets the tone for the following sessions. It is recommended that the course is attended in sequence as each session builds to support the development of inclusive practice across a school. In line with principles of effective CPD, there is an expectation all participants will return to school, share information and carry out actions.

WHOLE SCHOOL SEND

In order to support schools to develop their inclusion first principles, we recommend that school leaders, SENCOs, teachers and teaching assistants sign up to the free resources available from Whole School SEND. It takes less than 2 minutes to create a free log-in, yet the site provides a fantastic array of resources to support provision and CPD for pupils with special needs.

[Whole School SEND Home Page](#) | [Whole School SEND](#)

Godly Play on BBC Sounds

Delyth Liddell explores the philosophy and practice of Godly Play:

[All Things Considered - Godly Play - BBC Sounds](#)

WISDOM, KNOWLEDGE and SKILLS in the EARLY YEARS

The Bible itself is passionate about wisdom-seeking and the importance of teaching and learning. We know that as a child Jesus 'grew in wisdom' (Luke 2 v 52) We may also reflect on how Jesus used language, conversation and stories to teach – there were no digital screens in those days!

As educators we will all recognise that learning is underpinned by language and that some research highlights vocabulary as a predictor of future success. Many of you will also be aware of research which shows that it is often our most disadvantaged and vulnerable pupils who arrive in our schools 'word poor'. You will also recognise the importance of vocabulary and spoken language at the foundation of curriculum development, cutting across different subjects. A strong curriculum for language development provides all pupils with the tools and hope for their futures. This is particularly true in the Early years where we know staff work hard to support pupils communication and vocabulary skills.

The attached video clip may be a useful starting point to encourage staff to review and reflect on their interactions and language when supporting children in the early years.

[High quality interactions in the Early Years - The ShREC approach - YouTube](#)

Further information is available here EEF blog: [The ShREC approach](#)