

ACADEMIC
YEAR
2023-2024



DIOCESE OF
LINCOLN
BOARD OF
EDUCATION
THE CHURCH
OF ENGLAND



Lincoln Diocesan Service Level Agreement

www.lincolndiocesaneducation.com



Welcome from the Diocesan Director of Education



Dear Colleagues,

In a world where there continues to be political turmoil and economic challenges, we have remained strong, resilient, collaborative and optimistic as a church school family.

We share a clear Vision for Education – one which inspires and guides us to educate for Hope, Wisdom, Community and Dignity so that all adults and children are able to flourish.

It is through our shared vision and our strong partnerships that we are able to support everyone to 'live life in all its fullness' (John 10.10)

A cornerstone for our strong church school family is our Diocesan Service Level Agreement (SLA) with all schools. By subscribing to the SLA, the DBE team of highly experienced practitioners is able to provide a wide range of quality services and exciting opportunities to help schools meet current and emerging needs of a constantly changing education landscape.

Over the past year, our demand for services has been very high. The DBE team have supported schools in many different forms and in very varied contexts. For example, the team has supported:

- Leaders at all levels to develop, promote and embed distinctive Christian vision;
- Governors to recruit new headteachers;
- Governors to consider long term options to secure the school's future;
- Headteachers to manage pastoral issues;
- Headteachers and schools to prepare for SIAMS;
- RE Leaders to meet the RE Statement of Entitlement;
- Collective Worship leaders in accessing plans and resources for high quality worship

As part of our offer we deliver the following services through the method that suits your school best.

Our service delivery methods include:

- Network meetings
- Leader and governor briefings;
- Phone calls and e-mails;
- Zoom and TEAMS
- Face to face meetings in schools or off site.
- Presenting at staff meetings or governors' meetings
- Pre-recorded messages
- Website as a one stop shop.

This list is only a flavour of what is provided.
This coming academic year we continue to provide high quality services, please look through this booklet for a full list.



What about professional development?

You will note that I have not yet even mentioned the full suite of training we offer for governors, senior leaders, middle leaders, clergy, teachers and support staff.

Our professional development programme which is extensive and covers a wide range of themes including Vision, SIAMS, RE, Collective Worship, Mental Health, Diversity and Inclusion is another layer of support we offer to schools.

By joining the SLA, our DBE team which consists of highly experienced education advisers, inspectors and school leaders are able to deliver heavily subsidised, evidence based and up to date training which will support leaders to address key priorities on the School Development Plan.

What about Headteacher Performance Management and School Improvement?

You will see in the booklet that we are also able to offer very experienced advisers to lead headteacher performance management reviews and a bespoke school improvement partner programme. These services are informed by the latest inspection frameworks, current evidence-based research and a depth of professional knowledge and wisdom.

Demand for these services has been very high and we have received extremely positive feedback from schools. Your school will be able to access these services at a heavily discounted rate when you subscribe to the SLA.



Your annual subscription to the Diocesan SLA therefore provides:

- An extensive range of essential services that schools need to preserve and develop their Christian foundation;
- Access to discounted training events, courses and conferences that will support church schools to live out their Vision and enable all adults and children to flourish;
- Access to professional advisers to lead headteacher performance management and a bespoke school improvement partner programme;
- A strong foundation for a cohesive church school family which enables the DBE team to support schools in a volatile educational landscape.
- We are here for you!

We look forward to working with you and further developing the quality of church school education throughout the diocese. Thank you for all that you do.

Best wishes

Paul Thompson

Diocesan Director of Education



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Be part of something bigger

The Lincoln Anglican Academy Trust (LAAT) is dedicated to supporting school improvement and Christian distinctiveness, whilst maintaining each school as a special and individual place in the heart of its unique context.

www.thelaat.co.uk



“Educating for Life
in all its Fullness”



The Diocesan Education Team



Paul Thompson - *Diocesan Director of Education*

paul.thompson@lincoln.anglican.org

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 head teachers.



Lynsey Norris - *Assistant Diocesan Director of Education*

lynsey.norris@lincoln.anglican.org

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*

june.richardson@lincoln.anglican.org

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*

gillian.georgiou@lincoln.anglican.org

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

susan.edgar@lincoln.anglican.org

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



Tracy Smith - DBE Administrator

tracy.smith@lincoln.anglican.org

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

ellen.cross@lincoln.anglican.org

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 - Finance and Operations Manager

peter.tomlinson@lincoln.anglican.org

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 Service Level Agreement

This document sets out the terms of a Service Level Agreement (SLA) between the Lincoln Diocesan Board of Education (LDBE) and schools.

As part of the Diocesan Service Level Agreement, we agree to work together towards the Vision for Education:

‘Educating for Life in all its Fullness’

Wisdom

To act wisely so all our schools and academies can flourish

Community

To strengthen our relationship for the benefit of the Church school family

Dignity

To protect and honour the dignity of all so that everyone in our Church school family can have ‘life to the full’

Hope

To look to the future with hope, growing Church school leaders

Lincoln Diocesan Board of Education will:

- promote at all times the Church of England foundation and Christian ethos of the school;
- be responsive to individual schools and stand-alone academies and their distinctive ethos;
- act with integrity and in accordance with Christian beliefs and values;
- deliver the services listed upon request, to a high professional standard;
- respond promptly and courteously to requests for assistance;
- act with discretion and safeguard confidentiality;
- deal promptly and courteously with any complaints about the level of service provided.

Your school will:

- keep us informed of the current situation in relation to the service required and developments at your school/academy;
- be available and give adequate notice, for any meetings and/or visits to ensure progress is maintained;
- give us adequate notice when requesting visits, meetings, training and the like; and pay our invoices promptly.



Service Level Agreement Services for Church Schools and Stand-Alone Academies

Our services are available through the SLA to Church of England Schools and stand-alone academies in the Diocese of Lincoln. By subscribing to the SLA, we are able to provide the following to schools and stand-alone academies:



Wisdom

To act wisely so all our schools and academies can flourish

Lincoln Diocesan Board of Education:

- Supports governors and school leaders to protect the Christian foundation of Church schools at national, regional and local level
- Provides guidance on headteacher recruitment for governors, attends shortlisting meetings and interviews
- Enables access to discounted professional development for all key stakeholders in church school education
- Gives priority access to courses, conferences and festivals
- Gives guidance on Diocesan Education policy, for instance on admissions, RSE and reserved teachers.
- Supports schools with Ofsted and SIAMS inspections, including attending feedback
- Supports schools in responding to legislation and government initiatives for education
- Provides advice on specialist areas such as RE, Church school buildings, SIAMS, governance and admissions
- Provides briefing sessions and papers on live issues
- Hosts headteachers' and governors' briefings/network meetings to provide national and Diocesan updates
- Manages capital monies for Voluntary Aided Schools and provides support with building projects
- Provides access to the Diocesan Specialist Advisers at the reduced SLA rate
- Provides a one-stop website for resources and information to support schools in their Church school distinctiveness



Diocesan Service Level Agreement

Community: To strengthen our relationship for the benefit of the Church school family

- Visits every new headteacher for Diocesan welcome and induction
- Builds relationships with educational organisations including the Local Authorities, Department for Education, Ofsted and teaching school hubs, Church of England Education Office, Church of England Foundation for Education Leadership (CEFEL)
- Attendance (subject to availability) of a Diocesan officer or LDBE board member at celebration events e.g. new headteacher commissioning, Christmas and Easter events
- Facilitates school-to-school networks both nationally and locally
- Facilitates relationships between schools to enable sharing of good practice and peer-to-peer support
- Shares and celebrates good Church school practice via newsletters, websites, twitter and word of mouth

Dignity: To protect and honour the dignity of all so that everyone in our Church school family can have 'life to the full'

- Offers pastoral and bereavement support and guidance to all schools
- Support schools in their response to national publications linked to diversity e.g. Lament to Action, Living in Love and Faith
- Wellbeing offer of support – see website for details
- Provides support for schools in vulnerable situations
- Manages the Closed Schools General Purposes Reserve Fund and provides grants to schools
- Facilitates the Bishop Ready for School Fund to enable schools to support families experiencing hardship

Hope: To look to the future with hope, growing Church school leaders

- Enables access to the Diocesan Education Team, including experienced headteachers, inspectors, and RE adviser with influence on national policy and practice
- Manages the appointment of foundation governors
- Supports governors and school leaders to obtain the necessary consents to enter into a Multi Academy Trust
- Provides advice and conducts meetings for schools and governing boards on future options such as MATS and federations
- Supports schools to strengthen governance including developing governance structures
- Provides an annual visit from a Diocesan Adviser or Associate Adviser to celebrate strengths and provide guidance and support in relation to Christian distinctiveness and education performance – followed up with a written report





"To act wisely so all our schools and academies can flourish"

Service Level	Number on Roll	2023-24 SLA Cost
Agreement Costs 2023 - 2024	<101	£390
	101 to 200	£670
	201 to 300	£1,015
	301 to 400	£1,250
	401 to 500	£1,665
	501 +	£2,090



Diocesan Adviser Visit

As part of the annual subscription, schools are entitled to a Diocesan Adviser visit and developmental report. The visit will be conducted by a Diocesan Associate Adviser or a member of the DBE team. In the Autumn term the adviser will arrange a 'touch base' phone call to see how things are at school, any immediate support needed and to check contextual details. In this phone call, a time and date for the visit will be arranged.

Aim of the visit

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

- Welcome and introductions.
- A tour of the school
- Focused discussion with the head teacher 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 head teacher as to any further actions / training needs that might be of benefit to the school.
- Completion of a summary report to capture the key points from the visit with copies made for the school and the Diocesan Education Team



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

Wellbeing

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

Contextual Changes

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

SIAMS

How central is your vision to the driving of decisions and developments in your school?
How is the Christian vision promoted in school at all levels?
How well prepared is the school for the next SIAMs inspection?
Is your summary SEF complete? Have you developed your ongoing SEF?
What links do you have with the local church and your community?
How do you support and develop the spiritual life of your school?
Are there any barriers for developing the Christian character of the school?

Time to Change Together and Growing Faith

Is your school engaged in joint activities with the church community and families?
Has your school interacted with the new Local Mission Partnerships?
(NB they are new and some schools may not yet be aware of them).

Collective Worship

How does collective worship allow your school community to flourish?
In what ways is collective worship inclusive, invitational, and inspirational?
What place do children have in planning, leading and evaluating Collective Worship?

Governance

How effective are your governors at providing appropriate support and challenge to developing a distinctive church school and how do they evaluate themselves and their Clerk?
Are the Governing Board considering / exploring changes to governance e.g. MATs and federations and what is the time frame for this?
How effective is your Clerk and do they understand their role within a church school?
Have you got any foundation governor vacancies?

Religious Education

Does the RE in your school meet the expectations of the Statement of Entitlement?
How do you develop staff expertise and knowledge in RE?
How does the RE curriculum contribute to realising the school's distinctive Christian vision?

Diversity, Equity and Inclusion

What action has the school taken in the last academic year to promote and celebrate diversity?
How does the school gather pupil voice in relation to equity, diversity and inclusion and what does it tell school leaders?

Ofsted

Last inspection date?
What evidence do leaders use to assure themselves that the school's Christian vision has led to the planning and implementation of a robust, well-sequenced and broad curriculum which has positive impact for all pupils, especially those who are vulnerable or who have special educational needs?

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



Associate Advisers



Len Batey

Barrowby Church of England Primary School



Adeline Brack

Barton St Peter's Church of England Primary School



Fran Dicker

Stamford St Gilbert's Church of England Primary School



Sonya Ely

*Tydd St Mary's Church of England Primary School
& Weston Hills CE Primary School*



Jo Everitt

Humberston Church of England Primary School



David Gibbons

Nettleham Church of England Voluntary Aided Junior School

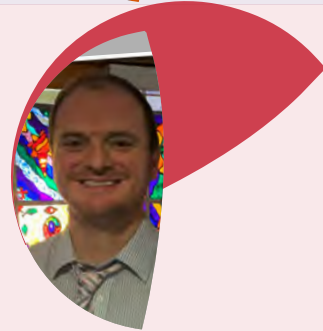
Charlotte Hickerton

*Lincoln St Peter at Gowts Church of England
Primary School*



Ian Randall

Reepham Church of England Primary School



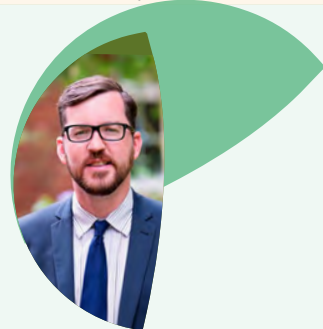
Naomi Weaver

*Thorpe-on-the-Hill St Michael's Church of England
Primary School*



Martin Kyle

St Faith and St Martin Church of England Junior School



Jo Curtis

John Harrison Church of England Primary School



Nicola Gough

Welton St Mary's Church of England Academy



Head Teacher Performance Management

Governors are required to carry out the head teacher performance management process which must be supported by an external adviser. Our advisers bring experience, specialist training and an understanding of the Church of England's vision for education, as well as experience of work in Church schools to the task.

They support the governors to evaluate the head teacher's progress against last year's targets and set new SMART targets which will bring about school improvement and professional development for the head teacher.

Programme 2023/24

The professional adviser will carry out this process in accordance with the DFE "Teacher Appraisal and capability model policy" (2019) and "Effectively Managing Head Teacher Performance" DfE April 2014. Target will reflect the DFE Headteacher standards (2020)

Timescale	Activity
Stage 1 Prior to visiting the school September / October 2hrs	The adviser to analyse documentation received from the school to assess <ul style="list-style-type: none">• Performance against last year's targets.• Impact on standards.• Areas not achieved or where additional support may be needed.• Areas where through the year the targets became invalid, plus evidence to support this statement.
Stage 2 Meetings in school September / October 3hrs	Initial meeting - This initial meeting has three parts Approx. 1hr - PM adviser to meet with the head teacher to discuss the information given regarding current targets. <ul style="list-style-type: none">• Validation of evidence.• Agreement on whether targets have been met.• Discussion regarding targets for the next academic year. Approx. 1 hr - PM adviser to meet with relevant members of the Governing Body to discuss <ul style="list-style-type: none">• Current targets and evidence.• Targets for the next academic year. Approx. 1 hr - PM adviser and members of the Governing Body to meet with head teacher to formalise the new targets.
Stage 3 Following the initial visit 2hrs	PM adviser to write a report including targets and agreed actions for the head teacher and members of the Governing Body to formalise the targets and the Key Performance Indicators linked to a timescale.
Total 7hrs	





"...the flourishing of the pupils goes along with the flourishing of the teachers and other staff."

Optional Mid-Year Review

It is not statutory for members of the governing body to have an external adviser for the mid-year review. If Governors wish to have external support the following support is on offer.

Mid-year Review

2hrs

PM adviser to meet with the head teacher and the governors to discuss progress towards achieving the targets and any additional support/ CPD etc. needed.

After Mid-year Review

2hrs

PM adviser to write a report for members of the Governing Body on progress towards achieving the targets linked to clear evidence and Key Performance Indicators.

Total 4hrs

	SLA Cost	Non-SLA Cost
Head Teacher Performance Management Autumn	£615	£1,130
Head Teacher Performance Management Autumn and Mid-year review	£940	£1,560
Executive Head Teacher Performance Management Autumn (2 schools*)	£825	£1,145
Executive Head Teacher Performance Management Autumn and Midterm review (2 schools*)	£1,250	£2,180

*Please contact us for a price if your federation has more than 2 schools



Developing wisdom, knowledge and skills

School improvement partner service

'The child grew in wisdom.' Luke 2:52

Effective church schools are good schools in the broadest sense of the word. A good church school supports its children to be delighted by learning and to reach their full potential. Knowledge, understanding and academic rigour are part of enabling children to flourish and 'live life in all its fullness'.

We offer a school improvement programme driven by the Church of England and Diocesan Vision for Education, which will support leaders and governors to monitor and further develop in the following areas:

- Self-evaluation and school improvement planning
- Curriculum development and review
- Development of middle leaders
- Support for vulnerable pupils e.g. Pupil Premium and SEND
- Assessment
- Teaching and learning
- Monitoring and reporting development
- Making sense of data
- Triangulating evidence
- Training
- External validation
- Developing diversity, equity and inclusion



We pride ourselves on celebrating the uniqueness of each of our partner schools.



*Schools are stronger when working together.
Collaboration is at the heart of our offer.*

Help to shape the future direction of the Trust.

Be part of something new, exciting and different!

Freedom to develop a curriculum that meets the needs of your children.

Receive excellent Trust support for finance, budgeting and facilities services.

Have opportunities to collaborate.

Benefit from having school leaders freed up to focus on the education of pupils.

Be supported by a Trust central team of experienced school leaders.

Community

Integrity



Aspiration

Hope

Please contact our CEO, Mike Adnitt

madnitt@slatrust.co.uk
www.slatrust.co.uk

01724 747310

Strength for Today, Bright Hope for Tomorrow

School Improvement Partner Service Offer 2023-2024



Enabling every child to flourish is at the heart of the Church of England and Diocesan Vision for Education. To achieve this, we need effective schools driven by their distinctive vision and led by strong and inspired leaders and empowered staff. School development and leaders' decisions and subsequent actions should be shaped and supported by the distinctive Christian vision for your school.

Wisdom, knowledge and skills is a core strand of the Church of England's vision for education. It brings together the Christian vision, curriculum provision, teaching and learning, and prioritises support for the most vulnerable in our communities. It also reflects the learning and development needs of our leaders and staff so that they too can flourish.

Our school improvement offer provides a unique programme underpinned by productive, authentic relationships and which takes an innovative, holistic approach to rigorous school development.

The school improvement service is offered as 3 termly visits (autumn, spring and summer.) For schools not wishing to buy the full annual offer, one off days can be selected from the menu of options. However, in order to fully embed developments, the annual offer is recommended.

The programme will provide an external perspective and written reports to support governors whilst also remaining developmental for all staff involved.

The starting point of any work is each school's unique context and distinctive Christian vision. The programme of support has, at its core, a series of three termly visits by a school effectiveness adviser working in the role of 'critical friend'. Packages can be tailored to meet the needs and priorities of your school. There are further options for schools who do not wish to take up the full annual offer.

Sessions will be led by our school effectiveness adviser, June Richardson, who is an experienced school effectiveness lead for church schools and has been a church school Headteacher in both the maintained and academy sectors. June holds the NPQH and NASENCO awards as well as a certificate of evidence informed practice from the Chartered College of Teaching.



Annual School Improvement Offer (3 days)

Autumn Term

½ day remote review of SEF, SDP, website, IDSR and latest data plus ½ day school visit: learning walk and discussion about priorities with SLT. Agree actions and feedback to governors. Summary report.

Spring Term

Review Autumn term actions and progress against SDP. Full day focused visit based on agreed priorities for development. Agree actions and feedback to governors. Summary report.

Summer Term

Review Spring term actions and progress against SDP. Full day focused visit based on agreed priorities for development. Agree actions and feedback to governors. Summary report.



Infinity Academies Trust

Ready to learn; Prepared to flourish.

Infinity Academies Trust is a family of Lincolnshire-based primary schools, working together in partnership to provide the very best for our pupils, our staff and our communities.

As a deeply Christian Church Trust aiming to serve the common good, we enable both Church and Community schools to flourish.

All our children need and deserve schools with loving cultures, aspirational curriculums and inspiring provision. We provide children with the skills, knowledge and experiences to thrive academically, socially and spiritually so that they are prepared for a future full of opportunity.

“This is what quality cross-school collaboration is all about. I’m so grateful for the time, support and guidance from colleagues across the Trust.”

Headteacher

For further information and to find out how we could support your school, please get in touch:

T: 01205 345101 | E: enquiries@infinityacademies.co.uk

W: www.infinityacademies.co.uk



One- off school development days

These can also be purchased as one-off days in addition to, or instead of, the annual school improvement package. Where indicated the involvement of governors is recommended.



A School Development Review (full day)

1/2 day remote review of SEF, SDP, IDSR, latest data, Ofsted and SIAMS priorities and website. This will then inform a 1/2 day visit to the school when the advisor will work with SLT to carry out a learning walk and discuss and refine priorities. Feedback to governors and report. This offer can be adjusted for federations. Please allow extra 1/2 day (£300) per school for preparatory work.

B Curriculum Review (full day)

1/2 day onsite review and discussion with SLT about curriculum design. This includes looking at curriculum information on the school website and other documents held by the school. It will reflect curriculum development to support both SIAMS and Ofsted readiness. The remaining 1/2 day is spent with a member of SLT and subject leader of your choice. Agree actions and feedback to SLT and governors.

Further 1/2 and full days can be booked to work with other subject leaders but there would be no need to repeat the initial 1/2 day review focused on curriculum design. Please allow 1/2 a day per subject.

C Progress For All - Pupil Premium (full day)

Review of pupil premium strategy, IDSR, SDP, SEF, latest data Focused learning walk, pupil discussions and book looks and discussions with staff. Discussion with governor. Agree actions and feedback to SLT and governors

D Progress For All - SEND (full day)

Review of SEND data compared to National. Review of statutory compliance on website. Discussion with SENDCO including review of pupil support plans, SEND learning walk and pupil discussions. Discussion with Governor for SEND. Agree actions and feedback to SLT and governors.

One - off school development days

E

SEND & Curriculum (full day)

Discussion with SENDCO and Subject leader about curriculum plans. Learning walk to focus on how pupils with SEND are learning the curriculum. Discussion with pupils and their books. Agree actions and feedback to SLT and governors

F

Equalities - including protected characteristics (full day)

Review of documentation relating to attendance, bullying, behaviour and equalities. Review of whole school approach to teaching about equalities including the curriculum. Learning walk and discussions with pupils. Discussion with governor. Agree actions and feedback to SLT and governors

G

Understanding my School's Data (full day)

Bespoke workshop session for SLT and governing bodies. Exploration of school's own ASP, IDSR and FFT data. Exploration of other internal and external data sources. Learning walk and book look, linked to data. Agree actions and feedback to SLT and governors

H

School Development Planning (Second half of summer term only)

Review of SEF and SDP for current year. Review of additional documents e.g. IDSR, Ofsted, SIAMS reports and any internal data Learning walk, discussion with SLT, formulation of priorities for next academic year. Agree actions and feedback to SLT and governors.

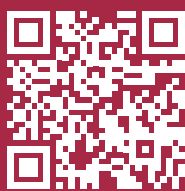
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Governor Support and Training (twilight sessions)

Bespoke sessions to support your governing body which allow the board to discuss their own work and issues pertinent to your context. Sessions may include but are not limited to:

- Monitoring your curriculum
- Use of your own data
- Governor readiness for inspection
- Effective governance processes





You can download the
booking form here

www.lincolndiocesaneducation.com/sip

Cost of School Improvement Partner Services

Annual offer (3 termly visits)

Options for the spring and summer visits
will be discussed in the Autumn term

Cost within the SLA £1,725

Cost outside the SLA £2,755

One-off school improvement days

Cost within the SLA £650

Cost outside the SLA £1,130

School Improvement Reviews

As part of our school improvement offer to you our team of advisers can conduct reviews and audits in your school to inform your school development plan and next steps in your school improvement journey.

We can also provide federations with reviews for each of their schools providing an individual report for the school, plus when all the reviews have been completed an overarching report will be written for the Executive Headteacher and governors to celebrate federation wide success and inform future development priorities across the federation. [Please contact us for a bespoke price.](#)

Collective Worship Review

A review of current provision and practice in Collective Worship to include, for example, in relation to the National Church of England Collective Worship Guidance. The review will focus on how the theologically rooted Christian vision and the Anglican/Methodist foundation of the school shape worship in the school. The review will also consider how Inclusive, Invitational and Inspirational the Collective Worship is. It will also look at an example of Collective Worship plus planning, monitoring and pupils voice documents.

[This review requires preparation time for the adviser, ½ day in school and time to write up the report](#)

Cost within the SLA £450

Cost outside the SLA £650

Governance Review

An external review of governance examines the effectiveness of the Board. It studies the governance structure, culture and practice. We can give an independent, objective view of the Board's strengths and areas for improvement, along with clear recommendations for future improvement, allowing opportunity for the Board to review the strategic direction of the organisation and to evaluate its processes and systems.

[This review is bespoke to the school, please contact the education team to discuss your requirements upon which a bespoke quote can be sent to you.](#)

Pupil Premium Review

A review of the provision and effectiveness of the school's vision and work in supporting those benefitting from the Pupil Premium Grant. The day will include: a review of the PP strategy; discussions with leaders (including those responsible for governance); lesson drop ins and gathering of pupil and staff voice in this area. A rounded picture of strengths and areas for development will be shared in the final report.

This review requires preparation time for the adviser, 1 day in school and time to write up the report

Cost within the SLA £650

Cost outside the SLA £1,130

RE Audit

A review of current provision and practice in RE to include, for example, compliance with statutory duties in relation to RE, compliance with the Church of England Education Office Statement of Entitlement, review of the RE curriculum and its implementation, review of RE assessment and monitoring processes, staff/pupil interviews, review of RE policies, etc.

This review requires preparation time for the adviser, ½ day in school and time to write up the report

Cost within the SLA £450

Cost outside the SLA £650

SEND Review

A review of the provision and effectiveness of the school's vision and work in supporting pupils with SEND. Prior to the visit a website review will take place. During the day there will be meetings with the SENDCO to explore the cohort, identification processes and provision. Shared visits to classes will look at how robustly and consistently pupils' plans are used to support learning. Discussions will also be held with pupils and staff. A rounded picture of strengths and areas for development will be shared in the final report.

This review requires preparation time for the adviser, 1 day in school and time to write up the report

Cost within the SLA £650

Cost outside the SLA £1,130

School Improvement Reviews

SIAMS Health check/Review

A review of the school, academy or Trust's preparedness for inspection under the 2023 SIAMS framework to include, for example, discussion about the theological underpinning of the distinctive Christian vision, a review of the ongoing or summary SEF, school leader/staff/pupil interviews, school walk throughs, etc.

This review requires preparation time for the adviser and can either be 1 day or ½ day in school and time to write up the report. Please contact us to discuss your needs.

Cost within the SLA (1/2 day) £450

Cost within the SLA (full day) £650

Cost outside the SLA (1/2 day) £625

Cost outside the SLA (full day) £1,130

Spiritual Development Review

A review of current provision for developing spirituality across the school. Focusing on how does the theologically rooted Christian vision and the Anglican/Methodist foundation of the school shape spirituality across the school. It will also explore the context of the school as a Church school and what pupils and adults understand to be the meaning of spirituality and spiritual development and how this enhances and enriches collective worship and individuals' spiritual development.

This review requires preparation time for the adviser, ½ day in school and time to write up the report

Cost within the SLA £450

Cost outside the SLA £650

Website Audit (in relation to Christian Distinctiveness)

Your website is the window to your school. Our team will review your website, exploring how your theologically rooted Christian vision is demonstrated throughout the pages of your site. It will also focus on your values, RE, Collective Worship and how these show who your school is and what it does. It will link to statutory documents such as the RE Church of England Education Office Statement of Entitlement, and the National Collective Worship Guidance as well as the current SIAMS framework.

This review is done off site.

Cost within the SLA £200

Cost outside the SLA £350

To book a review
please contact
tracy.smith@lincoln.anglican.org



Professional Development

The education team prides themselves on delivery high quality professional development in a number of ways to support your schools.

The Offer:

- Head Teacher Performance Management
- A School Improvement Partner Service
- Reviews and Audits
- School Based training
- Central Courses
- Resources

More details can be found on the following pages



Prices

1 Year – Weekly (online)

- Sent via email weekly
- Full access to Picture News Online

£200

1 Year – Alternate Weeks

- Sent via post and email fortnightly
- Full access to Picture News Online (includes all online packs)
- Display wallet

£320

1 Year – Weekly

- Sent via post and email weekly
- Full access to Picture News Online (includes all online packs)
- Display wallet

£450



What is Picture News?



Picture News is a weekly news pack, emailed to you, focusing on one big and current story.

Every Friday, at 7am we email across a poster with an open-ended question, session planning, Bible link, Biblical core concept, home learning ideas and our UNICEF Rights of the Child link.



To order, please email:
help@picture-news.co.uk

For further information, or if you have any questions, email us at help@picture-news.co.uk, any time!



School Based Training

As part of our offer to your schools our team of advisers can visit your school for a day, ½ day or a twilight to deliver training to your whole teaching team, governors or your whole staff team. Many schools have found this beneficial for their school professional development. This can be done in person at the school or the advisers can join you virtually.

All our central training sessions can be delivered to your schools, and by booking our advisers to come out to you it can be more cost effective and reach more people.

Our advisers can also create bespoke training for your school, relating the training to your vision and context of the school. Advisers will discuss your requirements and tailor their work to fit your needs

Suggested Topics of Training - if there is something you don't see, contact us to discuss your needs.

Topic	Suitable for	Suggested Timings
Preparing for SIAMS inspection - strategic leadership and theological underpinning	School leaders Staff, Governors	1/2 day Twilight
Preparing for SIAMS - monitoring and evidence gathering	School leaders Staff, Governors	1/2 day Twilight
Developing Knowledge in RE	School Leaders Teachers, TAs	Full day, ½ day, Twilight
RE and Assessment	School Leaders Teachers, TAs	Twilight
Collective Worship: Enabling Pupils and Adults to Flourish	School leaders Staff, Governors	1/2 day Twilight
Diversity Equity and Inclusion: Opening the Conversation	School leaders Staff, Governors	1/2 day Twilight
Church School Governor Induction	Governors	Twilight
Your curriculum and Your Theologically Rooted Vision	School Leaders Subject Leaders	1/2 day Twilight

Specialist Adviser Training

Our specialist advisers can come to your school and provide training in the following topics

Wellbeing for staff

The importance of looking after our own mental health and wellbeing when working in school is paramount. Teachers and schools staff face an increase of pressure, demands and the risk of burn out. There are 5 Wellbeing sessions which can be accessed individually or part of a complete package. Each session lasts for approximately 2 hours.

Session 1 Self-Care & Managing Emotions

This session aims to promote good wellbeing and mental health for all. In this session we will consider the importance of looking after ourselves, the 5 domains of self, coping strategies, managing emotions well and an individual self-care plan. The purpose of this course is to enable people to stay mentally healthy in the ever-changing education climate.

Session 2 Driver Workshop What is your driver?

Drivers are aspects of our personality that have developed in childhood, they help us to feel 'ok' about ourselves.

In this session we will find out our drivers and begin to understand how they can be useful and the times that they can hinder us.

Session 3 Coping with Change & Uncertainty

In this session we will explore how we can adapt to change and live with uncertainty. We will explore why we feel so uncomfortable when forced out of routine and we will look at techniques to accomplish this.

Session 4 Work Life Balance & Boundaries (Including Digital burnout & how to mitigate against this.)

If you feel that your work-life balance is out of control, you are not alone.

In this session we will look at boundaries in our work and personal lives, how to navigate new boundaries between home and work and the risks of digital burnout and how to mitigate against this.

Session 5 Creating a School culture that Promotes a Positive Mental Health Environment

Together you will start to create a bespoke plan for your school. This will include achievable steps and goals to make your school a place that promotes good mental health and wellbeing



School Based Training

Supporting the School Community Through Bereavement

Loss and Trauma can have significant impact on a child's development and can impact how a child relates to others at school. How we support children helpfully, begins with listening well to a child and understanding their world. Drawing on many years of practice, as a paediatric nurse with children, families and schools and now working with children

in education, Jennie Fytche our specialist adviser will facilitate an introduction to how children are affected by loss and trauma and together will explore easy-to-use strategies and practical tools to enable genuine inclusion in the school whilst looking after ourselves as teachers and teaching assistants.

Mental Health First Aid

The Youth Mental Health First Aid (MHFA) courses are for anyone who works with, lives with or supports young people aged 8-18. We train the adults in a young person's life to have the skills and confidence to step in, offer first aid and guide them towards the support they need. In doing so, they can speed up a young person's recovery, stop issues from developing into a crisis, and ultimately save lives.

But more than that, by giving these adults the information and skills to look after their own mental health, we want them to set an example for young people. We want adults to be able to show young people that mental ill health is a part of life in just the same way as physical ill health, that it's OK to talk about and it's OK to ask for help.

We hope that by giving people the tools to open up these conversations, we can empower them to create mentally healthy, supportive environments in their families, schools, youth groups and communities.

Let's create a future where we all know how to look after our own mental wellbeing, so preventable issues don't arise in the first place. A future where every young person has access to support if they need it.

The sessions are led by Lynsey Norris, Assistant Diocesan Director of Education, and consist of two full days training.

Lynsey is a fully accredited Mental Health First Aid instructor from Mental Health First Aid England.

For this session there is a minimum of 8 participants needed and a maximum of 16.



MHFA England

To book a
school-based
training session
please contact

tracy.smith@lincoln.anglican.org



DBE Specialist Advisers

Our specialist advisers are recognised for their wealth of experience and expertise in particular areas. All specialist advisers offer a discounted rate when you book through the Diocesan SLA.

Justine Caswell Staff Wellbeing

Jennie Fytche Godly Play, Trauma and Bereavement

Justine Caswell - Psychotherapeutic Counsellor

Justine Caswell is a qualified psychotherapeutic counsellor who runs her own private counselling practice.

As part of her work she has provided counselling in many different settings including GP surgeries, sixth form colleges (working with staff), and churches as well as working for Action for Children.

Justine specialises in running wellbeing services for organisations including the church and the education sector.

She will be running twilight sessions and courses for schools around staff wellbeing, resourcing headteachers and governors with the tools to support the staff in their school.

(Please note Justine does not work with under 16s)



Jennie Fytche - Children's Trauma and Bereavement Adviser, Godly Play Consultant

Jennie Fytche has worked with children and young people since she finished school and began her training as a paediatric nurse. Some thirty years later she has worked in various contexts within the NHS, charity and volunteer sector and latterly as a school's work facilitator for LightSpace Schools Work project in Grantham. When she is not in the primary schools in Grantham she is training and coaching youth workers, writing course material for undergraduate courses in children's, youth and pastoral care and developing research into the spiritual nurture of children. Jennie is also a Godly Play story teller and advocate.



Please contact
lynsey.norris@lincoln.anglican.org
if you would like to use our
specialist advisers.



School Based Training Cost Summary



"A future where every young person has access to support if they need it."

School Based Training for Single Schools

Full day

Half-day session

Twilight

MHFA (2 days training)

**SLA
Face to Face
Cost**

£665

£395

£300

£850

(plus £20 per person
for resources)

**SLA
Virtual
Price**

£570

£335

£260

**Outside SLA
Virtual and
Face to Face**

£1070

£640

£400

Join together with other local schools and receive a discount

2 schools joining together get 10% discount from whole price*

Twilight e.g. school 1 £300 + school 2 £300 = £600 - 10% = £540 = School 1 £270 & School 2 £270

3 schools join together get 15% discount from whole price*

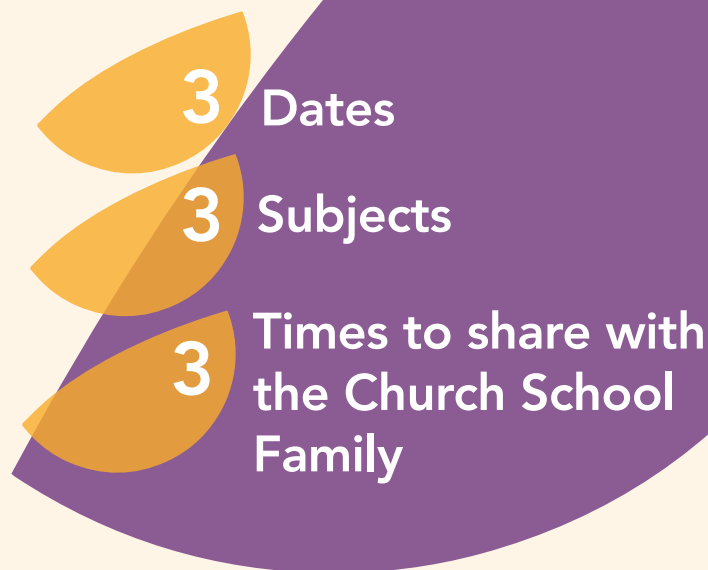
For more than 3 schools please contact the education team for a bespoke price

*This does not apply to the MHFA course



Conferences 2023-2024

This year we have the opportunity to come together three times over the year to hear from great external speakers, the diocesan education team and share with one another.



Three conferences, held at The Showroom in Lincoln, you can spend the day immersing yourself in up-to-date research, practical ideas for schools and taking away ideas to implement in your journey as a church school.

Wednesday 8th November 2023 'Living up to your Foundation'

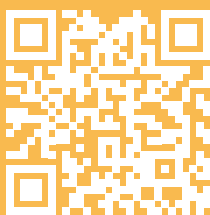
Join us in the Autumn for our SIAMS conference 'Living up to Your Foundation', no matter where you are on your SIAMS cycle this day will be relevant to you. The days will focus on the revised schedule as well as the school community flourishing without it being a tick box exercise. With inspirational keynote speakers and practical workshops, you will go back to school full of ideas to prepare for your SIAMS inspection.

Thursday 21st March 2024 Leadership Conference

Our leadership conference is open to all senior leaders, chair of Governors and clergy. It is an opportunity to be inspired in your role leading a Church School. Keynote speakers from across the national education scene and senior clergy join us in supporting you in your role.

Tuesday 25th June 2024 Religious Education Conference

Our leadership conference is open to all senior leaders, chair of Governors and clergy. It is an opportunity to be inspired in your role leading a Church School. Keynote speakers from across the national education scene and senior clergy join us in supporting you in your role.



Get the dates in your diary and look out for more details here



Central Courses 2023-2024

SIAMS

Our training this year will help you prepare for the revised schedule from 2023. Wherever you are on your SIAMS cycle these sessions will be relevant to you.

Preparing for SIAMS: Strategic Leadership and Theological Underpinning

Tuesday 30th January 2024 10am-12pm Online

Preparing for SIAMS: Monitoring and Gathering Evidence

Thursday 7th March 2024 10am-12pm Online

Preparing for SIAMS: The Spiritual Life of the School

Thursday 16th May 2024
10am-12pm Online

Preparing for SIAMS: Empowering All

Tuesday 2nd July 2024
10am-12pm Online

Developing your Christian Ethos

This year we are running a number of sessions to give you knowledge and confidence in developing your Christian Ethos in school.

Developing the Spiritual Life of Your School

Tuesday 28th November 2023
Thursday 22nd February 2024
10am-3:30pm face to face

The Bible Course: Schools Edition, 8 session course. 4pm-5:30pm online

Wednesday 17th January 2024,	Tuesday 19th March 2024
Tuesday 30th January 2024	Wednesday 17th April 2024
Tuesday 20th February 2024	Tuesday 30th April 2024
Tuesday 5th March 2024	Tuesday 7th May 2024

Religious Education

High quality RE is the mark of a good church school, our training and clusters are here to support you in your RE leading, planning, teaching and assessing.

Gillian Georgiou, Diocesan RE and SIAMS Adviser, continues to provide FREE RE Cluster meetings for community schools, church schools and academies to provide local and national updates for RE leads.

Thursday 28th September 2023 1:30pm-3pm [Online](#)

Thursday 1st February 2024 1:30pm-3pm [Online](#)

Tuesday 23rd April 2024 1:30pm-3pm [Online](#)

Training

Our training this year will help you prepare for the revised schedule from 2023. Wherever you are on your SIAMS cycle these sessions will be relevant to you.

RE Subject Leadership

Thursday 12th October 2023 1:30pm-3:30pm online

The RE Curriculum

Thursday 23rd November 2023 4pm-6pm online

Developing Knowledge in RE

Tuesday 6th February 2024 4pm-6pm online

Developing Knowledge in RE

Tuesday 12th March 2024 4pm-6pm online



Collective Worship

Collective Worship is the heartbeat of a church school, our training and clusters are here to support you in your Collective Worship leading, planning, teaching and monitoring.

Lynsey Norris, Assistant Diocesan Director of Education, continues to provide FREE Collective Worship Cluster meetings to provide local and national updates for Collective leads and an opportunity to network together.

Tuesday 3rd October 2023 4pm-5pm online

Thursday 25th January 2024 4pm-5pm online

Thursday 16th May 2024 4pm-5pm online

Training

Collective Worship: Enabling all Adults and Children to Flourish

Tuesday 17th October 2023 4pm-6pm online or Wednesday 28th February 2024 4pm-6pm online

School Improvement

The Education Teams role is to provide support in all areas of church school life, our training and briefings are designed to do just that.

Join the Education Team for national and local updates, important for the Church Schools in the Diocese of Lincoln.

Wednesday 4th October 2023 10am-11am online

Wednesday 31st January 2024 10am-11am online

Tuesday 7th May 2024 10am-12pm face to face
(north part of Diocese)

Wednesday 8th May 2024 10am-12pm face to face
(central part of Diocese)

Thursday 9th May 2024 10am-12pm face to face
(south part of Diocese)

Training

New Church School Headteacher Induction Day

Thursday 19th October 2023 or Wednesday 15th May 2024 10am-3:30pm face to face

Your curriculum and Your Theologically Rooted Vision (for school leaders)

Monday 9th October 2023 4pm-6pm online

IDSR

Thursday 7th December 2023 10am-12pm face to face

Your curriculum and Your Theologically Rooted Vision (for subject leaders)

Tuesday 16th January 2024 4pm-6pm online

Developing Inclusion Through the Vision for Education (see website for days focus)

Tuesday 5th March 2024 10am-3.30pm face to face

Thursday 2nd May 2024 10am-3:30pm face to face



Central Courses 2023-2024

Governors

The Governor role is a varied one, the Education Team are here to support all church school governors in their role by keeping them up to date with national and local developments as well as supporting them in how the school theologically rooted vision drives their work and monitoring.

Governor Briefing

Join the Education Team for national and local updates important for Governors from Church Schools in the Diocese of Lincoln.

Wednesday 4th October 2023 5:30pm-7pm online Wednesday 31st January 2024 5:30pm-7pm online

Wednesday 19th June 2024 5:30pm-7pm online

Clerk to Governors Briefing

Thursday 7th December 2023 5:30pm-7pm online

Thursday 13th June 2024 5:30pm-7pm online

Training

Using Your Data: How you know your vision is having impact? Preparing for Inspection

Monday 25th September 2023 4pm-6pm online

Church School Governor Induction – for all newly appointed and re-appointed church school governors, this session is repeated 3 times in the year to suit your needs.

Wednesday 18th October 2023 4pm-6pm online Tuesday 16th January 2024 10am-12pm online

Thursday 25th April 2024 – 4pm-6pm online

Being an effective Clerk to Governors

Wednesday 7th February 2024 4pm-6pm online

Evaluating the impact of your theologically rooted vision in the curriculum

Thursday 29th February 2024 4pm-6pm online

Diversity Equity and Inclusion

In the light of Lament to Action and Black Lives Matter, the Education team are working towards supporting schools that 'champions justice, celebrates diversity and values every individual as made in the image of God.'

Diversity Equity and Inclusion: Opening the Conversation

Monday 13th November 2023 4pm-6pm online

Diversity Equity and Inclusion: Continuing the Conversation

Tuesday 23rd January 2024 10am-12pm online

Tuesday 14th May 2024 10am-12pm online

Wellbeing

The importance of looking after our own mental health and wellbeing when working in school is paramount. School leaders face an increase of pressure, demands and the risk of burn out.

Leaders Wellbeing Day

Wednesday 18th October 2023 or Wednesday 27th March 2024 10am-3:30pm face to face



Central Courses Cost Summary	SLA Face to Face Cost	SLA Virtual Price	Outside SLA Virtual and Face to Face
Full day			
School staff	£185	£130	£290
Governors	£145	£110	£225
Clergy	£75		
Half-day/twilight:			
School Staff/Governors	£95	£65	£145
Clergy	£35	£35	
Festival/Carol Service	£7.50		£11
Bible Course - 8 sessions		£200	£300
Hourly rate	£115	£80	£170
Briefings and Clusters	FREE	FREE	FREE

The Pop Box



Peer-Led Collective Worship!

Bursting with **resources** and **inspiration**, this box will encourage your **young leaders** to take ownership of Collective Worship!



MAIN EVENT.

An incredible 4-day **immersive learning experience** for the **whole school** that culminates in a professional concert at the local church or venue!



Workshop Days

Psst the workshops are on the other side

Joy filled resources to empower your Collective Worship from...

iSing POP

Scan to find out more.
Go on, you know you want to...



visit
isingpop.org

Classroom Worship.

For 20mins a week, Classroom Worship will **'fill your classroom with joy!'** There will be singing, dancing, crafting, animated Bible stories and discussions on key Christian values, all in line with the SIAMS framework
- at the click of a button!



Archbishops' Young Leaders Award

Be the change you want to see

Fully resourced with interactive materials

Enabling **Courageous Advocates** in your school

Empowering pupils through social action



Available for:



Scan here to sign up for a FREE Webinar

aylaquestions@churchofengland.org
www.abyyt.com/ylo



SCAN ME



THE CHURCH OF ENGLAND
EDUCATION OFFICE

Character & Leadership Programme

"No matter who you are, everyone can become a leader." KS2 Young Leader

Festivals

3 Dates

3 Venues

3 opportunities to celebrate Christmas as a Church School Family

Carol Services

We are delighted to invite you to attend and take part in a carol service with the Education Team and other schools from the church school family. This year you have the opportunity to choose between 3 venues.

Lincoln Cathedral
Tuesday
12th December

Grimsby Minster
Wednesday
13th December

Boston Stump
Thursday 14th
December

The festival is aimed at KS1 & 2 pupils who are members of the school choir or who enjoy singing. Prior to the day we send you Christmas songs and hymns to learn that will be used in the service. On the day we spend the morning learning to sing and perform the songs for the service in the afternoon. In the afternoon we enjoy a great Christmas celebration with pupil led readings, prayers, singing and hearing from the local clergy. The afternoon also gives the opportunities for parents and carers to come and be part of the service.

Details for booking will be sent in the autumn term, but a programme for the day is as follows:

Arrival from 9:30 am for 10:00 am start
Programme

There will be singing activities running through the morning. These will take place between 10:15am and 12:30pm.

Lunch 12:30pm

Act of Worship 1:15pm

This will be an opportunity to celebrate Christmas with singing, pupil led prayers and readings with an invite for parents to join us

The day will end at 2:15 pm

Church School Festival

Once again, we will be holding our annual Church School Festival in the Cathedral, for our Year 6s and Year 2s.

The Church School Festival is a great celebration for our Year 6s and Year 2s as they leave the Church School Primary and Infant Family and move on to their next schools. We are excited that as part of the morning, not only will they get to spend time in the Cathedral and have a singing workshop, we are also able to utilise the Cathedral's Discovery Centre. The Discovery Centre is an exciting hands-on exhibition providing engaging interpretation of the Cathedral for school groups, children and families. We shall then spend a short time in the afternoon having a celebration service before the end of the day.

Lincoln Cathedral Tuesday

Tuesday 21st May 2024

Wednesday 22nd May 2024

Thursday 23rd May 2024

Tuesday 4th June 2024

Wednesday 5th June 2024

Thursday 6th June 2024

Tuesday 11th June 2024

Wednesday 12th June 2024 (Infant Day)



Diary of Events 2023-2024

	DATE	SUBJECT	TIME	TRAINING
SEPT / OCT	25/9/23	Governors	16:00-18:00	Using your Data
	28/9/23	Religious Education	13:30-15:00	RE Cluster
	3/10/23	Collective Worship	16:00-17:00	Collective Worship Cluster
	4/10/23	School Improvement	10:00-11:00	Diocesan Headteacher Briefing
	4/10/23	Governors	7:30-19:00	Governor Briefing
	9/10/23	School Improvement	16:00-18:00	Your curriculum and Your Theologically Rooted Vision
	10/10/23	Bishops Visitors	10:00-12:00	Bishop Visitors Meeting
	11/10/23	Bishops Visitors	10:00-12:00	Bishop Visitors Meeting
	12/10/23	Religious Education	13:30-15:30	RE Subject Leadership
	17/10/23	Collective Worship	16:00-18:00	Collective Worship: Enabling pupils and adults to flourish
	18/10/23	Wellbeing	10:00-15:30	Leaders Wellbeing day
	18/10/23	Governors	6:00-18:00	Church School Governor Induction
NOV	19/10/23	School Improvement	10:00-16:00	New Church School Headteachers Induction Day
	8/11/23	Conference	10:00-15:30	SIAMS Conference
	13/11/23	DEI	16:00-18:00	Diversity, Equity and Inclusion: Opening the Conversation
	23/11/23	Religious Education	16:00-18:00	The RE Curriculum
DEC	28/11/23	Spirituality	10:00-15:30	Developing the Spiritual Life of Your School
	7/12/23	School Improvement	10:00-12:00	IDSR
	7/12/23	Governors	17:30-19:00	Clerk to Governors Briefing
	12/12/23	Festivals	10:00-14:30	Carol Service
JAN	13/12/23	Festivals	10:00-14:30	Carol Service
	14/12/23	Festivals	10:00-14:30	Carol Service
	16/1/24	Governors	10:00-12:00	Church School Governor Induction
	16/1/24	School Improvement	16:00-18:00	Your curriculum and Your Theologically Rooted Vision
	17/1/24	SIAMS	16:00-17:30	Bible Course: Schools Edition
	23/1/24	DEI	10:00-12:00	Diversity, Equity and Inclusion: Continuing The Conversation
	25/1/24	Collective Worship	16:00-17:00	Collective Worship Cluster
	30/1/24	SIAMS	10:00-12:00	Preparing for SIAMS inspection - strategic leadership and theological underpinning
	30/1/24	SIAMS	16:00-17:30	Bible Course: Schools Edition
FEB	31/1/24	School Improvement	10:00-11:00	Diocesan Headteacher Briefing
	31/1/24	Governors	17:30-19:00	Governor Briefing
	1/2/24	Religious Education	13:30-15:00	RE Cluster
	6/2/24	Religious Education	13:30-15:30	Developing Knowledge in RE
	7/2/24	Governor	16:00-18:00	Being an effective Clerk to Governors
	8/2/24	School Improvement	10:00-16:00	New Church School Headteachers Induction Day
	20/2/24	SIAMS	16:00-17:30	Bible Course: Schools Edition
	22/2/24	Spirituality	10:00-15:30	Developing the Spiritual Life of Your School
	28/2/24	Collective Worship	16:00-18:00	Collective Worship: Enabling pupils and adults to flourish
MARCH	29/2/24	Governors	16:00-18:00	Evaluating the impact of your theologically rooted vision on the curriculum
	1/3/24	Bishops Visitors	10:00-15:30	Bishop Visitors Conference
	5/3/24	School Improvement	10:00-15:30	Developing Inclusion Through the Vision for Education
	5/3/24	SIAMS	16:00-17:30	Bible Course: Schools Edition
	7/3/24	SIAMS	10:00-12:00	Preparing for SIAMS - monitoring and evidence gathering
	12/3/24	Religious Education	16:00-18:00	Developing Knowledge in RE
	19/3/24	SIAMS	16:00-17:30	Bible Course: Schools Edition
	21/3/24	Conference	10:00-15:30	Leadership Conference
	27/3/24	Wellbeing	10:00-15:30	Leaders Wellbeing day
APRIL	17/4/24	SIAMS	16:00-17:30	Bible Course: Schools Edition
	23/4/24	Religious Education	13:30-15:00	RE Cluster
	24/4/24	Bishops Visitors	10:00-12:00	Bishop Visitors Meeting
	25/4/24	Bishops Visitors	10:00-12:00	Bishop Visitors Meeting
	25/4/24	Governors	16:00-18:00	Church School Governor Induction
	30/4/24	SIAMS	16:00-17:30	Bible Course: Schools Edition
MAY	2/5/24	School Improvement	10:00-15:30	Developing Inclusion Through the Vision for Education
	7/5/24	SIAMS	16:00-17:30	Bible Course: Schools Edition
	7/5/24	School Improvement	10:00-12:00	Diocesan Headteacher Briefing
	8/5/24	School Improvement	10:00-12:00	Diocesan Headteacher Briefing
	9/5/24	School Improvement	10:00-12:00	Diocesan Headteacher Briefing
	14/5/24	DEI	16:00-18:00	Diversity, Equity and Inclusion: Continuing the Conversation
	15/5/24	School Improvement	10:00-16:00	New Church School Headteachers Induction Day
	16/5/24	SIAMS	10:00-12:00	Preparing for SIAMS inspection - The Spiritual Life of the School
	16/5/24	Collective Worship	16:00-17:00	Collective Worship Cluster
	21/5/24	Festivals	10:00-14:30	CSF
	22/5/24	Festivals	10:00-14:30	CSF
JUNE / JULY	23/5/24	Festivals	10:00-14:30	CSF
	4/6/24	Festivals	10:00-14:30	CSF
	5/6/24	Festivals	10:00-14:30	CSF
	6/6/24	Festivals	10:00-14:30	CSF
	11/6/24	Festivals	10:00-14:30	CSF
	12/6/24	Festivals	10:00-14:30	CSF
	13/6/24	Governors	17:30-19:00	Clerk to Governors Briefing
	19/6/24	Governors	17:30-19:00	Governor Briefing
	25/6/24	Conference	10:00-15:30	RE Conference
	2/7/24	SIAMS	10:00-12:00	Preparing for SIAMS inspection - Empowering All

"Educating for Life in all its Fullness"

John 10:10



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