

School Improvement Reviews

For individual schools and across MATS

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. Each review (excluding website review) will consist of preparation time for the adviser, ½ a day in school and time to write up a short report detailing findings and next steps.

We can also provide MATS with reviews for the whole Trust, each school will receive the review and a report, plus when all the reviews have been completed an overarching report will be written for the CEO and board members to celebrate MAT wide success and inform future development priorities across the MAT. 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 MPA £450

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 MPA £650

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 MPA £450

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 MPA £650

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 MPA (1/2 day) £450

Cost within the MPA (full day) £650

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 MPA £450

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 MPA £200

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

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/yla



SCAN ME



THE CHURCH OF ENGLAND EDUCATION OFFICE

Character & Leadership Programme

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

MAT Leaders Training

**NEW
FOR 2023**

This year we are offering to bring together leaders from across your Trust for training, so they can then go back to their schools and deliver training for their staff teams.

For example, we can deliver training for your:

- RE Leads
- Collective Worship Leads
- Church School Distinctive Leads
- SIAM Leads
- Subject Leads

All of our school-based training topics and central courses can be delivered at a time and place of your choice to equip staff in their roles to support the school in the trust they work in.

This is a cost-effective way of delivering training to impact your whole Trust.

To discuss your needs please contact lynsey.norris@lincoln.anglican.org

Cost Summary of MAT Leaders Training

Full Day Training Rates	£665	Up to 10 People + £90 per additional person
Half day Training Rates	£395	Up to 10 People + £65 per additional person
Twilight Training Rates	£300	Up to 10 People + £25.00 per additional person

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

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



Deeply Christian, Serving
the Common Good

School Based Training for Single Schools	SLA Face to Face Cost	SLA Virtual Price	Outside SLA Virtual and Face to Face
Full day	£665	£570	£1070
Half-day session	£395	£335	£640
Twilight	£300	£260	£400
MHFA (2 days training)	£850 (plus £20 per person for resources)		

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





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

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

