

Welcome from the Diocesan Director of Education

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

Welcome to the new Diocesan MAT Partnership Agreement (MPA) 2024 to 2025.

This MPA is our key vehicle for living out our recently launched diocesan vision for education. Fundamental to our vision are four drivers – 'Called, Aspirational, Rooted and Empowering'.

Just as Moses (Exodus 3:3-12) was called to help the people of God, we are called to serve all adults and pupils in our school communities so that they may live life to the full.

Just as Moses was **aspirational** is actively addressing injustice, we can learn together and support one another through a range of professional development activities to break down barriers and be aspirational for all.

Just as the burning bush is **rooted** in holy ground, our MPA helps us to stay connected as a church MAT family. The DBE team is able to proactively provide the support, training and services your academies need to sustain strong and healthy roots to a Christian foundation.

Just as Moses was **empowered** by God to be an agent of change, it is through the MPA that the LDBE is able to empower MATs to be agents of positive change so that they can serve the common good in deeply Christian ways.

It is through the MPA we can meet our shared responsibilities to preserve and develop the academies' distinctive Christian foundation (as per the DBE Measure 2021, the Diocesan Strategy for

Academisation 2023 and the Articles of Association 2023).

Most importantly, it is through this MPA we can live out our shared vision for education and enable all adults and pupils to flourish. It is through this MPA, we can show that we CARE.

Through this Agreement, the Lincoln DBE is able to maintain and further develop it collaborative partnerships with all church academies and MATs. We are all one family bound together by the love of God and together we are able to sustain 'our hope for a flourishing schools system.'



What about professional development?

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

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

Each MAT will continue with their named diocesan adviser who will provide support to all church academies in the MAT as well as the Central Team of the MAT. In conjunction with MAT leaders, the adviser will visit each academy in the year to support leaders at all levels to monitor, celebrate and develop the Christian distinctiveness and effectiveness of the academy. The adviser will provide constructive reports to highlight strengths, areas for future development and recommendations for leaders. At the end of the year, the adviser will write an annual report for MAT Trust Boards which will provide directors with an 'external validation' of the MATs ability to develop the Christian character of the academies across the Trust. The report for directors will highlight common themes and trust-wide recommendations to help them further develop the MATs Christian distinctiveness.

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

The DBE has deliberatively kept the training, courses and conferences offer separate from the MPA.





We recognise that as MATs grow, they will develop their capacity to develop some of their own training services and they will also have more scope for sourcing the very best CPD providers for their MAT and academies.

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

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

Church MATs and academies will be able to engage in our popular training sessions on Vision, SIAMS, Collective Worship, Religious Education, Spirituality, Diversity etc. These are led by highly experienced diocesan and specialist advisers.

In addition to this, we offer a range of MAT packages and specific training opportunities for MAT/academy leaders. For example, we are able to support Governance leads to develop strong local governance across the Trust. We can bring all RE leaders together from across the Trust to develop curriculum and assessment in this subject. We can deliver training on SIAMS for leaders at all levels across the Trust. The list goes on. Although MATs and academies are free to choose their CPD programme from wherever, we are confident that you will find that the quality and price of our CPD programmes specifically aimed at developing Christian character of academies will encourage you to access our training as well.

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

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

Kindest regards

Paul fe Thompson

Paul Thompson
Diocesan Director of Education





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Lincoln Diocesan Board of Education Vision

This is our commitment to our church schools and to church school education:

'Believing we are **called** into fellowship with God who seeks the flourishing of all, we **aspire** to strengthen our school communities with wisdom, knowledge and understanding.

Through partnerships firmly **rooted** in Christian hope and in the love of God, we **empower** all in our Church school family to love one another with humility, justice and kindness.'



Called: called into fellowship with God who seeks the flourishing of all

Aspirational: aspire to strengthen our school

communities with wisdom, knowledge and understanding

Rooted: partnerships firmly **rooted** in Christian hope and in the love of God

Empowering: we **empower** all in our Church school family to love one another with humility, justice and kindness.

Moses and the Burning Bush - Exodus 3:3-12



for more details visit

The Diocesan Education Team



Paul Thompson - Diocesan Director of Education

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



Lynsey Norris - Assistant Diocesan Director of Education

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



June Richardson - School Effectiveness Adviser

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



Gillian Georgiou - Diocesan RE and SIAMS Adviser

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.



Tracy Smith - DBE Administrator

tracy.smith@lincoln.anglican.org

Tracy administers the invoices for 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 briefings to schools.



DBE Administrator

Our DBE administrator is responsible for the administration of foundation governors across the diocese as well as providing administration support to the DBE team and schools/academies in areas of compliance including DBS checks, Admissions and GDPR.

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 MAT Partnership Agreement (MPA)

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

Legal Background

In accordance with the model Articles for MATs with Church of England Schools (September 2023), it is legally required for the Lincoln Diocesan Board of Education as the religious authority to be well placed to provide guidance and advice in relation to the ethos and religious education provided as at any Church Academy. Article 4ii states that 'the Directors shall have regard to any advice and follow any directives from the Appropriate Diocesan Authority and having due regard to the Diocesan Strategy'.

For the Diocesan Board of Education to carry out its legal functions as set out in the DBE Measure 2021 and to comply with the model Articles of Association (2023) it is necessary for every church

MAT to subscribe to the MAT Partnership Agreement and access the breadth of support and range of services the DBE is able to provide.

To preserve, support and further develop the Christian character of church academies in the MAT, the Articles state the MAT will 'do all such other lawful things as are necessary... including entering into any protocol, arrangement or agreement with the Diocesan Board of Education, in relation to the exercise of powers and discharge of functions under the Measure. Article 5s

As noted in the Diocesan Strategy for Academisation (November 2023), 'The MPA is the vehicle for supporting academies to comply with the Articles of Association and the DBE Measure 2021. It will also secure the LDBE service offer in the future as more church schools join MATs.



Support Services

In order to fulfil this legal obligation, the LDBE will provide the following services as part of the Diocesan MPA:

Called:

called into fellowship with God who seeks the flourishing of all

- Enables access to the Diocesan Education
 Team, including experienced Headteachers,
 inspectors and RE adviser with influence on
 national policy and practice.
- Support Trusts to secure strong governance (which includes approving appointments and training of Members/Directors/Foundation Governors (in accordance with 45a, 101B).
- Support MAT leaders to obtain necessary consent for 'Making Significant Changes to an Open Academy' according to DFE guidance Jan 2022 to the organisation of the Trust/ School (in accordance with article 137)
- Supports schools and the Trust with the work of the wider diocese and the national church of England e.g. A Time to Change Together, Growing Faith

- Provide a DBE corporate member representative to support and attend members meetings
- Promote your MAT to schools exploring academy conversions
- Manages the appointment of foundation governors and DBE appointed Members
- Provide a named Diocesan adviser to work with MAT and academy leaders to further develop the distinctive Christian ethos and effectiveness of the MAT and its academies, including a written report.
- Provide an overarching report for the CEO and board members to bring out common themes of excellence and development across the Trust in relation to the Christian Ethos of the academy.



Support Services

Aspirational:

aspire to strengthen our school communities with wisdom, knowledge and understanding

- Support MATs and academy leaders to protect the Christian foundation of the Trust and its Church academies at national, regional and local level
- Support MAT leaders to identify common themes of excellence and development across the Trust in relation to the Christian Ethos of the School
- Provide advice and recommendations on specialist areas such as Trust wide vision, Church school ethos, RE, SIAMS, SMSC and Collective Worship (in accordance with Article 4)
- Provide specific training for members/ directors/foundation governors to be able to preserve and develop the Christian character of the MAT and its academies (in accordance with article 4)
- Support MAT leaders to ensure Members/ Directors/Local Governors have provided the 'Ethos Undertaking' as required (in accordance with article 45A and 103)
- Give guidance on Diocesan policy, for instance on admissions, RSE and reserved teachers.
- Support academies with Ofsted and SIAMS inspections, including attending feedback
- Provide support with Headteacher (and when required Head of school) appointments, including attendance at interviews

- To support MAT leaders to obtain necessary consents for schools applying to join the Trust
- Will be involved with and give consent for the appointment of the Chief Executive Officer, and headteachers within the Trust. (in accordance with Article 107)
- Enable access to discounted MAT specific professional development for all key stakeholders in the Trust (see separate document)
- Enable access to discounted church school specific professional development for all key stakeholders in the Trust (see website)
- Access to the Diocesan Specialists Advisers at the reduced MPA rate

 Gives priority access to courses, conferences and festivals



Rooted:

partnerships firmly *rooted* in Christian hope and in the love of God

- Support MAT leaders to engage with key educational stakeholders such as Department for Education, Ofsted, teaching school hubs, Church of England Education office and the Church of England Foundation for Educational Leadership (CEFEL).
- Support Trusts in responding to legislation, government initiatives, national and diocesan priorities
- Visits every new CEO and headteacher for Diocesan welcome and induction
- Facilitate CEO Network meetings for MATS within the Diocese
- Facilitate school to school networks both nationally and locally
- Attendance (subject to availability) of a Diocesan Education Officer or member of the board at celebration events
- Share and celebrate good church school/ MAT practice via newsletters, websites, social media and word of mouth
- Support marketing of MATs through website, school Service Level Agreement booklet, conferences and social media
- Provide a one stop website for resources and information to support schools/ academies in their church school distinctiveness

Empowering:

we *empower* all in our Church school family to love one another with humility, justice and kindness.

- Support academies in their response to national publications linked to diversity e.g. Lament to Action, Living in Love and Faith
- Provide additional support for academies in vulnerable situations
- Offer pastoral and bereavement support and guidance to all schools within the Trust, plus to members of the central team
- Provide the Wellbeing Offer of Support –
 see website for details
- Manage the Closed Schools General Purpose Reserve Fund and provide grants to schools
- acilitate the Bishop's Ready for School Fund to enable schools to support families experiencing hardship

MAT Partnership Agreement Costs 2024-2025

Number on Roll	2024-25 SLA Cost
<101	£399
101 to 200	£685
201 to 300	£1035
301 to 400	£1275
401 to 500	£1699
501 +	£2150

Diocesan Adviser Visits for a Multi Academy Trust

Aims

- To strengthen and further develop the distinctive Christian ethos and effectiveness of academies across the Trust
- To bring out common themes of excellence and development across the trust in relation to the Christian Ethos of the Schools

The Process

- The Trust will be given a named adviser that will work with all church academies within the Trust
- Throughout the academic year the adviser will visit each academy and produce a report for the academy leaders and the CEO in relation to the distinctive Christian ethos and effectiveness of the schools
- When all schools have been visited an overarching report will be written for the CEO and board members to bring out common themes of excellence and development across the Trust in relation to the Christian Ethos of the schools/academies
- Recommendations will be made, with suggested ways of meeting the recommendations

The Visit to each academy

- Welcome and introductions
- A tour of the academy
- Focused discussion with the head teacher and other key staff and local 'foundation' governors (at the discretion of the school) to talk through:

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

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

- An opportunity to meet and talk with any other people, where appropriate, (staff, local foundation 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 report to summarise the key points from the visit with copies made for the school, the CEO 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:

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

Wellbeing

Wellbeing of school community (leaders, staff, pupils and families), How are you?

How do governors monitor strategies which are being used to promote well-being for staff, pupils and families?

Contextual Changes

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

SIAMS

How does your vision drive 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?

What are your priorities and are there any barriers for developing the Christian character of the school?

Growing Faith

How is your school working with the local church and households to help children, young people and families have life in all its fullness? Has your school interacted with the new Local Mission Partnerships? If so how?

Collective Worship

How does collective worship allow your school community to flourish spiritually?

In what ways is collective worship inclusive, invitational, and inspirational?

Governance

How effectively do governors at provide 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? Do you have any foundation governor vacancies?

Religious Education

Does the RE in your school meet the expectations of the Statement of Entitlement?

Is the RE curriculum effective? How do you know?

How do you develop staff expertise and knowledge in RE?

Diversity, Equity and Inclusion

Does the RE in your school meet the expectations of the Statement of Entitlement?

Is the RE curriculum effective? How do you know? How do you develop staff expertise and knowledge in RE?

School Improvement and Ofsted

Last inspection date

What are the main priorities on your SDP this year? How are these vision led?

What evidence do you use to assure yourselves that your

Christian vision leads to a rich curriculum and wider opportunities, which impact positively on all pupils especially those who are vulnerable, e.g. pupils supported by Pupil Premium, those with special educational needs or those in care.

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, $\frac{1}{2}$ 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 a review and a report. 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.

Please contact us for a bespoke price.

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 $\frac{1}{2}$ day in school and time to write up the report. Please contact us to discuss your needs.

Cost (1/2 day) £460

Cost (Full day) £665



Spiritual Development Review

A review of current provision for developing spirituality across the school. Focusing on how the theologically rooted Christian vision and the Anglican/Methodist foundation of the school shapes 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, 1/2 day in school and time to write up the report

Cost £460

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 £460

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 £200

School Improvement Reviews

Collective Worship Review

A review of current provision and practice in Collective Worship to include for example, in relation to the National Church for 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 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 £460

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 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 will be sent to you.

Pupil Premium Review

A review of the provision and effectiveness of the school's vision and work in supporting those benefiting 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 £665



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 £665



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

Professional Development

The education team prides themselves on delivering high quality professional development, in various ways, to support your schools. The offer: **Headteacher Performance Management** A School Improvement Partner Service **Reviews and Audits School Based training Central Courses** Resources

www.lincolndiocesaneducation.com

MAT Support and Services

As part of our support to you we have a range of support and services we can offer that is especially tailored to Multi Academy Trusts.

MAT Central Teams

- This year the MAT CEO Network will continue giving opportunities for MAT CEOs and other members of the team to meet with the Director of Education and Education team to support the MAT in their work
- Access to the bespoke to your Trust MAT Toolkit

Training

This year we are offering bespoke training to each Trust Central staff

Training	Link to SIAMS/Church Distinctiveness	Who is it suitable for?
How are your church schools better church schools because they are in your Multi Academy Trust?	SIAMS IQ1 How does the vision of the trust resonate with the school's theologically rooted Christian vision in a way that enhances the work of the school and its Christian foundation?	All central staff
How can we use our Christian Distinctiveness to drive our Multi Academy Trust?	SIAMS Context of School 2 How is the school's vision a clearly articulated theologically rooted Christian vision? How does the trust's vision resonate with this?	All central staff
Spiritual Flourishing – from Multi Academy Trust to School	SIAMS IQ3 How does the trust contribute to and enhance the school's worship and spiritual life?	All central staff
Monitoring and Evaluating a school's vision as a driver of curriculum development.	SIAMS IQ2 In what ways does the theologically rooted Christian vision shape the curriculum, including the extracurricular offer? How does being part of the trust enhance the school's curriculum?	Members of the Trust team that work with schools in developing curriculum

MAT Governance

• From September 2024 all our FREE online Governor and Clerk Briefings will give opportunity for MAT governors/local board members and MAT clerks to have specific updates and networking time that are relevant to being in a Multi Academy Trust.

Training	Link to SIAMS/Church Distinctiveness	Who is it suitable for?
Governor Induction for Local Boards	The legalities for leading a school with a church foundation, what that looks like in practice, roles and responsibilities.	Local Governing Boards

MAT Leaders Training

We are continuing to offer the opportunity to bring together leaders from across your Trust, for training so they can go back to their schools and deliver training for their staff teams.

For example, can deliver training for your:

- RE leads
- Collective Worship Leads
- Church School Distinctiveness Leads
- SIAMS leads
- Subject Leads (in relation to the vision driving the curriculum)

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.



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	£400	Up to 10 people + £65 per additional person
Twilight Training Rates	£300	Up to 10 people + £25 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 require that is not listed here, please contact us to discuss your needs.

To book a school-based training session please contact tracy.smith@lincoln.anglican.org

Topic	Suitable for	Suggested Timings
Preparing for SIAMS - strategic leadership and theological underpinning	School leaders, Staff, Governors	½ day Twilight
Preparing for SIAMS – review and develop your theologically rooted vision	School leaders, Staff, Governors	Twilight
Preparing for SIAMS - monitoring and evidence gathering	School leaders, Staff, Governors	½ day Twilight
Developing the Spiritual Life of Your School	School leaders, Staff, Governors	Twilight
Developing Knowledge in RE	School Leaders, Teachers, TAs	Full day, ½ day Twilight
RE and Assessment	School Leaders, Teachers, TAs	Twilight
How is collective worship enabling pupils and adults to flourish spiritually?	School leaders, Staff, Governors	½ day Twilight
Diversity Equity and Inclusion: DEI: How does the school's theologically rooted Christian vision create an active culture of justice and responsibility?	School leaders, Staff, Governors	½ day Twilight
Church School Governors – How to lead a Church School	Governors	Twilight
Governor Preparation for inspection	Governors	Twilight
Your curriculum and Your Theologically Rooted Vision	Governors	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 school staff face an increase in pressure, demands and the risk of burn out.

There are 5 Wellbeing sessions which can be accessed individually or as part of a package.

Each session lasts for approximately 2 hours.



This session aims to promote good well-being 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 discover our drivers and begin to understand how they can be useful, and the times that they can hinder us.

Session 3 - Self-Care & Managing Emotions

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 manage this.

Session 4 - Work Life Balance & Boundaries

(Including Digital burnout & how to mitigate against this.)

If you feel that your life and work 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 4 - Creating a school culture that *Promotes a Positive Mental Health Environment* Together we 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.

Specialist Adviser Training

Supporting the School Community Through Bereavement

Loss and Trauma can have a 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. Together, you will explore easy-to-use strategies and practical tools to enable genuine inclusion in the school, whilst looking after yourselves as teachers and teaching assistants.

School Based Training for Single Schools	SLA Face to Face Cost	SLA Virtual Price	Outside SLA Virtual and Face to Face
Full day	£665	£580	£1090
Half-day session	£400	£340	£650
Twilight	£300	£265	£410

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

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

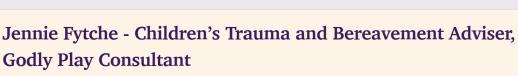
Justine Caswell is a qualified psychotherapeutic counsellor who runs her own private counselling practice.

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 specialise 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 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.

Conferences

This year we have the opportunity to come together three times over the year, to hear from great external speakers and the diocesan education team, and share as the Church School Family.

Three conferences, held at The Showroom in Lincoln, where 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.

- 3 Dates
- 3 Subjects
- 3 Times to share with the Church School Family

Thursday 17th October 2024

Leaders of the Future: Empowering all to walk with Humility, Justice and Kindness

Join us in the Autumn as we explore how we empower leaders of the future. Exploring how schools theologically rooted Christian vision can create an active culture of justice and responsibility and how this culture encourages courageous advocacy, enabling pupils to make ethical choices and to be agents of change. With adults, children and young people as our keynote speakers, this event is not to be missed. keynote speakers and practical workshops, you will go back to school full of ideas to prepare for your SIAMS inspection.

Wednesday 2nd April 2025

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.

Thursday 26th June 2025

Governor Conference

Join us as we explore what it means to be a governor in a church school. This will be a day to inspire and equip governors in their role, more details will be released in 2025.

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





Central Courses 2024-2025

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.

SEF Writing Workshop

Tuesday 17th September 2024 10am-12noon,

in person

Tuesday 1st July 2025 10am-12noon,

in person

Developing the Spiritual Life of the School

Wednesday 13th November 2024 4pm-6pm **Online** Wednesday 5th March 2025 4pm-6pm **Online**

Preparing for SIAMS:

Strategic Leadership and Theological Underpinning

Tuesday 19th November 2024 10am-12noon **Online**

Growing Faith:

How do relationships enhance the school's ability to live out its Christian vision?

Thursday 7th November 2024 4pm-6pm

Online

Wednesday 14th May 2025 4pm-6pm

Online

Spiritual Flourishing:

Developing the Prayer Life of Your School

Wednesday 27th November 2024 4pm-6pm **Online**

Preparing for SIAMS:

Monitoring and Gathering Evidence

Thursday 5th December 2024 10am-12noon

Online

Developing Spirituality Across the Curriculum

Thursday 16th January 2025 4pm-6pm **Online**

Preparing for SIAMS:

Empowering All – A culture of Active Justice and Responsibility

Tuesday 17th June 2025 10am-12noon

Online

The Bible Course:

Schools Edition – 8 session course 4pm-5:30pm online

Tuesday 14th January 2025 Tuesday 18th March 2025

Tuesday 28th January 2025 Tuesday 1st April 2025

Tuesday 11th February 2025 Tuesday 29th April 2025

Tuesday 4th March 2025 Tuesday 13th May 2025





Central Courses 2024-2025

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, on:

Thursday 26th September 2024

Wednesday 5th February 2025

Tuesday 29th April 2025

1:30pm-3pm Online

1:30pm-3pm Online

1:30pm-3pm Online

Training

RE Subject Leadership

Tuesday 8th October 2024

1:30pm-3:30pm **Online**

The RE Curriculum

Thursday 21st November 2024

4pm-6pm **Online**

Developing Knowledge in RE

Thursday 13th February 2025 1:30pm-3:30pm Online

Teaching Christianity as a Global Faith

Thursday 27th February 2025 10am-12pm Online

Assessment in RE

Tuesday 6th May 2025 1pm-3pm 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 Worship leads and an opportunity to network together.

Thursday 3rd October 2024 4pm-5pm **Online**

Thursday 8th May 2025 4pm-5pm **Online**

Tuesday 21st January 2025 4pm-5pm Online

Tuesday 29th April 2025 1:30pm-3pm Online

Training

How is Collective Worship Enabling Pupils and Adults to Flourish Spiritually?

Wednesday 26th February 2025 4pm-6pm Online

Thursday 3rd July 2025 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.

Headteacher Briefings

Wednesday 2nd October 2024

10am-11am Online

Wednesday 29th January 2025

10am-11am Online

Wednesday 7th May 2025

10am-11am Online

Training

New Church School Headteacher Induction Day

Thursday 10th October 2024

10am-4pm in person

Wednesday 12th February 2025

10am-4pm in person

IDSR

Wednesday 4th December 2024 10am-12noon **in person** Your curriculum and Your Theologically Rooted Vision (for school leaders)

Tuesday 25th March 2025 10am-12noon Online

Evaluating the impact of your vision on the culture of inclusion in a church school



Central Courses 2024-2025

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's theologically rooted vision drives their work and monitoring.

Governor and Clerks Briefings

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

Wednesday 2nd October 2024 Wednesday 29th January 2025 Wednesday 7th May 2025 5:30pm-7pm **Online** 5:30pm-7pm **Online** 5:30pm-7pm **Online**

Training

Using Your Data: How do you know your vision is having impact? Preparing for Inspection Monday 23rd September 2024 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. Monday 23rd September 2024 4pm-6pm Online

Diversity Equity and Inclusion

Diversity Equity and Inclusion: How does the school's theologically rooted Christian vision create an active culture of justice and responsibility?

Thursday 13th March 2025 4pm-6pm **Online** Thursday 12th June 2025 4pm-6pm **Online**

Wellbeing

Wellbeing: How does the school's theologically rooted Christian vision create a culture in which pupils and adults are treated well?

Tuesday 3rd December 2024 4pm-6pm **Online** Wednesday 2nd July 2025 4pm-6pm **Online**

Bishop Visitors

Autumn Training

Tuesday 15th October 2024 10am-12noon **in person**

Wednesday 16th October 2024

10am-12noon in person

Spring Training

Wednesday 5th March 2025 10am-12noon **in person**

Thursday 6th March 2025 10am-12noon **in person**



Central Courses Cost Summary	SLA Face to Face Cost	SLA Virtual Price	Outside SLA Virtual and Face to Face
Full Day: School staff Governors Clergy	£190 £150 £75	£135 £115	£295 £230
Half-day/twilight: School Staff/Governors Clergy	£99 £35	£70 £35	£150
Festival/Carol Service	£7.50		£11
Bible Course 8 sessions		£200	£300
Hourly rate	£120	£80	£175
Briefings and Clusters	FREE	FREE	FREE





Character & Leadership Programme

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

Festivals

Carol Service

We are delighted to invite you to attend, and take part in, our Church School Carol Service with the Education Team and other schools from the church school family.

Lincoln Cathedral Thursday 12th December 2024

The day 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 opportunity for parents and carers to attend 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 10:00am 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 who attend an infant school.

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 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 an engaging interpretation of the Cathedral for school groups, children and families. We will then spend a short time in the afternoon having a celebration service before the end of the day.

Dates

Tuesday 20th May 2025 Wednesday 21st May 2025 Thursday 22nd May 2025 Friday 23rd May 2025 Tuesday 3rd June May 2025 Wednesday 4th June 2025 Thursday 5th June 2025
Friday 6th June 2025 (Infant Day)



	DATE	SUBJECT	TIME	TRAINING	Diary of Events
	17/09/24	SIAMS	9:30-12:30	SEF Writing Workshop	
	23/09/24	Governors	16:00-18:00	Using your Data: How do you know your vision is having an impact? Preparing for inspection	Fyents
	26/09/24 02/10/24	RE School Improvement	13:30-15:00	RE Cluster Diocesan Headteacher Briefing	LVCIII
DO /	02/10/24	Governors		Governor and Clerk to Governors Briefing	2024-2025
) /	03/10/24	Collective Worship		Collective Worship Cluster	2024 2023
Ľ	08/10/24	RE	13:30-15:30	RE Subject Leadership	
SEPT	10/10/24			New Church School Headteacher Induction	
S	15/10/24 16/10/24	Bishop Visitors Bishop Visitors		Bishop Visitor Training Session Bishop Visitor Training Session	
	16/10/24	Governors		Governor Church School Induction	
	17/10/24	Conference		Leaders of the Future: Empowering all to walk with Humility, Justice and Kindness	
	07/11/24	SIAMS	16:00-18:00	"Growing Faith: How do relationships enhance the school's ability to live out its Christ	tian vision?"
\geq	13/11/24	SIAMS		Developing the Spiritual Life of the School	
NOV	19/11/24 21/11/24	SIAMS RE		Preparing for SIAMS inspection - Strategic Leadership and Theological Underpinning The RE Curriculum	
	27/11/24	SIAMS	16:00-18:00	Spiritual Flourishing: Developing the Prayer life of your school	
	03/12/24	Wellbeing	16:00-18:00	"Wellbeing: How does the school's theologically rooted Christian vision create a culture in which pupils	s & adults are treated well? "
DEC	04/12/24	School Improvement			
	05/12/24	SIAMS		Preparing for SIAMS - Monitoring and Evidence Gathering	
	12/12/24 14/01/25	Festival SIAMS		Carol Service Bible Course: Schools Edition Session 1	
	16/01/25	Governors		Governor Church School Induction	
-	16/01/25	SIAMS		Developing Spirituality Across the Curriculum	
JAN	21/01/25	Collective Worship		Collective Worship Cluster	
ے	28/01/25	SIAMS		Bible Course: Schools Edition Session 2	
	29/01/25 29/01/25	Governors		Diocesan Headteacher Briefing Governor and Clerk to Governors Briefing	
	05/02/25	RE	13:30-15:00		
	11/02/25	SIAMS	16:00-17:30	Bible Course: Schools Edition Session 3	
FEB	12/02/25			New Church School Headteacher Induction	
豆	13/02/25	Religious Education		Developing Knowledge in RE	
	26/02/25 27/02/25	Collective Worship RE		How is collective worship enabling pupils and adults to flourish spiritually? Teaching Christianity as a Global Faith	
	04/03/25	SIAMS		Bible Course: Schools Edition Session 4	
	05/03/25	SIAMS	16:00-18:00	Developing the Spiritual Life of the School	
핑	05/03/25	Bishop Visitors		Bishop Visitor Training Session	
X I	06/03/25 11/03/25	Bishop Visitors School Improvement		Bishop Visitor Training Session Evaluating the impact of your vision on the culture of inclusion in a church school	
MAR	13/03/25	DEI	16:00-18:00		f justice & responsibility?"
	18/03/25	SIAMS	16:00-17:30	Bible Course: Schools Edition Session 5	
	25/03/25	-		Your curriculum and Your Theologically Rooted Vision	
	01/04/25	SIAMS		Bible Course: Schools Edition Session 6	
APRIL	02/04/25 29/04/25	Conference RE	13:30-15:00	Leadership Conference RE Cluster	
AΡ	29/04/25	SIAMS		Bible Course: Schools Edition Session 7	
7	30/04/25	School Improvement	16:00-18:00	Evaluating the impact of your vision on the culture of inclusion in a church school	
	01/05/25	Bishop Visitors		Bishop Visitor Conference	
	06/05/25 07/05/25	RE School Improvement		Assessment in RE Diocesan Headteacher Briefing	
	07/05/25	Governors		Governor and Clerk to Governors Briefing	
	08/05/25	Collective Worship		Collective Worship Cluster	
MAY	13/05/25	SIAMS	16:00-17:30	Bible Course: Schools Edition Session 8	
Z	14/05/24	SIAMS	16:00-18:00		tian vision?"
	15/05/25 20/05/25	Governors Festivals	16:00-18:00 10:00-14:30		
	21/05/25	Festivals	10:00-14:30		
	22/05/25	Festivals	10:00-14:30		
	23/05/25	Festivals	10:00-14:30		
	03/06/25	Festivals	10:00-14:30		
Ы	04/06/25 05/06/25	Festivals Festivals	10:00-14:30 10:00-14:30		
XIOC/	05/06/25	Festivals	10:00-14:30		
Ţ/	12/06/25	DEI	16:00-18:00	"DEI: How does the school's theologically rooted Christian vision create an active culture of ju	ustice & responsibility?"
	17/06/25	SIAMS		Preparing for SIAMS inspection - Empowering All, a culture of active justice and response	onsibility
5	26/06/25	Governors		Governor Conference	
J					& adults are treated well?
	03/07/25	Collective Worship		How is collective worship enabling pupils and adults to flourish spiritually?	3
JUNE	01/07/25 02/07/25	SIAMS Wellbeing	9:30-12:30 16:00-18:00	SEF Writing Workshop "Wellbeing: How does the school's theologically rooted Christian vision create a culture in which pupils 8	& adults are treat



"Educating for Life in all its Fullness" John 10:10



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