



ACADEMIC YEAR
2024-2025



Lincoln Diocesan
**Service Level
Agreement**

Welcome from the Diocesan Director of Education



Dear Colleagues,

I am delighted to introduce you to our new Diocesan Service Level Agreement (SLA) for the academic year 2024 to 2025.

This SLA 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’.

CALLED – Like Moses 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. We can provide this support for all most effectively through the SLA.

ASPIRATIONAL – 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.

ROOTED – Just as the burning bush is rooted in holy ground, our SLA helps us to stay connected as a church school family. It is through Christian hope and with the love of God we are able to proactively provide the support, training and services you need to sustain strong and healthy roots to a Christian foundation. Our SLA is shaped by our deep roots of faith, hope, love and caring relationships with the church family and community.

EMPOWERING – Just as Moses was empowered by God to be an agent of change, it is through the SLA that the LDBE is able to empower church school leaders and pupils to be agents of positive change so that church schools can serve the common good in deeply Christian ways.

It is through the SLA we can live out our shared vision for education and achieve great things together. **We CARE.**

CALLED • ASPIRATIONAL • ROOTED • EMPOWERING

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.

www.lincolndiocesaneducation.com

DIOCESE OF LINCOLN | The Diocesan Board of Education

What you can expect when you join the Diocesan Service Level Agreement.

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 services have been in big demand. The DBE team have supported schools in many different forms and in very varied contexts. For example, the team have supported:

- Leaders at all levels to develop, promote and embed a contextually-appropriate theologically rooted Christian vision;
- Governors to recruit new headteachers;
- Governors to consider long term options to secure the school's future;
- Headteachers to manage pastoral issues;
- Leaders and governors to prepare for inspection (OfSTED and SIAMS);
- RE Leaders to meet the RE Statement of Entitlement;
- Collective Worship leaders in developing plans and resources for high quality worship;
- Leaders to develop spirituality across the curriculum; and
- Leaders to review and develop their provision for promoting diversity, equity and inclusion.

This list is only a flavour of what is provided. Please look through this booklet for a full list of services. We deliver these 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
- Video recordings
- Website as a one stop shop.

What about training, courses and conferences?

Our DBE team consists of highly experienced education advisers, inspectors and school leaders. They 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.

Our professional development programme 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.

The support we offer is tailored for governors, senior leaders, middle leaders, clergy, teachers and support staff.



What about Headteacher Performance Management and School Improvement?

We are 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 have been high and feedback from schools have been extremely positive. 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 challenging educational landscape.

We are here for you! We CARE.

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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Infinity Academies Trust is a family of 10 schools, and our Christian ethos is at the heart of all we do.

“He makes the whole body fit together perfectly. As each part does its own special work, it helps the other parts grow, so the whole body is healthy and growing and full of love.”

Ephesians 4:16

Our work is making a real and tangible difference.



Our pupils are making impressive progress, closing the gap or exceeding national results at nearly all levels



Ofsted has praised the progress our schools are making



87% of staff say they are confident that being part of the Trust is beneficial to their school and their community



Our schools are benefiting from enhanced enrichment opportunities and accessing more support and investment

Please visit our website to read our full Impact Report for our work in 2023.



Infinity Academies Trust

Ready to learn; Prepared to flourish.

“The trust vision of one body with many parts has been evident when speaking to school leaders. It is clear that each school sees itself as a giver and receiver of support within the wider family of your MAT.”

Diocese of Lincoln MAT Summary Report 2023



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.

for more details visit

www.lincolndiocesaneducation.com/vision



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



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 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

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.

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 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 Lincoln Diocesan Board of Education Vision:

‘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

Aspirational

Rooted

Empowering

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:

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
- Manages the appointment of foundation governors
- Supports governors and school leaders to obtain the necessary consents to enter into a Multi Academy Trust
- Supports schools with the work of the wider Diocese and the national Church of England, e.g. A Time to Change Together, Growing Faith
- 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.

Aspirational:

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

- Supports governors and school leaders to protect the Christian foundation of Church schools at a 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

Rooted:

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

- 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



Empowering:

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

- Offers pastoral and bereavement support and guidance to all schools
- Supports 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 Purpose Reserve Fund and provides grants to schools
- Facilitates the Bishop's Ready for School Fund to enable schools to support families experiencing hardship



Service Level 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




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



A CHURCH OF ENGLAND MULTI-ACADEMY TRUST
DEDICATED TO TRANSFORMING CHILDREN'S LIVES

 LINCOLN ANGLICAN
ACADEMY TRUST
DIOCESE OF LINCOLN

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.

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

We suggest the following programme:

- 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 regarding 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:

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 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.

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



David Gibbons

*Nettleham Church of England Voluntary
Aided Junior 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



Headteacher 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.

Advisors support governors to evaluate the headteacher’s progress against last year’s targets and set new SMART targets which will bring about school improvement and professional development for the headteacher.

Programme 2024/25

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). Targets will reflect the DfE Headteacher standards (2020)

Timescale	Activity
<p>Stage 1 Prior to visiting the school September October 2 hrs</p>	<p>The adviser will analyse documentation received from the school to assess</p> <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.
<p>Stage 2 Meetings in school September October November 3 hr visit</p>	<p>Initial meeting - This meeting has three parts</p> <p>Approx. 1hr - Adviser to meet with the head teacher to discuss the information given regarding current targets.</p> <ul style="list-style-type: none"> • Validation of evidence. • Agreement on whether targets have been met. • Discussion regarding targets for the next academic year. <p>Approx. 1 hr - Adviser to meet with relevant members of the Governing Body to discuss</p> <ul style="list-style-type: none"> • Current targets and evidence. • Targets for the next academic year. <p>Approx. 1 hr - Adviser and members of the Governing Body to meet with Head teacher to formalise the new targets.</p>
<p>Stage 3 Following the initial visit September 2 hrs</p>	<p>Adviser will 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.</p>
<p>Total 7 hrs</p>	





“...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, however if Governors wish to have external support the following is offered

Mid-year Review 2 hrs	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 2 hrs	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 4 hrs	

	SLA Cost	Non-SLA Cost
Headteacher Performance Management Autumn*	£625	£1,150
Head Teacher Performance Management Autumn and Mid-Year review	£960	£1,590
Executive Head Teacher Performance Management Autumn (2 schools*)	£840	£1,445
Executive Head Teacher Performance Management Autumn and Midterm review (2 schools*)	£1,275	£2,220

*Reduced rate for New Headteachers with only targets to set
**Please contact us for a price if your federation has more than 2 schools



Developing Wisdom, Knowledge and Skills

School improvement partner service

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'.

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

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 senior and middle leaders
- Support for vulnerable pupils e.g. Pupil Premium and SEND
- Assessment
- Teaching and learning
- Monitoring and evaluating impact
- 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 Offer 2024-2025

In our diocese we are **called** into fellowship with God who seeks the flourishing of all. This includes our leaders, staff, pupils and wider communities. We particularly want to ensure that the most vulnerable flourish too. To enable flourishing we need to invest in our staff, supporting them to lead and teach effectively. We also want each school to have vision-inspired, high quality and broad curriculum. This sits alongside a wider offer which supports the broader development of each child including providing intentional opportunities for spiritual growth.

We are **aspirational for all**. Through engagement with the school improvement offer, schools can invest in the development of leaders and staff enabling them to be aspirational for the pupils and families they serve enriching lives with wisdom, knowledge and understanding. To achieve this, school improvement work is driven by a school's distinctive and theologically rooted vision and developments are couched through this lens. This is a unique aspect of the Diocesan school improvement offer which blends current educational thinking with a robust and rigorous development offer. Schools find this supportive when self-evaluating against both Ofsted and SIAMS frameworks.

Our improvement offer is built on productive, authentic partnerships which are **rooted** in Christian hope and love of God. Our advisors are skilled in supporting developments across the curriculum, teaching, learning and inclusive practice. Advisors work alongside senior and middle leaders and governors to grow their confidence and abilities and **empower** them in their work. It is designed to be developmental not judgemental.

The starting point for the school improvement programme is a school's unique context and community. It takes an innovative, holistic approach to rigorous school development and reflects current inspection frameworks. The programme will provide an external perspective and written reports to support governors in evaluating their school.



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 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. Schools may also purchase 'one-off days' for specific support or projects. However, most schools who engage with this programme prefer the regularity of support which follows up previous actions ensuring change is embedded.

Sessions are led by our school effectiveness adviser, June Richardson, who has 30 years of experience in primary education and is an experienced school effectiveness lead for church schools. June has been a church school Headteacher in both the maintained and academy sectors and has experience of working on multi-site schools. She has extensive experience in supporting schools with preparation for successful inspections, both Ofsted and SIAMS. June holds the NPQH, NASENCO award and the Certificate of Evidence informed Practice from the Chartered College of Teaching.



Annual School Improvement Offer (3 days)

The school improvement service is offered as 3 full day visits taken across the school year – one per full term. For schools not wishing to buy the full annual offer, one-off days can also be booked. However, in order to fully embed and build on developments, the annual offer is recommended.

The content of support for each school is agreed and tailored to meet identified needs. Examples of areas of support in 2022-23 has included: Curriculum development work with senior and middle leaders; supporting middle leaders with preparation for inspection; support for early years; support for school evaluation; development work with SENDCOs and Pupil Premium leaders and work with governors.

Autumn Term

For schools new to the programme: Prior to visit – ½ day review of SEF, SDP, website, IDSR and latest data. This is followed by ½ day school visit to include: learning walk and discussion about priorities with SLT. Agree actions for subsequent visits and feedback to governors.

A summary report is produced with actions.

For schools already engaged in the programme: Full day visit including a review of previous visit's actions and progress and a review of statutory data and subsequent SDP priorities for the new academic year. Visit focus is on an agreed priority area. Agree actions, feedback to governors and summary report produced.

Spring Term

Review Autumn term actions and progress against SDP. Full day focused visit based on agreed priority 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.

One - off school development days

Below are examples of the one-off days which schools may wish to purchase. These can also form part of the 3-day programme should they meet school needs. Where indicated the involvement of governors is recommended.

Further bespoke days – to meet school needs - can be arranged in discussion with our advisor.

Autumn Term

A

½ day remote review of SEF, SDP, IDSR, latest data, Ofsted and SIAMS priorities and website. This will then inform a ½ 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 ½ day (£300) per school for preparatory work.

B

Curriculum Review (full day)

½ 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 ½ day is spent with a member of SLT and subject leader of your choice. Actions are agreed and fed back to SLT and governors – a summary report is produced.

Further ½ and full days can be booked to work with other subject leaders but there would be no need to repeat the initial ½ day focused on overall curriculum design. Please allow ½ 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, book looks and discussions with staff. Discussion with governors. 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 and staff discussions. Discussion with governors 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 governors. Agree actions and feedback to SLT and governors

G UNDERSTANDING MY SCHOOL'S DATA (full day)

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

H SCHOOL DEVELOPMENT PLANNING (Second half of summer term only)

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

I SEND & CURRICULUM (full day)

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
- Governor readiness for inspection - both Ofsted and SIAMS
- Use of your own data
- Effective governance processes
- Strategic development planning for the longer term

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 £1,760

Cost outside the SLA £2,800

One-off school improvement days

Cost within the SLA £665

Cost outside the SLA £1,160



You can download the booking form here

www.lincolndiocesaneducation.com/sip

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 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 and, 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.

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 and Collective Worship and how these show who your school is and what it does. It will link it 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

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) £460

Cost outside the SLA (1/2 day) £660



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, 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 £460

Cost outside the SLA £660

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 £460

Cost outside the SLA £660

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 within the SLA £460

Cost outside the SLA £660

School Improvement Reviews

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 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 within the SLA £665

Cost outside the SLA £1,150

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 £665

Cost outside the SLA £1,150



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



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.



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 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.

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 - 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.

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. With 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

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



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



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

Wednesday 5th February 2025
1:30pm-3pm **Online**

Tuesday 29th April 2025
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

Thursday 11th March 2025 4pm-6pm **online**

Wednesday 30th April 2025

4pm-6pm **online**



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



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	£190	£135	£295
Governors	£150	£115	£230
Clergy	£75		
Half-day/twilight:			
School Staff/Governors	£99	£70	£150
Clergy	£35	£35	
Festival/Carol Service	£7.50		£11
Bible Course			
8 sessions		£200	£300
Hourly rate	£120	£80	£175
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:



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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

Festival

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 2025

Wednesday 4th June 2025

Thursday 5th June 2025

Friday 6th June 2025 (Infant Day)

Details of how to book will be sent out in January 2025.



Diary of Events

2024-2025

	DATE	SUBJECT	TIME	TRAINING
SEPT / OCT	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
	26/09/24	RE	13:30-15:00	RE Cluster
	02/10/24	School Improvement	10:00-11:00	Diocesan Headteacher Briefing
	02/10/24	Governors	17:30-19:00	Governor and Clerk to Governors Briefing
	03/10/24	Collective Worship	16:00-17:00	Collective Worship Cluster
	08/10/24	RE	13:30-15:30	RE Subject Leadership
	10/10/24	School Improvement	10:00-16:00	New Church School Headteacher Induction
	15/10/24	Bishop Visitors	10:00-12:00	Bishop Visitor Training Session
	16/10/24	Bishop Visitors	10:00-12:00	Bishop Visitor Training Session
	16/10/24	Governors	16:00-18:00	Governor Church School Induction
NOV	17/10/24	Conference	10:00-15:30	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 Christian vision?"
	13/11/24	SIAMS	16:00-18:00	Developing the Spiritual Life of the School
	19/11/24	SIAMS	10:00-12:00	Preparing for SIAMS inspection - Strategic Leadership and Theological Underpinning
	21/11/24	RE	16:00-18:00	The RE Curriculum
DEC	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 & adults are treated well? "
	04/12/24	School Improvement	10:00-12:00	IDSR
	05/12/24	SIAMS	10:00-12:00	Preparing for SIAMS - Monitoring and Evidence Gathering
JAN	12/12/24	Festival	10:00-14:15	Carol Service
	14/01/25	SIAMS	16:00-17:30	Bible Course: Schools Edition Session 1
	16/01/25	Governors	10:00-12:00	Governor Church School Induction
	16/01/25	SIAMS	16:00-18:00	Developing Spirituality Across the Curriculum
	21/01/25	Collective Worship	16:00-17:00	Collective Worship Cluster
	28/01/25	SIAMS	16:00-17:30	Bible Course: Schools Edition Session 2
	29/01/25	School Improvement	10:00-11:00	Diocesan Headteacher Briefing
	29/01/25	Governors	17:30-19:00	Governor and Clerk to Governors Briefing
FEB	05/02/25	RE	13:30-15:00	RE Cluster
	11/02/25	SIAMS	16:00-17:30	Bible Course: Schools Edition Session 3
	12/02/25	School Improvement	10:00-16:00	New Church School Headteacher Induction
	13/02/25	Religious Education	13:30-15:30	Developing Knowledge in RE
	26/02/25	Collective Worship	16:00-18:00	How is collective worship enabling pupils and adults to flourish spiritually?
	27/02/25	RE	10:00-12:00	Teaching Christianity as a Global Faith
MARCH	04/03/25	SIAMS	16:00-17:30	Bible Course: Schools Edition Session 4
	05/03/25	SIAMS	16:00-18:00	Developing the Spiritual Life of the School
	05/03/25	Bishop Visitors	10:00-12:00	Bishop Visitor Training Session
	06/03/25	Bishop Visitors	10:00-12:00	Bishop Visitor Training Session
	11/03/25	School Improvement	16:00-18:00	Evaluating the impact of your vision on the culture of inclusion in a church school
	13/03/25	DEI	16:00-18:00	"DEI: How does the school's theologically rooted Christian vision create an active culture of justice & responsibility?"
	18/03/25	SIAMS	16:00-17:30	Bible Course: Schools Edition Session 5
	25/03/25	School Improvement	10:00-12:00	Your curriculum and Your Theologically Rooted Vision
APRIL	01/04/25	SIAMS	16:00-17:30	Bible Course: Schools Edition Session 6
	02/04/25	Conference	10:00-15:30	Leadership Conference
	29/04/25	RE	13:30-15:00	RE Cluster
	29/04/25	SIAMS	16:00-17:30	Bible Course: Schools Edition Session 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	10:00-15:30	Bishop Visitor Conference
	06/05/25	RE	13:00-15:00	Assessment in RE
MAY	07/05/25	School Improvement	10:00-11:00	Diocesan Headteacher Briefing
	07/05/25	Governors	17:30-19:00	Governor and Clerk to Governors Briefing
	08/05/25	Collective Worship	16:00-17:00	Collective Worship Cluster
	13/05/25	SIAMS	16:00-17:30	Bible Course: Schools Edition Session 8
	14/05/24	SIAMS	16:00-18:00	"Growing Faith: How do relationships enhance the school's ability to live out its Christian vision?"
	15/05/25	Governors	16:00-18:00	Governor Church School Induction
	20/05/25	Festivals	10:00-14:30	CSF
	21/05/25	Festivals	10:00-14:30	CSF
	22/05/25	Festivals	10:00-14:30	CSF
	23/05/25	Festivals	10:00-14:30	CSF
JUNE / JULY	03/06/25	Festivals	10:00-14:30	CSF
	04/06/25	Festivals	10:00-14:30	CSF
	05/06/25	Festivals	10:00-14:30	CSF
	06/06/25	Festivals	10:00-14:30	CSF
	12/06/25	DEI	16:00-18:00	"DEI: How does the school's theologically rooted Christian vision create an active culture of justice & responsibility?"
	17/06/25	SIAMS	10:00-12:00	Preparing for SIAMS inspection - Empowering All, a culture of active justice and responsibility
	26/06/25	Governors	10:00-15:30	Governor Conference
	01/07/25	SIAMS	9:30-12:30	SEF Writing Workshop
02/07/25	Wellbeing	16:00-18:00	"Wellbeing: How does the school's theologically rooted Christian vision create a culture in which pupils & adults are treated well?"	
03/07/25	Collective Worship	16:00-18:00	How is collective worship enabling pupils and adults to flourish spiritually?	



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in all its Fullness” John 10:10



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