

ACADEMIC YEAR

2025-2026

 DIOCESE OF  
LINCOLN

The Diocesan  
Board of Education



Lincoln Diocesan

# Service Level Agreement

[www.lincolndiocesaneducation.com](http://www.lincolndiocesaneducation.com)

# Welcome from the Diocesan Director of Education



Dear Colleagues,

I am delighted to introduce you to the Diocesan Service Level Agreement (SLA) for the academic year 2025 to 2026.

This SLA is our key vehicle for living out our diocesan vision for education. Fundamental to our vision are four drivers -

*‘Called, Aspirational, Rooted and Empowering’.*

## 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 well received. The DBE team has supported schools in many different ways and in very varied contexts. For example, the team has supported:

- Leaders at all levels to 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
- Leaders to review and develop their provision for promoting justice, equity, diversity and inclusion (JEDI).

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:

### Training, courses and conferences

Our professional development programme is extensive and covers a wide range of themes including; Vision, SIAMS, RE, Collective Worship, Mental Health, Diversity and Inclusion.

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

### Headteacher Performance Management and School Improvement

We are able to offer 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.



*“To act wisely so all our schools and academies can flourish”*



Demand for these services is high and feedback received from schools is 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 also 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.

*Paul Thompson*

Paul Thompson, Diocesan Director of Education





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**INTEGRITY**

**SERVICE**

**RESILIENCE**

**COMPASSION**



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A Church of England Multi-Academy Trust

**A flourishing, open-minded and resilient family of schools, inspired by others to live life in all its fullness.**

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 [enquiries@kestonemat.org](mailto:enquiries@kestonemat.org)



*“A future where every young person has access to support if they need it.”*

# iSing POP

**schools, churches & communities:**  
exploring worship together.

Joy filled resources to support your Collective Worship.

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

**the main event**  
An exciting **4 day** transformational teaching, rehearsing & performing event that brings the **whole school together**.

**classroom worship**  
A fun filled, **interactive video** and worksheet resource for **Collective Worship** provision for school and home learning

**workshop days**  
A one day faith-filled workshop exploring key christian themes. We offer workshops on:

- **Lent / Easter**
- Pentecost
- **Harvest**
- Christmas
- **Wellbeing (Joy Seekers)**

# The Team



## **Paul Thompson – Diocesan Director of Education**

[paul.thompson@lincoln.anglican.org](mailto: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](mailto: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](mailto: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](mailto: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.

## Kim Dove – DBE Administrator

[kim.dove@lincoln.anglican.org](mailto:kim.dove@lincoln.anglican.org)

Kim 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.



## Tracy Smith – DBE Administrator

[tracy.smith@lincoln.anglican.org](mailto: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](mailto: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.



## Peter Tomlinson – Finance and Operations Manager

[peter.tomlinson@lincoln.anglican.org](mailto: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  
**CARE**

## 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.

**Neither Church Schools nor Multi Academy Trusts are permitted to reproduce any training sessions and materials without permission of LDBE.**

# 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 conduct 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 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, 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 2025–2026

Number on Roll	2025–26 SLA Cost
<101	£405
101 to 200	£700
201 to 300	£1055
301 to 400	£1300
401 to 500	£1730
501 +	£2195



Infinity Academies Trust

*Ready to learn; Prepared to flourish.*

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

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

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

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

Headteacher



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

**T: 01205 345101 | E: [enquiries@infinityacademies.co.uk](mailto:enquiries@infinityacademies.co.uk)**

**W: [www.infinityacademies.co.uk](http://www.infinityacademies.co.uk)**

# Diocesan Service Level Agreement

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

How are you?  
How is the school community? (leaders, staff, pupils and families)

How do governors monitor strategies which are being used to promote well-being for staff, pupils and families?  
Has your monitoring indicated that any particular groups are facing more significant challenges in relation to wellbeing?

## Contextual Changes

Are there any notable contextual changes in school? (e.g. changes in leadership / staffing / school status or numbers of pupils on roll?)  
If so, has this had any impact on the relevance of your current Christian vision and its theological underpinning?

## 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

Are you aware of Growing Faith and what it is?  
Is there any work in your school that involves the church, school and household?

Is there any work in your school, that with some tweaks, could involve the church, school and household?

## Collective Worship

What impact does Collective Worship have on the spiritual flourishing of the school community? How do you know?

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

## Governance

How do governors monitor and evaluate the effectiveness of the school in line with its theologically rooted vision and legal foundation?  
Do your governor minutes regularly capture a range of governor questions, which show how they challenge and support the school

to live up to its vision and develop as a distinctive church school?  
Are the Governing Board considering / exploring changes to governance, e.g. MATs and federations and what is the time frame for this?  
Do you have any foundation governor vacancies?

## Religious Education

Does the RE in your school meet the expectations of the Church of England's Statement of Entitlement for RE?  
Is the RE curriculum effective? How do you know?

How do you develop staff expertise and knowledge in RE?  
What does RE subject leadership look like in this school?  
How is the RE subject leader supported in their role?

## Justice, Diversity, Equity and Inclusion

What has been the impact of your work to promote Racial Justice with your staff and governors?

What actions are you taking to ensure that pupils from vulnerable groups e.g. SEND, Pupil Premium, Children in Care, etc. are fully included in your school and can flourish?

## School Improvement and Ofsted

Last inspection date  
How well prepared is the school for its next Ofsted inspection under the new framework?

How are your school development priorities vision led?

# Associate Advisers



**Adeline Brack**  
Barton St Peter's  
Church of England  
Primary School,  
Barton Upon Humber



**Jo Curtis**  
John Harrison  
Church of England  
Primary School,  
Barrow Upon Humber



**Charlotte  
Hickerton**  
Trust Headteacher



**Martin Kyle**  
St Faith and St Martin  
Church of England  
Junior School,  
Lincoln



**David Gibbons**  
Nettleham Church  
of England  
Voluntary Aided  
Junior School



**Naomi Weaver**  
St Michael's Church  
of England Primary  
School, Thorpe  
on the Hill



**Fiona Booth**  
St Nicholas Church  
of England Primary  
Academy, Boston



**Nicola Gough**  
St Mary's Church  
of England Primary  
Academy, Welton



**Georgina Day**  
Kirkby on Bain  
Church of England  
Voluntary Aided  
Primary School



**Sonya Ely**  
Tydd St Mary's  
Church of England  
Primary School

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 bespoke training
- Central Courses
- Resources



# 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](http://www.thelaat.co.uk)

# 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.

Advisers 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” (July 2024) and “Effectively Managing Head Teacher Performance” DfE (April 2014). Targets will reflect the DfE Headteacher standards (2020)

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

## 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

<b>Mid-year Review</b> 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.
<b>After Mid-year Review</b> 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
<b>Headteacher Performance Management</b> <b>Autumn*</b>	£630	£1,175
<b>Head Teacher Performance Management</b> <b>Autumn and Mid-Year review</b>	£980	£1,620
<b>Executive Head Teacher Performance Management</b> <b>Autumn (2 schools*)</b>	£855	£1,475
<b>Executive Head Teacher Performance Management</b> <b>Autumn and Midterm review (2 schools*)</b>	£1,300	£2,265

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



*“...the flourishing of the pupils goes along with the flourishing of the teachers and other staff.”*

# Diary of Central Events 2025-26

DATE	SUBJECT	TIME	TRAINING
16/09/2025	Bishop Visitors	10:00 -15:00	Bishop Visitor Training and Commissioning Service
19/09/2025	SIAMS	9:30-12:30	SEF writing Workshop
23/09/2025	RE	13:30-15:00	RE Cluster
30/09/2025	SIAMS	16:00-17:30	Bible Course: Schools Edition Session 1
25/09/2025	School Improvement	10:00-11:00	Headteacher Briefing
25/09/2025	Governance	17:30-19:00	Governor and Clerks to Governor Briefing
02/10/2025	School Improvement	10:00-16:00	New Church School Headteacher Induction
02/10/2025	School Improvement	16:00-17:30	Aspiring Leaders
07/10/2025	Collective Worship	16:00-17:00	Collective Worship Cluster
08/10/2025	Governance	17:30-19:30	Member's Training
09/10/2025	Governance	16:00-18:00	Governance and SEND
14/10/2025	RE	13:00-15:00	RE Subject Leadership
14/10/2025	SIAMS	16:00-17:30	Bible Course: Schools Edition Session 2
16/10/2025	Governance	16:00-18:00	Governor Church School Induction
21/10/2025	Conference	10:00-15:45	Cultivating a Culture of Belonging
04/11/2025	SIAMS	16:00-17:30	Bible Course: Schools Edition Session 3
06/11/2025	Wellbeing	16:00-18:00	Creating a Culture of Wellbeing
12/11/2025	Governance	17:00-18:00	SIAMS for Governors
13/11/2025	School Improvement	16:00-17:30	Aspiring Leaders
18/11/2025	Clergy	10:00-12:00	Developing work in Schools for Clergy
18/11/2025	SIAMS	16:00-17:30	Bible Course: Schools Edition Session 4
20/11/2025	RE	16:00-18:00	Developing Knowledge in RE
25/11/2025	SIAMS	16:00-18:00	Spiritual Flourishing: Developing the Prayer life of your school
02/12/2025	SIAMS	16:00-17:30	Bible Course: Schools Edition Session 5
03/12/2025	Festival	10:00-14:15	Carol Service
05/12/2025	School Improvement	10:00-12:00	IDSR
11/12/2025	Festival	10:00-14:15	Carol Service
13/01/2026	SIAMS	16:00-17:30	Bible Course: Schools Edition Session 6
15/01/2026	Governance	10:00-12:00	Governor Church School Induction
20/01/2026	Collective Worship	16:00-17:00	Collective Worship Cluster
22/01/2026	School Improvement	10:00-11:00	Headteacher Briefing
22/01/2026	Governance	17:30-19:00	Governor and Clerks to Governor Briefing
27/01/2026	SIAMS	16:00-17:30	Bible Course: Schools Edition Session 7
28/01/2026	SIAMS	16:00-18:00	Developing the Spiritual Life of the School
29/01/2026	School Improvement	16:00-17:30	Aspiring Leaders

SEPT / OCT

NOV

DEC

JAN

Month	Date	Event	Time	Location
FEB	03/02/2026	RE	13:30-15:00	RE Cluster
	03/02/2026	School Improvement	16:00-18:00	Developing Inclusion Through the Vision for Education
	05/02/2026	SIAMS	10:00-12:00	Preparing for SIAMS inspection - Strategic Leadership and Theological Underpinning
	10/02/2026	SIAMS	16:00-17:30	Bible Course: Schools Edition Session 8
	12/02/2026	School Improvement	10:00-16:00	New Church School Headteacher Induction
	24/02/2026	RE	16:00-18:00	Developing Knowledge in RE
	25/02/2026	Bishop Visitors	10:00 - 12:00	Bishop Visitor Training
	26/02/2026	Bishop Visitors	10:00 -12:00	Bishop Visitor Training
	26/02/2026	School Improvement	10:00-12:00	Your curriculum and Your Theologically Rooted Vision
	05/03/2026	Collective Worship	16:00-18:00	How is collective worship enabling pupils and adults to flourish spiritually?
MAR	17/03/2026	SIAMS	10:00-12:00	Preparing for SIAMS - Monitoring and Evaluation
	19/03/2026	School Improvement	16:00-17:30	Aspiring Leaders
	26/03/2026	Conference	10:00-15:45	Leadership Conference
	28/04/2026	RE	13:30-15:00	RE Cluster
APR	30/04/2026	SIAMS	10:00-12:00	Preparing for SIAMS inspection - Empowering All, a culture of active justice and responsibility
	06/05/2026	RE	13:00-15:00	Assessment in RE
	07/05/2026	School Improvement	10:00-11:00	Headteacher Briefing
	07/05/2026	Governance	17:30-19:00	Governor and Clerks to Governor Briefing
	12/05/2026	Collective Worship	16:00-17:00	Collective Worship Cluster
	14/05/2026	Governance	16:00-18:00	Governor Church School Induction
	19/05/2026	Festivals	10:00-14:30	Year 6 Church School Festival
	20/05/2026	Festivals	10:00-14:30	Year 6 Church School Festival
	21/05/2026	Festivals	10:00-14:30	Year 6 Church School Festival
	21/05/2026	School Improvement	16:00-17:30	Aspiring Leaders
MAY	22/05/2026	Festivals	10:00-14:30	Year 6 Church School Festival
	02/06/2026	Festivals	10:00-14:30	Year 6 Church School Festival
	03/06/2026	Festivals	10:00-14:30	Year 6 Church School Festival
	04/06/2026	Festivals	10:00-14:30	Year 6 Church School Festival
	05/06/2026	Festivals	10:00-14:30	Year 6 & Year 2 Church School Festival
	16/06/2026	Collective Worship	16:00-18:00	How is collective worship enabling pupils and adults to flourish spiritually?
	23/06/2026	Bishop Visitors	10:00 - 12:00	Bishop Visitor Training
	24/06/2026	Bishop Visitors	10:00 - 12:00	Bishop Visitor Training
	25/06/2026	SIAMS	16:00-18:00	Monitoring and Evaluating the Spiritual Life of the School
	02/07/2026	Conference	10:00-14:00	Voices of Change
JUNE & JULY	09/07/2026	School Improvement	16:00-:17:30	Aspiring Leaders
	10/07/2026	SIAMS	9:30-12:30	SEF writing Workshop (option to stay until 3pm)

# School improvement partner offer 2025-26

## School improvement offer for church schools: A comprehensive, vision-centred approach

Our school improvement offer is designed specifically for Church of England schools within the Diocese of Lincoln, drawing on the Church of England's vision for education and the diocesan vision of education.

**Wisdom, Hope, Community and Dignity.**

**Called, Aspirational, Rooted, and Empowering**

This unique and holistic offer provides a bespoke package of support, tailored to a school's need and developed in partnership with leaders. The offer builds on a school's strengths, targets areas for development and is designed to respond to the school's unique context. It drives rigorous school improvement through the Christian lens ensuring the school's unique vision is at the heart of its work.

Schools can book a package of 3 visits across the school year or individual school improvement days. This service can stand alone as a school improvement offer but will also complement local school improvement partnerships.

## The improvement offer aims to develop effective church schools by:

- **Aspiring to academic excellence:** Helping your school achieve high standards in learning, curriculum delivery and assessment, ensuring pupils reach their full potential.
- **Empowering leadership:** Our programme empowers senior and middle leaders and builds confidence and capability through coaching and strategic advice.

*'The child grew in wisdom.'*

*Luke 2:52*

“ The challenge

and support we have received from Lincoln DBE has been invaluable in our improvement journey. They has helped us to shape our curriculum and develop leadership at all levels.

They fully understand our school context and they have a vast knowledge of current educational issues. Therefore, they have been able to signpost us towards approaches and training that meets the needs of the pupils we serve ”

Headteacher of maintained, non-church school

“ The school improvement package we have had has been integral to our school's development and the rapid progress made over the last couple of years. It is completely bespoke to the needs of our school and the current education climate. The support has been invaluable to us and with our vision at the heart of our work together.”

Headteacher of small, rural primary school

- **Supporting the flourishing of all:** The model creates a culture where pupils and staff can thrive academically, socially, emotionally and spiritually. It is grounded in inclusive practice and supports the most disadvantaged.
- **Delivering hope and transformation:** The improvement offer, grounded in the Church of England's vision, will support leaders to drive change and improve a range of outcomes.

## School improvement offer for church schools:

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 improvement days can also be booked. However, in order to fully embed and build on developments, the annual offer is recommended.

You can download  
the booking form here

[www.lincolndiocesaneducation.com/sip](http://www.lincolndiocesaneducation.com/sip)



### 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 improvement days focus on identified areas for improvement

These may include, but are not limited to:

- School development review and planning
- Curriculum review with subject leaders
- Pupil Premium review
- SEND review
- SEND and curriculum
- Equalities
- Understanding my school's data
- Governor support and development

PLEASE  
CONTACT US  
TO DISCUSS  
OTHER BESPOKE  
REQUESTS FOR  
SUPPORT

The annual school improvement offer and one-off improvement days both align the distinctive nature of Church schools with high quality, research informed school improvement processes.

## 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 £1,795

Cost outside the SLA £2,855

### One-off school improvement days

Cost within the SLA £680

Cost outside the SLA £1,175

# 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



To book a review please contact  
[tracy.smith@lincoln.anglican.org](mailto:tracy.smith@lincoln.anglican.org)

## NEW FOR 2025-26

- SEND Governance Review
- Website Audit
- SIAMS Health Check/Review
- Spiritual Development Review
- SEND Review
- RE Audit
- Collective Worship Review
- Governance Review
- Pupil Premium Review



**St Lawrence  
Academies Trust**  
Stronger Together

*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](mailto:madnitt@slatrust.co.uk)  
[www.slatrust.co.uk](http://www.slatrust.co.uk)

01724 747310

Strength for Today, Bright Hope for Tomorrow

Our school-based training is designed for our team of advisers to 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. 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.



Please see more details of example training topics on our website [www.lincolndiocesaneducation.com/schoolbasedtraining](http://www.lincolndiocesaneducation.com/schoolbasedtraining)

## Our trainings are based around

- SIAMS
- Vision
- RE
- Collective Worship
- Spirituality
- Justice, Equity, Diversity and Inclusion
- Governance
- Curriculum and your theologically rooted vision

 **Archbishops' Young Leaders Award**  
National Society for Education

# Character & Leadership Programme

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

## #Bethechange

Enabling Courageous Advocates in your school



Fully resourced with interactive materials



# DBE Specialist Advisers

## Introduction

Our specialist advisers are recognised for their wealth of experience and expertise in particular areas.

All specialist advisers offer a discounted rate when you book through the Diocesan SLA.

**Justine Caswell**      **Staff Wellbeing**  
.....  
**Jennie Fytche**      **Godly Play, Trauma and Bereavement**



**Justine Caswell**  
Psychotherapeutic  
Counsellor

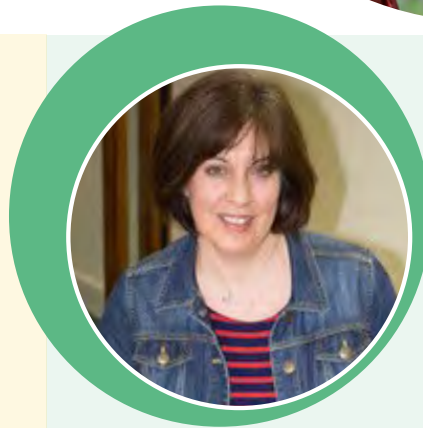
Justine Caswell is a qualified psychotherapeutic counsellor who runs her own private counselling practice.

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

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

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

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



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

Jennie Fytche has worked with children and young people since she finished school and began her training as a paediatric nurse.

Some thirty years later she has worked in various contexts within the NHS, charity and volunteer sector, and education. Having a background in schools work she is training and coaching youth workers, writing course materials 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 storyteller and advocate.

Please contact  
[lynsey.norris@lincoln.anglican.org](mailto:lynsey.norris@lincoln.anglican.org)

if you would like to use  
our specialist advisers.

We are excited this year to continue serving our church schools, coming together 3 times a year. This year we have two conferences for adults and one for secondary and primary pupils in Lincoln Cathedral

Our two staff conferences, held at The Showroom in Lincoln, are 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.

Our third conference is for the leaders of the future, which will hear pupils and students' voices, and equip them for their leadership roles for now and the future.

3 Dates

3 Subjects

3 Times to share with the Church School Family

## Tuesday 21st October 2025 | Cultivating a Culture of Belonging

Join us for our autumn term conference, 'Cultivating a Culture of Belonging'.

This event will explore key elements of the SIAMS framework and offer valuable insights about how we can

- be rooted together in our shared purpose
- build stronger relationships
- engage with our communities

Through keynote speakers and workshops, we'll explore how to foster environments where belonging matters and where every voice is heard, valued, and empowered.

This is a chance to come together as a diocesan family and learn from one another. SIAMS inspection.

## Thursday 26th March 2026 | 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 2nd July 2026 | Voices of Change

Set in the stunning surroundings of Lincoln Cathedral, Voices of Change is for the leaders of now and the future which will hear pupils and students' voices and equip them for their leadership roles for now and the future. With a day of workshops based on the environment, worship, justice, equity and inclusion and much more; it will be a day not to be missed.

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



# Central Courses 2025-2026

## SEF Writing Workshop

Friday 19th September 2025  
9:30am-12:30pm  
at The Showroom, Lincoln

Friday 10th July 2026  
9:30am-12:30pm  
(with the option to stay until 3pm),  
at Edward King House

## SIAMS

Our training is to help  
you prepare for your  
SIAMS inspection.

Wherever you are on your  
SIAMS cycle, these sessions  
will be relevant to you.

## Preparing for SIAMS:

### Strategic Leadership and Theological Underpinning

Thursday 5th February 2026  
10am-12pm **online**

### Monitoring and Evaluation

Tuesday 17th March 2026  
10am-12pm **online**

### Empowering All – A culture of Active Justice and Responsibility

Thursday 30th April 2026  
10am-12pm **online**

## Spiritual Flourishing

### Developing the Prayer Life of Your School

Tuesday 25th November 2025  
4pm-6pm **online**

### Developing the Spiritual Life of the School

Wednesday 28th January 2026  
4pm-6pm **online**

### Monitoring and Evaluating the Spiritual Life of the School

Thursday 25th June 2026  
4pm-6pm **online**

## The Bible Course Schools Edition

Tuesday 30th September 2025

Tuesday 14th October 2025

Tuesday 4th November 2025

Tuesday 18th November 2025

Tuesday 2nd December 2025

Tuesday 13th January 2026

Tuesday 27th January 2026

Tuesday 10th February 2026

The Bible Course  
Explore the Bible story



## 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.

Tuesday 23rd September 2025

1:30pm-3pm **online**

Tuesday 3rd February 2026

1:30pm-3pm **online**

Tuesday 28th April 2026

1:30pm-3pm **online**

## RE Subject Leadership

Tuesday 14th October 2025

1:30pm-3:30pm **online**

## Developing Knowledge in RE

Thursday 20th November 2025

4pm-6pm **online**

Tuesday 24th February 2026

4pm-6pm **online**

## Assessment in RE

Wednesday 6th May 2026

1pm-3pm **online**

Taking a Religion and Worldviews Approach

Medium-term planning for EYFS to Year 6 with embedded resource links



The Diocesan Board of Education

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Lincoln Diocesan Board of Education



Aimed at MATs, standalone academies and VA schools

Primary RE Curriculum

Identification and sequencing of core knowledge and vocab

Opportunity for included CPD

Opportunity for bespoke adaptations to reflect school context



# Central Courses 2025-2026

## 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.

Tuesday 7th October 2025  
4pm-5pm online

Tuesday 20th January 2026  
4pm-5pm online

Tuesday 12th May 2026  
4pm-5pm online

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

Thursday 26th March 2026  
4pm-6pm online

Tuesday 16th June 2026  
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. Please note these sessions are now on a Thursday.

### New Church School Headteacher Induction Day

Thursday 2nd October 2025  
10am-4pm  
The Showroom, Lincoln

Thursday 12th February 2026  
10am-4pm  
Edward King House

### Headteacher Briefings

Thursday 25th Sept 2025  
10am-11am online

Thursday 22nd January 2026  
10am-11am online

Thursday 7th May 2026  
10am-11am online

## Aspiring Leaders

Are you a developing leader?  
Do you aspire to senior leadership  
in the next 18 months – 3 years?

Do you work in, or have you considered  
working in, a church school?

This certified and accessible programme of training is designed to support aspiring leaders to develop the knowledge skills and confidence they need to apply for senior leadership roles in Church of England schools within the Diocese of Lincoln.

Thursday 2nd October 2025

Thursday 13th November 2025

Thursday 29th January 2026

Thursday 19th March 2026

Thursday 21st May 2026

Thursday 9th July 2026

## IDSR

Friday 5th December 2025  
10am-12noon online

Developing Inclusion Through  
the Vision for Education

Tuesday 3rd February 2026  
10am-12noon online

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

Thursday 26th February 2026  
10am-12noon online

New for  
2025-2026

# Diocese of Lincoln **Aspiring Leaders** Programme

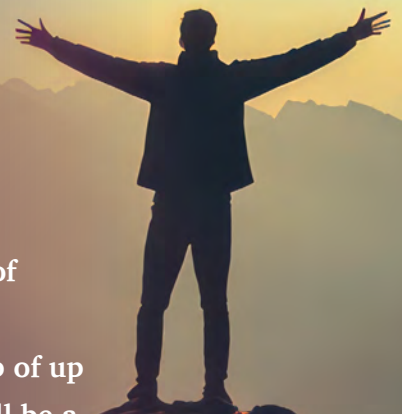
## September 2025 – September 2026

Are you a developing leader? Do you aspire to  
senior leadership in the next 18 months – 3 years?

Do you work in, or have you considered  
working in, a church school?

This certified and accessible programme of training is designed to support aspiring leaders to develop the knowledge, skills and confidence they need to apply for senior leadership roles in Church of England schools within the diocese of Lincoln. This training does not replace NPQ qualifications but will complement it. It will provide a unique insight into leadership of church schools and build knowledge and confidence whilst supporting participants to understand the application and selection process for senior leadership positions.

The programme comprises of 6 (1½ hour) online sessions (details below) with a group of up to 20 participants. There will be a requirement for some pre-reading and gap tasks to support your development. At the end of the programme there will be an option to have a mock interview and receive feedback.



**DIOCESE OF  
LINCOLN**

## 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. They are here to support with how the school's theologically rooted vision drives their work as well as monitoring and evaluating this.

### Governor and Clerks Briefings

Join the Education Team for national and local updates, important for Governors from Church Schools in the Diocese of Lincoln. Please note these sessions are now on a Thursday.

Thursday 25th Sept 2025

5:30pm-7pm **online**

Thursday 22nd January 2026

5:30pm-7pm **online**

Thursday 7th May 2026

5:30pm-7pm **online**

### Member's Training

Wednesday 8th October 2025

5:30pm-7:30pm **online**

### Governance and SEND

Thursday 9th October 2025

4pm-6pm **online**

### SIAMS for Governors

This session is a 1-hour exploration of the SIAMS framework and a governor's role in the inspection.

Wednesday 12th November 2025

5pm-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.

Thursday 16th October 2025

4pm-6pm **online**

Thursday 15th January 2026

10am-12pm **online**

Thursday 14th May 2026

4pm-6pm **online**

## Wellbeing

Creating a culture of wellbeing

Thursday 6th November 2025

4pm-6pm **online**

**New for  
2025-2026**

## Bishop Visitors

Training and  
Commissioning Service

Tuesday 16th September  
2025 10am-3pm

## Spring Training

Wednesday 25th February 2026  
10am-12pm  
Edward King House

Thursday 26th February 2026  
10am-12pm  
New Life Conference  
Centre, Sleaford

## Summer Training

Tuesday 23rd June 2026  
10am-12pm  
Edward King House

Wednesday 24th June 2026  
10am-12pm  
Edward King House



growing  
**faith**

 THE CHURCH  
OF ENGLAND

Building relationships  
Stronger communities  
Opportunities for Faith to Grow

For more details go to  
<https://www.lincolndiocesaneducation.com/growingfaith>



  
DIOCESE OF  
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The Diocesan  
Board of  
Education

# 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**

**Wednesday  
3rd December 2025**

**Thursday  
11th December 2025**

## Education Resources

Free resources for KS2, KS3 and GCSE Religious Education and more.  
[biblesociety.org.uk/education](http://biblesociety.org.uk/education)



**Sources of Wisdom (GCSE Religious Studies)**



**Gospels in Schools and The Old Testament in Schools**



**Themed Resources (KS2 and KS3)**



**Teachers' Guides**

**Picture News**

### 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.

For further information, or if you have any questions, email us at [help@picture-news.co.uk](mailto:help@picture-news.co.uk), any time!

### How you can use Picture News

- Weekly Collective Worship**  
Share the weekly poster and 'big question' to stimulate a weekly discussion about an issue that's happening right now.
- As part of an interactive and engaging display**  
Either in your classroom, or in a whole school area, the poster with our 'big question' is great to encourage conversations between children and staff alike! - It's easy to change each week too!
- To support home learning**  
Why not send our 'Take Home' resource home for children to discuss the week's current issue? Or add to your website or social media channels to let parents know what their children have been discussing at school!



### What our schools think

*This has been one of the best resources we have bought as a school as it has an impact across all ages plus it can be accessed and taught easily. We love that it is always so relevant and current.*

Maura, Primary Teacher

*I can't begin to tell you how much support it has been having a comprehensive and engaging learning and assembly pack sent to my inbox each week. You must be able to hear the country-wide sigh of relief as senior leaders check their emails on Friday mornings!*

Sasha, Headteacher



[help@picture-news.co.uk](mailto:help@picture-news.co.uk)

## Christmas around the World

This year we are very excited to be discovering different ways people celebrate and represent Christmas around the world through our carol service. Through song, language and images from around the world it will be a voyage of Christmas discovery!

This year we have 2 dates, so we can accommodate more schools to celebrate with us in Lincoln Cathedral!

The day is aimed at upper KS1 & KS2 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 and more details can be found on our website**

## Church School Festival

Once again, we will be holding our annual Church School Festival in Lincoln 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.



**Definitely not to be missed!**

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 and carers to join us.

The day will end  
at 2:15pm

### Dates

Tuesday 19th May 2026

Wednesday 20th May 2026

Thursday 21st May 2026

Friday 22nd May 2026

Tuesday 2nd June 2026

Wednesday 3rd June 2026

Thursday 4th June 2026

Friday 5th June 2026

(including infant schools)



Details of how to book  
will be sent out in January 2026.

For more details of the day go to

[www.lincolndiocesaneducation.com/festivals](http://www.lincolndiocesaneducation.com/festivals)

# Cost Summary 2025-26

Central Courses Cost Summary	SLA Face to Face Cost	SLA Virtual Price	Outside SLA Virtual and Face to Face
<b>Full Day:</b>			
School staff	£195	£140	£300
Governors	£155	£120	£235
Clergy	£75	-	-
<b>Half-day/twilight:</b>			
School Staff/Governors	£100	£75	£155
Clergy	£35	£35	
<b>Festival/Carol Service</b>	£7.50	-	£11
<b>Bible Course</b>			
8 sessions	-	£160	£300
<b>Aspiring Leaders</b>			
6 sessions	-	£120	£300
Hourly rate	£125	£85	£180
<b>Briefings and Clusters</b>	FREE	FREE	FREE

## School Based Training Cost Summary

School Based Training for Single Schools	SLA Face to Face Cost	SLA Virtual Price	Outside SLA Virtual and Face to Face
Full day	£680	£590	£1175
Half-day session	£410	£345	£665
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

## Reviews

Review	Timings in school	Cost (the cost includes prep and preparing the report)
Website Audit	The review is done off site	£200 SLA (£350 non SLA)
Spiritual Development Review/RE Audit/Collective Worship Review/SEND Governance Review	½ day	£470 SLA (675 non SLA)
SEND Review/Pupil Premium Review	1 day	£680 SLA (£1175 non SLA)
SIAMS Health Check/ Review	½ day or 1 day	£470 SLA (675 non SLA) £680 SLA (£1175 non SLA)

## School Improvement Partner Services

Annual Offer	3 termly visits	£1795 SLA (non SLA £2855)
One off days	Spring or Summer term	£680 SLA (non SLA £1175)

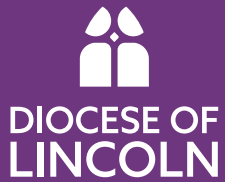
## School Based Training Cost Summary

	SLA Cost	Non-SLA Cost
Headteacher Performance Management Autumn*	£630	£1,175
Head Teacher Performance Management Autumn and Mid-Year review	£980	£1,620
Executive Head Teacher Performance Management Autumn (2 schools**)	£855	£1,475
Executive Head Teacher Performance Management Autumn and Midterm review (2 schools**)	£1,300	£2,265

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

# “Educating for Life in all its Fullness”

*John 10:10*



The Diocesan  
Board of  
Education

Edward King House,  
Minster Yard,  
Lincoln, LN2 1PU

Telephone 01522 504010  
[www.lincolndiocesaneducation.com](http://www.lincolndiocesaneducation.com)

Company no: 08334622  
Charity Number: 1151733

