

ACADEMIC YEAR

2025-2026

 DIOCESE OF
LINCOLN

The Diocesan
Board of Education



Lincoln Diocesan

MAT Partnership Agreement

www.lincolndiocesaneducation.com

Welcome from the Diocesan Director of Education



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

Welcome to the new Diocesan MAT Partnership Agreement (MPA) 2025 to 2026.

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

It is through the MPA we can meet our shared responsibilities to preserve and develop the academies’ distinctive Christian foundation.

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

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

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

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

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

There are, however, some key differences in the MPA compared to the SLA such as:

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

- The MPA therefore provides appropriate ‘support and challenge’ at academy level and at MAT Board level.
- We recognise that as MATs grow, they will develop their capacity to develop some of their own training services and they will also have more scope for sourcing the very best CPD providers for their MAT and academies.
- This MPA is the vehicle we need to work collaboratively to preserve the Christian foundation of all church academies. This agreement does not attempt to ‘tie’ MATs into optional CPD programmes.
- However, the MPA does provide access to a breadth of heavily discounted diocesan training courses, conferences and professional development programmes for leaders at all levels, including Members, Directors, CEOs, headteachers, senior and middle leaders.
- The DBE has developed specific training courses that are relevant to MATs, so schools can come together for MAT wide training, in addition we also have training for central teams.
- Church MATs and academies will be able to engage in our popular training sessions on Vision, SIAMS, Collective Worship, Religious Education, Spirituality, Diversity etc. These are led by highly experienced diocesan and specialist advisers.
- In addition to this, we offer a range of MAT packages and specific training opportunities for MAT/academy leaders. For example, we are able to support Governance leads to develop strong local governance across the Trust. We can bring all RE leaders together from across the Trust to develop curriculum and assessment in this subject. We can deliver training on SIAMS for leaders at all levels across the Trust. The list goes on. Although MATs and academies are free to choose their CPD programme from wherever they wish, we are confident that the quality and price of our CPD programmes specifically aimed at developing Christian character of academies will encourage you to access our training.

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

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

Kindest regards

Paul Je Thompson


Canon Paul Thompson, Diocesan Director of Education





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 **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



aylaquestions@churchofengland.org

www.nse.org.uk/archbishops-young-leaders-award



“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

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.

The Team

Kim Dove – DBE Administrator

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

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

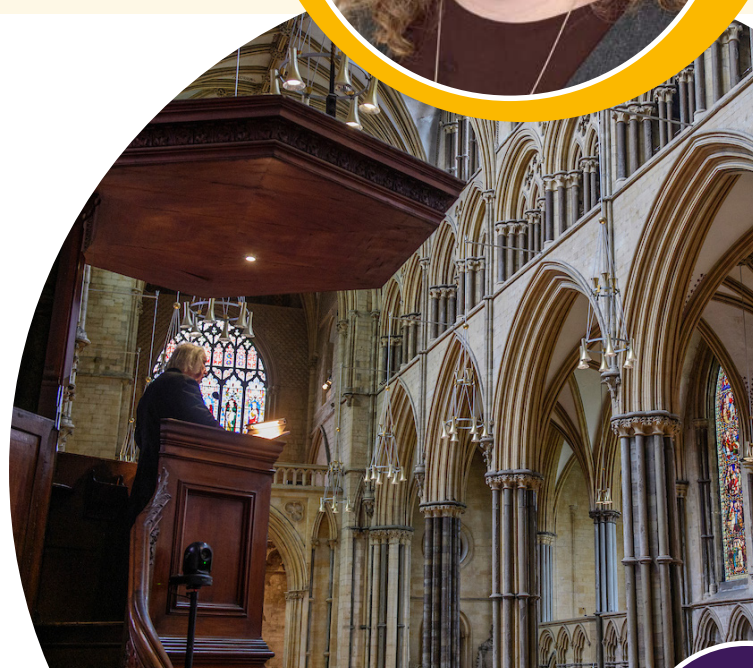
Ellen works with lawyers and Local Authorities as we review the school site trusts and work on academy conversions. She is minutes secretary to the Board of Directors and develops communications through our website and weekly briefings to schools.



Peter Tomlinson – Finance and Operations Manager

peter.tomlinson@lincoln.anglican.org

Peter administers capital funding for VA schools in the diocese as well as assisting with land and legal matters for all schools. He also looks after the accounts of the LDBE.



Diocesan MAT Partnership Agreement (MPA)

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

Legal Background

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

For the Diocesan Board of Education to carry out its legal functions as set out in the DBE Measure 2021 and to comply with the model Articles of Association (2023) it is necessary for every church MAT to subscribe to the MAT Partnership Agreement and access the breadth of support and range of services the DBE is able to provide.

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

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



Support Services

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

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

- Enables access to the Diocesan Education Team, including experienced Headteachers, inspectors and RE adviser with influence on national policy and practice.
- Support Trusts to secure strong governance (which includes approving appointments and training of Members/Directors/Foundation Governors (in accordance with 45a, 101B).
- Support MAT leaders to obtain necessary consent for 'Making Significant Changes to an Open Academy' according to DfE guidance Jan 2022 to the organisation of the Trust/School (in accordance with article 137)
- Supports schools and the Trust with the work of the wider diocese and the national church of England e.g. A Time to Change Together, Growing Faith
- Provide a DBE corporate member representative to support and attend members meetings
- Promote your MAT to schools exploring academy conversions
- Manages the appointment of foundation governors and DBE appointed Members
- Provide a named Diocesan adviser to work with MAT and academy leaders to further develop the distinctive Christian ethos and effectiveness of the MAT and its academies, including a written report.
- Provide an overarching report for the CEO and board members to bring out common themes of excellence and development across the Trust in relation to the Christian Ethos of the academy.

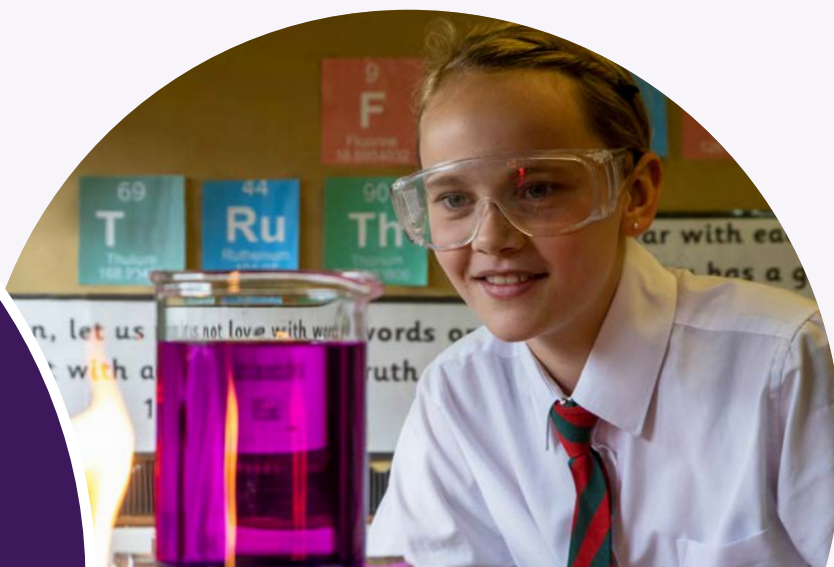


Aspirational: *aspire* to strengthen our school communities with wisdom, knowledge and understanding

- Support MATs and academy leaders to protect the Christian foundation of the Trust and its Church academies at national, regional and local level
- Support MAT leaders to identify common themes of excellence and development across the Trust in relation to the Christian Ethos of the School
- Provide advice and recommendations on specialist areas such as Trust wide vision, Church school ethos, RE, SIAMS, SMSC and Collective Worship (in accordance with Article 4)
- Provide specific training for members/directors/foundation governors to be able to preserve and develop the Christian character of the MAT and its academies (in accordance with article 4)
- Support MAT leaders to ensure Members/Directors/Local Governors have provided the 'Ethos Undertaking' as required (in accordance with article 45A and 103)
- Give guidance on Diocesan policy, for instance on admissions, RSE and reserved teachers.
- Support academies with Ofsted and SIAMS inspections, including attending feedback
- Provide support with Headteacher (and when required Head of school) appointments, including attendance at interviews
- To support MAT leaders to obtain necessary consents for schools applying to join the Trust
- Will be involved with and give consent for the appointment of the Chief Executive Officer, and headteachers within the Trust. (in accordance with Article 107)
- Enable access to discounted MAT specific professional development for all key stakeholders in the Trust (see separate document)
- Enable access to discounted church school specific professional development for all key stakeholders in the Trust (see website)
- Access to the Diocesan Specialists Advisers at the reduced MPA rate
- Gives priority access to courses, conferences and festivals



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



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

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

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

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

MAT Partnership Agreement Costs 2025–2026

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

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

Diocesan Adviser Visits for a Multi Academy Trust

Aims

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

The Process

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

The Visit to each academy

We suggest the following programme:

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

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

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

- An opportunity to meet and talk with any other people, where appropriate, (staff, local foundation governors, local clergy, Bishop's Visitor etc.) that are central to the development of the distinctive Church school ethos.
- Discussion with the head teacher as to any further actions / training needs that might be of benefit to the school.
- Completion of a report to summarise the key points from the visit with copies made for the school, the CEO and the Diocesan Education Team

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

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

Wellbeing

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

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

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?

Professional Development

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

The Offer

- Reviews and Audits
- School Based training
- Training for leaders in MATS
- MAT specific training
- Central Courses

More details can be found on the following pages



Taking a Religion and Worldviews Approach

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



The Diocesan Board of Education

Lincoln Diocesan Board of Education



Aimed at MATs, standalone academies and VA schools

Primary RE Curriculum

© Lincoln Diocesan Board of Education 2024

Identification and sequencing of core knowledge and vocab
Opportunity for included CPD
Opportunity for bespoke adaptations to reflect school context



For individual schools and MATS

As part of our school improvement offer to you, our team of advisers can conduct reviews and audits in your school to inform your school development plan and next steps in your school improvement journey. Each review (excluding website review) will consist of preparation time for the adviser. One day or ½ a day in school and time to write up a short report detailing findings and next steps.

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

Please contact us for a bespoke price.

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

For details of what each review entails please go to our website

www.lincolndiocesaneducation.com/schoolimprovementreviews/



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



“...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

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

MAT Support and Services

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

MAT Central Teams

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

Training

We offer bespoke training to Trust Central staff

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

MAT Governance

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

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

MAT Leaders Training

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

For example, can deliver training for your:

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

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



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

School Based Training

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.

Our trainings are based around

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



Please see more details of example training topics on our website

www.lincolndiocesaneducation.com/schoolbasedtraining/



If there is something you require that is not listed, please contact us to discuss your needs.

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

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

if you would like to use
our specialist advisers.

Conferences

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



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,

Lincoln

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 BIG story



Central Courses 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

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**

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

New for
2025-2026

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**

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**

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**



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**

**New for
2025–2026**

Wellbeing

Creating a culture
of wellbeing

Thursday 6th November 2025

4pm-6pm **online**

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



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



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



**Themed Resources
(KS2 and KS3)**



Teachers' Guides

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 care 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, 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



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

Cost Summary 2025-26

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

Cost Summary of MAT Training

Cost Summary of MAT Training	MAT Face to Face Cost	Cost covers up to 10 people
Full Day Training Rates	£680	+ £90 per additional person
Half Day Training Rates	£410	+ £65 per additional person
Twilight Training Rates	£300	+ £25 per additional person



Building relationships
Stronger communities
Opportunities for Faith to Grow

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




The Diocesan
Board of
Education

“Educating for Life in all its Fullness”

John 10:10




**DIOCESE OF
LINCOLN**

The Diocesan
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Education

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