

Dear Head Teacher

I am writing to you about the Diocesan School Improvement Offer for 2025-2026 academic year. Many of you will have seen the offer as detailed on p.20-21 of our SLA booklet. [Diocesan SLA - Diocese of Lincoln Board of Education](#)

‘The child grew in wisdom.’

Luke 2 v 52

The diocesan school improvement offer is carried out rigorously through the Christian lens and with full regard to Ofsted and SIAMS inspection frameworks. It also reflects a school’s unique vision. In the case of church schools, it reflects the theologically rooted vision.

As school effectiveness adviser I have current inspection experience across both frameworks. As a school and system leader, I have over 30 years of experience in school development, senior leadership and governance. I have worked across Church and non-church schools, maintained schools, academies, trusts, primary and secondary schools. I hold the Chartered College of Teaching’s award for evidence-informed practice, the NASENCO award and NPQH. I am also fortunate to work closely with local authorities, teaching school hubs and other partners in our local area.

Over the last 3 years we have received very positive feedback about our school improvement offer and support has led to positive Ofsted and SIAMS outcomes in the schools who have accessed the offer.

“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

“The challenge and support we have received from Lincoln DBE has been invaluable in our improvement journey. They have 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

Programmes of support, or one-off development days are always relevant to context and school need. Support is bespoke.

Where schools opt for the annual offer of support, this consists of 3 full days of support from a school effectiveness advisor. These days can be taken as full or ½ days.

Any programme of support always begins with an evaluation meeting. This draws upon leader's understanding of their school; the day-to-day practice as seen during a learning walk and the school's own evaluations. It includes a full analysis of current data and information about the school. Consideration is given to leadership and curriculum development. Priorities are then identified, and targets set for development and follow up. The focus for the following visits is agreed and arranged.

Follow up visits focus on identified areas of development. Work takes place to develop leaders in their own context. This includes work to enable subject leaders, SENDCOs and other staff to flourish in their roles. Some schools have also requested support for governors through these visits. Governors are always invited to be part of school visits, and a full report is prepared which provides governors with an external perspective on the school's work.

One off bespoke days can be targeted to particular needs but have in the past included:

- School development review and improvement planning
- Curriculum review (core and non-core subjects) with subject leaders
- Pupil premium review
- SEND review
- SEND and curriculum review
- Equalities
- Understanding my school's data
- Governor support and development

If you would like to consider this offer for you school or academy, please contact june.richardson@lincoln.anglican.org to discuss your needs in more detail. Please also complete and return the booking form so that we can secure dates in the diary to support you.

We look forward to speaking with you to explore how we can best help.

Yours Sincerely



June Richardson

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Lincoln DBE

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