

Dear Friends and Colleagues -

Radical Welcome

27 Now you are the body of Christ and individually members of it.

1 Corinthians 12:27

I've been thinking a lot about how groups and communities can offer a radical welcome to all.

What do I mean by a radical welcome? Well, it's got to be accepting of the gifts and perspectives of all, especially those who tradition may have sidelined. And it's got to be transformative; for all.

I am a Quaker, a member of the Religious Society of Friends, and this is important work we're doing at the moment. I watched a YouTube video recently featuring Paul Parker, Recording Clerk for Quakers in Britain (the closest thing Quakers get to a leader!). In the video, Parker speaks of welcoming you, and expanding who we are to include you, rather than welcoming you if you are like us already. Rhiannon Grant, Quaker researcher, has published on this topic, and given a keynote - she highlights how race, sex, disability, class can impact how we are welcomed, and welcome others. Grant also talks about community structures being made for humans, and not vice versa.

Quakers speak of that of God in all; it's contentious (it's theology, so yeah, it gets complicated!) but it means we look to the divine in all living things. This philosophy and practice of radical welcome is where we need to be, if we genuinely believe in that of God in all.

From my own experience, being radically welcomed can be a deeply spiritual experience. I find time in prayer with the education team incredibly valuable, for instance. My Quaker meeting makes allowances for my spiritual and physical needs, and respect my boundaries. From experience - where my needs are incorporated as part of the community dynamic, that's where I feel radically welcomed.

Our schools, by their very nature, welcome all, and are transformative. Vision and values run through our communities, shaping our welcome; we are aware of how we can build people up and encourage people to thrive, not just fit in.

'How can we make the meeting a community in which each person is accepted and nurtured, and strangers are welcome? Seek to know one another in the things which are eternal, bear the burden of each other's failings and pray for one another. As we enter with tender sympathy into the joys and sorrows of each other's lives, ready to give help and to receive it, our meeting can be a channel for God's love and forgiveness.'

Quaker Advices & Queries 14

Ellen Cross

DBE Administrator



 **Final Call: Book Your Place by Tuesday 14th October**
Cultivating a Culture of Belonging

In every Church school, inclusion is more than a value — it's a calling. It's about ensuring every child feels seen, valued, and that they truly belong. Whether pupils face disadvantage, have SEND, or encounter other barriers, our mission is to walk alongside them and create spaces where they can flourish.

The Autumn Conference invites school leaders to explore how we can reflect Christ's welcome in our communities — building cultures of hope, justice, and belonging.


What's New This Year?

We're excited to unveil the Primary Difference Programme — a free, literature-based resource suite designed to help children embrace difference, navigate diversity, and respond with empathy. Spanning Nursery to Year 6 (with transition support into Year 7), it supports:

- PSHE and personal development
- SIAMS and Ofsted's new framework (Sept 2025)
- The Church of England's Flourishing for All guidance

By embedding this work, schools will be supported in:

- Creating inclusive environments where bullying and discrimination are not tolerated
- Fostering character, resilience, and belonging
- Equipping pupils to thrive together

 **Bonus for Attendees:** All primary and infant schools attending will receive a free copy of Heroes of Hope (RRP £14.99), funded by the Church of England's Racial Justice Unit.

Inspiring Keynotes From:


Lorraine Prince

Shammi Rahman – Race Equality & EDI Consultant


Hazel Henson –HMI, Specialist Adviser

Lois Delong – Alive Church Lead Team

Event Details:

 Tuesday 21st October 2025

 The Showroom, Tritton Rd, Lincoln LN6 7QY

 | £150 from | £300 Non-SLA

Book now:

<https://www.lincolndioCESANeducation.com/calendar/?calid=1,2,3,4,5,6,7,8,9,10,11&pid=9&viewid=1&event=470>

AUTUMN AND EARLY SPRING TRAINING AND SUPPORT



Date	Time	Course	Venue
06/11/2025	16:00-18:00	Creating a Culture of Wellbeing	Online
12/11/2025	17:00-18:00	SIAMS for Governors	Online
18/11/2025	10:00-12:00	Developing work in Schools for Clergy	Online
20/11/2025	16:00-18:00	Developing Knowledge in RE	Online
25/11/2025	16:00-18:00	Developing the Prayer life of your school	Online
05/12/2025	10:00-12:00	IDSR	Online
Date	Time	Course	Venue
15/01/2026	10:00-12:00	Governor Church School Induction	Online
20/01/2026	16:00-17:00	Collective Worship Cluster	Online
28/01/2026	16:00-18:00	Developing the Spiritual Life of the School	Online
29/01/2026	10:00-11:00	Headteacher Briefing	Online
29/01/2026	17:30-19:00	Governor & Clerk to Governor Briefing	Online
03/02/2026	13:30-15:00	RE Cluster	Online
03/02/2026	16:00-18:00	Developing Inclusion Through the Vision for Education	Online
05/02/2026	10:00-12:00	Strategic Leadership and Theological Underpinning	Online
12/02/2026	10:00-16:00	New Church School Headteacher Induction	Online

Church School Leadership Toolkit

Helping leaders shape flourishing, inclusive schools

We're thrilled that so many schools across Lincolnshire are already using the **Church School Leadership Toolkit** and finding it a valuable support in their leadership journey. Developed by the **Lincoln Diocesan Board of Education**, this resource is designed to help Church school leaders embed effective, vision-led processes for school development, monitoring, and improvement.

It's built to align with both the **SIAMS** and **Ofsted (2025)** accountability frameworks, offering practical tools that support:

- Strategic leadership rooted in Christian vision
- Robust monitoring and evaluation for leaders and governors
- Clear self-evaluation processes using the latest Ofsted and SIAMS criteria
- Templates and guidance for subject leaders and governors in key roles (SEND, Pupil Premium, RE, Collective Worship)
- Practical proformas and reflective questions to support ongoing school improvement

The toolkit also includes two companion spreadsheets:

- One for self-evaluation against SIAMS and Ofsted (2025)
- One for strategic and annual development planning

Plus, a sample template for Headteacher reports to governors is included to streamline communication and accountability.

Schools are already seeing the impact:

"I have been utterly absorbed by this toolkit for the last hour or so! It looks absolutely amazing, and I can't wait to get started."

— Headteacher of a Church school in the Diocese of Lincoln

If you missed the introduction session for this resource email lynsey.norris@lincoln.anglican.org for a copy of the recording.

To buy the resource go to:

<https://payhip.com/LincolnDiocesanBoardofEducation/collection/school-improvement>



The Bishops' Office

10th September 2025

Dear Friends,

We hope this find you well. It is that time of year again, and we would like to warmly invite you to participate in the designing of this year's Bishops' Christmas card. The theme of this year's card is 'Let there be light' inspired by the Bible verse:

John 1:4-5 – 'What has come into being in him was life, and the life was the light of all people. The light shines in the darkness, and the darkness did not overcome it'

We invite entries that reflect this beautiful message of hope and light. Artwork may be painted, drawn, or a photograph – we welcome all forms of visual creativity that bring the theme to life.

The deadline for submissions is **Wednesday 22nd October**. Please ensure that your design is an original piece of work and the size is no larger than 151 mm x 151 mm.

Submission should be posted to: The Bishops' Office, Edward King House, Minster Yard, Lincoln, LN2 1PU. Please include your name, parish, postal address and email address so that we can return your designs and contact the winner.

We very much look forward to seeing a range of creative and inspirational designs from the across the Diocese. Your contributions have always brought a unique and meaningful expression of the season, and we are excited to see how you interpret this year's theme.

With our best wishes,

The Rt Revd Stephen Conway
Bishop of Lincoln

The Rt Revd Dr Nicholas Chamberlain
Bishop of Grantham

Still time to join – The Bible Course: Schools Edition

Starting 14th October, this 8-session course helps church school leaders explore the Bible's big story and apply it to key areas of school life including vision, RE, Collective Worship, SIAMS, and spiritual development.

Each session includes short films, a manual with reflections and readings, and tailored Schools Edition resources linking to Understanding Christianity and SIAMS.

Starts: 14 October Online sessions

Grow in confidence and connect with others across the Diocese.

For more details and to book: [Click here](#)

Our Freedom: Then and Now Project

We are delighted with the interest schools have shown in the project. Please see attached additional guidance in response to some queries.

At this stage of the project it would be helpful if those participating schools could let us know.

Please email simon@mrholly.co.uk to confirm your participation.

If you need support with uploading images do get in touch.

The deadline for submitting your images is Friday 17 October.

<http://www.nowandthenfreedom.com/>

Thank you, **Our Freedom: Then and Now Project Team**

Paediatric First Aid – spare places on training at Harlaxton, 24th October

Sheridan Edwards (Exec HT at Harlaxton and Denton) has Paediatric first aid training booked for the INSET day (24th October) at Harlaxton school.

This is blended learning so will require a day's online study prior to the 24th.

She has 6 places available to other schools who may need to train staff. Each place is £67 each.

If you would like a place, please email Sheridan with the email address of the member of staff who will be attending? The training is also suitable for midday staff, TAs and others who are regularly in school.

sheriden.edwards@gracefederation.co.uk

DBS Checks

A reminder to school leaders, that it is the school's responsibility to carry out safer recruitment checks, including a DBS check.

Please complete a DBS check when a foundation governor is first appointed, and at each re-appointment.

When the check is done, please send the DBS number to us at kim.dove@lincoln.anglican.org

Thank you.

Free Collective Worship Resources

Black History Month

These materials have been intentionally created without reference to a specific date or year, so they can be used not only during Black History Month but also at any point throughout the year.

This reflects feedback from CW advisors, and we hope the flexibility makes them even more useful in your settings.

You can find the resources here :

<https://www.nse.org.uk/curriculum-and-inclusion/collective-worship>
