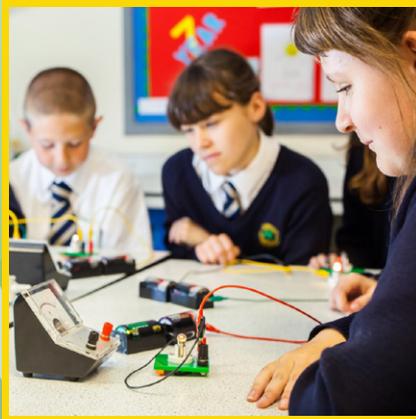




Church of England Central Education Trust

Support Services for Church of England Schools & Academies



Transforming learning, transforming lives and transforming the church community

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Every school a
good school

Support Services to our Church Schools

We believe that:

- all children and young people in our care have an entitlement to spiritual care and guidance.
- by continuing and developing the historical role of the Church in education we will provide and champion the ethos and values enabling children and young people to clearly identify themselves as children of God.
- all schools can improve to become good and outstanding.
- all pupils have the right to the best education that can be provided.
- all staff and governors should, in partnership with the Church and wider community have access to support for spiritual care.
- all staff should have access to a well-planned and strong career progression route.
- presence, partnership and participation of schools and their leaders will bring about significant improvement and develop system leaders of the future.

In order to support our schools to become good and outstanding, in both the OFSTED & SIAMS, and achieve the mission of the Diocese, our support services include a wider range of activity and resource.

The Lichfield Diocese takes a missional and holistic view to our schools and academies. The Diocesan Adviser for Schools Outreach provides support and advice to all school and academies throughout the diocese. The Diocesan Property Adviser provides support on issues relating to school buildings and land.

As a consequence of the 'Chadwick Report', Church Schools of the Future, CECET has become directly involved in the quality of education provided in its schools.

Three fundamental aspects remain:

- to ensure the distinctiveness of Church schools, including the provision of spiritual care, high-quality religious education and worship
- to strengthen the capacity of diocesan structures centrally to ensure continuing improvements to school performance
- to strengthen a range and variety of partners to secure effective school improvement

The Lichfield Diocesan Board of Education will continue to:

- provide a focus for the diocesan family of church schools and academies
- protect and promote the status and continuance of church schools and academies
- represent church schools and academies to the wider church and diocesan groups
- represent the interests of Church of England schools with partners including Local Authorities, SACREs, National Society, DfE and Ofsted
- advise on admission policies and issues of governance as they relate to church school status
- advise on structural solutions and change of status, including collaboration, federation or academy conversion

What we have planned is based on the belief that schools can, with God's guidance, become outstanding in all that they do.

Christian Distinctiveness Support Agreement

Lichfield Diocesan Schools will be provided with a **Christian Distinctiveness Adviser (CDA)**. All CDA's have undergone SIAS/SIAMS inspector training and have the appropriate and up to date skill set to carry out their role effectively (Appendix One).

The key role for the CDA is to support each school in articulating their motto and mission and in translating core Christian values into a Christian character that impacts on pupil achievement and well-being. Additionally they provide spiritual care for the school community and help as mediator or 'critical friend' in areas of conflict or concern.

The Christian Distinctiveness Support Agreement for schools and academies:

- Provides support and advice on:
 - Statutory Inspection of Anglican and Methodist Schools (SIAMS)
 - Christian Distinctiveness including the embedding of this into the life and work of the school
 - specific areas such as Religious education (RE), collective worship (CW), spirituality and the spiritual, moral, social and cultural (SMSC) dimension of learning
 - the partnership between the school, parish and church
- Provides termly support by an identified Christian Distinctiveness Adviser (CDA)
- Provides training for foundation governors
- Offers free places on all CDA led courses, training and RE and other network meetings (there may be a charge for refreshments)
- Offers free use of resources produced by our CDA team
- Covers the financial costs relating to the Section 48 SIAMS inspection process

Aided Schools will also have access to a Property Adviser

Christian Distinctiveness Service Agreement will be costed on the following banding for each individual school/academy

| | | |
|--------|-------------------|---------------|
| Band 1 | Up to 150 pupils | £350 - £875 |
| Band 2 | 151 - 300 pupils | £880 - £1130 |
| Band 3 | 301 - 450 pupils | £1135 - £1360 |
| Band 4 | 451 - 900 pupils | £1365 - £2630 |
| Band 5 | 901 - 1000 pupils | £2650 - £2800 |
| Band 6 | 1000+ pupils | £2820 |

Interim SIAMS Review (1 day)

Schools and academies can opt to have a one day Interim Statutory Inspection of Anglican and Methodist Schools Review. This will be carried out by a SIAMS inspector. A detailed report will be provided.

Cost: £550 per school/academy

CECET School Improvement Agreement

School improvement support will be provided by a Diocesan Improvement Adviser (DIA). Our DIA's have the appropriate and up to date skill set to carry out their role effectively, including outstanding leadership, Ofsted trained or lead inspectors and experienced local authority senior leaders (Appendix Two). All schools and academies have access to a Diocesan Improvement Adviser (DIA).

As an addition to the Christian Distinctiveness Support Agreement, schools and academies can also buy into the following School Improvement Services.

DIA Visit

The agenda and focus of each visit will be determined and agreed beforehand. It is anticipated that these visits provide quality assurance and validation of the school's self-evaluation in preparation, as well as challenges on current issues and suggested next steps.

Scrutiny of documentation (School Self Evaluation, School Improvement Plan, Ofsted file) and data (progress towards targets) will form part of the visit alongside opportunities for joint lesson observations and book scrutinies.

The DIA will provide a detailed Visit Report (VR) capturing activity, outcomes and next steps. The VR, signed and agreed by the DIA and Headteacher, will be held centrally and copied to the Chair of Governors, Headteacher and CDA for the school's evidence base.

The School Self Review (SSR)

The School Self Review is a four day process comprising of pre visit data analysis, the on-site school visit (taking place over two days) and the production of a full and comprehensive report. The (SSR) is carried out in partnership between two nominated Diocesan Improvement Advisers (one of whom being an accredited inspector) with the Senior Leadership Team of the school, and is a joint activity. The SSR will lead to determining agreed strengths and key areas for further improvement.

A report will be provided to the school to use in its own self-evaluation and school improvement planning. A teaching profile for the school will be included, providing developmental points for further improvements and provision for continued professional development. Where appropriate, the DIA will facilitate further support in light of the findings of the review. The report will be held centrally and copied to the Chair of Governors, Headteacher and CDA for the school's evidence base.

Every child, young person and adult in our schools and academies is given the opportunity to experience God's love

CECET School Improvement Agreement Cont.

Headteacher Performance Management

Governors are required to review the Head teacher's performance annually and to seek advice from an accredited external adviser.

The adviser will:

- scrutinise relevant documentation
- support the evaluation of progress on appraisal objectives from the previous year
- support the formation of new objectives in the light of the school's development and the National Teachers' Standards.

The process involves a sequence of three separate meetings:

- pre-meeting of adviser and headteacher
- pre-meeting of governor appraisers and adviser
- formal headteacher appraisal meeting involving headteacher, governor appraisers and adviser

Governance Review

Conducted by an experienced Governor Trainer the review will include interviews with governors, scrutiny of documentation including minutes of meetings, and discussion with senior leaders. The review will provide the school with a comprehensive report on current practice, areas to develop and an action plan with clear areas to improve so that governance is good or outstanding.

Governor Training

Bespoke training can be provided to meet the needs of the governing body including:

- roles and responsibilities
- training on performance data
- good and outstanding governance
- Ofsted – are we ready?

Termly Networks for Subject Leaders (Primary and Secondary)

For **English, mathematics, EYFS and SENDco leads**, phase specific termly networks will be provided. Experts in English/mathematics/EYFS/SEND's will lead termly updates and networks on subject areas and have a flexible approach to meet the needs of schools. This support includes access to resources, good practice and documentation. Termly newsletter and templates are provided for English/Maths subject leaders.

CECET Improvement Service Agreement Costings

| | | |
|--|---|--|
| Bronze Package | Nominated Diocesan Improvement Adviser 3 full day DIA visits per academic year. Focus and dates mutually agreed between the school and DIA (termly) | Annual Cost: £2,750 per school/academy |
| Silver Package | Nominated Diocesan Improvement Adviser 3 full day DIA visits per academic year. Focus and dates mutually agreed between the school and DIA (termly) School Self Review | Annual Cost: £5,450 per school/academy |
| Gold Package | Nominated Diocesan Improvement Adviser 6 full day DIA visits per academic year. Dates and focus mutually agreed between the school and DIA (termly) School Self Review | Annual Cost: £7,700 per school/academy |
| School Self Review | DIA and accredited inspector on site for two days with SLT. Data analysis and detailed report containing agreed strengths and key areas for further improvement | Cost: £3,250 |
| Headteacher Performance Management | 3 core meetings Scrutiny of documentation Confidential report | Cost: £700 |
| Governance Review | Interviews with governors, Discussion with senior leaders Scrutiny of documentation Comprehensive report | Cost: £900 |
| Governance Training | Bespoke training mutually agreed between the school and DIA | Cost: £250 |
| Termly Networks for Subject Leaders (Primary & Secondary) English Mathematics EYFS SEND | Three core meetings a year Access to resources, sharing good practice and documentation Phase specific termly updates and networks on subject areas (English and Maths) Termly newsletter and templates are provided for subject leaders (English and Maths) | Cost: £600 per delegate per subject (pro rata) |
| Additional support from DIA | Full day visit on agreed school improvement focus | Cost: £550 per day (pro rata) |

Small Schools

We recognise the pressures on small schools' budgets, and will be happy to discuss their individual needs on a one-to-one basis. We also recognise that new educational partnerships and structures are being developed, such as hard federations, Multi Academy Trusts and Local Collaboration Trusts. For these partnership structures, we are also happy to discuss the possibility of a composite financial arrangement.

Quality Assurance

All Visit Reports and School Self Review reports will be quality assured by the Directorate. Evaluations at training events will be carefully monitored and appropriate improvements made.

In the event of schools being dissatisfied with any part of the service, a written complaint should be sent to the Director of Education.

All fees are subject to annual review.



With God's
guidance,
schools and
academies
can achieve
even more
in all that
they do

Appendix One:

Christian Distinctiveness Advisers

Sue Blackmore

Sue has been successfully supporting schools within the diocese for 10 years. She is an accredited Godly Play leader. She taught in a variety of primary schools and completed a Farmington Fellowship focused upon EYFS RE. She has SIAMS inspector experience.

Gareth Davies

Gareth joined the team in 2013. Throughout his 18 years as headteacher he successfully led two Church of England schools. Gareth has worked across all phases of education including PGCE. He has SIAMS and OFSTED experience.

Joan Furlong

Joan is educated to MA level in education and RE. Prior to joining the advisory team in 1991, she had a diverse teaching career in all phases and settings of primary schools, culminating as a Church middle school deputy head. She was the RE adviser for Norfolk LA and lectured/ trained in several teacher training colleges in worship and spirituality. She is now also RE consultant to Telford and Wrekin community schools. Joan is a SIAMS inspector & SIAMS manager, critical reader and trainer in the West Midlands. She has worked at the National level writing SIAMS documents. She has been an OFSTED inspector.

Rosemary Woodward

Rosemary is a SIAMS inspector and leads the LDBE- Kenya Church School partnership initiative. She has an MA in RE and an extensive teaching background. Rosemary joined the team in 2008.

Diocesan Adviser for Schools Outreach

Libby Leech

Libby is a qualified teacher. Her role involves works with all churches and schools/academies (all phases and types) across the diocese. Libby also provides a vital link between all three departments within the diocese (Education, Mission & Youth and Children). Prior to joining the team in 2010 Libby worked as a teacher and a children's Pioneer Minister for a church in Wolverhampton.

Diocesan Property Adviser

Steve Rayner

Steve is a qualified architect. He is able to provide advice to headteachers/principals and governing bodies on school buildings and land and in particular for those schools that bear responsibility for the premises. He advises site trustees on land and charity matters. Prior to joining the team in 2007, Steve worked as an architect in both the private and public sector.

Appendix Two:

Diocesan Improvement Advisers

Joanna Austin

Joanna is an Ofsted inspector and effectively supports schools with their improvement. She has been a very successful headteacher and local leader of education.

Sandra Bailey

Sandra is an experienced school improvement professional and has held two headships in Birmingham. She is currently chair of governors at a Church of England sponsored academy.

Huw Bishop

Huw has extensive experience of leadership, having been principal and executive principal of three successful Church of England secondary schools. Huw is Assistant to the Diocesan Director of Education, a SIAMS and Ofsted inspector.

Chris Davies

Chris has significant experience in advising and supporting schools. This includes Ofsted, challenge adviser for Birmingham Diocese and school and effectiveness adviser with Birmingham City Council.

Gareth Davies

Gareth has successfully led two Church of England schools during his 18 years as a headteacher. He is a Staffordshire Education Mentor, Consultant Diocesan Adviser and Ofsted trained.

Kerin Jones

Kerin is an experienced professional which includes 20 years as a headteacher. He is currently an Ofsted inspector for primary and secondary schools as well as an additional inspector for Serco.

John Kime

John is Deputy Director of Education for Lichfield Diocese. He has quality experience of working with primary, middle and secondary schools. John was a successful headteacher for 12 years.

Yvonne Lewington

Yvonne draws on a substantial background of teaching, training and school improvement across primary, middle and secondary phases. She was School Effectiveness Officer for Stoke-on-Trent.

Rosemary Myers

Rosemary is an additional inspector for Ofsted. During her 10 years as a local authority adviser she was the 14-19 lead, English consultant and Senior Adviser for School Improvement.

Jill Saunders

Jill has successfully worked on school improvement with a range of institutes. Her career has included Principal Adviser for Learning and Achievement for Birmingham City Council Education.

Sue Wedgwood

Sue is Head of School Performance for Lichfield Diocese. Her successful career has included three headships, senior LA adviser, Assistant Managing Director for Walsall Children's Services, Serco and Director of School Improvement for Academy Transformation Trust.

Support Services for Church of England Schools & Academies Application 2015

Name of School/Academy

Address

Name of Headteacher/Principal

| | | |
|--------|-------------------|---------------|
| Band 1 | Up to 150 pupils | £350 - £875 |
| Band 2 | 151 - 300 pupils | £880 - £1130 |
| Band 3 | 301 - 450 pupils | £1135 - £1360 |
| Band 4 | 451 - 900 pupils | £1365 - £2630 |
| Band 5 | 901 - 1000 pupils | £2650 - £2800 |
| Band 6 | 1000+ pupils | £2820 |

Number on Roll

Support

Tick as appropriate

Cost

| | | |
|--|--------------------------|-------------------|
| Christian Distinctiveness Service Agreement | <input type="checkbox"/> | As Band |
| Interim SIAMS Review (1 day) | <input type="checkbox"/> | £550 |
| BRONZE package | <input type="checkbox"/> | £2750 |
| SILVER package | <input type="checkbox"/> | £5450 |
| GOLD package | <input type="checkbox"/> | £7700 |
| School Self Review | <input type="checkbox"/> | £3250 |
| Headteacher Performance Review | <input type="checkbox"/> | £700 |
| Governor Review | <input type="checkbox"/> | £900 |
| Bespoke Governor Training | <input type="checkbox"/> | £250 per session |
| English Subject Leaders Updates (total for all 3 full day meetings) | <input type="checkbox"/> | £600 per delegate |
| Mathematics Subject Leaders Updates (total for all 3 full day meetings) | <input type="checkbox"/> | £600 per delegate |
| EYFS Subject Leaders Updates (total for all 3 full day meetings) | <input type="checkbox"/> | £600 per delegate |
| SEND Subject Leaders Updates (total for all 3 half day meetings) | <input type="checkbox"/> | £300 per delegate |

Please note that all costs above are excluding VAT

Total Cost

Headteacher signature

Date

Office use only

Date processed:

Date sent to Finance:

Accessing Support

To receive the support services provided by LDBE and CECET please complete the pro forma at the back of the brochure; returning it to:

Sue Blackmore
LDBE & CECET
St Mary's House,
The Close, Lichfield
WS13 7LD

Or email sue.blackmore@lichfield.anglican.org

Wherever possible, returns should be received by the Diocesan Office by 10th April 2015.

LDBE and CECET work in partnership to provide quality services with Christian values at the heart



Find out more about us on our websites

www.cecet.org.uk

www.lichfield.anglican.org/ourschools/board-of-education

We are all precious in God's eyes



DISCOVERING
THE HEART OF GOD



GROWING
DISCIPLES



REACHING
NEW GENERATIONS



TRANSFORMING
COMMUNITIES



PRACTISING
GENEROSITY

Lichfield Diocesan Board of Education &
Church of England Central Education Trust (CECET)
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