Quarterly Update

Children and Young People Framework

Diocese of Canterbury  December 2018

- Director’s Message
- Governors’ network, guidance and training
- Cathedral Schools Days
- Collective Worship materials
- Network meetings for RE, SIAMS and Collective Worship leaders
- School websites
- Buildings and capital notifications
- Admissions and SIAMS
A careful glance at the front cover of our Quarterly Update will reveal a slight alteration to the name of our Framework, now referring simply to ‘Children and Young People’. Please be reassured that we have not inadvertently mislaid any schools; rather, this change is a reminder that we sustain our focus on the children and young people themselves and aspire to their flourishing wherever they are - in our parishes, schools and in families. It also advocates that these three spheres work cohesively towards our vision: that every child and young person in the Diocese is at the heart of mission, having the opportunity of a life-enhancing encounter with the Christian faith and the person of Jesus Christ.

On behalf of our team at Diocesan House, thank you for all that you have been doing towards this vision through Advent and Christmas activities, events and services... and for the numerous cards, goodwill messages and invitations to festive celebrations we have received. I hope that you enjoy a restful break over the holiday period, a joyful Christmas and peaceful New Year!

The Canterbury Fundraising Committee of the Children’s Society is holding its annual Christingle Service in Canterbury Cathedral on Friday 28th December at 3.00pm. This is a very special occasion for a number of reasons, including being the 50th anniversary of the Christingle service and Bishop Trevor giving the address. Moreover, children from Borden and Bredgar Church of England Primary Schools are taking a major part in the service, and I am sure the staff, pupils and their families would value your support!

You may already be using the #FollowTheStar family Advent Calendar or other resources... did you know there is also a #FollowTheStar app available for download from the App Store or Google Play? It gives access to daily reflections from Christmas Eve throughout the 12 days of Christmas, as well as a search function to discover local Christmas services and events.

With my prayers and all good wishes
Church of England Foundation for Educational Leadership (CEFEL)

Governors network

We are looking to start a Network for Governors who really want to deepen their understanding of the role in a Church of England school and to strengthen their understanding, knowledge and skills as set out in the Governors Competency Framework. It will support governors with their role in the self-evaluation and further development processes relevant to the SIAMS framework and Ofsted inspection preparation. You will receive resources specifically written for Governors in relation to the questions you could be asking of your school in relation to how the ‘school ethos enhances the school outcomes’.

This Network will build upon and extend the training provided by the Diocese for Foundation Governors, in order that every Governor develops their knowledge and understanding of key areas and sees how the Christian ethos should impact on Finance, the Quality of Education, the Curriculum, Behaviour Policies and so forth.

The cost of the Network is by school - £1 per pupil plus VAT. This means your School is signed up to the network and enables more than one governor/headteacher to be involved. It may be that your school has already signed up to the programme because the Headteacher is part of the Peer Support Network and in these cases there will be no further charge.

We propose to hold 3 sessions for 2.5 hours, holding the sessions at Diocesan House. Governing bodies can send 3 or more governors, perhaps one or two to each of the three sessions. The first session will focus on vision and ethos and setting strategic direction, the second on the teaching and learning, SEND and Pupil Premium and the third on the stewardship of resources and financial management.

Session 1: Vision and Ethos, Setting strategic direction
Saturday 26th January 9.30 am - 12 noon followed by lunch with those attending session 2 for wider networking.

Session 2: Teaching and Learning, SEND and Pupil Premium
Saturday 26th January 12 noon for lunch with those attending session 1 for wider networking. The session will begin at 1 pm and finish at 3.30 pm.

Session 3: Stewardship of resources and financial management
Tuesday 5th February 6.30pm – 9 pm

This will be a great opportunity to connect with other governors with a similar governance role in a range of schools and share good practice.

If you would like to take up the offer, please discuss it with your headteacher and complete this form by no later than the 19th December

Helen Jones
Regional Network Facilitator (SE)
The Church of England Foundation for Educational Leadership
CPD
It was great to see so many governors at our recent governors update. We discussed the Governor Network, new Ofsted framework, SIAMS and the upcoming changes in RSE - it was a packed evening! Please see the powerpoint which was shared [here](#) for more details.

These sessions fill up quickly so [book now](#) for our next meeting

Wellbeing
We are very aware of the huge range of initiatives and training in our schools in response to understanding and developing well-being for pupils and staff. Governors may also be interested in the [CEEO document](#) which includes some useful resources and tools for senior leadership.

Mental Health and Wellbeing: Towards a Whole School Approach - churchofengland.org

[www.churchofengland.org](http://www.churchofengland.org)

Mental Health and Wellbeing: Towards a Whole School Approach Interim advice for schools and SIAMS inspectors ahead of the introduction of the new SIAMS Evaluation Schedule in September 2018

Appointing foundation governors
There has been some confusion lately around the appointment of foundation governors. Foundation governors can only be appointed and re-appointed through the diocese: it is not appropriate or legal for them to be re-voted through the FGB. Our office will remind governors and clerks in plenty of time when individuals are due for re-appointment. Individuals are asked to return their re-nomination forms to ethorpe@diocant.org in a timely manner so that no lapse in governance occurs.

Training for Members and Directors of Single Academy Trusts
The governance of Academy trusts can be complicated and we have had requests from schools to provide training around the different roles and responsibilities of Members and Directors and what this means in reality. This will cover your legal and financial responsibilities as well as statutory responsibilities specific to church schools. Places are restricted to 4 per school for every single academy trust. Training for multi academy trusts will be available later in the year

Wednesday 17th January, 6:30 — 8:30 pm
Diocesan House, Canterbury
[Book your place here](#)
Reflection and review is the good practice of any governing body but does it just happen once a year? Have you considered asking questions at the end of every meeting? This might be a way of collecting ongoing evidence of your effectiveness so as to improve future practice. You also need to consider whether your practice is reflective of a church school. The booklet 'Ethos Enhancing Outcomes: Exploring Governance Leadership Issues' provides an extensive list of such questions:

Here are a few examples:

How does the governing body provide hope and aspiration in the context of limited resources and difficult budgeting choices?

How does the governing body take account of the worth of each student in the discussion and challenge of whole school, group and subject assessment data?

With the mental health of students being a key issue, how can governance ensure the strive for higher standards is not detrimental to their wellbeing or that of their teachers?

Press Releases - Important

The diocese provides communication advice and support for leaders who may find their schools at the centre of any media attention. We are also sometimes contacted by the press themselves to provide additional commentary. Our Communications Director, Anna Drew, does work in tandem with support offered by KCC. However, it is essential that schools contact Anna directly: adrew@diocant.org in advance of any press release so that the best support can be given.

Springs Dance Company specialises in RE through dance and helps young people learn about and learn from the Christian faith. Springs is offering to schools its much sought after Easter Project. Offering engaging and thought-provoking dance workshops, The Easter Project provides a fresh and exciting way to explore the Easter story. The workshops can culminate in an informal sharing or performance by the pupils.

Further details on The Easter Project can be found at https://springsdancecompany.org.uk/images/downloads/Easter-Project-for-Primary-Schools-2019ER.pdf

Please email touring@springsdancecompany.org.uk or call 07876 752 910 to find out more.

Kent is Delicious will be back in 2019!

More information will be released in the new year but register your interest here!
Church of England Schools from the Canterbury Archdeaconry took part in this year’s Cathedral Schools Days which were held on 6th, 7th and 8th November.

The theme of the day was One Big Story. The pupils delved into the Cathedral's story through various workshops; dressing up as monks and walking in their footsteps, moulding clay into the shapes of the intricate stonework, recreating books from hundreds of years ago to name but a few.

This year saw the introduction of an Organ workshop; as part of The Canterbury Journey the Cathedral Organ is being rebuilt and this gave the perfect opportunity for children to look into the organ loft and even have a go on the keys! Led by Adrian Bawtree, pupils (and adults) were captivated by the Cathedral’s ‘Wonderous Machine’!

Children listened, wondered, reflected and wrote prayers all in response to the prayer stations which journeyed through the 5 senses as part of their own story. As in previous years the prayer stations were designed by 5 of the attending schools.

Children led worship, read prayers and delivered the talk during the afternoon’s worship service where they were joined by members of senior clergy; Precentor Max Kramer, Bishop Trevor and Archdeacon Jo.

“The days have never ceased to encourage and inspire me particularly in the extraordinary acts of worship led by our young people”

Bishop Trevor Willmott
Collective Worship
I do hope you have all seen the new ‘fresh approach’ collective worship materials on our website and that they are supporting the planning and leading of worship in your schools? New plans will be popping up all the time, so keep an eye on the collective worship page on the website.
https://www.canterburydiocese.org/childrenandschools/collectiveworship/fresh-approach/

Collective Worship training
There are still spaces available on the Leading Collective Worship and Children Leading Worship training sessions next year. Book your places via the training brochure.

Children leading Worship
Date: Tuesday 22nd January
Venue: Diocesan House, Canterbury
Audience: Collective Worship Leaders and KS1 or KS2 teachers
Leaders: Murray Wilkinson and Rebecca Swansbury
Cost: CSC Free Non-CSC £50
KS1 9.00am—12.00pm     KS2 1.30pm—4.30 pm

Leading Collective Worship and Children leading worship
Date: Friday 1st March 10.00 am—4.00pm
Venue: Lenham Community Centre
Audience: Senior Leaders, Teachers, Clergy and those who lead Collective Worship
Leader: Rebecca Swansbury
Cost: CSC Free Non-CSC £50

Reminder about the legal guidelines governing Collective Worship
Taken from Religious Education and Collective Worship DfE circular 1/94

Responsibility to provide daily collective worship
(Religious Education and Collective Worship DfE circular 1/94)
51 All registered pupils attending a maintained school should take part in daily collective worship
52 It is the head teacher's duty to secure this. The governing body or, for LEA-maintained schools, the governing body and the LEA, must also exercise their functions with a view to securing this.
53 The responsibility for arranging collective worship rests:
at a voluntary or equivalent grant-maintained school with the governing body after consultation with the head teacher; at any other school with the head teacher after consultation with the governing body.

Organisation of collective worship
54 Collective worship, subject to the right of withdrawal, is intended to be appropriate for and to include all pupils attending a school.

Therefore, by law, all children should be in worship and not withdrawn for groups or interventions. Worship is invitational, so all should be invited and not excluded.
Network meetings

Thank you to all of you who attend the termly network meetings across the Diocese, I hope you find them beneficial to you and your leadership. These meetings are a great way to keep in touch with what is happening nationally in RE, Collective Worship and SIAMS, whilst gleaning new ideas and suggestions for back in school and making connections with other schools locally.

I appreciate that the network meeting in your area may fall on your weekly staff meeting night, or mean you have to leave school early to get there for 4pm, so thank you to all those Headteachers who allow their staff to attend these important termly meetings.

If you wish to attend the network meetings, please could you book a place via the link in the training brochure.

Term 1, 3 and 5 – Collective Worship and SIAMS leaders
Term 2, 4 and 6 – RE leaders

RE

Please could you let me know if you haven’t received your white Kent Agreed Syllabus folder as we are trying to liaise with Kent County Council about which schools are yet to receive their copy.

Could you also let me know if you have a new RE or Collective Worship leader so I can make sure any extra information I send out reaches your school and leaders. Thank you.

Interfaith Week: 11th—18th November 2018

Did you do anything to mark interfaith week? If you did, do let me know as the team here at Diocesan House and Canterbury Interfaith Network would love to know what our schools have been up to in promoting interfaith communities and dialogue.

SIAMS

Our first group of schools, which are due for inspection in 2019-2020, have joined us for ‘Building a distinctive Christian vision’ training. Many leadership teams have commented on the benefit of having a whole day to work through and discuss ‘who are we’, ‘why are we here’ and ‘how then do we live’ in preparation for building a distinctive Christian vision.

We have prioritised those schools whose inspections are within the next two academic years, but will be opening up the ‘building a distinctive Christian vision’ training to other schools later on in the New Year. As soon as we have dates for this we will let you know.

I am holding another SIAMS briefing in January, for those who were not able to attend the briefings in July.

Friday, 11th January 2019
Diocesan House, Canterbury
9:30 am - 11:30 am
Book your place here.
School websites

As part of my role in Kent SACRE (Standing Advisory Council for RE) I had to look at the website of every church school in Canterbury Diocese. This was a valuable exercise in enabling me to see the range of information schools put on their websites and the visibility of the distinctive Christian character.

Just a reminder that SIAMS inspectors gather a huge amount of information from your website prior to inspection, due to the amount of information they need to gather and comprehend, hence why we are making the following recommendations.

Below are some things for you to consider when looking at your website construction, content and images.

1. Does your website clearly say ‘who you are’? Is it obvious from the home page that you are a church school with a distinctive Christian character?

2. Is there easy to locate information about your vision, biblical narrative, associated values, links with the church, previous SIAMS inspection etc? Could this be on a separate tab?

3. Is there detailed information about RE? Is the RE yearly overview up to date? On long term curriculum plans is RE mentioned, with coverage and timings shown?

4. Ensure information about RE and Collective Worship is kept separate by having information on different pages to show how they differ in nature and style.

All this information should be obvious and ideally not have to be searched for by trawling through lots of other website pages.

Have a blessed Christmas and see you in the New Year.

Rebecca
Notification of Roof Collapse Incident: In case you have not seen my recent communication regarding buildings warnings from the ESFA, please note their concerns about a particular type of construction. The warning relates to a recent building component failure in a property constructed using Reinforced Autoclaved Aerated Concrete (RAAC). Here is the link to the ESFA updates for local authorities and academies which provide further details:


I will be following up to see whether any sort of financial support is planned where problems are identified. I appreciate that once you have read this communication you may have questions or concerns you wish to discuss, please do not hesitate to call me on either 01227 459401 or 07801889020.

Deadline to note - Asbestos Management Assurance Process (AMAP): The DfE launched the AMAP to develop a fuller understanding of the management of asbestos in school estates and to seek assurance that schools are complying with their duties. Many have already participated, but a number of Responsible Bodies (the governing body in VA schools & KCC for VC schools, the Trust Board for Academies) have not yet submitted assurance declarations for their schools who have completed the AMAP school form. The DfE expects all local authorities, governing bodies and academy trusts to participate in the AMAP, to provide an assurance declaration on their schools’ compliance. You should have received your AMAP login details. If you have not received them, then you should contact the DfE at: asbestos.amap@education.gov.uk

The DfE does expect 100% compliance so if schools do not complete this now there will be follow up from the Department. AMAP re-opened on Monday 12 November 2018 and schools have until Friday 15 February 2019.

Locally Coordinated Voluntary Aided Programme – LCVAP: The financial year 2020-2021 will mark a change to the way in which VA schools receive additional funding for capital works. This means that 2019-2020 will be the last year of LCVAP. Please note that there will be a continuation of the key principles of capital funding in VA schools; diocesan coordination of the funding, the school contribution of 10%, and the formula for calculating the funding. Proposed changes include removing local authority involvement in the coordination of capital funding in VA schools and streamlining the funding with other sources available from the ESFA. Schools do not need to take any action at this stage, however please do not hesitate to contact me at the earliest opportunity if you have identified capital projects that may qualify for funding in 2019/20 as we will look to allocate projects from Spring 2019.
Admissions and the new SIAMS Evaluation Schedule: please note that SIAMS inspectors will be reviewing school admissions codes as part of the policy checker, key expectations of admissions policies taken from the SIAMS evaluation schedule include:

**Local Context:** The leaders have developed a Christian vision within the school's local context, in particular that the school's population both reflects its local community and promotes its Christian character by seeking to give opportunity to all and supporting inclusion and diversity.

**Equality of Opportunity:** The school's policy demonstrably reflects its Christian vision by being welcoming to pupils with disabilities and learning difficulties, and by being inclusive of different faiths and of pupils from diverse backgrounds.

**Christian Vision:** Leaders, including governors, explain how biblical teaching roots the school's vision giving it coherence, relevance and sustainability. Leaders explain how the school's vision informs both the choice of, and relationships with, a range of local, national and global educational partners. Leaders are aware of current developments and debates in Church school education and this informs their practice.

**Schools and the Environment:** Please do share with me your school's environmental good news stories, such as any planet saving practices or changes that have simply brought joy to your staff and children.

Do apply for a wildflower seed kit, and learn about Spring sowing and how to transform a shared space with UK native wildflowers by following the link below and filling in Kew garden's form to receive your free seed packs in March 2019 [https://www.growwilduk.com/form/grow-wildflowers-us-spring](https://www.growwilduk.com/form/grow-wildflowers-us-spring)

If you would like more information regarding buildings and capital projects, land law, project planning, schools funding and academy conversion policy and processes, and admissions, please don't hesitate to contact me via rford@diocant.org.

Thank you and Merry Christmas!
CSY Team

**Quentin Roper** Director of Education  
Leads strategic work with children, young people and schools.  
qlroper@diocant.org

**Niki Paterson** Deputy Director of Education  
School Effectiveness, Governance and Leadership development  
npaterson@diocant.org

**Rebecca Swansbury** Schools Officer  
(Christian Character)  
RE, Collective Worship, SIAMS manager  
rs swansbury@diocant.org

**Robyn Ford** Schools Officer  
(Assets, Projects and Legal)  
Buildings and capital, finance, academy policy/ guidance and conversion process, place planning.  
rford@diocant.org

**Rosemary Fletcher** Executive Assistant.  
Financial administration, office management, Company Secretary.  
rfl Fletcher@diocant.org

**Eunice Thorpe** CSY Administrator  
Governance and Admissions administration.  
ethorpe@diocant.org

**Murray Wilkinson** ChYP’s Ministry Adviser  
Events that inspire, Training that enables, Relationships that sustain, Advocacy that challenges.  
m Wilkinson@diocant.org

**Ronni Lamont** Faith and Nurture Adviser  
Exploring faith development across the three spheres of church, household and school  
rlamont@diocant.org

**Sarah Wilson** CSY Administrator  
(ChYP’s Ministry Administration, Training and Events Management)  
swilson@diocant.org

**Graham Nunn** Diocesan Children’s Missioner  
captgray@diocant.org

**Annie Wiles** Chief Executive Officer  
aviles@diocant-aquila.org

**Marian Scally** Head of Finance and Business Services  
ms Scally@diocant-aquila.org

**Nicholas Morgan** Head of Governance and  

**Tracey Howard** Senior Administrator  
thoward@diocant-aquila.org

**Naomi Jackman** Business Support and Administration  
njackman@diocant-aquila.org

**Lorraine Bondzie-Mensah** Trust Clerk  
clerk@diocant-aquila.org