



## DBE Newsletter – January 2020 (Term 3)

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### Welcome

#### **A Happy New Year to you all.**

We hope the Christmas season brought blessings in reflecting on the birth of Jesus, and was a refreshing break with time for rest alongside the inevitable busyness. '2020' suggests perfect vision – if only we could see into the future to plan and prepare for what lies ahead. But then again, would that really be desirable? As Jeremiah found (ch 29, v11) God knows where we don't; even though we know there will be surprises and frustrations along the way. *'For I know the plans I have for you,' declares the LORD, 'plans to prosper you and not to harm you, plans to give you hope and a future.'* As ever, you will give your best to the children and community in your care and we look forward to supporting you in doing that,

#### **A Prayer for Epiphany**

**Isaiah 60:2-3** *For behold, darkness shall cover the earth, and thick darkness the peoples; but the Lord will arise upon you, and his glory will be seen upon you. And nations shall come to your light, and kings to the brightness of your rising.*

Almighty God

As wise men came travelling, we pray for travellers at this time of year, joining or leaving family and friends.

Help us to follow the wise men's example to make special efforts to reach out to things that are important, to go the extra mile to do the right thing.

Let us share the special times of Epiphany by honouring the presence of your Son in our lives, just as the wise men honoured the arrival of Jesus in their world so many years ago.

We ask this through Jesus Christ, our Lord.

Amen

A particular welcome to our new Headteachers, all of whom have had acting positions so know their schools well. We are delighted you are staying!

- Kate Cavey                      Kington St Michael's CE Primary School, Wiltshire
- Julie Warburton                St Leonard's CE Primary Academy, Swindon
- Amanda Flanagan              The Manor CE Primary, South Glos

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## DBE Conference 2019 – Educating for Wisdom, Knowledge and Skills



This year's Diocesan Education Conference took place in November with over 100 delegates including headteachers, senior leaders, clergy and church workers who engage with young people and schools. Our keynote speaker was Mary Myatt who is an Education Adviser, writer and speaker. She spoke about the link between wisdom and creating an intentional curriculum that will lead to high standards for all. There were discussions, workshops, opportunities for reflection and a busy marketplace where ideas from several schools and organisations were shared. Many thanks to the gospel choir, poet and students from St. Mary Redcliffe and Temple School who performed and helped during the conference. It was a truly special day supporting us to grow young people with Wisdom, Knowledge and Skills.

### Feedback from attendees

"Thank you for a brilliant conference on Friday. I really enjoyed it - so well organised"

*A massive thank you to you and the Team for a fantastic conference, super speakers, amazing young people, excellent food what more could we ask for!!!*

*"What an amazing conference – inspiring, informing and nurturing"*

### Church School Links

Schools and churches can support each other in a variety of ways. The synergy between the two can lead to creative partnerships that enhance the learning for children. Some schools and churches, despite their close proximity and shared ethos, do not have established links. If you're a church or a school not yet linked to one another, let us put you in touch with your local minister or headteacher.

**The Church and School Partnership award** celebrates the positive partnership between a school and parish that leads to deepening relationships and involvement between pupils, school staff and church community. The scheme provides an opportunity for members of both communities to review their partnership and identify ways to develop this with the support of the diocesan education team. Every CE school in the Diocese of Bristol, with their parish church can apply for the award. Click [HERE](#) to download more information

Contact [Ali Driver](#) for more information, she'd be delighted to hear from you and introduce you to your local church or school.

The **Inspire Mentors** are ready and trained to help you out at no cost!

Click [HERE](#) for their names and regions but don't delay if you think they can support – you can choose how to help vulnerable learners, take a small group, support parents or staff, see what they can offer.

### **NPQ Scholarship Funding**

The Church of England Education Office have been informed by the DFE that NPQ Scholarship funding will be ending in December as funds have been used up more quickly than anticipated.

This means that it is likely that funding for courses starting in December will go ahead as planned (such as the CofEPQH). However, courses beginning from January are unlikely to be funded. All providers will have knowledge of funding positions by 7<sup>th</sup> February 2020.

Therefore, as a diocese, we recommend if you have a member of staff who has applied for any of the NPQs in Middle, Senior, Head or Executive Leadership, and the course has not yet started, please ask them to contact the provider as a matter of urgency to ensure that their scholarship funding previously guaranteed by virtue of being a CE school in the diocese footprint, is guaranteed for the beginning of their courses. This should only be at risk if course members have not yet registered or courses haven't yet begun with a scholarship registered provider.

### **Ofsted Inspection Handbook Update**

Ofsted has reissued its Inspection Handbooks just ten weeks into the new Inspection Framework. The updates are described by Ofsted as 'minor changes following the launch of the education inspection framework'.

Consultant Steve Barker Date posted the following in November 2019:

To appreciate the significance of the changes, those involved in governance may find the Inspection Update by Sean Harford, Ofsted's Director of Education, a useful insight. The document details, to inspectors, the changes illustrating both original (September 2019) and revised wording from November 2019. The Inspection Update reflects on the successes and positive feedback that Ofsted has enjoyed since the launch of the new framework in September 2019, but also highlights that there have been concerns, specifically relating to what have been termed 'Deep Dives.' Sean Harford explains, in his foreword, that the intention behind these activities was always intended to 'explore the quality of the curriculum, not the quality of teaching or the subject in isolation.' It is clear that concerns have been raised with Ofsted leadership relating to the methodology of the Deep Dives and it is this aspect that has seen, in the updated handbooks the greatest clarification.

Sean Harford clarifies that inspectors do not judge individual lessons. He explains to inspectors that the purpose of lesson visits is to 'connect evidence through lesson visits, scrutinising work and conversations with curriculum leaders, pupils and teachers.' He concludes by confirming that subjects are not judged individually and that the sole purpose and intention behind deep dives is to inform the judgement on 'the quality of education provided by the school as a whole.' There are changes to the way in which reporting on governance is explained in the handbooks. The original handbook for the new framework, made clear that there would, in the report for a Section 5 inspection, be a paragraph 'that addresses the governance of the school.' At Better Governor we analysed the first 30 reports published under the new framework and it was clear that governance was not always mentioned; it was if there was an element of governance being praised and also if there was some criticism, but otherwise, governance was conspicuous by its absence. The latest changes to the handbook, make clear that 'each report will contain, if appropriate, a separate paragraph that addresses the governance of the school.'

Schools that have been inspected since September 2019 have reported that lead inspectors have suggested that it is acceptable for someone to attend the final meeting, to which governors are invited, with a view to taking notes, as reports now address parents and are written in parent-friendly terms rather than fully reflecting the detail provided in the feedback to school leaders. The revised handbook now makes clear that the clerk can attend the feedback specifically to 'take notes'.

In the diocese, we are delighted with the results of recent inspections. The process seems to be settling down and more consistency is now being seen between inspections. Congratulations to all who have worked so hard and received gratifying and deserved results.

### **Eco School Award**

The Diocese has declared a climate emergency. Your school is therefore part of the regional group in the Church of England that has become the first in the UK to commit to reach net zero carbon emissions by 2030.

There is a shared commitment to provide support to all schools to transition to a low-carbon future as quickly as possible. Collectively we can make a significant difference in reducing the amount of carbon we're responsible for releasing into the atmosphere.



Is your school an Eco School? If you haven't already, we encourage you to register and work towards an Eco School Award. To find out more: <https://www.eco-schools.org.uk/about/howitworks/> Contact us if you have any questions or any stories to share about how your school is going green. The picture shows St Helens in Alveston outside their school encouraging their community to make a difference. Well done St Helens!

### **Training**

#### **Tuesday 28 January 2020 – 7.30-9.30 pm Prayer Spaces in Schools – Training Event**

The Crypt, Hope Chapel, Hope Chapel Hill, Bristol BS8 4ND

This free event will inspire and equip you to host a prayer space at a Primary or Secondary School.

For more information sign up [HERE](#) or alternatively email Liz Osborne: [Liz@bristolschoolsconnection.co.uk](mailto:Liz@bristolschoolsconnection.co.uk)

#### **Friday 31 January 2020 - RE Annual Conference “RE to save the Planet!”**

There is still time to book a place on the highly regarded Annual Bristol and South Glos SACRE conference that is taking place **on 31 January 2020** at Engineer's House in Bristol.

Our keynote speaker this year is **Fiona Moss**. Fiona is an inspiring trainer – who bubbles with enthusiasm for RE. She was also one of the writers for the Understanding Christianity resource and the South Glos RE syllabus.

To register please visit Eventbrite: [Annual RE Conference 2020](#) or contact [Ali.Driver@bristoldiocese.org](mailto:Ali.Driver@bristoldiocese.org)

#### **Thursday 6 February 2020 – SIAMS training for the new schedule Hillside House – 9.00 – 12.30 pm**

As you will know the new SIAMS framework was launched in Sept 2018. It is important that all schools attend this training regardless of when their SIAMs is due as the approaches and concepts are very different from the current process and take time to embed across a school. This course is for Headteachers, members of the SLT, foundation governors and anyone holding responsibility for the SIAMS inspection process.

To register please visit Eventbrite: [SIAMS training for the new schedule](#) or contact [Ali.Driver@bristoldiocese.org](mailto:Ali.Driver@bristoldiocese.org)

**Thursday 27 February 2020 – Relationships & Sex Education  
Hillside House – 9.00 – 12.30 pm**

Headteachers, Senior Leaders, PSHE Leaders and Governors. This is primarily for CE/Methodist schools - but will be of interest and help to all schools who wish to pursue a spiritual and moral approach to relationships education. This is an approach that seeks to understand the unique worth of each individual as paramount. It help pupils build self-worth and the confidence to protect themselves and others from the exploitation and the consumerisation of relationships and sexuality.

To register please visit Eventbrite: [Relationships & Sex Education](#) or contact [Ali.Driver@bristoldiocese.org](mailto:Ali.Driver@bristoldiocese.org)

**Wednesday 18 March 2020 - Spiritual Development & Collective Worship in a Church of England Primary School**

This course can be a whole day to reflect on both Spiritual Development and Collective Worship or a half day course to focus on one of the two aspects.

Don't miss out on the next opportunity for this brilliant training - read some comments from delegates who attended this training in December:

*"Great ideas to develop spirituality further especially identifying where spirituality could be explored in other subjects"*

*"Opportunities to discuss different models to support intentional planning of spiritual development. Thank you"*

*"Really helpful to hear what others are doing as well as all the ideas you have given – plenty of food for thought!"*

To register please visit Eventbrite: [Spiritual Development & Collective Worship](#) or contact [Ali.Driver@bristoldiocese.org](mailto:Ali.Driver@bristoldiocese.org)

**CEFEL Annual Conference Thurs 6 Feb 2020**

Liz and a DBE member will be attending this conference.

We would be delighted if headteachers and/or Governors were there too. In previous years it has been a fantastic national training and networking day and heads who have attended have commented on how useful it has been.

Please book direct at <https://www.cefel.org.uk/nc20/>

**SAVE THE DATES**

**Network Meetings for Headteachers and Parish Partners**

**Wednesday 17<sup>th</sup> June & Thursday 18<sup>th</sup> June (choose one of the two dates)**

This network meeting offers an opportunity for all church school headteachers and a 'parish partner' (such as the Chair of Governors, vicar or a keen foundation governor) to meet with each other, share leadership stories and pick up information pertinent to the role of running and strengthening the work of a church school. More information to follow once the venues and agenda have been confirmed.

**Financial Planning Training**

A fully-funded short course on integrated curriculum and financial planning (ICFP) is available for all school business professionals and school leaders, including governors. ICFP is a process that helps schools plan the best curriculum for their pupils with the funding they have available.

Whether you have a finance background or not, this course will help you to understand the basics of ICFP. These are one-hour webinars, although half-day workshops are also offered, available across a range of times and locations until March 2020. To find out whether it could of benefit to you or your school business professional, and to book a place on this course, visit the [ISBL website](#) or email [training@isbl.org.uk](mailto:training@isbl.org.uk).

## Celebrations



Well done to St Francis for an innovative way of displaying the Understanding Christianity concepts.

*Mr Norton and Ms Harvey and Mr Norton's art club*

## Ashton Keynes Primary School named one of the best in the country (Telegraph)



**Headteacher Samantha Saville** said: *"I am so incredibly proud of our school and we are delighted to be in the top 250 schools nationally. This outstanding achievement is a real testament to the hard work of our staff and pupils and parents."*

### **WIRE Award**

Congratulations to Colerne CE Primary school who have been the latest school to achieve the **Wire Award!** One highlight was a week entitled 'How to be a light for all to see' in the autumn term. As well as exploring Christian ideas of light, pupils visited a synagogue and mosque to see how people of other faiths try to be a light for others. This is a really interesting way to show connections and commonalities between faiths. If you would like more information about the Wire award please contact Adam Robertson or Katy Staples.

**WIRE Gold** - for those schools who have achieved the Wire Award, we are launching the Wire Gold in January. This award builds on the WIRE – but asks schools to look broader and deeper by focussing on parents and the wider community. Schools will have a 'menu' of possible activities they can choose from. The Wire Gold criteria will be on the Diocesan website.

## **Resources**

### **CEFEL Resources**

The CofE Foundation for Educational Leadership have developed a resource 'Called, Connected, Committed'. There are some excellent materials and think pieces within each issue. You can sign up to receive these at [cefel@churchofengland.org](mailto:cefel@churchofengland.org)

For example, The September 2019 issue of 'Called, Connected, Committed' took its focus as 'Removing Disadvantage, drawing again from our Leadership Practices Matrix. As usual there was a range of resources within this publication including reflections, leadership activities, book reviews and leadership videos.

[www.cefel.org.uk/disadvantage](http://www.cefel.org.uk/disadvantage)  
[www.cefel.org.uk/faithfulness](http://www.cefel.org.uk/faithfulness)  
[www.cefel.org.uk/resilience](http://www.cefel.org.uk/resilience)  
[www.cefel.org.uk/generosity](http://www.cefel.org.uk/generosity)  
[www.cefel.org.uk/flourishing](http://www.cefel.org.uk/flourishing)  
[www.cefel.org.uk/sustainingvision](http://www.cefel.org.uk/sustainingvision)

### **Better RE Project**

The National Association of Teacher of RE (NATRE) has recently launched the 'Better RE' project. This is aimed at providing high quality resources to schools to help them improve the teaching of RE in their schools.



If you are, or have been a NATRE member, you will know all about the amazing resources in the termly 'RE Today' magazine and the curriculum books. If you have **not been a member of NATRE in the last three years** – the Better RE project will offer you two years membership for just £55! This is a huge saving. In addition, you will gain access to many online resources that will fit with all the agreed syllabus materials in the Diocese. For more information, please contact: [Adam.robertson@bristoldiocese.org](mailto:Adam.robertson@bristoldiocese.org)

### **Food for Thought**

Food for Thought is a series of 30 thought-provoking cards that seeks to deliver nourishment to the soul in a bite-size format. Each A5 card contains reflections upon most of life's eventualities, touching on relevant issues that challenge our daily lives, offering 'recipes for living' The cards are designed to meet the spiritual needs of pupils of all faiths and none.  
<https://www.salisbury.anglican.org/schools/food-for-thought>

New resources from **RE Today** <https://www.retoday.org.uk/> The assessment guide is useful.

New resources from **Christian Aid** <https://www.christianaid.org.uk/schools/primary-teaching-resources>

### **Governance**

#### **Get Information About Schools (GIAS)**

Governors and clerks are reminded that it is essential this system is kept up to date with governance information, including governor email addresses. The DfE now sends direct communications to those in school governance roles on a monthly basis, but this will not happen if they do not hold an up to date email address for them on the GIAS system.

Governors and clerks should be aware that they have a legal duty to maintain this database. However, it is recognised that often clerks do not have access to this system, so in this scenario we would expect clerks to provide up to date information to a member of school staff that does have access, for input as a matter of priority. Governors and headteachers should support the clerk in this area of their work by ensuring its importance and urgency is stressed to those inputting the data.

Finally if schools are struggling to input data because the system does not account for their governance structure, or for any other reason, it is important to be persistent in contacting the GIAS helpline directly with any issues.

<https://get-information-schools.service.gov.uk/>

#### **Character Education**

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/849654/Character\\_Education\\_Framework\\_Guidance.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/849654/Character_Education_Framework_Guidance.pdf)

## Members Guidance

[https://www.nga.org.uk/getattachment/MATs/NGA-Guidance/Members-of-the-academy-trust/Academy-Trusts-12pp-\(Nov-2019-WEB\)-AW-\(003\).pdf?lang=en-GB](https://www.nga.org.uk/getattachment/MATs/NGA-Guidance/Members-of-the-academy-trust/Academy-Trusts-12pp-(Nov-2019-WEB)-AW-(003).pdf?lang=en-GB)

## Governor induction and mentoring

Does your board have an effective system for welcoming and inducting new governors? The DfE's Governance Handbook states it is the board's 'role to make sure everyone understands what is expected of them and receives appropriate induction, training and development.' Similarly, the latest version of 'What governing boards and school leaders should expect from each other' includes the following on governor induction:

'There should be a clear expectation for all new governors and trustees (including staff governors and trustees) to undertake both school based and professional induction training, paid for by the school or trust. The exact content of the induction may vary depending on the skills and knowledge of the new recruit. This expectation should be set out in writing in advance of a governor or trustee appointment, and agreed to as part of the code of conduct signed by each governor or trustee.'

Ensuring new governors feel welcomed, equipped and supported in the first few weeks or months of their role is important and may help to ensure that new governors 'stick with it'. If you would like any help or advice on creating a system for governor induction, please contact Clare Stansfield in the Education Team.

## What governing bodies and school leaders should expect from one another - guidance

[https://www.nga.org.uk/getattachment/Knowledge-Centre/Executive-leaders-and-the-governing-boards/School-leaders-and-governing-boards-what-do-we-exp/What-we-expect-4pp-\(Nov-2019WEB\)-AW-\(1\).pdf?lang=en-GB](https://www.nga.org.uk/getattachment/Knowledge-Centre/Executive-leaders-and-the-governing-boards/School-leaders-and-governing-boards-what-do-we-exp/What-we-expect-4pp-(Nov-2019WEB)-AW-(1).pdf?lang=en-GB)

## Shap Wallchart or Shap eCal.

Please find below the access to a page where you can download, should you wish, a pictorial calendar for the year or pages for any month of the year.

[http://shapcalendar.org.uk/PictorialCal\\_2020/](http://shapcalendar.org.uk/PictorialCal_2020/)

## REFLECTION FOR 2020

Snowdrops are small plants, typically 15 cm tall. They have three large outer petals and three smaller inner ones. The hardened leaf-tips of its three narrow leaves help the snowdrop break through frosty ground. The snowdrop is sometimes called 'flower of hope' because it comes so early in the year...the little flower had more strength than she knew '...proud to be the first; the first sign of spring.'



The Snowdrop battles the winter weather through the night...and in the morning she is proud to be recognised as the very first flower of the New Year, a welcome reminder that winter will soon be over.

We thank you for the snowdrop, a sign of hope and new beginnings and a promise of good things to come. Help us, too, to be snowdrops in our hearts and minds. Help us to be signs of hope and good things in the bright New Year ahead. Amen.

## This is a good idea for a New Year Assembly about a Snowdrop

<https://www.bbc.co.uk/programmes/articles/3sqj3bNbNMDR7MMDFRsWXYH/the-snowdrop>