**I have come in order that you might have life – life in all its fullness.**

John 10:10

Colleagues

Last Saturday I went to pick up my first six tropical fish ever! Long story short - someone I didn't know in the village was throwing out a fish tank (sat on the pavement with a big notice saying FREE!)

Being a sucker for recycling and harbouring a long held desire to own fish, here I am with my first six platy's. Little orange black tailed delights. Apparently they're reasonably robust and good 'Beginner' fish.

I also have a bill for a filter, heater, thermometer, gravel, water conditioner potions, rocks, bogwood, plants and a plastic shipwreck I couldn't resist (middle age childhood return, oh dear). It might have been better to walk past the 'bargain' fish tank. Tetras and other fishy friends to come next week.

I am both **delighted** at the sheer joy of watching them whizz round their new home over and over again - (contrary to popular belief, aquarium fish generally don't have a memory of a few seconds, but some can remember up to 12 days or even longer!)  and equally **terrified** at the responsibility of looking after six completely defenceless little creatures who are utterly dependent on me and technology to stay alive.

Of course, it doesn't compare with the awesome responsibility of being a member of staff or governor looking after groups of young people, but currently the responsibility for their lives is entirely mine. It is not currently a collective effort. If they die, it's my fault. Uh oh.

I hope you had a really good holiday at Half Term. The daily onslaught of bad news and injustices that we hear from around the world and in this country has continued, but perhaps you were able to just take a break and sometime to recharge? You will all be coming back to school to issues of new children, ongoing covid, vaccine distribution, child poverty, mental health, the COP26 talks….add your own heartaches here…..But you are a collective in school and you must take comfort, hope and strength from each other.

Jesus picked a rag tag group of disciples (perhaps better translated as apprentices, they were far from perfect students, regularly wayward yet learning all the time). This is great encouragement for us to know we are not expected to operate alone nor required to be perfect, but to give the best we can.  So as the new term starts and hopefully your batteries are a little recharged, here's a beautiful verse that seems to sum up how we need to react with each other:

**“Be kind to one another, tender-hearted, forgiving one another, as God in Christ forgave you.'** (Ephesians 4:32).

So do encourage one another. ‘Tenderise’ your heart (please not with a blunt instrument as you might a steak.) Build one another up, bear with each other's annoyances and share the way you feel and think because we really need each other at this time.  You are doing such important work and this verse is a great source of inspiration to remind us how to work together when we can.

**COP 26: One family in a common home**

As you read this, our world leaders are at COP 26. We long for big and effective commitments for change even though we know the results may make our personal and professional lives quite uncomfortable. But doing nothing will be worse.

Please ponder the following text which comes from the longer joint appeal signed by **representatives of the world’s faith communities,** including Archbishop Justin. I’ve just picked out a bit and hope it provides material and maybe even an audit of progress to discuss with pupils, staff and governors.

**One family in a common home**The followers of religious traditions have a crucial part to play in addressing the crisis of our common home. We commit to taking much more serious action. Young people are demanding that we listen to the scientific insights and that we, their elders, do much more. First, we commit to advancing the educational and cultural transformation that is crucial to sustain all other actions. We underline the importance of:

* **Deepening our efforts to bring about a change of heart among the members of our traditions in the way we relate to the earth and to other people** (‘ecological conversion’). We will remind our communities that care for the earth and for others is a key tenet of all our traditions. Recognizing the signs of the divine harmony present in the natural world, we will strive to incorporate this ecological sensitivity more consciously into our practices.
* **Encouraging our educational and cultural institutions to give priority in their programs to relevant scientific insights, to strengthen integral ecological education,** and to help students and their families relate to nature and to others with new eyes. Beyond the transmission of information and technical knowledge, we want to instil deep-rooted virtues to sustain the ecological transformation that is required.
* **Participating actively and appropriately in the public and political discourse on environmental issues,** sharing our religious, moral and spiritual perspectives and uplifting the voices of the weakest, of young people, and of those too often ignored, such as Indigenous Peoples. We underline the importance to reframe environmental debates from being about technical issues alone to include moral issues.
* **Engaging our congregations and institutions with their neighbours in the building of sustainable, resilient and just communities,** creating and developing resources for local cooperation in, for example, restorative small-scale agriculture and renewable energy cooperatives.

Second, we underline the importance of taking far-reaching environmental action within our own institutions and communities, informed by science and based on religious wisdom. While calling on governments and international organizations to be ambitious, we also recognize the major role we play. We wish to emphasize the importance of:

* **Supporting actions to reduce carbon emissions,** achieve carbon neutrality, promote disaster risk reduction, improve waste management, conserve water and energy, develop renewable energy, provide green open spaces, conserve coastal areas, prevent deforestation and restore forests.
* **Working to make bold plans to achieve full sustainability** in our buildings, land, vehicles and other properties, joining the global race to save our planet.
* **Encouraging our communities to embrace simple and sustainable lifestyles** at home, so as to reduce our collective carbon footprint.
* **Striving to align our financial investments with environmentally and socially responsible standards,** ensuring greater accountability and transparency as the tendency to move away from investments in fossil fuels and toward investments in renewable energy and restorative agriculture is becoming ever more widespread.
* **Evaluating all the goods we purchase and the services we hire with the same ethical lens,** avoiding two different moral standards being applied to the business sector and to the rest of social life. For instance, we will raise awareness in our faith communities about the need to examine our banking, insurance and investment choices, to correct them in line with both the values we proclaim here.

**Our hope: a time of grace, an opportunity that we cannot waste**

We pray that our human family may unite to save our common home before it is too late. Future generations will never forgive us if we squander this precious opportunity. **We have inherited a garden: we must not leave a desert to our children.** Scientists have warned us that there might be only one decade left to restore the planet.

We plead with the international community, gathered at COP26, to take speedy, responsible and shared action to safeguard, restore and heal our wounded humanity and the home entrusted to our stewardship We appeal to everyone on this planet to join us on this common journey, knowing well that what we can achieve depends not only on opportunities and resources, but also on hope, courage, solidarity and good will.

In an age fraught with division and despair, we look with hope and unity to the future. We seek to serve the people of the world, particularly the poor and the future generations, by encouraging a prophetic vision, a creative, respectful and courageous action for the sake of the Earth, our common home.

**Prayer for School Leaders**

Creator God,
We acknowledge that as your handiwork,
we stand alongside all that you have made.
Trees and rivers, mountains and valleys,
soaring birds and scuttling creatures,
all are held within your care.

May we grow in our love and appreciation
for the fabulous variety around us;
and may our awe and wonder draw us closer
to the natural world, and through it to you,
the God of all things.

We pray in Jesus name.
Amen

**UPDATED SIAMS DOCUMENTS**

Many of you have now attended our SIAMS briefings outlining the small changes to the schedule that were introduced in September. If you have been unable to attend these, do check out the SIAMS inspections webpage to find the new schedule.
[SIAMS Inspections webpage](https://gbr01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.churchofengland.org%2Fabout%2Feducation-and-schools%2Fchurch-schools-and-academies%2Fsiams-inspections&data=04%7C01%7CAli.Driver%40bristoldiocese.org%7C307e78146f7f4e659e3608d9979325e1%7Cf8c358527f41448ba8a1cc11796cead8%7C0%7C0%7C637707480508138542%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=EvlSMVAJN5YX0A8jgET9v8WXDUosvMvKv8QOiOETHQ0%3D&reserved=0)

We would like to inform you of another new change - a further articulation about what excellent means in the form of a honeycomb graphic on the features of excellence. It's a great discussion point in a staff or governors meeting about where you really want to set your sights!

In light of this we are going to hold another SIAMS Update to include this further articulation on:

* **Monday 7 February 2022 @ 4.30-5.15pm** (online) – please book on [**HERE**](https://www.eventbrite.co.uk/e/essential-siams-update-registration-200763518087)

We have also scheduled full SIAMS Training (online) - on:-

* **Thursday 28 April 2022 @ 9.30-12.30pm** or
* **Thursday 28 April 2022 @ 4.30-7.30pm** – please book on [**HERE**](https://www.eventbrite.co.uk/e/siams-what-to-expect-registration-151939004653)

 **Training – Oct-Dec 2021**

Please see below the training for this half term, as well as a few ‘Save the Dates’

**RSHE for CE Schools (online)
Weds 10th Nov 2021**

2.00-3.30pm or 4.00-5.30pm

How can we ensure that we are prepared for the new DFE requirements for RSHE and the expectations of the SIAMS schedule that requires Relationships Education to be taught within a context of a Christian vision for the purpose of Life? Register [**HERE**](https://www.eventbrite.co.uk/e/rshe-for-ce-schools-registration-151788907709)

**Foundation Governor Training (online)**

**SAVE THE DATES** (more information to follow)

Wednesday 24th November 2021 @ 6.30pm

Monday 7th February 2022 @ 6.30pm

Wednesday 6th July 2022 @ 6.30pm

**New to RE (online)**

**Thurs 2nd Dec 2021** 1.00-4.30pm

For anyone who has been newly recruited to the role of RE Subject Leader or who would like to refresh their understanding of the role. Register [**HERE**](https://www.eventbrite.co.uk/e/new-to-re-registration-151782077279)

**Personal Development in CofE Schools (online)**

**Fri 10th Dec 2021** 9.30-12.30pm

This training will explore an approach to “Personal Development” that is distinctive and fitting for a CofE School. Register [**HERE**](https://www.eventbrite.co.uk/e/personal-development-in-church-of-england-schools-registration-151947203175)

**Leadership in a Church of England School (online)**

This course is run over 3 consecutive weeks (3 x 1.5 hour sessions)

* 19 January 2022 @ 4.00-5.30pm
* 26 January 2022
* 2 February 2022

This course looks at the characteristics of a leader of a church school, whether leading across a whole school, a group of staff or volunteers.

For more information and to register – click[**HERE**](https://www.eventbrite.co.uk/e/leadership-in-church-of-england-schools-registration-150030965657)

**Annual RE Conference 2022**



**Friday 28th January, 9.30-3.00pm**Engineers’ House (and online)

**“How interesting are you?!”**

*Developing curiosity about different people’s beliefs and identities*

For more information or to register click on the link below:

<https://www.eventbrite.co.uk/e/annual-re-conference-2022-how-interesting-are-you-tickets-181808854177>

**DBE Annual Conference 2022**

**Being a Courageous Advocate – Learning to Dream BIG!**

**Friday 18th March 2022**

The Deanery CE Academy, Swindon

We are hoping this can be face to face! But who knows?!
Book to come whether we meet in person or online, more details nearer the time.

Exploring the theme of ‘*Educating for Hope and Aspiration’* we will be hearing from
Jim Davis at the Children’s Society, the Global Neighbours programme, Archbishop of York’s award, Ugandan links, environmental projects and local schools and partner bodies about all sorts of ways to encourage you to stripe courageous advocacy through your curriculum. Remember to encourage your parish and governance partners to join you on this day as this is a joint adventure and needs discussion.

The expected costs will be £100 for one delegate (and subsequent delegates from the same school will be £50 per delegate) If we have to on online due to COVID, then the costs will change. To register please visit Eventbrite: click [**HERE**](https://www.eventbrite.co.uk/e/dbe-conference-2022-being-a-courageous-advocate-learning-to-dream-big-registration-199054947707)

**Cyber-Security for Schools**Nigel Genders | Chief Education Officer

Colleagues have asked about support for schools concerning issues with ransomware in the education sector. It is suggested that schools consider getting advice from third party cyber incident response companies (there is a list that schools can be signposted to). The department are also creating a self-assessment tool, on cyber security, processes and governance. The full launch is aimed for early Jan 22. There is currently not a single point of incident reporting, but we need to encourage schools to have a culture of reporting in this space. For any questions please contact Sector.SECURITYENQUIRIES@education.gov.uk

There is a useful page for generic school guidance on the NCSC page as well:
[Cyber Security for Schools - NCSC.GOV.UK](https://gbr01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.ncsc.gov.uk%2Fsection%2Feducation-skills%2Fcyber-security-schools&data=04%7C01%7CAli.Driver%40bristoldiocese.org%7C1b3370895a0f44ece16208d9954ebb79%7Cf8c358527f41448ba8a1cc11796cead8%7C0%7C0%7C637704987640670510%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=KK%2BqoIBgr40ANXIe8nboyJTNylSIjWuA98nEPNsoun8%3D&reserved=0)

 **New Diocesan Secretary and CEO**

We are delighted to announce the appointment of Richard Leaman as the new Diocesan Secretary and CEO. This is a major role that joins up all the work including schools within the diocese and with national church initiatives. Richard will be joining us on 1st November and will be primarily based in the diocesan office at Hillside House from that date.

Richard is an experienced charity CEO who was attracted to the post to fulfil his Christian vocation.  He has previously led both the Guide Dogs for the Blind and most recently, the Tall Ships Youth Trust. Prior to this he served in the Royal Navy rising to the rank of Rear Admiral. Richard is a champion for diversity, equality and inclusion.

 **FREE COURSES**

A free course for Christians wishing to develop their science-faith communication skills for schools, churches and beyond! For more information click on the link below:

 [https://www.faraday.cam.ac.uk/event/communicating-science-and-faith/](https://gbr01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.faraday.cam.ac.uk%2Fevent%2Fcommunicating-science-and-faith%2F&data=04%7C01%7CAli.Driver%40bristoldiocese.org%7C1717fde1719144ccd7af08d9949a59f8%7Cf8c358527f41448ba8a1cc11796cead8%7C0%7C0%7C637704212910699120%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=V1Fx7GKDmVfYhdkUl2d0%2FjZn97WG0GyDI%2B1O0KdymCk%3D&reserved=0)

**NPQ Full Funding for EVERY COURSE Now Available**

As you will know, the Church of England in partnership with the Catholic Education Service. is now offering the whole suite of NPQs for school leaders. **These are available to all teachers and leaders in state schools fully funded.** We have been receiving a very encouraging number of applications, some cohorts for each course will run in November for the NPQH and NPQLT before the majority start in February 2022.

In our Diocese, the cohorts are extremely close to being full and therefore nearly ready to run – however, we would really value your support in finding those final few leaders from your schools/MATs.

Through these cohorts the CofE will be able to show our unique approach, such as the expert coaching which is integral to every single course and the strong moral imperative to ‘serve the common good’.

Are you a future leader? It would be great to get large vibrant groups in place as we launch.

Please contact our Regional Delivery Manager Nicki Antwis at nicki.antwis@dbat.org.uk

who would be delighted to connect you with local *Delivery Partners* across the region to see if there are any last minute places or for next spring – free – worth a try!

**Air Bio Security – clean air to reduce covid spread**

Amongst your many mitigations in school property against covid spread, if you are considering putting in filters in your classroom to improve the air quality against covid and other airborne nasties, we are considering a local company based in the diocese who already work with many organisations and have offered a package if some schools are interested. Get back in contact if this is something you are thinking about for some/all rooms and we can pass out all details

**Farmington Scholarships 2022 - 2023**

Applications for the 2022/23 Farmington Scholarships are now open. These are Scholarships available to teachers of religious education and associated subjects in UK secondary, primary, and special needs schools. Head teachers who wish to undertake research into either religious education or values education are also eligible to apply.

Scholarships cover the cost of tuition, essential local travel and, by negotiation with the school, the salary of a replacement teacher up to point 6 of the main pay scale. Scholarships last for a maximum of 30 days and can either be taken at a local university (we have links with 13 throughout England, Scotland, Wales and Northern Ireland) or can be home-based with a local tutor.

Further information and an application form can be found on our website [http://www.farmington.ac.uk/index.php/farmington-scholarships/](https://gbr01.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww.farmington.ac.uk%2Findex.php%2Ffarmington-scholarships%2F&data=04%7C01%7CAli.Driver%40bristoldiocese.org%7Cca322a990e96468961d208d99941387b%7Cf8c358527f41448ba8a1cc11796cead8%7C0%7C0%7C637709327657148490%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=L2z%2BtSGPF3Etq%2BHvU1d1BXRLbrgGaxg0Njydew3AUl0%3D&reserved=0)

**National Younger Leadership Groups**

Last year around schools/colleges from around 25-30 Dioceses involved in one or more of the programmes (i.e. primary, secondary, FE), with around 250 young people involved in total. They would love to see every Diocese involved this year.

Many schools have asked how they can continue this for a new group of students (the programme itself will be based on the same themes in 2020-21 so certainly it wouldn’t be appropriate for the same students to be part of it as last year). They are continuing to partner with the Archbishop of York Youth Trust in delivering the programme, which will continue to be fully online on Zoom.

In order to get involved for this academic year, **please complete**[**THIS FORM**](https://gbr01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fchurchofengland.tfaforms.net%2F4903448&data=04%7C01%7CAli.Driver%40bristoldiocese.org%7C230797dcc77a40bdf45808d99571ef32%7Cf8c358527f41448ba8a1cc11796cead8%7C0%7C0%7C637705140044803147%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=BvJ1he4%2Bru9zYX3WrgYwnfov%2Bdv2qsU7UYRLq0uoglc%3D&reserved=0) **by Friday 5th November.** The programme dates are then as outlined on the attached flyer.



Christingle celebrations have been taking place for over 50 years.  The Children’s Society’s first Christingle service took place at Lincoln Cathedral in 1968, but Christingles themselves go back much further to the Moravian church in Germany.

**Please see the attached letter to see how you can get involved this year.**

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# At the heart of christmas logo

# Share your good news of God’s saving love this Christmas

**Please tell us how your school and church community will connect with the Heart of Christmas this year, and be part of the Church of England’s Christmas launch 2021.**

At the heart of Christmas is the Church of England’s theme for Advent and Christmas 2021. It is an invitation to everyone to discover – or rediscover – the good news of God’s saving love as revealed in the birth of Jesus.

The theme will be officially launched at an online event on 25 November 2021. To celebrate the launch, we would love to highlight the incredible work that will be going on across the Diocese of Bristol this Christmas, and in particular highlight the many ways that schools and churches help their communities through thick and thin.

*What is at the heart of Christmas for your School and Church Community?*

Please send your brief answer (max 40 words) to comms@bristoldiocese.orgalso including your name and the name of your school/church if applicable. You are also very welcome to send us a relevant photo or video. (The Diocesan Communications Team)

Please note that by submitting your name, answer and any photos or videos, you consent to full distribution through our social channels, website and media.

**So remember,**

We have inherited a garden: we must not leave a desert to our children.



We are all gardeners together.

*Liz and the Education Team*