

From the Diocesan Director of Education - Claire Meese

Recently, in our termly newsletters, I have taken time to reflect a little on the strands that make up the Central Church of England Vision for Education and I have suggested some of the implications these have for work in our schools. So far, I have focussed on **wisdom, hope and aspiration** and **community and living well together**. In this edition, I am going to share some thoughts on the final strand, **dignity and respect** and consider some of the implications of this strand for the way we develop the Christian ethos in our schools.

I heard recently about the launch of the Woebot—a charming robot friend, able to listen to you 24-7 through your phone or computer. WOEBot is described as a **Fully Automated Conversational Agent**, a Chatbot Therapist powered by artificial intelligence and the principles of cognitive behavioural therapy. It aims to help young adults cope better with life. Artificial intelligence is beginning to be everywhere. Whilst it can do really interesting things and helps us do things we couldn't do before, it raises many deep questions, most of which lead back to the same core issue - What does it mean to be human? This is a question that has never been more important. For Christians, the foundation of being human is that we are part of God's creation, each uniquely and individually made in his image.

Psalm 139 reminds us.....

“For it was you, o God, who formed my inward parts; you knit me together in my mother’s womb. I praise you for I am fearfully and wonderfully made”.

As yet, Artificial Intelligence isn't a patch on the real thing. It simply doesn't compare with human intelligence, human learning and human identity. We have a mind and memories, conscience and consciousness, the capacity to reason, to love and to weep. In church schools, the recognition that every individual is uniquely made in the image of God and is therefore of infinite worth, should impel us to work to fulfil the God-given potential of every child and young person in our care, whatever the religious or other tradition with which they or their family identify. It should also prompt us to give special consideration to those who are disadvantaged. Each is to be understood as respectfully and deeply as possible; to be encouraged to stretch themselves spiritually, morally, intellectually, imaginatively and actively, and to aspire to be well-educated.

Our commitment to the dignity and ultimate worth of each person should be further shaped by the person teaching and example of Jesus. Jesus embodies the love and compassion of God for each Person and Christians are called to follow him on this, and to join with others in demonstrating it.

He paid special attention to the disadvantaged, excluded, despised and feared. The ultimate worth of each person is shown in the Gospels

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Staffing Update

This term the following people take up new roles:

Executive Headteacher:

Sue Illet-Coupe - Kneesall C of E Primary School & St Mary's C of E Primary School, Edwinstowe

Principal:

Lisa McViegh - Samworth Church Academy

Head of School:

Haydn Mitten - William Gladstone C of E Primary Academy, Newark

Acting Executive Headteacher:

Kathryn King - St Matthew's C of E Primary School, Normanton-on-Trent & Norwell C of E Primary School.



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through his teaching, healing, feeding, hospitality, be-friending, and forgiveness. It is usually not too difficult to honour the dignity of those who seem to be 'one of us', similar to ourselves, 'normal' by our own measure.

The challenge is how we treat those who seem alien, abnormal, disturbingly or dangerously different. How schools deal with such difference is a crucial indicator of their quality. Among issues especially relevant to dignity in education are safeguarding, prevention of bullying, special educational needs and disabilities. Ensuring children are kept safe from harm and educated in an environment where all children are valued should be given the highest priority in our schools

Humanity is the pinnacle of creation, flawed and imperfect though we are. We are more than the sum of our parts and we should never lose sight of the fact that every human being is truly unique as we seek to educate for "life in all its fullness."

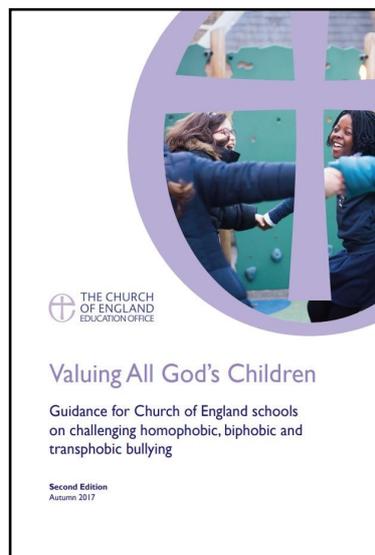
Claire Meese

Valuing All God's Children

Last term the Central Church of England Education Office sent every school and academy a hard copy of the latest version of Valuing All God's Children. This is the name given to the guidance for Church of England schools on challenging homophobic, biphobic and transphobic bullying. It replaces the version published in 2004. Since then the context of education and the socio-political world in which we educate pupils has changed, the Church of England nationally has rearticulated its vision for education and it has also published new guidance on character education. The Ofsted requirements for safeguarding pupils from bullying and educating them to live in modern Britain has also changed.

Lesbian, gay and bisexual pupils are less likely to experience homophobic and biphobic bullying than they were when the last guidance was published but homophobic, biphobic and transphobic (HBT) bullying and language is still prevalent in schools. There is still work to be done and the new guidance aims to support governing bodies and senior leadership teams to tackle HBT bullying in schools. Please do take time to familiarise yourselves with the content of the guidance.

Church schools must do all they can to ensure children, including those who may identify as, or are perceived to be gay, lesbian, bisexual or transgender are kept safe and can flourish. We will be looking at this issue at our Head Teacher network meetings.



Reminder – Determining Admissions Arrangements for 2019/2020

Any school that wishes to change its admission arrangements for 2019/2020 should already be consulting over its revised arrangements as schools are required to consult for a 6 week period and the closing date for consultation is 31st January 2018.

We are now working with the LA Admissions Teams to ensure that any new arrangements are compliant with the Admissions Code before the statutory deadline of 28th February 2018.

All admissions authorities whether they are revising their arrangements or not must determine their 2019/2020 arrangements by **28th February 2018**.

We would ask that **ALL SCHOOLS** send their proposed arrangements to both the Diocese

alison.jacobson@southwell.anglican.org and the LA

Admissions Teams in advance of this date, in case it is necessary for any alterations/additions to the wording, to ensure that arrangements are compliant with the Admissions Code.

Once admissions authorities have determined their admissions arrangements they must publish a copy of the determined arrangements on their **websites**, displaying the policy for the whole offer year (the school year in which offers for places are made)

Leadership Training Opportunities

CofEPQH

The application deadline for the CofEPQH programme **has been extended to January 21st** in light of the announcement that the programme will be funded in full for leaders in schools / academies in DfE Category 5 and 6 areas. This makes a significant difference to diocesan schools in Nottinghamshire and means that **schools in the Districts of Nottingham, Mansfield, Newark and Sherwood, Ashfield and Broxtowe can access the training free.**

We appreciate that some schools have already considered this programme but we are highlighting it again now it is available free for a considerable number of our schools. The training is aimed at new Headteachers /Principals and Heads of School or those aspiring to these roles. It is beneficial even if individuals are not immediately thinking about headship. It is not clear whether the programme will be free for future cohorts.

All the information is available here – www.cefel.org.uk/cofepqh/ including the application form and a link to a film which may be of interest to potential participants. There is also a useful blog: <https://tinyurl.com/y7wptzuz>

The programme has been created specifically for those who wish to understand what it means to be a great leader of a church school and who wish to explore in more depth the Church of England vision for education. However, as a licensed leadership qualification it is NPQH equivalent and is therefore “portable” and the content of the course is applicable to any type of school context. Please do pass this information on to any individuals who are eligible and might be interested in the programme.

If you require further general information please contact Claire Meese or Samantha Dennis. If you have more detailed queries these may be better answered by georgia.sigala@churchofengland.org or emma.trenier@churchofengland.org

Leadership Awards

The Foundation for Educational Leadership are inviting nomination for their Leadership Awards.

The awards are for projects which reflect the four themes of the Church of England's Vision for Education; recognise the teams that lead these projects and are having impact.

This is a great opportunity to acknowledge the amazing work in the church schools across this diocese and we encourage you to nominate projects from your schools.

Further information and the application can be found at <https://www.cefel.org.uk/awards/>

The closing date for nominations is 23rd February 2018.



NPQSL

The Minster School Teaching School Alliance (MTSA) is offering a new round of National Professional Qualification for Senior Leadership training (NPQSL). This is a great opportunity for senior leaders in schools to benefit from licensed training and receive accreditation. Like the CofEPQH **funding is available to cover full course costs for NPQSL** for all teachers and leaders located in category 5 and 6 areas. (See

above) However, we understand that funding is finite for this course and **will be allocated by the DfE on a first come, first served basis so it will be beneficial to apply early.**

MTSA are in the process of finalising dates with a view to commencing the NPQSL programme towards the end of January 2018. In the meantime, to register interest in NPQSL

contact Trish O'Malley p.omalley@minster.notts.sch.uk to take advantage of this fantastic opportunity.



Young Leaders Award

The Archbishop of York **Young Leaders Award** is a unique active citizenship programme which empowers **young** people to make a difference in their local community whilst growing in key leadership skills at the same time. It provides resources and programmes to be used in schools with children in key stages two, three and four. The programme allows children and young people to explore the lives of some key figures of faith past and present and to find out about what has motivated them to make a real difference in society. It then enables students to set about planning a project for themselves that will make a difference to

their school or wider community. It is a fantastic way of developing leadership skills and encouraging children to develop attitudes of service. It can contribute very powerfully to **character education**. There is more information here:

<https://>

www.archbishopofyorkyouthtrust.co.uk/young-leaders-award/

During 2018 The Archbishop of York Youth Trust are keen to grow their work amongst schools in the Southwell and Nottingham Diocese, and will be holding a conference in the area for Head teachers to come and find out more about the Young Leaders Award. As part of the event

Bishop Tony will give a key note address about the impact of the

Young Leaders Award and the benefit it can bring to schools

The **Primary Schools conference** will be on the **morning of Thursday May 24th 2018**. The conference runs between 9.00am and 12.30, with the key note speaker usually at the beginning of the programme. It is for pr Primary Head teachers from CE and non-CE schools

<https://>

www.archbishopofyorkyouthtrust.co.uk



THE ARCHBISHOP OF YORK
YOUTH TRUST

Be the Change you want to see

NFU school milk survey

The NFU is urging Government to commit to ensuring school children will still have access to a milk scheme post -Brexit. Currently schools in England, Wales and Scotland can sign up to an European School Milk Subsidy Scheme run by the RPA.

Post-Brexit the UK government has committed to match any shortfall up to 2020 but longer-term prospects remain unclear. Defra have said that they will ensure consultation with stakeholders in relation to any future scheme for the UK.

To help inform lobbying efforts and to form part of their response to the consultation, the NFU are asking schools to



complete this survey: [the survey online](#).

The survey looks at current uptake of the EU scheme, challenges schools face to providing milk and assesses demand for a future domestic

scheme.

All participating schools will have the opportunity of being sent food and farming related teaching resources by the NFU.

On Thursday 1st February 2018 educational leaders from across the country will come together to refresh their personal leadership mission, make new connections and develop their skills at the Foundation's National Conference.

Confirmed keynote speakers:

Amanda Spielman,
Chief Inspector, Ofsted.

Dame Julie Cleverdon DCVO,
Campaigner and former CEO,
Business in the Community.

The Rt Revd Stephen Cottrell, Bishop of Chelmsford.

Other national speakers will be giving input too.

Tickets are priced at £100+ VAT and can be purchased at www.cefel.org.uk/conferences, or by contacting Cat Morrison at catherine.morrison@churchofengland.org



Church School Leaders Conference 2018
Please note new date of:
Wednesday 14th November
The Derbyshire Hotel Junc 28, M1

Catching the Vision

Tuesday 15th May
09.30—12.30

Jubilee House, Southwell NG25 0JH
For Clergy or key Lay leaders

An exploration of the new C of E Vision for Education and how it can empower your church to work with both your local church school and community school. £25

What is the Purpose of Church School Education

New date to be confirmed
Jubilee House,
Southwell NG25 0JH

An exploration of the new C of E Vision for Education and how governors can engage with it. £25

Facilitators:

Claire Meese: Diocesan Director of Education
Andy Wolfe: Networks Coordinator for the C of E Foundation for Educational Leadership

To book please contact: Ally Horne 01636 817236
e@southwell.anglican.org

Dates for the Diary

All at Jubilee House unless indicated otherwise.

JANUARY

11 Middle Leadership in Church Schools Session 2
09.30 - 15.30

18 Developing Children as Collective Worship Leaders
09.30 - 12.30

24 Headteacher Induction (2) Embedding Church School Distinctiveness
09.30 - 12.30

26 Recruitment & Retention: Being an Employer of Choice
09.00 - 12.00

30 RE Subject Leader Network Meeting
16.00 - 18.00

FEBRUARY

1 Church of England Schools National Leadership Conference.
Church House, Westminster
All day

7 Primary Headteacher Network Meeting
13.30 - 16.00

13 Secondary Headteachers Network Meeting
08.30 - 10.30 — *Venue tbc*

28 Coping with Loss and Bereavement
09.30 - 16.45

MARCH

7 What if Learning (WIL) Network Meeting
16.00 - 18.00

13 The Take Care Method of School Improvement
09.00 - 12.30

20 New Foundation Governor Training
19.00 - 21.00

28 Middle Leadership in Church Schools Session 3
09.30 - 15.30