



## Southwell and Nottingham Diocesan Board of Education



## Report to Diocesan Synod 2019

# Contents

	Page number
Introduction from the Chair of the Diocesan Board of Education	3
Introduction from Claire Meese, Diocesan Director of Education	3
Membership of the Diocesan Board of Education	4
The Business of the Board in 2016	5
Key School Statistics	6
Map of Church Schools and Academies	7
Development of Multi-Academy Trusts (MAT's)	8
Academisation	9
School Expansions & New School Developments	9
Small Schools Strategy	9
Living Well Together	10
Mental Health & Wellbeing	10
Significant School Achievements	11
Church of England Foundation for Educational Leadership	12
School Buildings	12
Understanding Christianity	13
Church School Leaders' Conference	13
Retiring Headteachers	13
School Governance	14
Admissions & Appeals	15
Ofsted Inspections	16 & 17
SIAMS Inspections	18 & 19

## Introduction from the Chair of the Board of Education

I would like to take this opportunity to thank colleagues who served on the DBE during the last triennium and have decided to pursue other things. I believe we had a productive three years in which we laid the foundations for some projects that are just now bearing fruit with a gifted new Board. I would like to make you aware of a few of these which will help shape our agenda for the next period in the board's life.

Embracing Change is the national education offices report on Small Schools. Schools with 210 or fewer students are now designated small. What will surprise many not up to date with education is how schools now focus on collaboration and federation, even if they are not part of a larger Multi-academy trust. For the most part individual schools working in isolation are a thing of the past. Interestingly, there are real links with the way parishes are linked in collaborations as our schools share staff, ideas and leadership models.

At the Board we have finalised the latest version of our vision statement which is based on our diocesan vision for Growing Disciples and the national vision for education. We are committed to seeing this delivered across the diocese in a way which supports the nation vision for Growing Faith and the diocesan project, Young Life.

This has been a challenging year for our Education team. I would like to thank them all for their commitment to our young people and staff. We are also hugely grateful to the many volunteers, often governors and support workers in schools. As we look forward with confident hope, I am enthusiastic for the new projects we have and remain passionate about our national and diocesan commitment to our schools and colleges.

**David Picken**  
**Chair of the Diocesan Board of Education**

## Introduction from the Diocesan Director of Education

2018 was an interesting year in terms of the changing educational landscape nationally. Fewer schools converted to academy status and there was more consolidation in the system with the transfer of academies between trusts. This was reflected in our diocese. The financial strains in the educational system continued and had a greater impact on our schools particularly on the large number of small schools we have.

A period of stability in terms of government legislation in education, provided an opportunity to focus on other vitally important areas of work. Particularly encouraging was the way our partnership with the Church of England Foundation for Educational Leadership continued to develop. The opportunities for school leaders to develop their skills within a structure and that is focussed specifically on how to deliver a high-quality Christian education is proving very beneficial.

Another area of focus was Mental Health and Well-Being. The central Church of England Education Office produced guidelines on this for schools. These outline practical steps that schools can take to ensure that nurturing the health and well-being of pupils is a key part of a rounded holistic education with strong links to spiritual development included. They reinforce the idea that education is about human flourishing, underpinned by John 10v 10 and the core desire that children experience "life in all its fullness." This will now be an area of school life for the Board to support and monitor.

Other key pieces of work included providing training for school leaders, governors and clergy on the revised SIAMS inspection schedule that was introduced from September 2018. This places additional challenge on schools to demonstrate how their vision is distinctively Christian. The Board spent time looking at this and how along with the national C of E Vision for Education this can be worked out in our diocese so that our schools are playing a full part in growing disciples wider, younger and deeper. A new DBE vision statement which highlights how our schools can enable children to deepen their discipleship as part of a fully rounded education has been produced which will inform our work with schools for the next triennium. This together with involvement from some of our schools in the "Young Life" initiative and the YLC demonstrates the key part our schools play in the diocesan vision of growing disciples wider, younger and deeper. The Board continues to be committed to strengthening and developing schools work in the diocese and ensuring that wherever possible links are made to the wider work and mission of the local church.

I am also personally grateful to those who served on the Board for the last triennium and also to those who are continuing to serve. In addition, I would like to put on record thanks to Mrs Beryl Freer who retired from the education team after twenty years of dedicated service to Church schools, most recently as Schools Buildings Officer.

Please pray for the work of the Board as it continues to respond to the ongoing changes in the wider education system that impact on our schools alongside discerning key priorities for developing the Christian ethos of our schools.

**Claire Meese**  
**Diocesan Director of Education**

# Membership of the Diocesan Board of Education

**(Elected from January 2019 for a period of three years)**

<u>Chairman</u>	The Ven David Picken,
<u>Vice-Chairman</u>	Mr Ian Griffiths
<u>Secretary</u>	Mrs Claire Meese (DDE)

## **2 Bishop's Nominations**

The Ven David Picken  
Revd Canon Tim Pullen

## **12 Persons elected by the Diocesan Synod (6 Clergy, 6 Laity)**

### **Clergy**

Fr Matthew Askey  
Revd Elizabeth Murray  
The Revd Dr Tom Meyrick  
The Revd Canon Mark Tanner  
2 Vacancies

### **Laity**

Mr Ian Griffiths (Vice Chair)  
Mr Michael Wilson  
Mr Philip Tillman  
Mrs Johanna Langheld  
Prof Peter Harris  
Mr Tony Darby

Up to 6 Persons Co-opted by the Board

Mr Tony Walker  
Miss Kerrie Clowes

### **Observer**

Mr Nigel Spraggins

### **In attendance**

Mrs Claire Meese	Diocesan Director of Education (Secretary to the Board)
Mrs Chrissie Goodridge-Ormston	Assistant Director (Schools) (Administrator to the Board)
Mrs Samantha Dennis	Deputy Director (Schools)
Mrs Anne Lumb	Diocesan Schools' Adviser
Mrs Jane Lewis	Diocesan Schools' Adviser

Other members of Education Department attend when requested.

The Board exists as a statutory body (as laid down by the DBE Measure 1991) to work with the Director of Education and the wider Education Department.

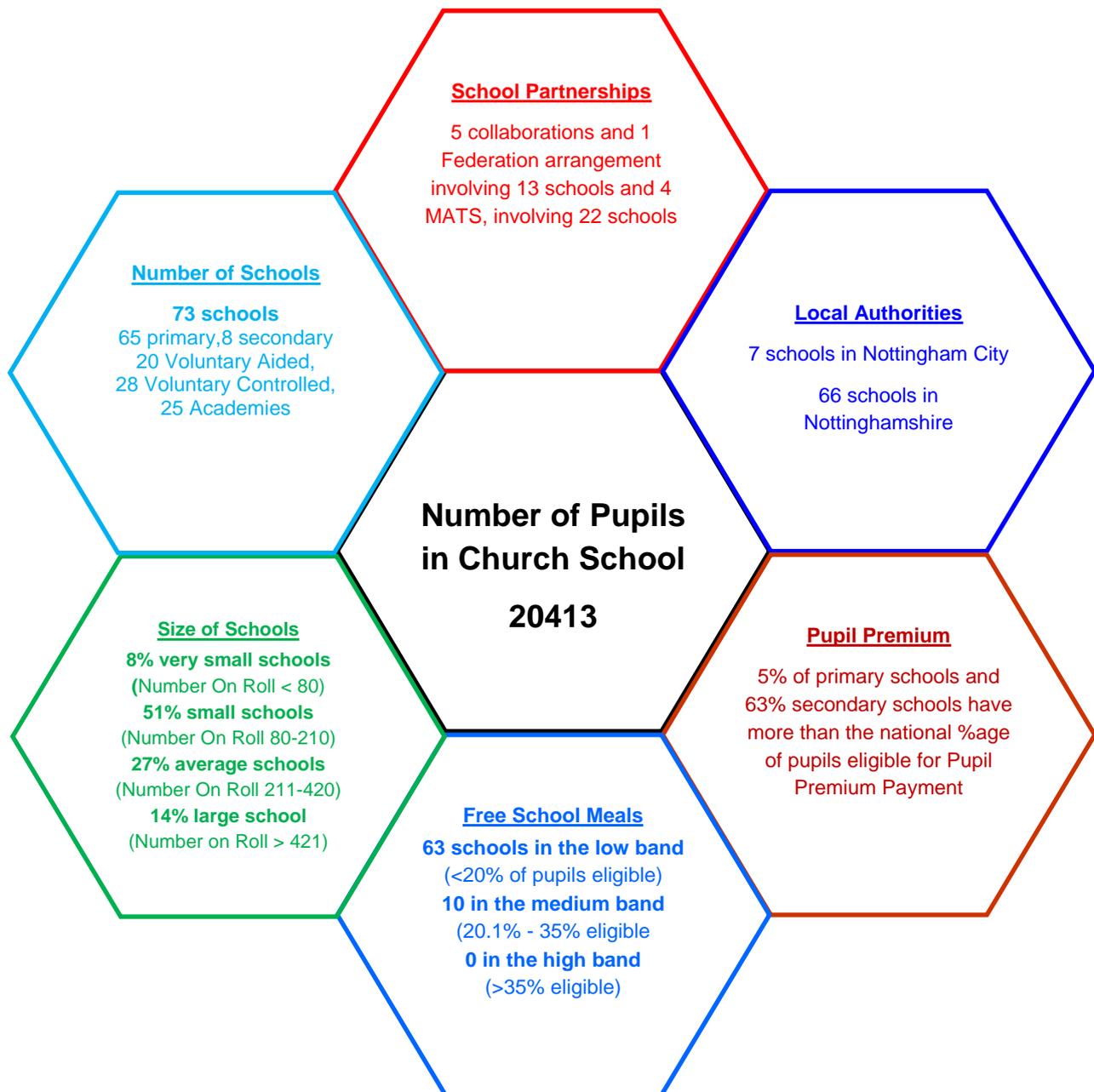
The Board oversees all church schools and academies in the diocese.

## The Business of the Board

In addition to the ongoing statutory duties of the Board which include appointing foundation governors and approving schools' capital building projects and requests to change status, during 2018 the Board :

- ◆ Produced a strategy for prioritising sites where consideration will be given to submitting applications for opening new church schools.
- ◆ Reviewed the training offer provided by the education team.
- ◆ Produced a DBE policy regarding the role composition and reconstitution of local governing bodies in MATs to ensure diocesan/church representation and influence is maintained.
- ◆ Oversaw the transfer of two Single Academy Trusts into church MAT's
  - Nottingham Emmanuel School
  - Samworth Church Academy
- ◆ Supported proposals to expand and enlarge All Saints Infant School Huthwaite and Christ Church Infant School Newark to become "through" primary schools.
- ◆ Familiarised themselves with the new SIAMS inspection framework and the requirements schools have to meet to be judged as a good or outstanding church school.
- ◆ Considered the central C of E Education office report "Embracing Change: Rural and Small Schools" and set up a task group to work through implications.
- ◆ Looked at the "Valuing All God's Children" document which outlines guidance for C of E Schools on challenging homophobic, biophobic and transphobic bullying and considered roll out of training.
- ◆ Begun monitoring the performance of MAT's which church schools are part of.
- ◆ Supported the submission of an application to open a new school on Sharphill / Edwalton new housing estate.
- ◆ Received feedback on the work of school chaplains in diocesan secondary schools and the impact of this in relation to growing disciples wider, younger and deeper.

# Key School Statistics



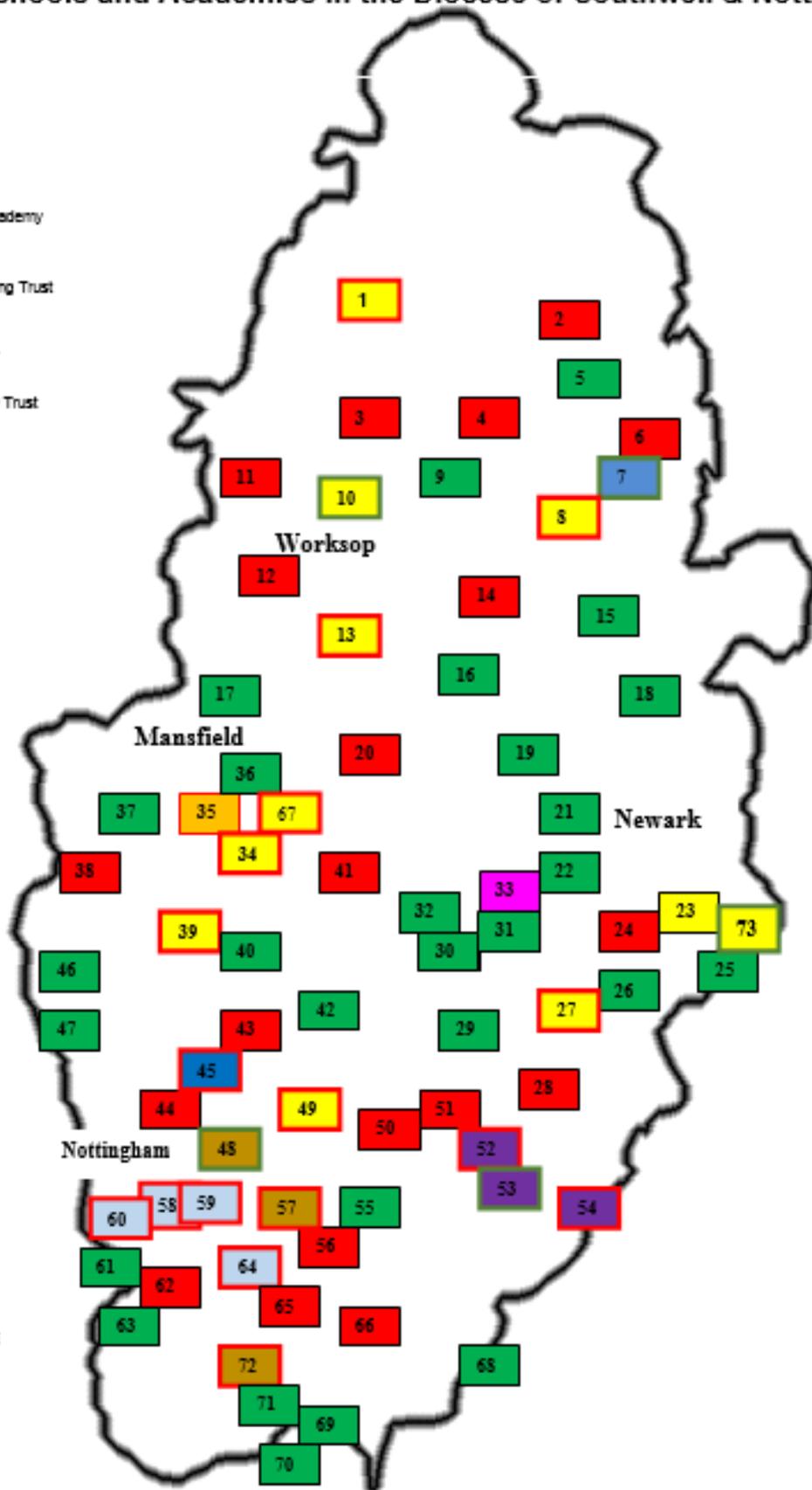
# Church Schools and Academies in the Diocese of Southwell & Nottingham 2019

## KEY

- VA Primary
- VC Primary
- Stand Alone Academy
- Diocesan MAT
- Archway Learning Trust
- Aspire MAT
- Transform MAT
- Linked Academy Trust
- MITRE

- 24 Newark Christ Church
- 25 Coddington
- 26 Newark Mount CofE Academy
- 27 Farnon St Peters Cross Keys
- 28 Elton All Saints
- 29 Bleasby
- 30 Southwell Holy Trinity
- 31 Southwell Lowes Wing Junior
- 32 Halam
- 33 Southwell Minster Secondary
- 34 Mansfield St Peters CofE Primary Academy
- 35 Barnworth Church Academy
- 36 Mansfield Woodhouse St Edmunds
- 37 Skegby St Andrews
- 38 Huthwaite All Saints
- 39 Sutton In Ashfield St Marys
- 40 Ravenshead
- 41 Farnfield St Michaels
- 42 Calverton St Wilfrids
- 43 Linby cum Papplewick
- 44 Hucknall National Primary
- 45 The National Church of England Academy
- 46 Selston Infant & Nursery
- 47 Underwood
- 48 Bulwell St Mary's
- 49 Burnstump Seely CofE Primary School
- 50 Woodborough Woods
- 51 Loundham
- 52 Gunthorpe C of E Primary
- 53 East Bridgford St Peter's CofE Academy
- 54 Aslockton, Archbishop Cranmer CofE Academy
- 55 Gedling All Hallows
- 56 Colwick St John
- 57 Sneinton St Stephens
- 58 Bluecoat Apsley Lane Academy
- 59 Bluecoat Primary Academy
- 60 Bluecoat Wollaton Academy
- 61 Trowel
- 62 Bramcote
- 63 Stapleford St John's
- 64 The Nottingham Emmanuel Academy
- 65 Plerreport Gernston
- 66 Colgrave
- 67 Barnworth Church Academy
- 68 Langar
- 69 Bunny
- 70 Costock
- 71 Ruddington
- 72 South Willford
- 73 William Gladstone CofE Academy

- 1 Hanworth, Church of England Academy
- 2 Gringley on the Hill, St Peters
- 3 Blyth, St Mary & St Martin
- 4 Sutton Cum Lound
- 5 North Wheatley
- 6 Sturton le Steeple
- 7 Leverton CofE Academy
- 8 East Retford St Swithuns CofE Academy
- 9 Ranby
- 10 Worksop St Johns CofE Academy
- 11 Worksop Shireoaks St Lukes
- 12 Worksop St Annes
- 13 Worksop Priory CofE Primary Academy
- 14 Gernston Retford
- 15 Dunham on Trent
- 16 Walesby
- 17 Cuckney
- 18 Normanton on Trent St Matthews
- 19 Kneassall
- 20 Edwinstowe St Marys
- 21 Nonwell
- 22 Cauntton Dean Hole
- 23 Magnus C of E Academy
- 25 Newark Christ Church VA



## Development of Multi-Academy Trusts (MATs)



### Diocese of Southwell & Nottingham MAT

Burntstump Seely C of E Primary Academy  
 St Swithun's C of E Primary School. East Retford  
 St Peter's Cross Keys C of E Academy. Farndon  
 Harworth C of E Academy  
 Samworth Church Academy. Mansfield  
 St Peter's C of E Academy. Mansfield  
 Magnus C of E Academy. Newark  
 William Gladstone C of E Primary Academy, Newark  
 St Mary Magdalene C of E Primary School. Sutton in  
 Ashfield  
 Worksop Priory C of E Primary Academy  
 Worksop St John's C of E Primary Academy

#### Schools with Academy Orders:

Edwinstowe St Mary's C of E Primary School  
 Gamston C of E Primary School  
 Newark - Mount C of E Primary School

**Ofsted Ratings:** 1 Outstanding  
 10 Good  
 3 Requires Improvement  
 1 inadequate

**Total Pupil Numbers: 4344**



### Transform Trust

Bulwell St Mary's C of E Primary School  
 Sneinton St Stephen's C of E Primary School  
 South Wilford Endowed C of E Primary School  
 Also thirteen non church primary schools

**Ofsted ratings:** 2 Outstanding  
 10 Good  
 3 Requires Improvement  
 1 Inadequate

**Total Pupil Numbers: 5940**



### Archway Learning Trust

Bluecoat Aspley Academy  
 Bluecoat Wollaton Academy  
 Bluecoat Primary Academy - no inspection  
 Nottingham Emmanuel School

Also three non-church school

**Ofsted ratings:** 1 Outstanding  
 3 Good  
 2 Inadequate

**Total Pupil numbers: 4884**



### Aspire MAT

Archbishop Cranmer C of E Academy  
 St Peter's C of E Academy East Bridgford  
 Gunthorpe C of E Primary School

Also three non-church primary schools

**Ofsted ratings:** 2 Outstanding  
 3 Good  
 1 Inadequate

**Total Pupil Numbers: 1522**



### MITRE MAT

The Minster School

#### Schools with Academy Orders:

Holy Trinity C of E Infant School  
 Halam C of E Primary School  
 Farnsfield St Michael's C of E Primary School

**Ofsted ratings:** 2 Outstanding  
 2 Good

**Total Pupil Numbers: 1977**

## Academisation

2018 was mostly a year of slower growth and consolidation for our Multi Academy Trusts (MAT's). However, a key development was the set up of the MITRE Trust (Minster Trust for Education) which officially opened at the beginning of November when the Minster School converted to academy status. Another significant development was that two of our single Academy Trusts ceased to operate as single entities and became part of MAT's. Nottingham Emmanuel School became part of Archway Learning Trust and Samworth Church Academy became part of the Diocese of Southwell and Nottingham Multi Academy Trust. This is typical of what is happening in the academy sector nationally as it grows and develops. The Department for Education (DfE) are no longer allowing single trusts to set up and the trend is towards larger trusts who can provide more central services, support and the opportunity for staff to move between schools. The Aspire MAT gained sponsor status from the DfE and took on its first inadequate school. Transform MAT was very successful in gaining substantial amounts of money through DfE Strategic Improvement Fund (SIF) applications which provided training for staff in the trust for various areas of school improvement.

## School Expansions and New School Developments

During 2018, the DBE has supported proposals to extend the age range and expand two of our Church of England Infant Schools and make them through primary schools. These are All Saints Infant School Huthwaite and Christ Church Infant School Newark. Both schools have low pupil numbers currently and it is hoped that this will help sustain them and support their future viability. The Newark project is particularly exciting as it involves moving the school to a building in a new housing development south of Newark. This might also provide an opportunity to plant a new worshipping community in an area of new population. The county council have given initial approval for both these projects.

A DBE task group carried out further research into the 19 sites identified across Nottinghamshire which are likely to require new schools. This is with a view to the DBE partnering with one of our MATs to submit applications under the free school presumption competition route which will be run by the Local Authority. The sites have each been provisionally identified as 'High', 'Medium' and 'Low' in terms of consideration. Factors taken into account include:

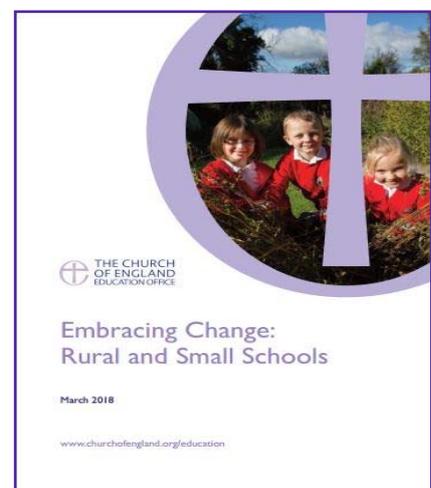
- The location of other nearby church school provision
- Possibilities of expanding and moving existing provision
- Proximity of a Diocesan or Church School led MAT
- Other competitors
- Active interest and support from local churches

## Small Schools Strategy

In March 2018 the Church of England Education Office published a report, *Embracing Change: Small and Rural Schools*; the report sets out the contexts and challenges for small and rural schools. Governing bodies are encouraged to recognise these challenges and proactively plan for the future, in order to provide outstanding education for the 21<sup>st</sup> century. In response to the report there has been a working party from the diocesan board of education which concluded that the DBE do not want to see any schools closed and that the report needs to be understood by governors of the appropriate schools. A series of briefing meetings are taking place in 2019 to facilitate this.

In the Diocese of Southwell and Nottingham 23 are classed as very small (less than 110 pupils) and 20 as small (110 - 210 pupils).

A copy of the report can be found at [Embracing Change: Small and Rural Schools](#)



## Living Well Together

### Living Well Together Secondary Conference

Promoting better relationships through a clearer understanding of the sacred texts of different faiths was the focus of the Living Well Together conference in Southwell Minster on Tuesday 10th July. The conference was jointly organised by Anne Lumb (Diocesan Education Team), Diana Ives (Minster Education Team) and Tom Wilson (St Philip's Centre Leicester).



Sixty students from six Church of England secondary schools gathered at the cathedral for a conference on the theme of Learning to Live Well Together. Students heard from a panel of speakers from the Hindu, Jewish, Christian and Muslim faith traditions who helped them to understand how sacred texts can be mis-used to promote violence and hatred of people and how they should be interpreted in the light of their original context in a way that promotes better relationships with people of all faiths and no faith.

Dean Nicola Sullivan welcomed students and staff to the Minster and spoke of the importance of learning from both the traditions of the past and the difficult questions of faith which often arise from areas of conflict experienced in every faith tradition. She said: "This important conference brought students from different faiths and backgrounds together to think about how we live with differences and learn to trust one another. I was delighted that this was hosted by the Diocese and Cathedral working together in education."

Pupils took the opportunity to ask some searching questions of the panellists before working together in mixed small groups to prepare presentations about the interpretation of sacred texts. They also discussed how they would share what they had learnt with their peers back at school. The workshop was jointly organised by the Education Department of Southwell and Nottingham Diocese, Southwell Minster and the St Philip's Centre.

Bryony Hutchinson (Nottinghamshire Local Authority Education Improvement Adviser) said:

"I was so impressed with the questions which the students asked of the panel and the way they worked in their groups sharing their thoughts and ideas."

Also commenting on the conference, Claire Meese (Diocesan Director of Education) stated: 'It was a great event with some truly moving moments.'

A second conference, focussing on gender issues, is planned for July 3<sup>rd</sup> 2019. All eight of our church secondary schools have registered their interest for the event.

Link for Secondary Living Well Together 2018 video:

<https://www.youtube.com/watch?v=nQcrtWJ0WLQ&t=6s>

## Mental Health and Well Being

### Mindfulness, wellbeing and spirituality

Colleagues from both primary and secondary schools participated in 3 twilight sessions engaging with the practice of Christian mindfulness and its use in the school context. They explored ways of making space for spirituality in school and how mindfulness and spirituality can contribute to the wellbeing of all members of the school community.

The sessions were planned and facilitated by Anne Lumb (Diocesan Schools Adviser) and Richard Peers (Diocesan Director of Education Liverpool Diocese). Delegates commented that the sessions had been "inspirational and very practical ... a highlight of the week" and that "the connection between mindfulness and spiritual wellbeing are clearer". They expressed benefits for themselves personally as well as benefits for staff, students and pupils in school; "mindfulness will link with our work in school on restorative practice and tie into our behaviour policy/worship/reflection areas."



These sessions build on the work begun at the annual Church School Leaders Conference on Creating a Culture of Wellbeing and on the annual Refresh and Reflect days which we run at Sacrista Prebend. Together these initiatives are supporting the development of a growing awareness of and response to addressing mental health and wellbeing in our schools.

The Church of England has published a report entitled ***Mental Health and Wellbeing: Towards a Whole School Approach*** which can be accessed on the Church of England Education Office website and this is providing helpful guidance to schools in addressing this area.

## Significant School Achievements

### Sneinton C of E Primary School Award —World Class Schools

Now in its fifth year of accreditation, WCSQM (World Class Schools Quality Mark) has awarded the mark for the first time in 2018 to 7 primary schools. All of the new schools demonstrated that their students are truly World Class through their successful participation in the rigorous assessment process.



This requires schools to demonstrate that their students are capable of compiling comprehensive evidence in support of their application. They have to develop a compelling case for accreditation through detailed auditing of their school's capabilities, video submissions in support of their application, and participating in an assessment centre event, at which their performances are measured against a challenging framework.

The award's uniqueness lies in the fact that the students are assessed with regard to whether *they themselves* are World Class, rather than the school itself. WCSQM believes that if a school is truly World Class, then its students should be able to demonstrate this in whatever context they find themselves. The award is supported by a range of prestigious businesses, further and higher education providers, and parent organisations that are interested in which schools nationally are the best at developing young people to succeed in a rapidly evolving world.



### Bluecoat Wollaton Academy

The Academy was inspected on 9 May 2018 and judged as **Outstanding**. It was chosen as the academy from which HMCI Amanda Spielman would launch her annual report. She visited the academy a week before the report was published. In her speech given at the launch, she said "Just last week I was lucky enough to visit Bluecoat Wollaton Academy in Nottingham, which is not only a fantastic school, but is one which prides itself on high expectations for SEND pupils and sees them making strong progress as a result. But, I'm afraid to say that the support offered by places like Bluecoat Wollaton is far from universal"



Emma Ing, Ofsted East Midlands Director said: "There are many good and outstanding schools in this region, and I was delighted that Amanda Spielman visited one of them – the Bluecoat Wollaton Academy in Nottingham in November 2018. Inclusivity is at the heart of every aspect of this school where pupils with special educational needs and/or disabilities (SEND) make strong progress. Our inspectors saw a school that supports these pupils well and, by focusing on the things that matter, makes sure that every pupil gets a fair chance to learn"



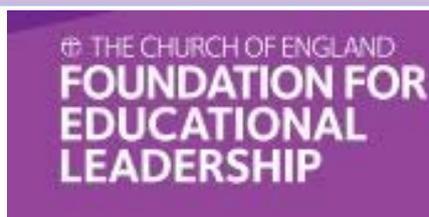
## Church of England Foundation for Educational Leadership

2018 was our first full year of partnering with the Church of England Foundation for Educational Leadership. This opened up new professional development opportunities for our school leaders, including the opportunity to work with colleagues in neighboring dioceses.

Eleven of our schools participated in peer support networks on the themes of Character Education, Developing Vision, Teaching and Learning and Coaching and Mentoring. This included each school leader completing an action research project in their school, connecting the theme they were exploring to an aspect of the Church of England's Vision for Education. These projects were all presented in a celebration event held at the end of the year in Samworth Church academy and the quality and depth of the work was most encouraging.

Nine of our senior leaders also enrolled on the Church of England Professional Qualification for Headship. This qualification has been licensed by the Department for Education and in most instances has been funded by them. It is aimed specifically at those who want to develop a Christian vision for education and lead a church school. This is excellent news for leadership succession planning in our schools.

School leaders have also appreciated being able to access the national conferences organised by CEFL and gaining access to new resources.



## School Buildings

The Board of Education has a regular agenda item prepared by the School Buildings Officer to update them on current building projects at Voluntary Aided Schools. During the financial year 2018, the total amount of LCVAP (Locally Co-ordinated VA Programme) awarded for improvement projects in our aided schools was £573,000. The Board noted that the major projects selected for funding were:

- St Mary and St Martin Blyth – Early Years Foundation Stage classroom expansion.
- St Mary's Edwinstowe – Reconfiguration of entrance/admin area to improve security and creation of access corridor to classroom.
- Elston All Saints Anglican/Methodist – Toilet refurbishment.
- St Mary and St Martin Blyth – Reconfiguration of entrance/admin area to improve security and extension of under-sized head teacher office.
- Cotgrave - Reconfiguration of entrance/admin area to improve security and improve use of space.
- Hucknall National Primary – Remodel of admin area to meet DDA requirements (wheel chair user working in school office), and replacement of classroom ceilings.



A number of other schools benefited from smaller projects.

In addition to LCVAP funding, a Healthy Pupil Capital Fund allocation was made during the financial year 2018 of £46,000. Like LCVAP, this was to be spent on capital projects at aided schools. It had the added requirement of enhancement of children's health. Four small projects were undertaken focusing on improved outdoor play.

This year has seen the following additional pieces of work around the diocesan school/academy buildings:

- From early 2017 to Autumn 2019, the ESFA's Condition Data Collection (CDC) programme will visit every government-maintained school in England to collect data about the physical condition of school buildings and how they are managed.
- 2018 was the second year of the annual Land and Buildings Collection Tool. Diocesan sign-off on academy submissions was required for all academies on church owned land.
- Asbestos Management Assurance Process. This is an annual process carried out by the ESFA. Its aim is to ensure schools are reviewing asbestos management, enhancing scrutiny on those responsible for managing asbestos in schools.



## Understanding Christianity

2018 saw the majority of church schools in the diocese now using the materials. Initial observations and monitoring of standards in RE suggest that the challenge offered in the material is having a significant impact on pupil understanding and knowledge of Christianity as a lived faith. It is also providing significant CPD for teachers. During the year we held training for RE subject leaders in those schools where there had been a change of leader since the initial training had taken place, and continued to support schools with embedding the programme.



## Church School Leaders' Conference

'Around 120 delegates attended our annual conference, held at The Derbyshire Hotel in November. The theme was "Creating a Culture of Wellbeing" " I will do all through him who strengthens me" and picked up on a strand from the Central Church of England Education Office vision statement. It built on the work that we have been doing to promote this vision document around the diocese.

Our keynote speakers were:

Rev Dr Kate Coleman - 'Leading and Managing your own Wellbeing.'  
Kate is a founding director of Next Leadership, an organisation committed to providing leaders in the public, private, voluntary and church arenas. Known nationally and internationally, Kate is also an author and has written on the seven deadly sins of leadership.  
Mary Hawes - 'Spirituality: a key aspect of human health and overall development'.



Mary is the Church of England's National Adviser for Children and Youth. Having a vast experience of working with children, young people and their leaders in church. Along with supporting the CofE Youth Council, Mary is involved in local parish ministry and is chair of governors at her local CofE primary school. She has been a teacher, diocesan children's adviser, cathedral education officer and an officer for Scripture Union. Being passionate about young people's wellbeing and finding ways of connecting with them, helping them develop spiritually as a key part to their personal development and flourishing.

This year we also included x 4 TED talks by:

Allyson Taylor - Responsible for Development and Effectiveness as ADDE in Hereford Diocese.  
Tatiana Wilson - Education Advisor for Projects and Vulnerable Pupils at Exeter Diocese  
Martyn Skinner - CE of Aspire Multi Academy Trust who has a real commitment to staff well-being  
Kate Coleman - Leadership to create a culture of wellbeing

This was followed by a panel for Q&A. As this proved very positive with the feedback that we received, we are adding this to our 2019 conference.

Bishop Paul led the Eucharist and students from Bluecoat Aspley who gave readings, prayers, songs and provided the music.

## Retiring Headteachers

The DBE invited friends and colleagues of those Headteachers who were retiring or moving on at the end of the academic year to attend a special Evensong at the Minster. This included:

Ann Town – Headteacher Bleasby / Bunny C of E Primary School  
Tasmin Capula – Headteacher Coddington C of E Primary School  
Vincent Hampton – Head of School South Wilford (endowed) C of E Primary School  
Daniel Rhodes – Headteacher Bunny C of E Primary School  
Laura Di Martino – Head of School St Mary Magdalene C of E Primary- Sutton in Ashfield  
Dave Fotheringham – Headteacher – Gamston C of E Primary School  
Martyn Jobling - Principal - National Church of England Academy

They were also invited back to Jubilee House for refreshments where they were presented with a special gift and the DDE said a few special words for each of them.



# Governance

During 2018 a total of 119 diocesan governors were appointed to governing bodies across 73 church schools and academies.

## Maintained Church Schools (48)

The Board of Education appointed 29 diocesan governors and also received notification of 25 parochial church council appointments, and 8 Ex-officio appointments.

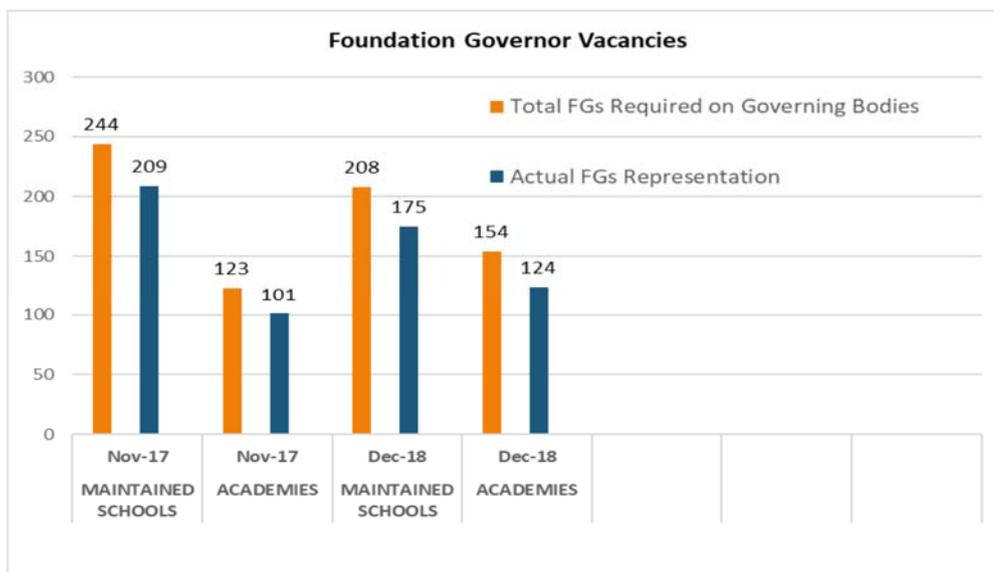
## Church Academies (25)

57 Diocesan governors were appointed (Single Academy Trusts) or nominated (Multi Academy Trusts) by the Board of Education and parochial church councils across the Diocese.

### Recruitment and Retention of Diocesan Governors

Our Board along with other Diocesan Boards has become concerned that increased expectations of governors is adversely impacting on governor recruitment and retention and has begun monitoring foundation governor vacancies, in order to track what is happening and identify measures that might need to be taken. The data below illustrates that as maintained schools convert to academy status and reconstitute down to smaller Local Governing Bodies fewer foundation governors are required. At the same time, the number of foundation governor vacancies has increased very slightly from last year's figure by 1.9%.

<u>November 2017:</u>	<u>December 2018:</u>
<p>The total number of Diocesan governors required was <b>367</b> of which <b>57</b> (15.5%) were vacant. These vacancies were spread across <b>39</b> schools and academies.</p> <p><b>18</b> were ex-officio vacancies, resulting from parishes being in interregnum.</p> <p><b>Maintained Schools:</b>                      Total number of FG Governor required across all Maintained schools - <b>244</b>                      Actual FG representation - <b>209</b>                      FG vacancies – <b>35</b> represented as <b>14.6%</b></p> <p><b>Academies:</b>                      Total number of FG Governor required across all academies - <b>123</b>                      Actual FG representation - <b>101</b>                      FG vacancies – <b>22</b> represented as <b>17.9%</b></p>	<p>The total number of Diocesan governors required was <b>362</b> of which <b>63</b> (17.4%) were vacant. These vacancies were spread across <b>37</b> schools and academies.</p> <p><b>13</b> were ex-officio vacancies, resulting from parishes being in interregnum.</p> <p><b>Maintained Schools:</b>                      Total number of FG Governor required across all Maintained schools - <b>208</b>                      Actual FG representation - <b>175</b>                      FG vacancies – <b>33</b> represented as <b>15.8%</b></p> <p><b>Academies:</b>                      Total number of FG Governor required across all academies - <b>154</b>                      Actual FG representation - <b>124</b>                      FG vacancies – <b>30</b> represented as <b>19.4%</b></p>



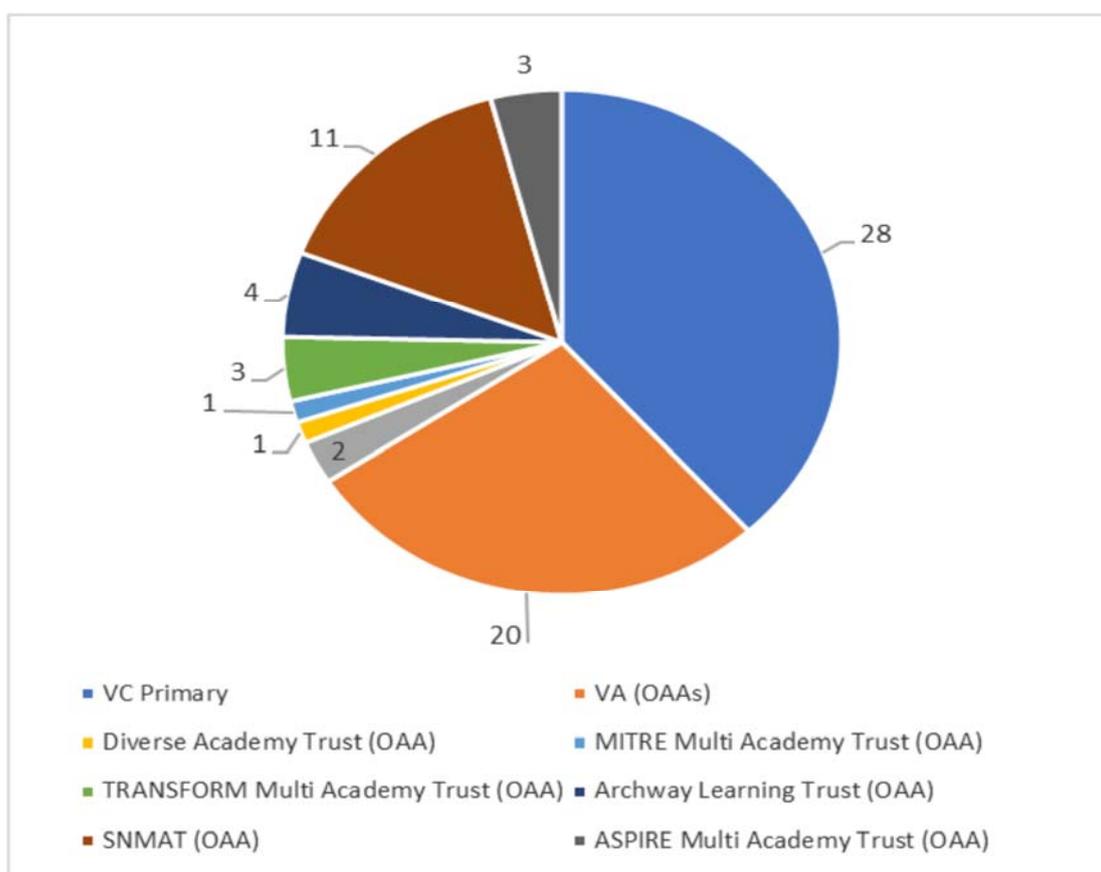
# Admissions

## Admissions

A key focus this year has been supporting the Church-led Multi Academy Trusts and their academies as they adjust to new statutory responsibilities as OAAs (Own Admissions Authorities). In September 2018 all Church OAAs (**VA schools, single trust academies and Church Led MATs**) were invited to attend a new admissions training event – **A Year in Admissions**. This training session explored (in very practical terms) how Church OAAs need to respond to the responsibilities set out in the School Admissions Code. Wherever possible the Diocese is encouraging Church OAAs to work together collectively to fulfil their admissions responsibilities. The focus for the Diocesan Admissions Officer next year is to put together a Diocesan guidance pack which will support Church OAAs through the admissions consultation process.

The data below illustrates that in 2018, a total of 45 Church Schools and Academies (61.6%) are now Own Admissions Authorities, as compared with 35 OAAs pre-academisation in 2010. Nottinghamshire County Council is the admissions authority for the remaining 28 Voluntary Controlled Church schools.

### Church Own Admissions Authorities (OAAs) in 2018



## Diocesan Appeals Package

In 2018, 37 Church schools and academies enrolled in the Diocesan Appeals Package. This number continues to grow as academies join the Diocesan Multi Academy Trust and are automatically enrolled into the scheme. In anticipation of more appeals hearings, six new Diocesan appeals panel members were recruited and trained up in 2018.

## Results of Ofsted inspections in 2018

12 primary schools and 4 secondary schools were inspected by Ofsted in 2018, All primary schools inspected were judged to be good and one secondary school was judged to be outstanding and 3 were good. 11 Primary and 2 secondary schools were given short inspections, 1 primary and 2 secondary schools were given full inspections.

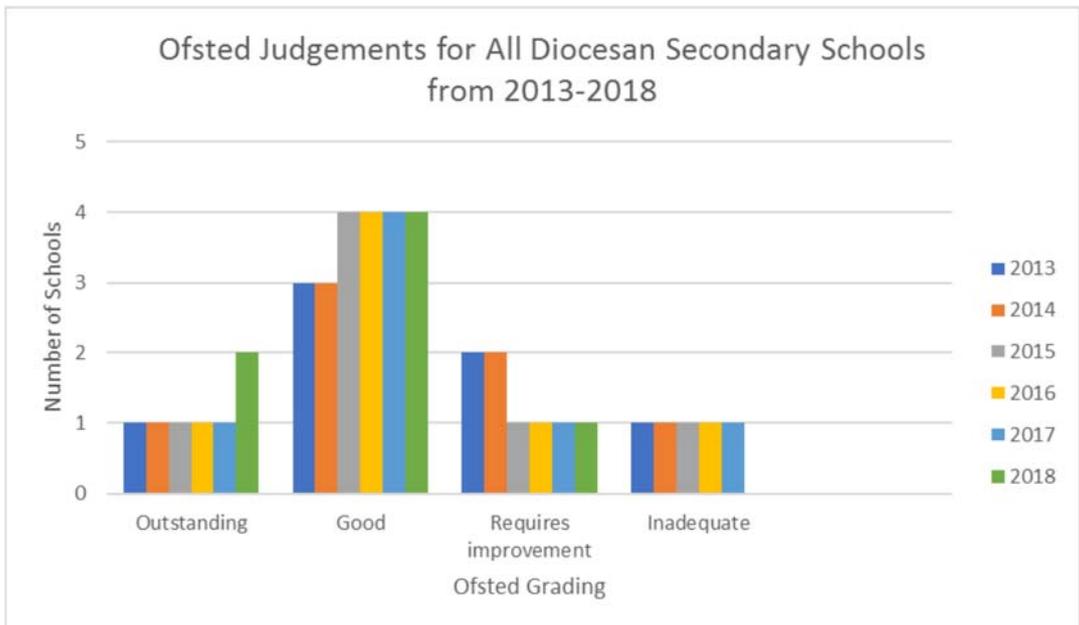
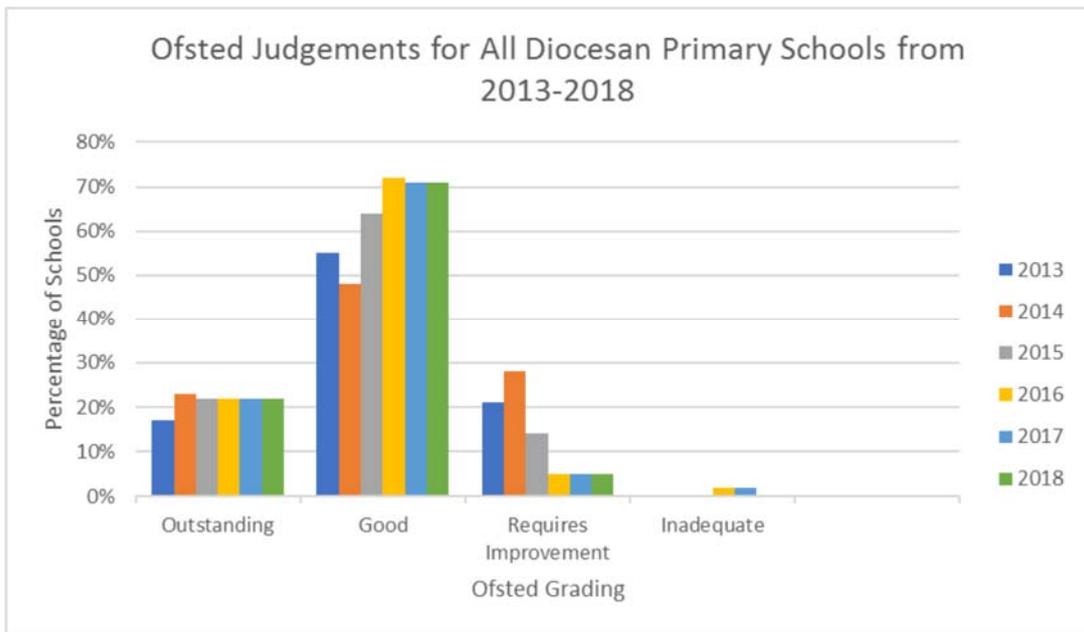
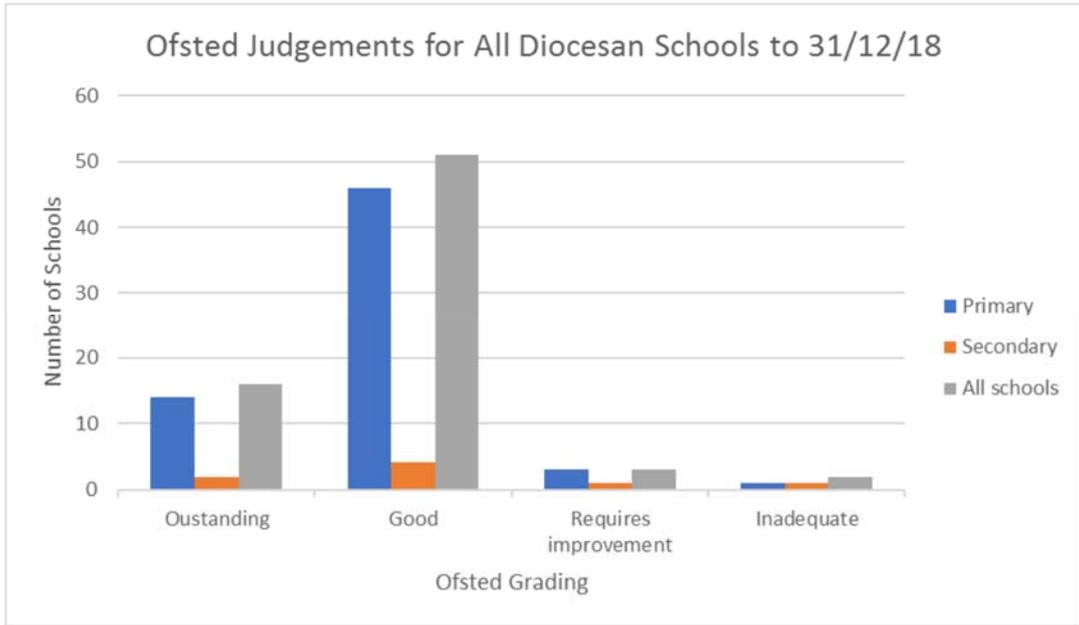
## Overall effectiveness of schools in the Diocese of Southwell and Nottingham to 31/12/18

(National figures to 31/08/18)

Brackets indicate the number of schools

Overall effectiveness judgement (percentage of schools)				
Type of school	Outstanding %	Good %	Requires improvement %	Inadequate %
Diocese Church Primary Schools 2018	22%(14)	71%(46)	5%(3)	2%(1)
Diocese Church Primary Schools 2017	22% (14)	71% (46)	5% (3)	2% (1)
Primary Schools (England)	18%	69%	10%	3%
*Diocese Church Secondary Schools 2018	25%(2)	50% (4)	12.5%(1)	12.5%(1)
*Diocese Church Secondary Schools 2017	14% (1)	57% (4)	14% (1)	14% (1)
Secondary Schools (England)	22%	53%	17%	8%
All Diocese church schools 2018	22%(16)	69%(50)	6%(4)	3%(2)
All Diocese church schools 2017	21% (15)	70% (50)	6% (4)	3% (2)
All Schools (England)	21%	68%	11%	7%

\*NB as there are only 8 secondary schools this data is statistically insignificant.



# SIAMS – Statutory Inspection of Anglican /Methodist

## Introduction of New Inspection Schedule

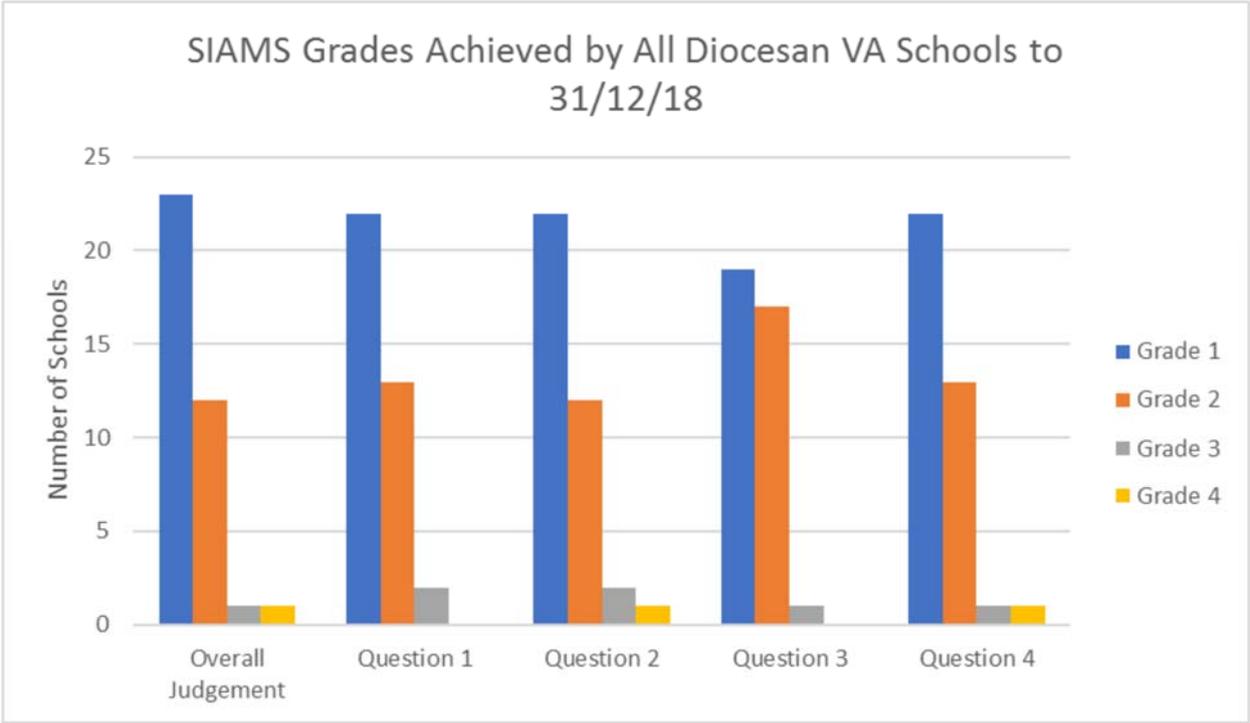
SIAMS – Training was given in the summer term for head teachers and school leaders to brief them regarding the new SIAMS schedule. Over the course of the 3 sessions all but a small number of schools sent a representative from the leadership team of the school. The schedule was introduced in September 2018 and the first schools in this diocese have been inspected this term. A session has also been held for school leaders to support them in the writing of the pre inspection material required.

## Results of SIAMS inspections in 2018

Table showing overall SIAMS judgement result for schools inspected in 2018

7 primary schools and 1 secondary school were inspected by SIAMS this year. 5 were judged to be outstanding and 3 good.

Type of school	Outstanding	Good	Satisfactory	Inadequate
<b>Primary Schools 2018</b>	55% (35)	42% (27)	3% (2)	0
VA	63% (19)	36% (12)	0	0
VC	48% (16)	45% (15)	6% (2)	0
<b>Primary Schools 2017</b>	55% (35)	42% (27)	3% (2)	0
VA	63% (19)	36% (12)	0	0
VC	48% (16)	45% (15)	6% (2)	0
<b>Secondary Schools 2018</b>	57% (4)	14% (1)	14% (1)	14% (1)
<b>Secondary School 2017</b>	57% (4)	0	29% (2)	14% (1)
<b>All Schools 2018</b>	55% (39)	38% (28)	4% (3)	2% (1)
<b>All Schools 2017</b>	55% (39)	38% (27)	6% (4)	2% (1)
<b>National figures 2016</b>	2293 (49%)	2133 (46%)	224 (4.8%)	10 (0.2%)



**Key Questions taken from the SIAMS framework**

- Question 1: How well does the school, through its distinctive Christian Character, meet the needs of all learners?
- Question 2: What is the impact of collective worship on the school community?
- Question 3: How effective is the religious education?
- Question 4: How effective are the leadership and management of the school, as a church school?

