Training and Support Service Level Agreement

&

Training Events Programme

April 2019 - March 2020

Diocesan Education Team
tenefer@cofe-worcester.org.uk
www.cofe-worcester.org.uk/education
Training and Support
Service Level Agreement
&
Training Events Programme

APRIL 2019 - MARCH 2020
Services to support the distinctive needs of
Church of England
Schools and Academies

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Foreword from the Diocesan Director of Education

I am pleased that you continue to take advantage of the training and support that the Diocesan Board of Education (DBE) is able to offer to church schools in Dudley and Worcestershire, and that so many of you work closely with us in the Diocesan Education Team. I am delighted, once again, to commend to you the services set out in this service level agreement.

The Worcester DBE takes seriously its responsibility to provide a range of core services to all Church of England schools within the diocese and these are described on pages 7 and 8. In addition to these core services, we also continue to offer an enhanced package of support to schools which take advantage of our Training and Support Service Level Agreement (SLA) and details of this can be found on pages 9 and 10. This includes unlimited attendance at upwards of 40 training courses, as well as 15 hours of bespoke school training and support.

The central focus of our mission is to work alongside schools and academies in the Diocese of Worcester, supporting staff and leaders in the task of delivering a high quality education, inspired by Christian teaching and values. We believe that offering the services outlined in this document is a key way in which we can achieve this mission, thereby making a positive difference to the education of children and young people in church schools in Dudley and Worcestershire. Further support in school effectiveness is set out in the diocesan School Effectiveness Service Level Agreement and this is available as a separate document.

The 2018 revised SIAMS Schedule is now fully operational and a small number of schools in the Diocese of Worcester have experienced the new inspection process which has, as its principle intent, a focus on establishing whether a church school can be judged as Good. This is a new approach and marks a move away from judgements made against four different grades, which has been the case within church school inspection since the inception of SIAS in 2005.
The increased emphasis on Christian vision and serving the local community as a result of this vision are themes that are addressed through a number of our training courses. Should schools wish, these can be followed up with bespoke in-school training for whole school teams. Spiritual development continues to be an important area of school life with which we are able to help, in addition to religious education, collective worship, and many different aspects of leadership and management, including governance.

Our central training and support for governors remains free to all governors. I would encourage members of governing bodies as well as academy trustees to engage with the Diocesan Governance Agreement and to avail themselves of the offers of support therein as well as those set out within this SLA.

All members of the Diocesan Education Team look forward to continuing our work with you and to strengthening our partnership. We remain committed to our vision, which is ‘To Love, To Learn, To Serve’ and the services set out in this document provide an effective vehicle for much of this support.

Margaret James
Diocesan Director of Education (DDE)
Purpose

As explored in the **Church of England Vision for Education: Deeply Christian, Serving the Common Good** (July 2016), the Church has a biblical mandate to be an active partner in the education offered to the nation’s children. Whilst recognising that no education system can be neutral in its ideology or philosophy, the Church of England roots its vision and purpose for education in the biblical exhortation to ‘live life in all its fullness’ (John 10 vs 10). It acknowledges the breadth, depth and richness of an education designed to enable children to flourish in their potential as unique individuals made in the image of God and we, in the Diocese of Worcester Education Team, shape all aspects of our work with schools within this Christian philosophy for education.

The Way Ahead (Dearing 2001, Archbishops’ Council) and **The Church School of the Future** (Chadwick 2012, Archbishops’ Council) reports set out how the Church’s work in education has two major purposes:

- Christian nurture of children and their families, in recognition of the fact that church schools stand at the centre of the Church’s mission to the nation
- Christian service in responding to the educational needs of young people, including a commitment to putting faith and spiritual development at the heart of the curriculum and ensuring that a Christian ethos permeates the whole educational experience.

It is within this context and this understanding of the purpose of education that the services offered to schools, including those available through our SLAs, have been devised.

Vision

The overarching vision of the work of the Diocesan Education Team sits within the Worcester Diocese’s Kingdom People vision and is expressed in the words ‘To Love, To Learn, To Serve’. We seek to contextualise all of our work with schools within this vision.

The Worcester Diocesan Board of Education (DBE) and the Diocesan Education Team exist to promote Christian education of the highest quality in all our schools and academies, as we see them as being at the centre of the mission and ministry of the Diocese. Church schools and academies have their foundation in the Christian Gospel, and daily life in a church school or academy will reflect that foundation throughout the whole of its curriculum and ethos.
Aims

Several fundamental aims underpin our work. These are to:

- enable children and young people to live life in all its fullness and to flourish in their potential, helping them to grow as people created in the image of God
- enable school staff and leaders to provide opportunities for all pupils, and those who work with them, to develop and grow as spiritual human beings
- encourage and enable all schools and academies to develop their deeply Christian character, remaining fully inclusive in their welcome and service to children of all faiths and of none
- strengthen links between clergy, parishes and educational establishments
- support those engaged in the leadership and delivery of high quality effective religious education (RE), collective worship and spiritual, moral, social and cultural education
- support and strengthen the leadership and management of church schools and academies
- develop partnerships in our church schools signposting leaders to good practice in maintained schools, the Diocese of Worcester Multi-Academy Trust (DoWMAT) and other effective local multi-academy trusts.

Objectives

Within the context of our vision, we seek to achieve our aims in the following ways:

- working with a team of respected education consultants who have experience and expertise in church school and diocesan leadership
- through this team, offering advice, training and support on a wide range of aspects of church school education, including spirituality, spiritual development and collective worship, in order to equip school staff and leaders
- offering school leaders challenge, encouragement and support in their work; asking questions in relation to school performance and helping school leaders to find bespoke and creative ways of being an effective provider of Christian education
Our Mission

- providing up-to-date and expert advice, training and support in religious education teaching and learning, including in relation to the curriculum planning, assessment and tracking
- offering specific advice, training and support on all aspects of the Statutory Inspection of Anglican and Methodist Schools (SIAMS) and working alongside schools as they are subject to inspection
- providing a programme of training courses, reflecting and often predicting the needs of church schools
- offering advice, training and support to clergy and governors as they seek to work with and alongside church schools.

In doing so we:
- acknowledge that education is not solely through words nor through instruction and transmission but by serving, learning and loving together
- work in the company of others, seeking to gain feedback and build community
- pursue interdependence rather than independence
- strive to be inclusive
- work in partnership with other organisations in the church, schools and the community unless there is good reason not to do so
- recognise and affirm that children and young people have a ministry in their own right and will encourage each person to exercise their ministries.

The Diocesan Education Team works in partnership with Dudley and Worcestershire Local Authorities, offering a support service which is well-informed and complementary.
Meet the Diocesan Education Team

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Executive Officer  
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epettifer@cofe-worcester.org.uk
Entitlement of all Schools and Academies

Core Services are available to all church schools and academies at no cost and irrespective of membership of the Training and Support Service Level Agreement (SLA).

Core services are designed to support all of our schools’ and academies’ deeply Christian character.

The entitlement of all schools and academies includes:

- basic telephone or email advice and support as required, from 9.30am - 4.30pm Monday to Friday. Please see page 6 for contact details
- regular information from the Diocesan Education Team
- invitations to all training opportunities and events (N.B. there will be a delegate cost for schools which do not belong to the SLA scheme)
- access to and information on education resources via electronic mailings and the diocesan website
- places at governor specific training events listed in the diocesan training programme
- administration and support with foundation governor appointments
- regular regional governor and headteacher information and networking opportunities
- monthly ‘drop-in’ term time surgeries, where members of the Diocesan Education Team are available to meet face to face or via telephone for all senior leaders, teaching staff and governors
- a diocesan partnership meeting - an annual meeting with a member of the Diocesan Education Team to discuss aspects of the school’s deeply Christian character, as defined by the SIAMS Evaluation Schedule
- administration of SIAMS support and telephone or email advice pre and post inspection
- attendance and support through headteacher appointment processes (interviews and preparation meetings) and an initial visit to a newly appointed headteacher
- attendance at a training course at the Old Palace for newly appointed headteachers
- advice, training and resources (e.g. prayer days, BREATHE) from the Worcester Diocese Youth Officer and Children’s Officer
- attendance at Ofsted feedback by the DDE or her representative
- school organisation advice and support (academies, collaborations, etc.)
- pastoral support
- chaplaincy advice and development with local clergy links from the Worcester Diocese Youth Officer
- advice on legal issues related to church school property, site ownership and trust deeds
- support with school buildings issues.
Representation and Networking

The Diocesan Board of Education represents church schools and academies in a variety of important ways:

- **at national level** - by maintaining close links with the Education Division of the Archbishops’ Council and the Church of England Education Office
- **at national level** – establishing and maintaining productive links with the Department for Education (DfE)
- **at regional level** – with a good working relationship with the Regional Schools’ Commissioner (RSC) and senior HMI
- **at regional level** - by maintaining close links with the education teams of other dioceses in the region
- **at local level** - by regular liaison with officers and by membership of the appropriate committees and forums including scrutiny committees, admissions forums, Standard Advisory Councils for RE (SACREs), consultation groups and other committees as necessary
- **at local level** - by regular liaison and close working relationships with colleagues in the Dudley and Worcestershire local authorities.

In representing the educational interests of the schools within the Diocese of Worcester, the Diocesan Director of Education and members of the Diocesan Education Team will:

- foster and develop the partnerships that exist between the Diocese, the RSC, the DfE and the Local Authorities
- protect the status of church schools and academies and their deeply Christian nature
- promote the importance and the continuance of the voluntary sector
- promote the establishment of new church schools and academies
- promote partnerships between schools where deemed to be appropriate and mutually beneficial
- represent the interests of church schools in the drawing up of Local Authority asset management plans
- represent church schools and academies to the wider church and to diocesan groups
- represent church schools and academies in the press and in public and community debate.
Training and Support Service Level Agreement

Charges to Schools and Academies

In addition to the Core Services detailed on pages 7 and 8, schools are invited to buy additional services through this SLA.

SLA schools and academies are entitled to access:

- all training courses set out in the Training Events Programme for an unlimited number of members of the school staff and / or governing body
- the opportunity for two school leaders to attend the annual Diocesan Headteacher and School Leader Conference
- **15 hours of support**, offered in a variety of categories, detailed on the following page.

Charges to schools and academies:

- for schools with up to 249 pupils: **£6.00 per pupil**
- for schools with 250 - 349 pupils: charged as above up to 249 pupils, plus **£5.00 for each additional pupil**
- for schools with 350 pupils or more: charged as above up to 349 pupils, **plus £4.00 per additional pupil (after 350)**.

Please note all pupil numbers are based upon the numbers returned in the October 2018 School Census.

VAT will be charged at the standard rate but will be recoverable by the school in the normal manner.
Schools can select from the following categories to fulfil their bespoke **15 hours** of support:

**Bespoke, school-based training offered as:**

<table>
<thead>
<tr>
<th>Training Type</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>INSET full day</td>
<td>6</td>
</tr>
<tr>
<td>INSET half day</td>
<td>3</td>
</tr>
<tr>
<td>Staff meeting</td>
<td>1.5</td>
</tr>
<tr>
<td>Twilight session</td>
<td>2.5</td>
</tr>
</tbody>
</table>

**Bespoke training can include, but is not limited to, the following topics:**

- Developing a Christian vision for staff and governors
- Spirituality training for staff and governors
- Collective Worship training for staff and pupil led worship teams
- Understanding Christianity training for staff
- RE teaching and learning and / or assessment and monitoring
- Being an effective governing body of a church school for all school governors / trustees
- SIAMS Evaluation Schedule overview for all staff and governors
- SIAMS evaluation and monitoring for governors training session and half day coaching
- Preparing governors for a school inspection
- School-based Analyse School Performance (ASP) training for staff or governors

**Audits and Reviews available:**

*The difference in hours between Maintained Schools and Academies is due to the additional policies required for academies and the additional information they have to provide on their websites.*

<table>
<thead>
<tr>
<th>Audit Type</th>
<th>Maintained Schools</th>
<th>Academies</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level 1 website check (carried out offsite)</td>
<td>2 hours</td>
<td>3 hours</td>
</tr>
<tr>
<td>Level 2 website check (carried out in school)</td>
<td>3 hours</td>
<td>4 hours</td>
</tr>
<tr>
<td>Statutory policy audit</td>
<td>4 hours</td>
<td>5 hours</td>
</tr>
<tr>
<td>Statutory policy audit and Level 2 website check combined</td>
<td>5.5 hours</td>
<td>6.5 hours</td>
</tr>
<tr>
<td>Collective Worship and Spirituality review</td>
<td>6 hours</td>
<td>6 hours</td>
</tr>
<tr>
<td>RE subject audit</td>
<td>6 hours</td>
<td>6 hours</td>
</tr>
<tr>
<td>Inventory of all school property valued at £250 and above</td>
<td>6 hours</td>
<td>6 hours</td>
</tr>
</tbody>
</table>

Schools may indicate how they wish to make use of their 15 hours of support either at the time of initial payment, on the enclosed form (page 14), or at any time during the 12 months of the SLA (April 2019—March 2020).

Additional hours may be purchased at any time by SLA member schools at £55.00 per hour.

*School effectiveness support is available to schools through the separate School Effectiveness SLA detailed on page 70 at the end of this document.*
# Costs for Non-member Schools

<table>
<thead>
<tr>
<th>Access to all diocesan training events:</th>
<th>Full day training course</th>
<th>£200 per delegate</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Half day / evening course</td>
<td>£150 per delegate</td>
</tr>
<tr>
<td>Bespoke, school-based training offered as:</td>
<td>INSET full day</td>
<td>£450</td>
</tr>
<tr>
<td></td>
<td>INSET half day</td>
<td>£300</td>
</tr>
<tr>
<td></td>
<td>Staff meeting (1.5 hours)</td>
<td>£150 per session</td>
</tr>
<tr>
<td></td>
<td>Twilight session (max 2.5 hours)</td>
<td>£200 per session</td>
</tr>
<tr>
<td>Advisory support</td>
<td>£100 per hour</td>
<td></td>
</tr>
<tr>
<td>Headteachers and Senior Leaders Conference</td>
<td>£200 per delegate</td>
<td></td>
</tr>
</tbody>
</table>
Those schools and academies subscribing to the Worcester Diocesan Education Team’s Training and Support Service Level Agreement, are entitled to expect members of the Diocesan Education Team to:

- have a pastoral concern for the staff, governors and pupils of the school or academy
- provide professional and expert information, advice and assistance
- deliver the services listed, upon request, to a high standard
- respond promptly and courteously to requests for assistance
- act with discretion and confidentiality
- be responsive to individual schools and academies and their distinctive ethos
- act with integrity and in accordance with Christian beliefs and values
- promote at all times the Church of England foundation and Christian ethos of the school or academy
- deal promptly and courteously with any complaints regarding the level of service provided
- represent the interests of Church of England schools and academies with partner Local Authorities (LAs), the Department for Education (DfE), Standard Advisory Councils for RE (SACREs) and other appropriate bodies.

In return, schools and academies subscribing to the agreement are expected to:

- keep the Diocesan Education Team informed of the current situation in relation to the service required and developments at the school or academy
- be available, given adequate notice, for meetings and / or visits
- give adequate and appropriate notice when requesting visits, meetings, training, etc
- pay invoices promptly
- provide qualitative feedback when asked on the usefulness of the services received and constructive suggestions for improvement.
The Service Charter

Evaluation
Each headteacher and / or chair of governors will be asked to evaluate the service received under the Service Level Agreement at the annual meeting with a member of the Diocesan Education Team. The outcomes will be presented to the DDE for service improvement and internal performance management purposes.

Each delegate is asked to evaluate the training course they have attended, to be used by the Diocesan Education Team to inform and improve future offers.

The quality of work of the Diocesan Education Team is reviewed regularly by the DBE.

Complaints
Any complaints should, in the first instance, be addressed to the DDE (mjames@cofe-worcester.org.uk). The DDE will arrange for another officer to investigate and respond. If the matter is not resolved at this stage, the issue will be referred to an appropriate member of the DBE.
Service Level Agreement Form

Please complete this Agreement Form, and return by Monday 29th April 2019 to:

Email: education@cofe-worcester.org.uk
or
Diocesan Education Team
The Old Palace, Deansway
Worcester, WR1 2JE

Please retain a copy for your own records

APPLICATION FOR SCHOOL / ACADEMY SERVICE LEVEL AGREEMENT
April 2019 - March 2020

School or Academy: ________________________________

You are invited to indicate on the table below how you may use some or all of your 15 hours. Please note this does not act as confirmation of services by either party and is subject to written agreement by both your school and the Education Team at the Diocese of Worcester:

<table>
<thead>
<tr>
<th>School-based Training</th>
<th>INSET full day (6 hours)</th>
<th>INSET half day (3 hours)</th>
<th>Twilight session (2.5 hours)</th>
<th>Staff meeting (1.5 hours)</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>please write your requested topic in the table below and tick number of hours required:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Audits and Reviews - please tick to indicate your selection:</th>
<th>Maintained Schools</th>
<th>Academies</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level 1 website check (carried out offsite)</td>
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</tr>
<tr>
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</tr>
<tr>
<td>Collective Worship and Spirituality review</td>
<td>6 hours</td>
<td>6 hours</td>
</tr>
<tr>
<td>Inventory of all school property valued at £250 and above</td>
<td>6 hours</td>
<td>6 hours</td>
</tr>
<tr>
<td>RE subject audit</td>
<td>6 hours</td>
<td>6 hours</td>
</tr>
</tbody>
</table>

Total Hours Requested

Headteacher: _____________________________  Chair of Governors: _____________________________
Signed: _____________________________  Signed: _____________________________
Date: _____________________________  Date: _____________________________

Cheque: please make payable to Worcester Diocesan Board of Finance Ltd.

BACS: please see invoice for details.
Training Events

Programme

APRIL 2019 - MARCH 2020

An introduction to the Course Leaders

Tim is the Deputy Diocesan Director of Education for the Diocese of Worcester, having worked in education for 20 years. He previously worked as a headteacher in a Voluntary Aided Church of England primary school, before going on to form his own education support consultancy, working with the Diocesan Education Team from April 2016.

Tim leads on both of our Service Level Agreements: Training and Support SLA and School Effectiveness Support SLA. In addition, Tim’s role includes working alongside Local Authority school improvement partners, Ofsted and the Department for Education.

Duncan Jones

After a degree in mathematics, Duncan taught in primary schools in his native Cornwall. Whilst teaching, he completed a further degree in education at Exeter and a PhD at the University of London Institute of Education, looking at how children make mathematical generalisations in computer environments. Duncan completed 20 years as a primary headteacher, including leading a school with a unit for children with severe and complex learning needs in Cornwall, a large primary and nursery school in Dudley and a Church of England school in Worcestershire.

Duncan has been a SIAMS inspector since 2014 and now inspects for Worcester and neighbouring dioceses. He became SIAMS manager for the Diocese of Worcester in September 2017 and has recently been involved in the national pilot process for the new SIAMS Schedule.

Shahne Vickery has over 20 years’ experience in primary education in both England and Wales. In recent years she has worked as a Primary Adviser in the Diocese of Gloucester and as a lecturer in Initial Teacher Training at the University of Gloucestershire. She joined the Education Team in the Diocese of Worcester in September 2017.

Shahne has written a wide range of popular titles to support values education, collective worship and spiritual and moral development in schools. Her publications include Roots and Fruits, Experience Easter, Jack in the Box, Home School Values and Spiritual Gardens in Schools.

When time allows, Shahne leads training and speaks at conferences throughout the UK on various aspects of church school education.

Allyson Taylor

Allyson hails from Edinburgh and was educated at the Mary Erskine School and then at Oxford, Edinburgh and Worcester universities. She has over 25 years’ experience in both Primary and Secondary schools, teaching all ages from EYFS to GCSE. Leaving headship in 2014, Allyson worked for the Diocese of Hereford as Deputy Director of Education and lead on Church school effectiveness / SIAMS.

She serves on the national SIAMS training team as well as working for Ofsted. Currently, Allyson is the SIAMS adviser for the Diocese of Oxford while supporting several dioceses as a consultant adviser on effectiveness and SIAMS.
# Key to Colour Code and Course Index

All courses take place at the Old Palace unless otherwise specified

- **Suitable for headteachers and school based Senior Leaders.**
- These courses cover the new SIAMS Schedule
- These courses are for teachers or leaders of RE
- **Suitable for governors**

## The following are part of our Core Service Offer to all church schools

<table>
<thead>
<tr>
<th>Course Description</th>
<th>Date</th>
<th>Time</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Surgeries <strong>Bookings not required</strong></td>
<td>First Thurs of every month starting on Thurs 9th May</td>
<td>12.00pm - 4.00pm</td>
<td>19</td>
</tr>
<tr>
<td>ASP Explained for Governors of Primary and Middle Schools</td>
<td>Weds 12th June 2019</td>
<td>7.00pm - 9.00pm</td>
<td>20</td>
</tr>
<tr>
<td>School Leaders’ Networking and Cluster Meeting</td>
<td>Fri 14th June 2019</td>
<td>10.00am - 3.00pm</td>
<td>21</td>
</tr>
<tr>
<td>Preparing for School Inspection for Governors</td>
<td>Weds 19th June 2019</td>
<td>7.00pm - 9.00pm</td>
<td>22</td>
</tr>
<tr>
<td>Governance in a Church School</td>
<td>Mon 24th June 2019</td>
<td>7.00pm - 9.00pm</td>
<td>23</td>
</tr>
<tr>
<td>‘Masterpiece’ taster session by iSingPOP</td>
<td>Fri 5th July 2019</td>
<td>9.30am - 12.00pm</td>
<td>24</td>
</tr>
<tr>
<td>SIAMS for Governors</td>
<td>Thurs 11th July 2019</td>
<td>7.00pm - 9.00pm</td>
<td>25</td>
</tr>
<tr>
<td>NQT Welcome</td>
<td>Thurs 26th September 2019</td>
<td>9.30am - 3.00pm</td>
<td>26</td>
</tr>
<tr>
<td>Welcome and Introduction: Newly Appointed Headteachers</td>
<td>Weds 2nd October 2019</td>
<td>9.30am - 3.00pm</td>
<td>27</td>
</tr>
<tr>
<td>Preparing for School Inspection for Governors</td>
<td>Thurs 3rd October 2019</td>
<td>7.00pm - 9.00pm</td>
<td>28</td>
</tr>
<tr>
<td>Governance in a Church School</td>
<td>Thurs 24th October 2019</td>
<td>7.00pm - 9.00pm</td>
<td>29</td>
</tr>
<tr>
<td>School Leaders’ Networking and Cluster Meeting</td>
<td>Thurs 21st November 2019</td>
<td>10.00am - 3.00pm</td>
<td>30</td>
</tr>
<tr>
<td>SIAMS for Governors</td>
<td>Thurs 5th December 2019</td>
<td>7.00pm - 9.00pm</td>
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<tr>
<td>ASP Explained for Governors of Primary and Middle Schools</td>
<td>Tues 14th January 2020</td>
<td>7.00pm - 9.00pm</td>
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<tr>
<td>Preparing for School Inspection for Governors</td>
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<td>Global Neighbours Briefing</td>
<td>Tues 28th January 2020</td>
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<tr>
<td>SIAMS for Governors</td>
<td>Tues 3rd March 2020</td>
<td>7.00pm - 9.00pm</td>
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<tr>
<td>School Leaders’ Networking and Cluster Meeting</td>
<td>Weds 25th March 2020</td>
<td>10.00am - 3.00pm</td>
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## The following courses are available to all Training and Support SLA schools

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<td>SIAMS Evaluation Schedule Strand 7: The Effectiveness of Religious Education</td>
<td>Weds 5th June 2019</td>
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<tr>
<td>ASP Explained - for Headteachers and Senior Leaders for Primary and Middle Schools</td>
<td>Weds 12th June 2019</td>
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<tr>
<td>ASP Explained - for Headteachers and Senior Leaders for First Schools</td>
<td>Thurs 13th June 2019</td>
<td>1.00pm - 3.00pm</td>
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<tr>
<td>Preparing for your SIAMS Inspection</td>
<td>Weds 19th June 2019</td>
<td>9.30am - 12.00pm</td>
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</tr>
<tr>
<td>SIAMS Evaluation Schedule Strand 6: The Impact of Collective Worship</td>
<td>Tues 2nd July 2019</td>
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<tr>
<td>Headteachers and Senior Leaders Conference Venue: Stanbrook Abbey Hotel, Worcester</td>
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<td>9.30am - 4.00pm</td>
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<tr>
<td>Developing an Effective Marking and Feedback Policy and Marking for Impact</td>
<td>Tues 1st October 2019</td>
<td>4.00pm - 6.00pm</td>
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</table>

NB: Courses marked with 🟠 are also suitable for Governors to attend.
### Key to Colour Code and Course Index

All courses take place at the Old Palace unless otherwise specified.

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<tr>
<td>SIAMS Evaluation Schedule: Strands 1 - 5</td>
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<tr>
<td>SIAMS Evaluation Schedule Strand 6: The Impact of Collective Worship</td>
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<tr>
<td>Theology of Leading a Church School</td>
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<tr>
<td>SIAMS Evaluation Schedule Strand 7: The Effectiveness of Religious Education</td>
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<tr>
<td>Living out your School’s Christian Vision</td>
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<tr>
<td>Preparing for your SIAMS Inspection</td>
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<tr>
<td>School Leaders’ Wellbeing Retreat</td>
<td>Fri 29th November 2019</td>
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<tr>
<td>ASP Explained - for Headteachers and Senior Leaders for Primary and Middle Schools</td>
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<tr>
<td>ASP Explained - for Headteachers and Senior Leaders for First Schools</td>
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<td>The Role of the School Leader in a Church School for Deputy Headteachers (Cohort 3)</td>
<td>Weds 12th February 2020</td>
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<tr>
<td>Valuing All God’s Children &amp; Mental Health and Wellbeing</td>
<td>Thurs 13th February 2020</td>
<td>9.30am - 3.00pm</td>
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</tr>
<tr>
<td>Introduction to Spirituality in a Church School for School Leaders</td>
<td>Thurs 27th February 2020</td>
<td>9.30am - 3.00pm</td>
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<tr>
<td>Marketing your School Effectively</td>
<td>Thurs 5th March 2020</td>
<td>9.30am - 12.00pm</td>
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</table>

### These courses have been designed for teachers or other members of staff with specific RE responsibilities:

<table>
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<td>Understanding Christianity Day 1</td>
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<td>Understanding Christianity Day 2</td>
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<tr>
<td>Godly Play</td>
<td>Weds 27th November 2019</td>
<td>9.30am - 12.30pm</td>
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<tr>
<td>Bringing Bible Stories to Life for EYFS &amp; Key Stage 1</td>
<td>Weds 29th January 2020</td>
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<tr>
<td>Bringing Bible Stories to Life for Key Stage 2 &amp; Key Stage 3</td>
<td>Thurs 30th January 2020</td>
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<tr>
<td>Creative RE Ideas for EYFS and KS1</td>
<td>Weds 5th February 2020</td>
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<tr>
<td>Creative RE Ideas for KS2 and KS3</td>
<td>Thurs 6th February 2020</td>
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<td>Being a RE Leader in a Church School</td>
<td>Tues 10th March 2020</td>
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<tr>
<td>Godly Play</td>
<td>Weds 18th March 2020</td>
<td>9.30am - 12.30pm</td>
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</table>

NB: Courses marked with ● are also suitable for Governors to attend.
Surgeries

First Thursday of every month
starting Thursday 9th May 2019

Education Office
The Old Palace
Worcester  WR1 2JE
12.00pm - 4.00pm

Surgeries are designed as a ‘drop-in’ service for senior leaders, teaching staff and governors.

Members of the Diocesan Education Team will be available to talk or discuss any issues you are currently facing and the team will be able to give advice or support in relation to these matters.

Members of the team will be available to meet face-to-face or can be contacted via telephone. Appointments are not necessary, however it is recommended you call in advance if you should wish to speak with a specific member of staff.

Free to ALL Schools

To discuss this service further, please contact:
Toni Enefer, Diocesan Education Team, The Old Palace,
Deansway, Worcester WR1 2JE
Tel: 01905 732826 or 01905 732821
tenefer@cofe-worcester.org.uk
An introduction for governors of **Primary and Middle schools** who have either not used Analyse School Performance (ASP) or who would like to increase their familiarity and the ability to analyse statutory school data.

This course will explore the primary accountability guidance including the use of standardised scores, progress performance measures and interpretation of the coating and floor standard definitions.

Making reference to the Inspection Data Summary Report (IDSR), you will be guided through the progress and attainment charts and tables paying particular attention to prior attainment and disadvantaged pupils.

Delegates from **First schools** are very welcome to this session, however some elements may not be applicable to your school.

Please bring a copy of your school’s IDSR report.

**Free to ALL Schools**

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Toni Enefer, Diocesan Education Team, The Old Palace, Deansway, Worcester WR1 2JE
Tel: 01905 732826 or 01905 732821
tenefer@cofe-worcester.org.uk
School Leaders’ Networking and Cluster Meeting Day

Friday 14th June 2019
10.00am - 3.00pm
The Old Palace
Worcester WR1 2JE

Following feedback from the annual conference, we are giving headteachers an opportunity to come together and network on a regular basis.

The termly diocesan headteachers’ cluster meeting will now take place at the Old Palace, during the morning between 10.00am - 12.00pm. Lunch will then be provided for those headteachers wishing to stay for the afternoon, when the time and space will be given to gather either in small groups, or as a whole, to network and to share current issues and discussion.

Tim Reid, Deputy Diocesan Director of Education will be available to join the groups to give input and share in the discussions. We would welcome advance notification of any specific questions or topics you would like to cover during the afternoon, however these are informal sessions and will be determined by those in attendance.

A member of the wider diocesan team will be available for 1:1 reflection opportunities during the afternoon and again, these can be arranged on the day.

Headteachers are asked to book their place at the cluster meeting and indicate if they wish to stay for the networking in the afternoon.

Free to ALL Schools

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Tel: 01905 732826 or 01905 732821
tenefer@cofe-worcester.org.uk
Preventing for School Inspection for Governors

Wednesday 19th June 2019
7.00pm - 9.00pm
The Old Palace
Worcester WR1 2JE

This course supports governing bodies in preparing for inspection.

Governors are prepared by reviewing the changes in the most recent Governance Handbook and the Competency Framework within it. In addition, we will explore the 2019 Ofsted inspection frameworks and highlight the specific duties and responsibilities of a governing body.

All delegates will be equipped with an Ofsted readiness checklist and questions to support conversations during inspection.

This course is suitable for all governors who wish to enhance the effectiveness of the governing body, whilst ensuring they meet their statutory duties.

Free to ALL Schools

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Deansway, Worcester WR1 2JE
Tel: 01905 732826 or 01905 732821
tenefer@cofe-worcester.org.uk
Governance in a Church School

Monday 24th June 2019
7.00pm - 9.00pm
The Old Palace
Worcester WR1 2JE

The work of governors is important, worthwhile and increasingly demanding. This training session will provide governors with the opportunity to consider current church school developments, share good practice and strategies, whilst addressing the following key areas:

- what makes my school a church school
- the most recent developments from the Church of England in relation to education
- the role of a school governor - a brief overview of the Governance Handbook
- the responsibilities of a Foundation Governor
- section 48 - SIAMS Church School Inspection, increase your understanding and how you can strengthen your role in this process
- who to you contact when you need help and support.

This course is suitable for all governors who are either new to a church school or wish to refresh their knowledge and understanding. To be a governor in a church school is a great opportunity, a huge privilege and a considerable responsibility; allow us to encourage and support you.

Free to ALL Schools

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Tel: 01905 732826 or 01905 732821
tenefer@cofe-worcester.org.uk

Friday 5th July 2019
9.30am - 12.00pm
The Old Palace
Worcester WR1 2JE

An opportunity to discover and sample the brand new ‘Masterpiece’ workshop created by iSingPOP and Imagine for Schools for Years 4, 5 and 6. The workshop is designed to encourage positive mental health and emotional wellbeing, whilst exploring what the Bible says about who I am.

During the morning, delegates will observe ‘Masterpiece’ in action with a group of Key Stage 2 pupils and have the opportunity to discuss the school workshop with iSingPOP.

To find out more about ‘Masterpiece’ please visit www.isingpop.com

Free to ALL Schools
Effective governance is an important aspect of SIAMS inspections and governors need to be clear about the part they can expect to play in an inspection. This course helps governors to prepare for an inspection by providing an overview of the SIAMS evaluation schedule and by identifying the key roles expected of governors in relation to SIAMS.

The course also explores the expectation that governors will monitor and evaluate the effectiveness of their school as a church school, and offers straightforward, manageable solutions for completing this important area of governors’ responsibilities.

Free to ALL Schools

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Deansway, Worcester WR1 2JE
Tel: 01905 732826 or 01905 732821
tenefer@cofe-worcester.org.uk
This course is available for all NQTs due to start in post from September 2019.

The day will comprise:

- a welcome to the Diocese of Worcester
- an introduction to the work of the Diocesan Education Team
- an outline of key features within school life which contribute to Christian distinctiveness, vision and values
- visit to Worcester Cathedral and time with the Cathedral’s Director of Education
- advice on staying on top of teaching and learning
- an opportunity to ask questions about your new post in a church school and the chance to meet and network with other NQTs.

To book a place, please complete a booking form and send to:
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Deansway, Worcester WR1 2JE
Tel: 01905 732826 or 01905 732821
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Diocesan Education Team

Newly Appointed Headteachers
Welcome and Introduction: Leading a Church School

Wednesday 2nd October 2019
9.30am - 3.00pm
The Old Palace
Worcester  WR1 2JE

This full-day course aims to welcome new headteachers into the family of church schools in the Diocese of Worcester.

The day with Margaret James, Diocesan Director of Education and Tim Reid, Deputy Diocesan Director of Education will support personal and professional networking and will include:

- leadership: forming and sharing the school vision
- vision into values: making the church school distinctive
- responsibility for church school premises and buildings
- diocesan education services and team
- living the school’s vision and values: reflections from a headteacher and their deputy
- new headteacher mentoring.

The day will conclude with a service of welcome and blessing to which family and school members will be invited.

Free to ALL Schools

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Deansway, Worcester WR1 2JE
Tel: 01905 732826 or 01905 732821
tenefer@cofe-worcester.org.uk
Preparing for School Inspection for Governors

Thursday 3rd October 2019
7.00pm - 9.00pm
The Old Palace
Worcester WR1 2JE

This course supports governing bodies in preparing for inspection.

Governors are prepared by reviewing the changes in the most recent Governance Handbook and the Competency Framework within it. In addition, we will explore the 2019 Ofsted inspection frameworks and highlight the specific duties and responsibilities of a governing body.

All delegates will be equipped with an Ofsted readiness checklist and questions to support conversations during inspection.

This course is suitable for all governors who wish to enhance the effectiveness of the governing body, whilst ensuring they meet their statutory duties.

Free to ALL Schools

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Tel: 01905 732826 or 01905 732821
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School Leaders’ Networking and Cluster Meeting Day

Thursday 21st November 2019
10.00am - 3.00pm
The Old Palace
Worcester WR1 2JE

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The course also explores the expectation that governors will monitor and evaluate the effectiveness of their school as a church school, and offers straightforward, manageable solutions for completing this important area of governors’ responsibilities.

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Thursday 23rd January 2020
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The Old Palace
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tenefer@cofe-worcester.org.uk
Global Neighbours
Briefing Session

Tuesday 28th January 2020
9.30am - 12.30pm
The Old Palace
Worcester  WR1 2JE

Christian Aid, in partnership with the Church of England Education Office, has produced a new accreditation scheme which acknowledges and celebrates work carried out by schools to teach their children about global injustice and the Christian response to it. This briefing provides headteachers and senior leaders with an overview of the new scheme and makes links with the new SIAMS Evaluation Schedule which came into force in September 2018.

The session will:

- define Global Neighbours
- link with the Church of England Vision for Education, Deeply Christian: Serving the Common Good
- explore the accreditation framework
- identify the expectations at bronze, silver and gold levels
- outline costs and the accreditation procedure.

Free to ALL Schools

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Deansway, Worcester WR1 2JE
Tel: 01905 732826 or 01905 732821
tenefer@cofe-worcester.org.uk

School Leaders’ Networking and Cluster Meeting Day

Wednesday 25th March 2020
10.00am - 3.00pm
The Old Palace
Worcester WR1 2JE

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A member of the wider diocesan team will be available for 1:1 reflection opportunities during the afternoon and again, these can be arranged on the day.

Headteachers are asked to book their place at the cluster meeting and indicate if they wish to stay for the networking in the afternoon.

Free to ALL Schools
SIAMS Evaluation Schedule - Part 1

Strand 1: vision and leadership
Strand 2: wisdom, knowledge and skills
Strand 3: character education: hope, aspiration and courageous advocacy
Strand 4: community and living well together
Strand 5: dignity and respect

Wednesday 22nd May 2019
9.30am - 3.00pm
The Old Palace
Worcester WR1 2JE

This full day is part one of a three part course which offers practical guidance on the new SIAMS Evaluation Schedule.

This course is run in conjunction with:
- SIAMS Strand 6: The Impact of Collective Worship
- SIAMS Strand 7: The Effectiveness of Religious Education.

This first training session on the SIAMS Evaluation Schedule focuses on Strand 1: Vision and leadership. The course will help schools to interpret the requirement to have a vision ‘grounded in a clear theology and rooted in a Christian narrative’ and participants will see what this looks like in practice.

Strands 2 – 5, educating for wisdom, hope, community and dignity, will also be explored in detail and the course will also explore systems for self-evaluation.

This is an essential course for all schools preparing for their SIAMS inspection.

Cost: £200 or free to SLA Schools

To book a place, please complete a booking form and send to:
Toni Enefer, Diocesan Education Team, The Old Palace,
Deansway, Worcester WR1 2JE
Tel: 01905 732826 or 01905 732821
tenefer@cofe-worcester.org.uk
SIAMS Evaluation Schedule - Part 2
Strand 7:
The Effectiveness of Religious Education

Wednesday 5th June 2019
9.30am - 3.00pm
The Old Palace
Worcester WR1 2JE

This full day is part of a three part course which offers practical guidance on the SIAMS Evaluation Schedule.

This course is run in conjunction with:
- SIAMS Strands 1 - 5
- SIAMS Strand 6: The Impact of Collective Worship

The new SIAMS schedule has effectively ‘raised the bar’ in expectations of RE, particularly for Voluntary Controlled schools.

This course will look in detail at the SIAMS evaluation schedule and interpret the requirements for RE leaders, headteachers and governors.

This is an essential course for all schools preparing for their SIAMS inspection.

Cost: £200 or free to SLA Schools

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Deansway, Worcester WR1 2JE
Tel: 01905 732826 or 01905 732821
tenefer@cofe-worcester.org.uk
Analyse School Performance (ASP) for Headteachers and Senior Leaders Primary and Middle Schools

Wednesday 12th June 2019
1.00 - 3.00pm

The Old Palace
Worcester WR1 2JE

An introduction for headteachers and senior leaders of Primary and Middle schools who have either not used Analyse School Performance (ASP) or who would like to increase their familiarity and the ability to analyse statutory school data.

This course will explore the primary accountability guidance including the use of standardised scores, progress performance measures and interpretation of the coasting and floor standard definitions.

Making reference to the Inspection Data Summary Report (IDSR), you will be guided through the school's context, progress and attainment charts and tables paying particular attention to prior attainment and disadvantaged pupils.

Please bring a copy of your school's IDSR report.

Cost: £150 or free to SLA Schools

To book a place, please complete a booking form and send to:
Toni Enefer, Diocesan Education Team, The Old Palace,
Deansway, Worcester WR1 2JE
Tel: 01905 732826 or 01905 732821
tenefer@cofe-worcester.org.uk
Analyse School Performance (ASP) for Headteachers and Senior Leaders First Schools

Thursday 13th June 2019
1.00 - 3.00pm
The Old Palace
Worcester WR1 2JE

An introduction for headteachers and senior leaders of First schools who have either not used Analyse School Performance (ASP) or who would like to increase their familiarity and the ability to analyse statutory school data.

This session will make reference to the Inspection Data Summary Report (IDSR), you will be guided through the school’s context and attainment charts and tables, paying particular attention to disadvantaged pupils.

Please bring a copy of your school’s IDSR report.

Cost: £150 or free to SLA Schools

To book a place, please complete a booking form and send to:
Toni Enefer, Diocesan Education Team, The Old Palace,
Deansway, Worcester WR1 2JE
Tel: 01905 732826 or 01905 732821
tenefer@cofe-worcester.org.uk
Preventing for your SIAMS Inspection

Wednesday 19th June 2019
9.30am - 12.00pm
The Old Palace
Worcester WR1 2JE

This half day workshop offers practical guidance for the new SIAMS Evaluation Schedule.

Self-evaluation is an essential tool for schools to measure themselves against the requirements of the SIAMS schedule and to help plan for school improvement. In addition, a school’s website is the public face of any school and gives inspectors an important first impression of the ethos and vision of the school they are about to inspect.

This course will be run as a workshop, enabling headteachers to work with other staff or governors and an experienced SIAMS inspector to ensure that:

- self-evaluation – in whatever form is chosen by the school - is both effective for the inspection and manageable by the school
- self-evaluation is clear, succinct and focussed
- the school’s website is fit for purpose and gives an inspector the information necessary for an inspection.

Cost: £150 or free to SLA Schools

To book a place, please complete a booking form and send to:
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Deansway, Worcester WR1 2JE
Tel: 01905 732826 or 01905 732821
tenefer@cofe-worcester.org.uk
SIAMS Evaluation Schedule - Part 3
Strand 6:
The Impact of Collective Worship

Tuesday 2nd July 2019
9.30am - 3.00pm
The Old Palace
Worcester  WR1 2JE

This full day is part of a three part course which offers practical guidance on the new SIAMS Evaluation Schedule.

This course is run in conjunction with:
• SIAMS Strands 1 - 5
• SIAMS Strand 7: The Effectiveness of Religious Education

High quality collective worship has always been at the heart of a good Church school. The same expectation is built into the SIAMS schedule. This course will identify the main features of effective practice in collective worship and highlight current resources available to help schools enrich the quality of their worship.

This is an essential course for all schools preparing for a SIAMS inspection under the new framework.

Cost: £200 or free to SLA Schools

To book a place, please complete a booking form and send to:
Toni Enefer, Diocesan Education Team, The Old Palace,
Deansway, Worcester WR1 2JE
Tel: 01905 732826 or 01905 732821
tenefer@cofe-worcester.org.uk
The Diocesan Education Team invite the headteacher and a senior leader from all church schools to join us at the beautiful location of Stanbrook Abbey for our annual Headteachers and Senior Leaders Conference. This year, our theme will be ‘Courageous Leadership’.

A Church of England education is a counter-cultural educational offer that ensures that the holistic well-being of all members of the school community takes priority over fleeting trends and imposed agendas. It prioritises academic excellence but not at the expense of spiritual growth, good mental health, and living life in all its fullness.

To lead such a learning community requires courageous leadership and creative thought. We will be joined by church, education, and community leaders who will guide us through their perspectives on being a courageous leader and inspire us to reflect on our own leadership of and with Church of England schools.

(Final programme is yet to be confirmed – more details to follow)

*Multi Academy Trust CEOs in the Diocese of Worcester will be invited to this event.*

**Cost: £200 per person or two free places to SLA Schools**

To book a place, please complete a booking form and send to:

Toni Enefer, Diocesan Education Team, The Old Palace,
Deansway, Worcester WR1 2JE
Tel: 01905 732826 or 01905 732821
tenefer@cofe-worcester.org.uk
Developing an Effective Marking and Feedback Policy and Marking for Impact

Tuesday 1st October 2019
4.00pm - 6.00pm
The Old Palace
Worcester WR1 2JE

This course will support senior and middle leaders in developing an effective marking and feedback policy.

The twilight session will use recent, relevant research to:

- identify and question the purpose and impact of marking and feedback
- ascertain effective high-quality feedback to develop classroom practice
- outline the benefits and drawbacks of response marking
- suggest a balance of effective marking whilst maintaining a manageable workload

This session will also provide delegates with sample marking and feedback policies.

Please bring your current marking and feedback policy if you have one.

Cost: £150 or free to SLA Schools

To book a place, please complete a booking form and send to:
Toni Enefer, Diocesan Education Team, The Old Palace, Deansway, Worcester WR1 2JE
Tel: 01905 732826 or 01905 732821
tenefer@cofe-worcester.org.uk
Tracking Progress and Attainment Across Your School

Monday 7th October 2019
9.30am - 12.00pm
The Old Palace
Worcester WR1 2JE

This course will explore how effective internal tracking identifies strengths and areas for development particularly in relation to groups of learners including Pupil Premium, those with special educational needs and more able pupils.

We will explore how successful tracking can inform school development planning and the identification of specific intervention groups which can give every child the chance to flourish.

Please bring samples of your current tracking systems including progress measures.

Cost: £150 or free to SLA Schools

To book a place, please complete a booking form and send to:
Toni Enefer, Diocesan Education Team, The Old Palace,
Deansway, Worcester WR1 2JE
Tel: 01905 732826 or 01905 732821
tenefer@cofe-worcester.org.uk
SIAMS Evaluation Schedule - Part 1

Strand 1: vision and leadership
Strand 2: wisdom, knowledge and skills
Strand 3: character education: hope, aspiration and courageous advocacy
Strand 4: community and living well together
Strand 5: dignity and respect

Friday 11th October 2019
9.30am - 3.00pm
The Old Palace
Worcester WR1 2JE

This full day is part one of a three part course which offers practical guidance on the new SIAMS Evaluation Schedule.

This course is run in conjunction with:
• SIAMS Strand 6: The Impact of Collective Worship
• SIAMS Strand 7: The Effectiveness of Religious Education.

This first training session on the SIAMS Evaluation Schedule focuses on Strand 1: Vision and leadership. The course will help schools to interpret the requirement to have a vision ‘grounded in a clear theology and rooted in a Christian narrative’ and participants will see what this looks like in practice.

Strands 2 – 5, educating for wisdom, hope, community and dignity, will also be explored in detail and the course will also explore systems for self-evaluation.

This is an essential course for all schools preparing for their SIAMS inspection.

Cost: £200 or free to SLA Schools

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tenefer@cofe-worcester.org.uk
SIAMS Evaluation Schedule - Part 2
Strand 6:
The Impact of Collective Worship

Tuesday 22nd October 2019
9.30am - 3.00pm
The Old Palace
Worcester WR1 2JE

This full day is part of a three part course which offers practical guidance on the new SIAMS Evaluation Schedule.

This course is run in conjunction with:
- SIAMS Strands 1 - 5
- SIAMS Strand 7: The Effectiveness of Religious Education

High quality collective worship has always been at the heart of a good Church school. The same expectation is built into the SIAMS schedule. This course will identify the main features of effective practice in collective worship and highlight current resources available to help schools enrich the quality of their worship.

This is an essential course for all schools preparing for a SIAMS inspection under the new framework.

Cost: £200 or free to SLA Schools

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Deansway, Worcester WR1 2JE
Tel: 01905 732826 or 01905 732821
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Theology of Leading a Church School

Tuesday 5th November 2019
9:30am - 12.00pm
The Old Palace
Worcester WR1 2JE

Being the leader of a distinctively Christian Church of England school is an important role in the community and in relationship with local faith communities.

This course has been developed to support headteachers, governors and senior leaders of church schools in both their understanding and exploration of how their leadership role is rooted in the teachings of the Bible, within both an educational and faith context.

A major focus in SIAMS is how well the Christian vision of the school is rooted in a clear theology and underpinned by biblical teaching.

Cost: £150 or free to SLA Schools

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tenefer@cofe-worcester.org.uk
SIAMS Evaluation Schedule - Part 3
Strand 7:
The Effectiveness of Religious Education

Wednesday 13th November 2019
9.30am - 3.00pm
The Old Palace
Worcester  WR1 2JE

This full day is part of a three part course which offers practical guidance on the new SIAMS Evaluation Schedule.

This course is run in conjunction with:

- SIAMS Strands 1 - 5
- SIAMS Strand 6: The Impact of Collective Worship

The new SIAMS schedule has effectively ‘raised the bar’ in expectations of RE, particularly for Voluntary Controlled schools.

This course will look in detail at the SIAMS evaluation schedule and interpret the requirements for RE leaders, headteachers and governors.

This is an essential course for all schools preparing for their SIAMS inspection.

Cost: £200 or free to SLA Schools

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Living out your School’s Christian Vision

Tuesday 19th November 2019
9.30am - 3.00pm
The Old Palace
Worcester  WR1 2JE

This full day course offers practical guidance to support the new SIAMS Evaluation Schedule and is designed for schools that have either recently established a new Christian vision or are in the process of doing so.

The day will consider in detail the requirements of the new SIAMS schedule with regard to vision.

Delegates will explore the ways in which a school’s Christian vision underpins its values, strategic plans, policies, curriculum, relationships, spirituality, moral and character development (including courageous advocacy) and charity partnerships. It will also look at the critical role of collective worship in embedding and celebrating Christian vision.

The methods used by the school to communicate its vision will be discussed, including how the school website is deployed.

The day will be a combination of training supported by material developed for the course, as well as practical examples of work from other schools. It will provide opportunities for colleagues to consider and discuss their own priorities with regard to evaluating the effectiveness of their own school’s vision. Although not essential, it will be beneficial therefore, for two or more colleagues to attend from each school.

Cost: £200 or free to SLA Schools

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tenefer@cofe-worcester.org.uk
Preparing for your SIAMS Inspection

Thursday 28th November 2019
9.30am - 12.00pm

The Old Palace
Worcester WR1 2JE

This half day workshop offers practical guidance for the new SIAMS Evaluation Schedule.

Self-evaluation is an essential tool for schools to measure themselves against the requirements of the SIAMS schedule and to help plan for school improvement. In addition, a school’s website is the public face of any school and gives inspectors an important first impression of the ethos and vision of the school they are about to inspect.

This course will be run as a workshop, enabling headteachers to work with other staff or governors and an experienced SIAMS inspector to ensure that:

- self-evaluation – in whatever form is chosen by the school - is both effective for the inspection and manageable by the school
- self-evaluation is clear, succinct and focussed
- the school’s website is fit for purpose and gives an inspector the information necessary for an inspection.

Cost: £150 or free to SLA Schools

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School Leaders’ Wellbeing Retreat Day

Friday 29th November 2019
9.30am - 3.00pm

Apples of Silver
2 River Meadows, Hampton Park Road,
Hereford, HR1 1TB

This day has been designed specifically for headteachers and senior leaders of church schools.

Apples of Silver is in a setting chosen to facilitate reflection in order to allow headteachers and senior leaders valuable time away from school to revitalise their own leadership.

One-to-one discussion time will be available if required.

Cost: £200 or free to SLA Schools

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tenefer@cofe-worcester.org.uk
Analyse School Performance (ASP) for Headteachers and Senior Leaders Primary and Middle Schools

Tuesday 14th January 2020
1.00 - 3.00pm
The Old Palace
Worcester WR1 2JE

An introduction for headteachers and senior leaders of Primary and Middle schools who have either not used Analyse School Performance (ASP) or who would like to increase their familiarity and the ability to analyse statutory school data.

This course will explore the primary accountability guidance including the use of standardised scores, progress performance measures and interpretation of the coasting and floor standard definitions.

Making reference to the Inspection Data Summary Report (IDSR), you will be guided through the school's context, progress and attainment charts and tables paying particular attention to prior attainment and disadvantaged pupils.

Please bring a copy of your school's IDSR report.

Cost: £150 or free to SLA Schools

To book a place, please complete a booking form and send to:
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Deansway, Worcester WR1 2JE
Tel: 01905 732826 or 01905 732821
tenefer@cofe-worcester.org.uk
An introduction for headteachers and senior leaders of First schools who have either not used Analyse School Performance (ASP) or who would like to increase their familiarity and the ability to analyse statutory school data. This session will make reference to the Inspection Data Summary Report (IDSR), you will be guided through the school’s context and attainment charts and tables, paying particular attention to disadvantaged pupils.

Please bring a copy of your school’s IDSR report.

Cost: £150 or free to SLA Schools

To book a place, please complete a booking form and send to:
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tenefer@cofe-worcester.org.uk
The Role of the School Leader in a Church School for Deputy Headteachers (Cohort 3)

Wednesday 12th February 2020
9.30am - 12.00pm
The Old Palace
Worcester WR1 2JE

This course is specifically designed for deputy headteachers of church schools.

The role of the deputy headteacher is certainly not one size fits all. This course will enable delegates to share with others and reflect on their varied and challenging roles and responsibilities.

During the course we will explore:

- what it means to be the deputy head in a church school
- taking ownership and developing your role
- developing your role as an effective leader
- living your school's Christian vision through your role
- leading development through monitoring
- creating a diocese-wide deputy headteacher network where support and guidance can be easily sought
- aspiring to church school headship.

Delegates please note there will be a further three development sessions planned for the subsequent 12 months. Dates will be agreed during this first session.

Cost: £150 or free to SLA Schools

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tenefer@cofe-worcester.org.uk
Valuing All God’s Children 
& 
Mental Health and Wellbeing

Thursday 13th February 2020 
9.30am - 3.00pm 

The Old Palace 
Worcester WR1 2JE

This day incorporates two workshops enabling delegates to explore the guidance and tools given to church schools in two recent publications, Valuing All God’s Children (2018) and Mental Health and Wellbeing: A Whole School Approach (2018).

Valuing All God’s Children is guidance (issued in 2016 and revised in 2018) for Church of England schools on challenging homophobic, biphobic and transphobic bullying. This guidance was commissioned by Archbishop Justin Welby in response to the continuing issue of bullying in schools.

Delegates will consider how schools may support those young people who are exploring or questioning their gender identity and sexuality. Activities will include looking at how inclusive schools must be within the legal framework of the Equality Act 2010 and the expectations of all church schools and academies, as noted in the SIAMS Evaluation Schedule.

Delegates will use the session to review their own policies and practice in schools to ensure all are able to flourish. Key learning will be around giving schools tools to audit their inclusivity and to prevent as well as address wider issues of behaviour and bullying.

Mental Health and Wellbeing looks at the guidance issued from the Church of England Education Office in conjunction with the Children’s Society (published March 2018).

Delegates will explore how to ensure wellbeing for all stakeholders and strategies that can be used as a preventative measure in school. Activities will offer schools ways to audit wellbeing across the school community.

This session complements how schools demonstrate that they value all God’s children.

Cost: £200 or free to SLA Schools

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Deansway, Worcester WR1 2JE
Tel: 01905 732826 or 01905 732821
tenefer@cofe-worcester.org.uk
Introduction to Spirituality in a Church School for School Leaders

Thursday 27th February 2020
9.30am - 3.00pm

The Old Palace
Worcester WR1 2JE

‘Spirituality is like a bird, held too tightly it is crushed, held too loosely, it flies away.’

Spirituality is fundamental in what it means to be human and therefore planning for spiritual development is a vital part of a good, holistic education. The new SIAMS schedule requires church schools to have a secure understanding of how spirituality is recognised and developed.

This course will begin by identifying a number of generic spiritual capacities which can be fostered throughout the curriculum and which will allow development to be clearly apparent.

Spiritual capacities will however, always be bound up with beliefs and values. They do not exist in a vacuum. The course will explore how the church school provides a Christian context in which to explore spirituality, together with a language to express hopes and dreams, thoughts and feelings, aspirations and ideas.

The course will consider opportunities for spiritual development in collective worship as well as in the wider curriculum. Ideas will also include practical examples of how schools use their indoor and outdoor environment to foster children’s spirituality.

Finally, the essential elements of a spiritual development policy will be discussed and colleagues are invited to bring their own policies to the course if they wish.

Cost: £200 or free to SLA Schools

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tenefer@cofe-worcester.org.uk
Marketing your School Effectively

Thursday 5th March 2020
9.30am - 12.00pm
The Old Palace
Worcester WR1 2JE

‘Marketing’ and ‘branding’ can be viewed by many as corporate terms, but your school will be one of the most recognisable brands that your community sees day to day. It is becoming increasingly important to ensure that your school’s logo, online presence and printed materials create the right first impression and reflect your school’s level of professionalism and high expectations, along with its deeply Christian character.

This course will introduce elements of branding including:

- logo style and design
- school websites
- social media
- external correspondence
- email signature
- prospectus and marketing.

Cost: £150 or free to SLA Schools

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Deansway, Worcester WR1 2JE
Tel: 01905 732826 or 01905 732821
tenefer@cofe-worcester.org.uk
Understanding Christianity Training

9.30am - 3.00pm each day
Two part training programme.
Attendance is required on both days.

<table>
<thead>
<tr>
<th>Day One</th>
<th>Friday 4th October 2019</th>
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<tr>
<td>Day Two</td>
<td>Friday 22nd November 2019</td>
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The Old Palace
Worcester  WR1 2JE

Following the diocese’s successful launch in 2016 of the Understanding Christianity resource, this two part training programme is being made available again as part of this year’s training schedule.

Understanding Christianity sets the bar for the quality for teaching and learning of Christianity in our schools and academies. It reinforces the messages given nationally relating to ‘digging deeper’ and ‘lingering longer’ when engaging children and young people with the big ideas and concepts of religion and belief.

During the training, support will be given in relation to where these materials fit with both the Worcestershire and Dudley agreed syllabi, in addition to lesson planning and whole school implementation of the resources.

A more detailed outline of each of the training modules is available upon enquiry and / or booking.

Cost: £350 or free to SLA Schools
Please note an additional charge of £75 (subject to confirmation from the publisher) for the resources will be made to schools attending this training for the first time.

To book a place, please complete a booking form and send to:
Toni Enefer, Diocesan Education Team, The Old Palace,
Deansway, Worcester WR1 2JE
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tenefer@cofe-worcester.org.uk
Imagine an approach to Christian education that:

- promotes knowledge, skills, empathy, spiritual growth
- develops the needs of the whole child
- provides a multi-sensory approach to learning
- develops language and communication skills
- develops thinking skills
- provides depth and reflection in every session.

Godly Play is a creative and imaginative approach based on long established, tried and tested approaches. It uses symbols and objects as well as words, and values process, openness and discovery. It invites listeners into stories and encourages them to connect the stories with personal experience.

Godly Play is a non-coercive way to encourage children to move into larger dimensions of belief and faith, through wondering questions and open-ended response time.

Advice and guidance will also be given when implementing Godly Play in combination with the Understanding Christianity resource.

*Delegates are asked to note this is a highly practical course, involving active story telling sessions.*

**Cost: £150 or free to SLA Schools**

To book a place, please complete a booking form and send to:
Toni Enefer, Diocesan Education Team, The Old Palace,
Deansway, Worcester WR1 2JE
Tel: 01905 732826 or 01905 732821
tenefer@cofe-worcester.org.uk
Bringing Bible Stories to Life for EYFS and Key Stage 1

Wednesday 29th January 2020
9.30am - 12.00pm

The Old Palace
Worcester WR1 2JE

This hands-on workshop will inspire you with new ways to bring Bible passages to life. It uses a range of methods to stimulate the retelling of Bible stories and deepen the understanding of particular verses.

These methods include:

• play e.g. LEGO, story bags, puppets, balls
• respond and reflect
• games / wondering
• scenarios / drama.

During this training we will be exploring ways in which we can widen children’s minds in wondering and reflecting on the story; be that through play, thought, drama and allowing the children to share their thoughts and questions. You will also have the opportunity to try a few of the methods during the workshop.

By the end of the session you will come away with a whole host of new ideas to engage children in understanding and reflecting on biblical passages and the ability to explore a Bible passage.

This course is highly recommended for schools using the Understanding Christianity resource.

Cost: £150 or free to SLA Schools

To book a place, please complete a booking form and send to:
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Deansway, Worcester WR1 2JE
Tel: 01905 732826 or 01905 732821
tenefer@cofe-worcester.org.uk
Bringing Bible Stories to Life
for Key Stage 2 and Key Stage 3

Thursday 30th January 2020
9.30am - 12.00pm
The Old Palace
Worcester WR1 2JE

This hands-on workshop will inspire you with new ways to bring Bible passages to life. It uses a range of methods to stimulate the retelling of Bible stories and deepen the understanding of particular verses.

These methods include:

- play e.g. LEGO, Minecraft
- problem solving
- games / discussion starters
- scenarios / drama
- contemporary illustrations including examples from culture such as music videos or film clips.

There is an emphasis on opening up discussion and allowing students to share their thoughts and questions. You will have the opportunity to try a few of the methods during the workshop.

By the end of the session you will come away with a whole host of new ideas to engage students in understanding and describing biblical passages and the ability to share their views on how they respond to the text.

This course is highly recommended for schools using the Understanding Christianity resource.

Cost: £150 or free to SLA Schools

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Deansway, Worcester WR1 2JE
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tenefer@cofe-worcester.org.uk
Creative RE Ideas for EYFS and Key Stage 1

Wednesday 5th February 2020
9.30am - 3.00pm
The Old Palace
Worcester WR1 2JE

A highly creative day developing EYFS and Key Stage 1 RE teaching through the arts and literature. These sessions aim to provide specialists and non-specialist teachers of RE with ideas and strategies to help them to teach RE creatively and with increased confidence.

The exemplars explored will broaden and deepen subject knowledge about a diverse range of faiths and worldviews and ensure that schools follow a coherent and systematic study of Christianity across each phase. This course will also support those schools who are developing the ‘Understanding Christianity’ project.

There will be a mix of tutor-led input and discussions, but the focus will be trying out new ideas and activities and considering how to use them to enhance RE teaching and learning across the curriculum from EYFS to KS1.

Sessions will:

• offer ideas for active and engaging RE lessons which will help pupils to develop higher order thinking skills
• develop a range of creative and challenging activities which will enhance pupils’ religious and theological literacy
• explore opportunities to reflect on key questions and core concepts from a range of resources
• develop creative classroom ready ideas to enhance teaching religion and worldviews including ‘Understanding Christianity’ core concepts.

Cost: £200 or free to SLA Schools

To book a place, please complete a booking form and send to:
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Deansway, Worcester WR1 2JE
Tel: 01905 732826 or 01905 732821
tenefer@cofe-worcester.org.uk
Creative RE Ideas for Key Stage 2 and Key Stage 3

Thursday 6th February 2020
9.30am - 3.00pm
The Old Palace
Worcester WR1 2JE

A highly creative day developing Key Stage 2 and 3 RE teaching through the arts and literature. These sessions aim to provide specialists and non-specialist teachers of RE with ideas and strategies to help them to teach RE creatively and with increased confidence.

The exemplars explored will broaden and deepen subject knowledge about a diverse range of faiths and worldviews and ensure that schools follow a coherent and systematic study of Christianity across each phase. This course will also support those schools who are developing the ‘Understanding Christianity’ project.

There will be a mix of tutor-led input and discussions, but the focus will be trying out new ideas and activities and considering how to use them to enhance RE teaching and learning across the curriculum from Key Stage 2 to Key Stage 3.

Sessions will:

• offer ideas for active and engaging RE lessons which will help pupils to develop higher order thinking skills
• develop a range of creative and challenging activities which will enhance pupils’ religious and theological literacy
• explore opportunities to reflect on key questions and core concepts from a range of resources
• develop creative classroom ready ideas to enhance teaching religion and worldviews including ‘Understanding Christianity’ core concepts.

Cost: £200 or free to SLA Schools

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Diocesan Education Team

Being an RE Leader in a Church School

Tuesday 10th March 2020
9.30am - 3.00pm

The Old Palace
Worcester WR1 2JE

This course will provide guidance and support to teachers in their role as the RE leader. The course will provide ready-to-use ideas to engage staff and pupils. It will give participants the knowledge and confidence they need to be an effective and inspirational leader of RE.

The day will cover:

- roles and responsibilities of leading RE in a First, Middle or Primary Church school
- how to promote and maintain a high profile of the subject within the school and the community
- understanding the Worcestershire Agreed Syllabus and Dudley Agreed Syllabus
- using the Understanding Christianity scheme of work to support each Syllabus
- progression of skills in RE
- monitoring teaching, learning and progress in RE.

Cost: £200 or free to SLA Schools

To book a place, please complete a booking form and send to:
Toni Enefer, Diocesan Education Team, The Old Palace,
Deansway, Worcester WR1 2JE
Tel: 01905 732826 or 01905 732821
tenefer@cofe-worcester.org.uk
Godly Play

Wednesday 18th March 2020
9.30am - 12.30pm
The Old Palace
Worcester WR1 2JE

Imagine an approach to Christian education that:

- promotes knowledge, skills, empathy, spiritual growth
- develops the needs of the whole child
- provides a multi-sensory approach to learning
- develops language and communication skills
- develops thinking skills
- provides depth and reflection in every session.

Godly Play is a creative and imaginative approach based on long established, tried and tested approaches. It uses symbols and objects as well as words, and values process, openness and discovery. It invites listeners into stories and encourages them to connect the stories with personal experience.

Godly Play is a non-coercive way to encourage children to move into larger dimensions of belief and faith, through wondering questions and open-ended response time.

Advice and guidance will also be given when implementing Godly Play in combination with the Understanding Christianity resource.

Delegates are asked to note this is a highly practical course, involving active story telling sessions.

Cost: £150 or free to SLA Schools

To book a place, please complete a booking form and send to:
Toni Enefer, Diocesan Education Team, The Old Palace,
Deansway, Worcester WR1 2JE
Tel: 01905 732826 or 01905 732821
tenefer@cofe-worcester.org.uk
<table>
<thead>
<tr>
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<th>Position</th>
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<tr>
<td></td>
<td>9.30am - 3.00pm</td>
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<tr>
<td>Weds 5th June 2019</td>
<td>SIAMS Evaluation Schedule Strand 7: The Effectiveness of Religious Education 9.30am - 3.00pm</td>
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<tr>
<td>Weds 12th June 2019</td>
<td>ASP Explained - for Headteachers and Senior Leaders for Primary and Middle Schools 1.00 - 3.00pm</td>
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<td>£150</td>
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<td>Fri 14th June 2019</td>
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<td>£150</td>
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<td>Weds 19th June 2019</td>
<td>Preparing for School Inspection for Governors 7.00 - 9.00pm</td>
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<td>Mon 24th June 2019</td>
<td>Governance in a Church School 7.00 - 9.00pm</td>
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<td>Tues 2nd July 2019</td>
<td>SIAMS Evaluation Schedule Strand 6: The Impact of Collective Worship 9.30am - 3.00pm</td>
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<tr>
<td>Fri 5th July 2019</td>
<td>Masterpiece Taster Session with iSingPOP 9.30am - 12.00pm</td>
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<td>Thurs 26th Sept 2019</td>
<td>NQT Welcome 9.30am - 3.00pm</td>
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<td>Fri 27th Sept 2019</td>
<td>Headteachers and Senior Leaders Conference Venue: Stanbrook Abbey Hotel, Worcester 9.00am - 4.00pm</td>
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Please see overleaf
## Training Events Booking Form Part 1

### Continued from overleaf

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<th>Course</th>
<th>Delegate/s</th>
<th>Position</th>
<th>Cost p.p. non SLA schools</th>
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<td>Tues 1st Oct 2019</td>
<td>Developing an Effective Marking and Feedback Policy and Marking for Impact 4.00 - 6.00pm</td>
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<td>Welcome and Introduction: Newly Appointed Headteachers 9.30am - 3.00pm</td>
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<tr>
<td>Fri 4th Oct &amp; Fri 22nd Nov 2019</td>
<td>Understanding Christianity Day 1 &amp; Day 2 (both days must be attended) 9.30 - 3.00pm each day</td>
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<td>£150 + £75* for resources if req’d (*subject to confirmation)</td>
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<td>Mon 7th Oct 2019</td>
<td>Tracking Progress and Attainment Across Your School 9.30am - 12.00pm</td>
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<td>SIAMS Evaluation Schedule Strand 6: The Impact of Collective Worship 9.30am - 3.00pm</td>
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<td>Tues 5th Nov 2019</td>
<td>Theology of Leading a Church School 9.30am - 12.00pm</td>
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<tr>
<td>Weds 13th Nov 2019</td>
<td>SIAMS Evaluation Schedule Strand 7: The Effectiveness of Religious Education 9.30am - 3.00pm</td>
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<td>£200</td>
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<tr>
<td>Tues 19th Nov 2019</td>
<td>Living out your School’s Christian Vision 9.30am - 3.00pm</td>
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<td>Weds 27th Nov 2019</td>
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<td>Thurs 28th Nov 2019</td>
<td>Preparing for your SIAMS Inspection 9.30am - 12.00pm</td>
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<td>Fri 29th Nov 2019</td>
<td>School Leaders’ Wellbeing Retreat Venue: Apples of Silver, Hereford 9.30am - 3.00pm</td>
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<td>SIAMS for Governors 7.00 - 9.00pm</td>
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*Continued from overleaf*
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<td>Tues 14th Jan 2020</td>
<td>ASP Explained - for Headteachers and Senior Leaders for Primary and Middle Schools</td>
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<td>Tues 28th Jan 2020</td>
<td>Global Neighbours Briefing</td>
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<td>Weds 29th Jan 2020</td>
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<td>Thurs 30th Jan 2020</td>
<td>Bringing Bible Stories to Life for Key Stage 2 &amp; Key Stage 3</td>
<td>9.30am - 12.00pm</td>
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<td>Creative RE Ideas for EYFS and KS1</td>
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<td>Creative RE Ideas for KS2 and KS3</td>
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<td>The Role of the School Leader in a Church School for Deputy Headteachers (Cohort 3)</td>
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<td>Thurs 13th Feb 2020</td>
<td>Valuing All God's Children &amp; Mental Health and Wellbeing</td>
<td>9.30am - 3.00pm</td>
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<td>Thurs 27th Feb 2020</td>
<td>Introduction to Spirituality in a Church School for School Leaders</td>
<td>9.30am - 3.00pm</td>
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<td>Thurs 5th March 2020</td>
<td>Marketing your School Effectively</td>
<td>9.30am - 12.00pm</td>
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<td>Tues 10th March 2020</td>
<td>Being a RE Leader in a Church School</td>
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<td>Weds 18th March 2020</td>
<td>Godly Play</td>
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<td>Weds 25th March 2020</td>
<td>School Leaders' Networking and Cluster Meeting</td>
<td>10.00am - 3.00pm</td>
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TRAINING EVENTS
April 2019 - March 2020

All courses are full day and take place at the Old Palace, unless otherwise stated with course details. Booking Form to be completed for all attendees; SLA and non SLA member schools.

School:

Telephone No.:

Contact email(s):

Specific dietary request -

Name & Course

Please tick as

SLA Member School

Non SLA Members:
I enclose a cheque for the total amount, payable to Worcester DBF

or

Non SLA Members:
Please tick here if you would like to be invoiced:

Signed: Date

The Diocese of Worcester takes your privacy seriously and will only use your email address in relation to your training course booking(s). However, from time to time we would like to contact you with details of future Diocese of Worcester training events we provide. If you consent to us contacting you by email for this purpose, please tick

We give you our assurance we will not pass on your email address to a third party.

Please complete Parts 1 and 2 of booking form and return no later than 2 weeks before the course date to:

Toni Enefer, Diocesan Education Team, The Old Palace, Deansway, Worcester, WR1 2JE

The Diocesan Education Team reserves the right to charge for lunch and administration costs incurred due to late cancellation within 7 days of the event.

We regret that there is no parking available at the Old Palace. Please find details of parking overleaf.

Tel: 01905 732826 Switchboard: 01905 20537 Email: education@cofe-worcester.org.uk

The Worcester Diocesan Board of Finance is a limited company by guarantee and registered in England (No. 271752) Registered office as above.

The Board is a Registered Charity No: 247778. www.cofe-worcester.org.uk/education
In addition to the services available in the Training and Support SLA, we also offer schools and academies the following services in our School Effectiveness Support Service Level Agreement for 2019/20.

A copy of the full [School Effectiveness Support SLA](#) is available on our website. Further information about the School Effectiveness Support SLA is available from the Diocesan Education Team office.

E: [education@cofe-worcester.org.uk](mailto:education@cofe-worcester.org.uk)
T: 01905 732825

Please note: these school effectiveness services are NOT available as part of this Training and Support SLA.

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<td>Headteacher Performance Appraisal, Half Day Assessment Data Review, 6 Days School Effectiveness Support</td>
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<td>Package 2</td>
<td>Half Day Assessment Data Review, 6 Days School Effectiveness Support</td>
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<td>Headteacher Performance Appraisal, Half Day Assessment Data Review, 3 Days School Effectiveness Support</td>
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<td>Package 4</td>
<td>Half Day Assessment Data Review, 3 Days School Effectiveness Support</td>
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<tr>
<td>Core Service 4</td>
<td>Half Day School Effectiveness Support</td>
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We regret that there is no parking available at the Old Palace.

Please see below for the nearest car parks and railway stations.

We are here!

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<th>RingGo code</th>
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<tr>
<td>Commandery Road</td>
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<tr>
<td>Copenhagen Street</td>
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<td>Cornmarket</td>
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<td>Croft Road</td>
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