Dear Headteachers, CEOs, Consultants, Chaplains, Directors, Chairs of Governors, Vice Chairs of Governors and Foundation Governors

**Academy & School News Update and Safeguarding Briefing**

Please find attached the most recent academy and school news summary from educational consultant Tony Stephens, and a copy of the latest safeguarding briefing from Andrew Hall.

**Decolonising The Curriculum**

Diversity is hugely important.  In our own diocese, you could count the number of BAME headteachers on one hand.  Similarly, we have very few SLT members and governors of BAME heritage.  The same is true of so many dioceses.  As a consequence, our schools sometimes, unintentionally, lack a more objective and empathetic understanding of history; the richness of the culture, self-sufficiency and diversity of many former colonies, before the British Empire turned them into single crop economies and exploited them ruthlessly for financial gain, can easily be overlooked.  Today, we need to ‘decolonise the curriculum’ in our schools, to avoid implicitly perpetuating a prejudicial and discriminatory perspective.  So, we are delighted that Allana Gay, who co-founded the BAMEed Network, has agreed to address our Headteachers’ Conference on 24th March.  We hope you are able to join us.  Details of the biographies of all the conference speakers are attached.  Bookings for SLT members and governors, as well as headteachers, can be made via education@peterborough-diocese.org.uk.

**Holocaust Memorial Day – Thursday, 27th January**

Holocaust Memorial Day (HMD) is this this Thursday and there is still time to plan your activities. Visit [www.hmd.org.uk/schools](http://www.hmd.org.uk/schools) to download free resources, such as:

* A [brand new film](https://www.hmd.org.uk/resource/holocaust-memorial-day-the-big-picture/) to show students that your school activities are part of a national picture of events taking place around the UK.
* An assembly script and presentation, for [primary](https://www.hmd.org.uk/resource/hmd-assembly-primary-schools/) or [secondary](https://www.hmd.org.uk/resource/hmd-assembly-secondary-schools/) schools.
* A lesson plan about the Kindertransport, for [primary](https://www.hmd.org.uk/resource/primary-kindertransport-lesson-plan/) or [secondary](https://www.hmd.org.uk/resource/secondary-kindertransport-lesson-plan/) schools.
* The [Days to remember worksheets](https://www.hmd.org.uk/resource/days-to-remember-secondary-learning-resource/) that will help you to explore the HMD 2022 theme - One Day.

Please add your school to the [HMD map](https://www.hmd.org.uk/take-part-in-holocaust-memorial-day/activities-form/) to register that you are taking part, or email Alex Blake, Education Officer at education@hmd.org.uk.  To watch the UK Ceremony for Holocaust Memorial Day, [please register here](https://www.hmd.org.uk/take-part-in-holocaust-memorial-day/ukhmd/).

**Wintershall Education – Collective Worship, Performing Arts, Religious Education and Year 6 Residential Retreats**

Wintershall Education has been in touch with details of their programme for this year, as attached.  They are offering: collective worship involving actors who would come to your school, online collective worship, Lent and Easter workshops, Easter pilgrim packs, tickets for their immersive and spectacular outdoor life of Christ performance on the Wintershall estate in June (suitable for KS2 pupils upwards), and also Year 6 leavers’ retreats in July.

**Jumping Fish – Spirituality, Collective Worship and Religious Education**

Jumping Fish, a Christian charity in Gloucester Diocese which promotes spiritual development, collective worship and RE, has produced some helpful resources for Lent.  A sample page from the resource pack and details of other useful publications from Jumping Fish are attached.

**Foundation Governor Recruitment**

We are very grateful for the vital role that our Foundation Governors play in the life of our schools.  Whenever new Foundation Governors are being recruited, we would encourage all schools to follow the attached checklist well in advance of the vacancy occurring, to help ensure we always recruit the best possible Foundation Governors in good time and to ensure that all our Governing Bodies are operating at full strength.

***WEBINARS OPEN TO ALL COMING UP SOON***

**Ofsted Annual Report Webinar – 24th January, 4.00pm**

The Ofsted East of England team has extended an invitation to a free webinar at 4.00pm on 24th January, entitled: ‘Ofsted annual report – how has this shaped our regional priorities?’  The senior team will share the regional priorities following the launch of Ofsted’s annual report. They will look at what this means within the region and how we can all contribute towards improving the lives of children, pupils and young people in the East of England. This will include discussion about early years/primary, secondary, special and FES, and how this will inform Ofsted’s work within the region.   You can register here: [Registration (gotowebinar.com)](https://register.gotowebinar.com/register/1075693327077717008). After registering, you will receive a confirmation email containing information about joining the webinar.

**eEnergy Webinar re. Taking Steps Towards Achieving Net Zero and Saving Money – 31st January, 2.00pm**

Details of the services provided by eEnergy are attached.  Matt Savill from eEnergy will be leading a 30-minute webinar for Peterborough Diocese schools and academies on 31st January at 2.00pm.Please encourage your School Business Manager or MAT CFO to attend.  To receive the Zoom link for this webinar please email: education@peterborough-diocese.org.uk*.*

***SLA TRAINING COURSES COMING UP BEFORE HALF-TERM***

**Roles & Responsibilities of Church School Governors - Monday 24 January 2022, 6.30pm - 8.30pm, via Zoom**

What are the special features of church school governance?  A session for new governors and those who have previously been governors looking at experiences and how you can develop your role.

**RE: Retrieval / Ofsted Research** **Review - Thursday 27 January 2022, 1.00pm - 4.00pm, via Zoom**

How can school RE use the directions set by HMI’s RE report?

**Looked After Children Training** - **Friday 28 January 2022, 9.30am—12.30pm, via Zoom**

A half day training session specifically designed for the Designated Teacher for Looked After Children.

**Pupil Collective Worship Conference (LAST CHANCE FOR BOOKING IS ON MONDAY 24 JANUARY)** - **1 February 2022, 10.00am - 2.30pm, via Zoom**

This will be an online conference for pupil leaders of collective worship. There will be workshops on Creative Ways to use the Bible in Collective Worship, Creative Prayer, Openings and Endings and Creating a Worship Space. Pupils will be in their own school for the conference, supported by a member of staff.  Workshops will be led by experienced adult leaders of collective worship who have experience in working with children in the context of school worship.

**New Designated Safeguarding Leads (Northants only)** - **Tuesday 8 February 2022, 9.30pm - 3.30pm, via Zoom**

This training is the statutory single agency training required for a senior member of staff to become a Designated (or Deputy Designated) Safeguarding Lead in a school.  Participants will look at the legislation and guidance that informs their role and will become familiar with local procedures in order to help safeguard the pupils in their setting.  Only for DSLs working in Northamptonshire schools.

**Termly SIAMS Headteachers Briefing - Tuesday 8 February, 1.30pm - 3.00pm, via Zoom**

Updates and feedback on inspections so far.  Workshop to look at different self-evaluation approaches and to ensure your school is well prepared.

**Sikhs and Sikhism for KS1 and KS2 - Thursday 10 February, 1.00pm-4.00pm, via Zoom**

Ideas for great learning and progress in RE: Sikhs and Sikhism for KS1 and 2 (focus determined by schools’ response).

**Middle Leaders Training Programme Day 1** - **Thursday 24 February 9.30am – 3.30pm, either via Zoom or at Bouverie Court (tbc)**

The first day of a two-day course to give middle leaders the right tools to fulfil their responsibilities.  This first day will concentrate on Ofsted expectations and set leaders up with tasks to ensure appropriate monitoring activities.

To book a place on any of the above SLA training courses, please email: education@peterborough-diocese.org.uk.

**World Education Summit Online**

May I highlight the World Education Summit Programme, with details of world class speakers such as John Hattie, Dylan Wiliam, and Andreas Schleicher, and a new workshop feature designed to give teachers and leaders access to instantly implementable practical tools, resources and strategies for use in classrooms and schools.  It’s an essential summit for any school or MAT aspiring to rapidly become world class and to sustain world class levels of school performance in all areas!

**Head of School Maternity Cover**

Kilsby Church of England Primary School, in the Innovate Multi-Academy Trust, is advertising for a Head of School for 4 days per week, for the duration of the current Head of School’s maternity leave.  This might well suit a talented Deputy Head or Assistant Head seeking further professional development, following a successful school inspection and with the flexibility to be seconded, or a recently retired Head of School or Headteacher.  Full details are attached.

**Preparing Pupils for Holy Communion**

In next Monday’s bulletin, I’m hoping to include a feature on St Mary & St John Church of England Primary School, which I visited last week.  This year, the local Rector - Revd Pippa Madgwick, will be offering optional sessions for pupils to attend, preparing them to take Holy Communion, leading up to a summer term Eucharist when the pupils will receive their first Holy Communion from Bishop Donald.  If you offer a similar course for pupils in your primary school, I’d be delighted to hear from you and to include details in next week’s feature.

**Pattishall Church of England Primary School**

I was delighted to visit Pattishall Church of England Primary School last week.  Emma McLean, the Headteacher of Pattishall, has kindly written a few words to introduce her school, where they are building wisdom, enquiry and diversity, as the key themes, through their curriculum.

*Where is God in our school? We seek good in everything and everyone.*

*About us…*

*We are a Church of England School established on this site in the Victorian era to benefit the children of the parish.  We are firmly rooted in the Christian principles that inspired those early Church schools and today we willingly seek to serve an ever expanding, wide and diverse community.*

*Our values and mission are born from the Christian faith and that sense of duty to provide all children with a fair and equal start in life.*

*Based on our statement of spirituality, we believe that God can be felt in our school, moving through the good in everyone and the work that we do.*

*Collective Worship is the heartbeat of our school – promoting the values that we hold most dear.  We believe that living our values and especially our core ethos of love, our children will leave us with the tools and the understanding of their mission to make the world a kinder and better place.*

*We have turned our behaviour management on its head in light of our Christian values. Our Nurturing Positive Behaviour Policy is rooted in restoration, understanding, relentless routine and love. We also use Zones of Regulation; all children check into their Zone in the morning and any child in anything other than the green zone will be caught up with by an adult. Any children regularly checking in the blue, yellow or red zone will be referred to our ELSA for 1:1 intervention, or time in our nurture provision. We value this nurturing approach dearly, as when children are in the green zone, they are happy, safe and ready to learn.*

*Whilst we are still in the early stages of our journey, our curriculum is being built in layers with our core values at its heart.  We are weaving three golden threads through our curriculum (as a chord of three threads is not easily broken); these are wisdom, enquiry and diversity. We chose these threads as they provide our children with what they need in order to be able to flourish in a rich and diverse society.*

*Having chosen our golden threads, we applied them to knowledge threads, which demonstrate how our golden threads are delivered across the school.  We are currently working on the progression of our knowledge threads from EYFS to Year 6, particularly in History and Geography.*

*Geography and History are our topic drivers, where meaningful cross-curricular links are made across most subjects.  In English, we select high quality texts linked to the topic drivers so that the children’s experience is immersive, and this forms our Pattishall Reading Spine.*

*We are building what we value and everything we do is done with love – as we grow together in God’s love; and we would love to share it with you.*

**Academisation and Joining a Multi-Academy Trust**

There is a currently a White Paper being drafted, which will no doubt feature in the Queen’s Speech to Parliament in May and have a big impact on schools from September onwards.  I would anticipate that, whilst there may or may not be huge financial incentives for schools to academise and join MATs, there have already been clear indications of the government preparing to lop off some of the limbs of LA educational services, evidenced by the removal of HR and payroll services in the Northants LAs and in the de-delegation of all LA school improvement funding to all school forums, which then may or may not choose to continue to use LA school improvement services etc.  The White Paper is likely to represent a continuation of this theme.

Whilst some of our LA schools, may feel inclined to valiantly soldier on, in the spirit of the Black Knight in Monty Python’s ‘Holy Grail’, declaring “Tis but a scratch!” and “It’s just a flesh wound!”, as various supporting limbs are lopped off, we would encourage all our LA school leaders and governing bodies to think very seriously about joining a multi-academy trust.  To date, as a Diocesan Board of Education, we have always actively encouraged a mixed economy in our diocese, believing that some schools are better off remaining as LA schools, whilst others are best served by academising and joining a multi-academy trust of their choosing.  However, we may be about to reach a political tipping point where the incentives for joining a multi-academy trust outweigh the disincentives for remaining with a LA, in almost all cases, and so we would encourage prayerful consideration of all these matters.

The process of academising and joining a multi-academy trust can take up to a year and, prior to that, we would encourage all governing bodies to engage in a process of preparatory exploration with the Diocese, receiving an introductory presentation from myself or Peter French, leading into a process of due diligence and receiving presentations from a shortlist of Church of England multi-academy trusts in Peterborough Diocese, including our own diocesan MAT, Peterborough Diocese Education Trust.  This does not commit any school to academising, but means that schools are well placed to make swift decisions and move quickly, if circumstances dictate that this would be beneficial.

We have an excellent track record of avoiding church school closures in Peterborough Diocese, in comparison with a number of other dioceses, and we very much hope to maintain this.  Clearly though, for some of our smallest LA schools which could become regarded as ‘Cinderella schools’ by MATs which are able to pick and choose their preferred schools, and which their LAs may not be able to support to the same degree in the future, their increasing vulnerability could become critical.  There is a well-known saying that ‘If you fail to plan, you plan to fail’, and so we would encourage all our LA governing bodies to engage in appropriate exploration and forward planning this year; and it would be our pleasure and privilege to help support you in that.

**Prayer**

Finally, may I share with you a prayer from this Sunday, the third Sunday of epiphany…

*God of all mercy,
your Son proclaimed good news to the poor,
release to the captives,
and freedom to the oppressed:
anoint us with your Holy Spirit
and set all your people free
to praise you in Christ our Lord.
Amen.*

Wishing you every blessing!

Peter

**Peter Cantley**

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*During this current pandemic the Education Office is partially closed, with officers and staff mainly working from home, but providing an ongoing service, predominantly through Zoom and Teams.*

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