



Director's Update

March 2017

2016/17 – 06

A news and information bulletin from the Director of Education to all headteachers, chairs of trusts, chairs of governors and company secretaries in the Diocese of Nottingham.

Director's Letter

Dear Colleagues,

Welcome to our March edition of the *Director's Update*.

The season of Lent began last week. It is a great opportunity to pause for a moment and to reflect on all of the wonderful graces that we receive but also to consider how we can deepen our spiritual life and grow in friendship with the Lord.

Jesus is the faithful friend who never abandons us. Even when we sin, he patiently awaits our return; by that patient expectation, he shows us his readiness to forgive.

(Pope Francis - Homily, 8 January 2016)

For us in schools, it is also a time to focus upon the ancient disciplines of prayer, fasting and almsgiving. There are so many ways in which these great gifts of Lent can be made meaningful and relevant to our children and young people and that, as always, they will respond with a tremendous generosity of spirit.

Lent is the favourable season for renewing our encounter with Christ, living his word, in the sacraments and in our neighbour. The Lord, who overcame the deceptions of the Tempter during the forty days in the desert, shows us the path we must take. May the Holy Spirit lead us on a true journey of conversion, so that we can rediscover the gift of God's word, be purified of the sin that blinds us, and serve Christ present in our brothers and sisters in need. I encourage all the faithful to express this spiritual renewal also by sharing in the Lenten campaigns promoted by many Church organisations in different parts of the world, and thus to favour the culture of encounter in our one human family. Let us pray for one another so that, by sharing in the victory of Christ, we may open our doors to the weak and poor. Then we will be able to experience and share to the full the joy of Easter.

(Pope Francis – Message for Lent 2017)

Thank you for your continued support and encouragement.

Peter Giorgio
Director of Education

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Plan for Catholic Schools in the Diocese of Nottingham

A pdf version of our Plan for Catholic Schools in the Diocese of Nottingham has been attached to this edition of the *Director's Update*. We shall also be producing a 'summary' document over the coming weeks.

Regional Meetings

Last half-term was an extremely busy one for all of us. Here at the Nottingham Roman Catholic Diocesan Education Service, we launched Part I of our *Plan for Catholic Schools in the Diocese of Nottingham*. This was followed by regional meetings in Leicester, New Mills, Mackworth, Loughborough, Lincoln, Nottingham, Newark and Scunthorpe. I am so grateful to all those who have been able to attend these meetings and for the positive and constructive comments that you have made.

Frequently Asked Questions

We have now completed our first version of a *Frequently Asked Questions* document (March 2017) which is also attached to this edition of the *Director's Update*.

Additional Communications

We shall shortly begin to work on additional materials for use in schools. This will include powerpoint presentations which can be used with governing bodies and staff.

- *Briefing Sessions for Voluntary-Aided Schools*

The following sessions have been planned to provide colleagues with an overview of the academy conversion process:

Wednesday 3 May	2.00pm – 3.30pm	The Diocesan Centre, Mackworth
Monday 15 May	1.30pm – 3.00pm	St John Fisher Academy, Wigston
Tuesday 16 May	10.00am – 11.30am	St Mary's School, Grantham
Thursday 25 May	10.30am – 12.00pm	St Thomas More School, Buxton

To book a place at any of these sessions, please email: coursebookings@nottingham-des.org.uk

- *Briefing Sessions for Governors*

In the summer term, we shall also be holding a series of sessions for members of our governing bodies on the increasingly important role that our governors will play at local school level in the future. These dates will be issued over the coming days.

Progress Report from our Working Groups

Our working groups are making very good progress on a number of areas. It may be worth stressing again that the role of our working groups is to make a number of proposals which will then be presented to Bishop Patrick and the NRCDES Board of Directors ahead of the publication of Part II of our *Plan for Catholic Schools in the Diocese of Nottingham*.

Governance and Accountability

The group has now met on two occasions so we are halfway through our set of four scheduled meetings. The group has to date considered the role of Members in the new Trusts and in particular how best to engage them in the overall strategic development of the MATs and in holding the Directors and the MAT leadership team to account. We are now focused on the pivotal role of governors within the governance arrangements and are producing a proposed role description for governors. We are also establishing

proposals for the Trust committee structure to support the Board of Directors. Among our next key tasks are to review the Scheme of Delegation, develop proposals on the size and composition of the Boards and to develop a communications protocol for the Trusts.

School Improvement, Leadership and Standards

The school improvement, leadership and standards working group has met twice since January. The working group has focused on models that will ensure that the MATs are Catholic and that they will support headteachers in providing excellent education for all children and young people in the Diocese of Nottingham. The group has focused on areas such as chaplaincy provision, the school improvement model, the role of the CEO/executive team in school improvement and standards, data and reporting and the function of teaching schools in the MATs.

HR, Staffing and Finance

The focus of work so far has been on establishing proposals for the composition and management arrangements for the MAT executive. In addition, the group has looked at options for the delivery of the finance and HR functions within the MAT. The group will now consider salaries and terms and conditions as well as developing a staffing restructuring schedule and additional options regarding financial management and HR systems.

Central Services/Operational

In its first two meetings, the group has considered the approach for management of capital funds within the new MATs, defined the core functions that should sit with the MAT 'central services' and developed guidance to schools on procurement in the interim period ahead of the new MATs. Going forward, the focus of the work of the group will be on maximising the capacity of the new MATs to deliver school improvement. This will be done by evaluating the responses from schools on contracts and service provision, learning from and reflecting on what currently works well and then identifying service providers, and software solutions to improve communication to ensure that the day to day operation of the MATs is efficient, effective, fit for purpose and that it delivers timely and quality information for data analysis and value for money.

Open Forum

Our open forum, (an opportunity to discuss any issues relating to the remits of our working groups) took place on Tuesday 7 March. I hope that all those who attended found it a useful and informative event.

MAT Re-Structuring – Information Documents for Schools

The following documents have now been produced and circulated to schools:

- Vacancy Filling Strategy
- Procurement Strategy (including contract audit)

In addition to this, a request for financial information (and staffing) was issued at the same time. The contract audit will be a useful piece of work for our current Voluntary-Aided schools as they prepare for conversion. We would be very grateful if all of the information requested could be submitted by 14 March. Thank you. It is very important that these documents are discussed at governing body and trust meetings over the coming weeks so that we are able to make a smooth transition to our new structures.

This information was included in *Email Bulletin No.13 (28 February)*. The *Email Bulletin* is issued on a Tuesday of every week in term time. Please note that the circulation list for the *Email Bulletin* now includes:

- Headteachers
- Chairs of Governors
- Chairs of Trusts
- Company Secretaries
- NRCDES Directors

Our circulation list is compiled using the latest information that we receive from schools. If your details change, please contact Julie Sweeney so that our records can be updated. If you would like to receive any of these documents again, please contact Julie Sweeney.

Policy for Religious Education in Catholic Schools of the Diocese of Nottingham

The diocesan policy for Religious Education in our Catholic schools has recently been reviewed and approved by Bishop Patrick. This policy applies to all Catholic schools in the Diocese of Nottingham and includes independent schools. A copy of this policy was circulated with *Email Bulletin No.13 (28 February)* and is also available on the NRCDES website.

The Miraculous Relic Image of Our Lady of Guadalupe

The Miraculous Relic Image of Our Lady of Guadalupe will be visiting Nottingham Cathedral from Friday 21 – Wednesday 26 April at the beginning of the 2017 National Pilgrimage Tour. The Service of Reception will be on Friday at 7.00pm, with the Guadalupe Mass following at 7.30pm. The Service of Return, marking the end of the visit will be on the Wednesday at 1.00pm.

The Image is based at the Shrine in Bedford and is one of the 220 authorised digital replicas, which confers the same blessings and graces as the original in Mexico. During the special week, there will be Masses honouring Our Lady, other events and opportunity to venerate the Image. Our Lady of Guadalupe is also Protectress of the Unborn and Protectress of the Life Movement, which is particularly significant in this 50th anniversary year since the passing of the 1967 Abortion Act in this country.

Please visit www.relicourladyofguadalupe.co.uk to see details of the National Pilgrimage Tour and to learn more about the fascinating story of the Guadalupe Miracle. You may also wish to arrange for your school to visit the Relic during this special week.

Statutory Relationship and Sex Education

On 1 March, the government announced that it is to table two amendments to the Children and Social Work Bill. The amendments will require all primary and secondary schools in England to teach age-appropriate 'relationships and sex education'. The government has also confirmed that:

- Parents will continue to have a right to withdraw their children from this education.
- That schools will have flexibility over how they deliver these subjects, so they can develop an integrated approach that is sensitive to the needs of the local community.
- Schools will continue to be able to teach in accordance with the tenets of their faith.

The CES will be involved in the development of any guidance and there will be a public consultation for any regulations and statutory guidance. The new changes are expected to come into effect in September 2019.

Ofsted Presentations

A recent presentation made by Sean Harford (Ofsted - National Director, Education) at the 'Putting learning first' conference in January on inspection is available at the following address:

<https://www.slideshare.net/Ofstednews/ofstedinspectionputtinglearningfirstconf180117>

This website also includes a number of other very useful presentations given by Ofsted.

Ofsted School Inspection Update (March 2017)

The ninth edition of the Ofsted School Inspection Update has now been published. It contains updates on the following areas:

- Clarification of inspection arrangements for maintained schools that convert to become academies, where the predecessor schools were judged good or outstanding
- Safeguarding – checking records
- 2016 floor standard and the coasting definition
- Examination entry and the curriculum
- Progress scores for each year group
- Interpreting RAISEonline and inspection dashboards
- Reformed GCSEs and technical awards for examinations from 2017
- Calculating the Progress 8 score
- Interpreting 16-19 English and mathematics progress measures
- Engaging with the governance of schools in multi-academy trusts
- Distribution and publication of section 5 reports following inspection
- Children with medical needs

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/595739/School_inspection_newsletter_March_2017.pdf

HMCI Monthly Commentary – Amanda Spielman (March 2017)

In her monthly commentary, Ofsted's Chief Inspector Amanda Spielman comments on a newly published study into the reliability of Ofsted's short inspections.

<https://www.gov.uk/government/speeches/hmcis-monthly-commentary-march-2017>

New Regional Schools Commissioner for East Midlands and Humber Region

John Edwards, Director of Education and Skills at Manchester city council, has been named as the new Regional Schools Commissioner for East Midlands and the Humber. He will be responsible for overseeing

the growth of academies in the region and will monitor their performance to ensure children receive the best possible education. He is taking over from Jennifer Bexon-Smith.

John will start later this year, working with Sir David Carter to shape the role and priorities of the growing numbers of academies in the region, contributing to the government's agenda of raising standards, by tackling underperformance to create more 'good' school places for every child regardless of background or circumstances.

<https://www.gov.uk/government/news/new-rsc-appointed-for-east-midlands-and-the-humber>

Sir Michael Wilshaw – St Mary's University

At a reception held in the Palace of Westminster on 21 February, it was announced that the former Chief Inspector of Schools, Sir Michael Wilshaw is set to lead St Mary's University's school leadership programme, developing the next cadre of senior leaders, headteachers and MAT leaders. Sir Michael will shortly take up a role as Professor of Education and Director of Multi-Academy Trusts at the university. In his new role, Sir Michael will also lead St Mary's work on school improvement, championing high standards in schools across the country and challenging MATs to deliver outstanding teaching and care. He will focus initially on working with around 200 schools in the Diocese of Westminster but hopes that the programme will have widespread applicability.

Cyberbullying Update: New Guidance

Cyberbullying, or online bullying, can be defined as the use of technologies by an individual or by a group of people to deliberately and repeatedly upset someone else. Childnet International has recently issued guidance for schools on understanding, preventing and responding to cyberbullying (following its guidance published in 2007).

They advise that they are a charity established to help make the internet a safe place for children and young people and they work directly in schools and other settings with the information they need to use the internet safely and responsibly.

They advise that the whole school community should be involved in cyberbullying prevention activities. This is in line with Keeping Children Safe in Education's requirements that safeguarding and promoting the welfare of children is everyone's responsibility. It is therefore important that all schools take an holistic approach to safeguarding including issues such as cyberbullying.

The guidance provides three checklists for each section (understanding, preventing and responding). Schools can use these checklists to reflect on their own approaches to cyberbullying and determine whether their strategies need to be strengthened.

<http://www.childnet.com/resources/cyberbullying-guidance-for-schools>

Sick and Retired Priests' Fund Appeal

I have been asked to thank all schools which have supported this appeal. If any school has made a contribution to this project but has not received a certificate, please contact the organisers at the following email address: srfappeal@nrcdt.org.uk or telephone 0115 8882644 to give brief details.

Upcoming Training Courses

Please see our latest copy of the Continuing Professional Development and Formation Handbook which is available on the NRCDES website.

March 2017

Date	Course	Time	Location
13.03.17	drb Ignite – Senior Leaders' Briefing	10.30-1.30	The Diocesan Centre
14.03.17	Primary RE Subject Leaders' Meeting – Spring Term	9.30-3.00	The Diocesan Centre
17.03.17	Secondary Heads of RE Meeting – Spring Term	10.00-3.00	The Diocesan Centre
17.03.17	Good Schools: Are you ready for one-day section 8 short inspection?	9.30-3.00	The Diocesan Centre
20.03.17	Developing and Evaluating Collective Worship – Day 2	9.30-3.00	The Diocesan Centre
21.03.17	Moderation of 'Come and See' Sacramental Theme ATI	9.30-3.00	The Diocesan Centre
22.03.17	Primary RE Subject Leaders' Meeting – Spring Term	9.30-3.00	Our Lady of Lincoln Parish Centre, Lincoln
23.03.17	Bishop's Certificate for Teachers Session 4	9.30-3.00	The Diocesan Centre
23.03.17	Chaplaincy Meeting	12.30-3.00	The Briars
28.03.17	'Come and See' Planning and Delivery – Summer Term (KS1)	9.30-3.00	The Diocesan Centre
30.03.17	'Come and See' Planning and Delivery – Summer Term (KS2)	9.30-3.00	The Diocesan Centre

April 2017

Date	Course	Time	Location
26.04.17	New Headteachers' Induction Day 3	10.00-3.30	The Diocesan Centre

Other NRCDES Events

Primary Headteachers' Residential Retreat (25 - 26 May)

This year, our primary headteachers' retreat will be led by Sr Judith Russi SSMN. Sr Judith is the Director of EducareM and has worked for many years in all fields of Catholic education including teaching, leadership, advisory work, inspection and professional development. She is author of a variety of Religious Education and Catholic education books at primary, secondary and sixth-form levels.

The retreat will take place in the beautiful surroundings of Stoke Rochford Hall, Grantham. Flyers and booking forms have now been circulated. Please contact Julie Sweeney for further information.

Bishop's Day (3 July)

Our annual Bishop's Day conference for schools will take place at Eastwood Hall, Nottingham. This year's speaker is Tony Billings, Principal of All Hallows' Catholic College in Macclesfield.

ADVANCE NOTICE – Province Day – Celebrating Catholic Education (21 September)

ADVANCE NOTICE – Secondary Headteachers' Conference (5 – 6 October)

Appointments

Many congratulations to the following who will be taking on new headships:

NEWLY APPOINTED PRIMARY HEADTEACHERS

Name	School	With Effect From:
Gail Neill	Holy Cross, Leicester	March 2017
Ali Chambers	English Martyrs', Oakham	March 2017
Priscilla Jordan	St Mary's, Loughborough	April 2017

Vacancies

PRIMARY HEADTEACHER VACANCIES

St Augustine's, Stamford

Please see the NRCDES website for further details (www.nottingham-des.org.uk).

Diocesan Education Service Contact List – 01332 293833

Episcopal Vicar for Catholic Education

Rev Martin Hardy

martin.hardy@nottingham-des.org.uk

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Neil Weightman	Assistant Director (Inc. Admissions, Governor Support & Academies)	211	neil.weightman@nottingham-des.org.uk
Eilis Field	Assistant Director (Inc. Diocesan Canonical Inspections)	212	eilis.field@nottingham-des.org.uk
Patricia Hurd	Book Shop & Resources	213	patricia.hurd@nottingham-des.org.uk

David Quinn	Primary RE	208	david.quinn@nottingham-des.org.uk
Eddy Walton	Secondary RE	207	eddy.walton@nottingham-des.org.uk

Ken Daly	Consultant for Buildings & Capital	206	ken.daly@nottingham-des.org.uk
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Jennifer Charleson	Finance Officer	204	jennifer.charleson@nottingham-des.org.uk
Helen Helan	Service Receptionist & Centre Administration	01332 293833	helen.helan@nottingham-des.org.uk
Julie Sweeney	Director's P.A. and Administrator for Admissions & Inspections	202	julie.sweeney@nottingham-des.org.uk
Gill Burns	Administrative Assistant	203	gill.burns@nottingham-des.org.uk

Anna Zimand	Independent Catholic Schools Appeals Service (CSAS)	n/a	annazimand@talktalk.net
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