

NEWSLETTER

For Schools and Governing Bodies



Canon John Lumley, Episcopal Vicar for Evangelisation, writes:

Dear Friends

At the time of writing, I had hoped to be able to give a definite announcement of the appointment of the new Director of Schools, to begin work in September 2012. We haven't quite got there yet – still a couple of details to iron out. An announcement will be made to all schools and parishes once the appointment is finalised.

Maggie Tansley has written in some detail about the Academy process (below). All I would want to say in addition is thank you for attending and contributing to the Study Day. The overwhelming response (from the Evaluation Forms) was that the day had been very useful, and the quality of the input was much appreciated.

It became clear that some participants were hoping that the Diocese would give a decision either to support or reject the proposal for schools to become Academies. Just to repeat the point: the diocesan position is that this is a matter which only the individual school can decide on. Some schools clearly already feel that they are ready to convert, others do seem not to want to do so at all – they are very happy with their current arrangements and their relationship with the LA. Other schools are adopting a “wait and see” policy. The Diocese respects the diversity of positions across the diocese. All we can do is say that we will continue to support schools to the best of our ability and resources, whatever each individual Governing Body decides.

You will have all received the letter from Dr Whiston (in his capacity as Secretary to the Diocesan Board of Trustees). There he outlines the resolutions taken by the Trustees following on from the Study Day. The model which Trustees would consider approving for schools which wish to convert is the Multi Academy Trust Model (MAT). In particular, may I highlight the following paragraph from that letter:

The Trustees agreed that the process for schools requesting consent would be for the completed application form to be considered in detail by a working party comprising Canon John Lumley, Jim O'Neill, Maggie Tansley, Richard Geoghegan, Vicki Hair (lawyer with Browne Jacobson Solicitors) and myself (J Whiston) and that, when this group was satisfied with the application, they would formally submit it with a recommendation to the Trustees.

So although the Diocese is neutral on the issue of whether an individual school – or group of schools – should convert, what is clear is that the Trustees retain the legal responsibility to ensure that any proposed conversion must be of benefit to the individual school(s) concerned, and also there must also be safeguards for the future to preserve the links with the Diocese and the sense of a diocesan “family of schools”, including the essential non-negotiables which we all wish to preserve around Catholic ethos as well as standards. More details on this can be found below.

This is the season of Easter – a time of new beginnings, new life, - and exams! My prayer for us in the School Service is simply that we may live and work as a people of hope, trusting in the power of God to work through us and in us to bring about his own kind purposes for the children and community we serve. Christ's final words to his disciples were: “I am with you always, even to the end of time”. May we each of us appreciate the reality of His presence in our daily lives, in the often uncertain, challenging and exciting times in which we live.

CONTENTS:

Section 48 inspection –
New Policy
Ofsted inspection – New
Policy
New Primary RE ‘Come &
See’ - information

Action Required

Education Mass 2012 -
reminder
Episcopal Blessing –
reminder

The ‘Year of Faith’

Governor News

Governor Training &
Briefings information

Complaints toolkit

National College –
Academies information
Developing School Leaders

Leavers/Starters

Vacancies

Special Events

Dates for your Diary

Insert:

Leadership in Church
Schools Poster – for
display in Schools &
Parishes

Response from the Bishop's Study Day and Academy update

Maggie Tansley, Diocesan Principal Schools' Officer, writes:

The Bishop's Study Day at York Racecourse was very well attended and seemed to be well received by all. I was particularly inspired by Mgr. Kevin McGinnell's session on 'A Theology for Academies' which gave us a context of Catholic schools being Church in nature while being educational in function, asking 'how Trinitarian is your Pay Policy and how much of God is in your Performance Management?' He posed the question of how a Catholic Academy can reflect the Trinity and how what we mean by Catholic education can be preserved.

Kathy Perrin of the Catholic Church Insurance Association followed with a run-down of some of the practicalities of Academies and how they are structured.

It was apparent from the feedback that a few people thought that the Diocese was either pro or anti Academy; neither is the case as subsequent actions show.

Following the Study Day, the Trustee Board passed a resolution saying that they will consider approving applications from schools to convert to Academy status if they propose to form a Multi Academy Trust (MAT), normally of at least 3 schools, one of which must be outstanding or good with outstanding features. In addition, any Diocesan school wishing to join an existing MAT cannot be excluded. The resolution, together with a copy of the approved application form, was notified to all schools in a letter from Dr. Whiston dated 26 March 2012.

The first step in applying to become an Academy is to find your partners and complete the joint application form. You will need to have worked closely with those partners to develop ways of working together before you can complete the application. Once Diocesan approval is received, schools register an interest with the Department for Education (DfE) and begin their application process, although much of that work, apart from consultations, will have been done for the Diocesan approval. Once the DfE form is complete, the Governing Body take a formal resolution to convert, submit the application and begin the procedures needed to transfer staff to their new employer (the Trust). The Secretary of State then issues an Academy Order and work begins to achieve the Funding Agreement and open as an Academy. There are a number of issues to deal with during the conversion process including Legal, Governance arrangements, Land & Property, Operational organisation, Finance & Admin and Staffing.

The structure of a MAT is determined by its Articles of Association and this must be agreed with the Secretary of State. However, the Catholic Education Service (CES) have a set of standard, agreed documents that can be used.

These Articles set the structure of the MAT as a Trust with at least 3 Trustees, over a Board of Directors or Executive Board who take a strategic role in the running of the Academies and delegates management to Local Governing Bodies as appropriate. The Executive Board would share membership equally among the participating Academies. The Board would also have 2 parent representatives and additional Directors appointed by the Bishop to ensure that Foundation appointees are in the majority.

The model documents can be seen at:

<http://www.catholicacademies.org.uk/model-documentation/> or

<http://www.education.gov.uk/schools/leadership/typesofschools/academies/becominganacademy/b0061866/supporting-documents-for-schools-converting-to-academies/model-documentation-for-multi-academies>)

The Diocesan Schools Service is currently compiling a list of Frequently Asked Questions on Academies. It is intended that this will be posted on the Diocesan website and added to as further questions are asked.

SECTION 48 INSPECTIONS – New Diocesan Policy

As you are well aware, each Ofsted inspection triggers a Section 48 inspection. The outcomes of the Section 48 inspection tend to be the same or a little better than the Ofsted inspection. This is understandable, given that we are inspecting the "specialism" of the school and most of our schools put a lot of their energies into making sure that Religious Education and the Catholic Life of the school are really good.

In the rare event that we judge a school to be satisfactory or less than satisfactory in a Section 48 inspection, then the Diocese will make sure that the school is given support to improve in these areas and will also conduct a monitoring visit, by a Section 48 inspector, about a year after the inspection. As this is a new policy, we won't do any of these monitoring visits for at least 6 months from now and we will give fair notice of such a visit.

Ofsted has decided that there are some outstanding schools which will not be inspected even after a five year gap, but the government has agreed that we can nevertheless conduct Section 48 inspections once a five year gap has elapsed since the last inspection. Therefore all Catholic schools will continue to have a Section 48 inspection at least once every five years.

OFSTED INSPECTIONS – New Policy

CESEW has been alerted that Ofsted is planning to give less than two days notice **for a very small number of inspections of schools due for inspection before 1 June, 2012**. I am advised that this will cover 45 schools over 3 Local Authorities in the Midlands, Northern and Southern regions. This is the total number of **all** schools involved in the Pilot - so only a small percentage will be Roman Catholic schools.

All other aspects of the inspection will remain the same as detailed in current documentation: The framework for school inspection, the evaluation schedule for the inspection of maintained schools and academies and conducting school inspections.

This is to advise that if you have a school that is due for inspection between 8th May and 1st June 2012 – the school itself may well receive less than two days notice of an inspection, in some cases it may be the afternoon before the day of inspection.

Ofsted has instructed inspectors carrying out these inspections to prepare by looking at the school website for a calendar of major events, the times of the school day, basic information on how the school is organised, the names and responsibilities of staff and information provided for parents. Keeping this information up to date will assist the inspection team and will ensure that the inspection runs as smoothly as possible.

As now, when inspectors arrive at the school they will ask for information or evidence relating to matters that are fundamental to the work of any school, if it is available. Material should be provided in the form in which it is held in the school, whether paper-based or on the management information system. Schools might want to consider where the inspection team will meet in the school. Ofsted realises that space may be at a premium and inspectors will be as flexible as possible over this.

Ofsted advise that at this stage this is a Pilot and is part of the current consultation on 'A Good Education for All'

If your school does receive a 'no notice' inspection – we would be interested to receive feedback from you.

RELIGIOUS EDUCATION

On April 27th Diocesan RE Co-ordinators and Headteacher met to explore the new Primary RE Programme 'Come and See'. RE Advisor, Theresa Laverick, will also be meeting all staff in cluster gatherings this term to ensure teachers are prepared to deliver the new programme in September. You will find a reminder of all the dates, times and places of these gatherings in the 'Dates for your Diary' section. Theresa hopes to meet with Governors and clergy in the autumn term to share the programme with them.

ACTION REQUIRED!

EDUCATION MASS – 2012

The Education Mass is Bishop Terry's opportunity to engage with all those involved in delivering Catholic education to our young people - that is, **teaching staff, support staff, governors, etc.** It is not envisaged that schools will be organising groups of school children to attend these Masses.

It would be good if schools could ensure that their parish priests know that the invitation to come and concelebrate at these Masses is extended to them, as valued members of the teaching community.

Mass will commence at 7pm on each of the following dates:

26 September 2012	St Wilfrid's Church, York
09 October 2012	St Mary's Cathedral, Middlesbrough
11 October 2012	St Charles Borromeo, Hull

Episcopal Blessings 2011 -2012 (Reminder)

Following discussions with members of the Consultative Forum we ask schools or governing bodies to advise the Schools' Service department of Head Teachers, Deputies or long serving members of your school retiring or leaving for pastures new. It is for those colleagues who you feel should be recognised for their service and contribution to education within the Diocese and will retire/leave in the 2011-2012 academic year. Certificates will be presented by Bishop Draine during the Education Masses in September and October 2012.

THE YEAR OF FAITH

Pope Benedict XVI has announced that a Year of Faith will begin on 11 October 2012, ending on 24 November, the Feast of Christ the King, in November 2013. One of the emphases of the year is to offer initiatives that support the work of evangelisation, particularly through charitable works.

In support of the Year, the Catholic Education Service is partnering with the Home Mission Desk to offer schools materials to help them to resource a week of service. The week will be under the patronage of St Thérèse of Lisieux and is called **Little Way Week**. It is inspired by her insight that a good way to grow in holiness and to witness to God's love is through doing little things for God and others every day. St Thérèse understood profoundly that very few people are called to make big and radical gestures.

The Little Way Week will run from 6-12 October and is designed to strengthen the link between home, school and parish. Further information will be made available nearer the time. We ask you to consider in your planning for the next academic year ways in which you might emphasise evangelisation and the sharing of the faith.

Governor News & Information

Diocesan Governor Training & Briefings

Succession Planning Training for all our governors was completed in Hull, Middlesbrough, Scarborough and York during last term with Liz Cannings facilitating these meetings on behalf of the Diocese. Part of this training was also presented to the Primary Headteachers on their briefing day at Burn Hall in March.

Maggie Tansley, Principal Diocesan Schools' Officer will be completing Governor Briefing Meetings through April and May to ensure governors are kept up to date with information and events that impact on our Diocesan Schools. All governors are welcome to attend (see below for meeting dates and venues).

Complaints toolkit

Something to help your governing bodies to polish up their complaints procedures.

<http://www.education.gov.uk/schools/leadership/governance/a0060895/complaints-procedure-toolkit>

Academies will need to amend their procedures in line with guidance from the YPLA www.ypla.gov.uk/aboutus/contactus/complaints see - procedure for dealing with complaints about academies.

Note especially that an academies complaints appeal panel must include one member who is independent of the academy and the final stage must refer complainants to the YPLA or EFA (Education Funding Agency) after 1st April 2012

Academies information

Colleagues may be interested to read this publication from the National College focusing on leadership models, including governance in different models of academy chains. The study seeks to identify and understand the implications and challenges for school leaders posed by the rapid development of both sponsored and converter academy chains

<http://www.nationalcollege.org.uk/docinfo?id=175243&filename=the-growth-of-academy-chains.pdf>

Developing School Leaders

An in-depth study by leading educational policy analyst, Robert Hill, examining the impact of chains of schools on the English school system and how they are developing a new and able generation of school leaders and significant improvements.

<http://www.nationalcollege.org.uk/docinfo?id=63281&filename=chain-reactions.pdf>

WELCOME! SENIOR APPOINTMENTS

Welcome to the following senior colleagues who take up their new posts in the Diocese
Our best wishes to them in their new roles.

Mrs Patricia Graham – Headteacher, St Mary Queen of Martyrs, Hull (from September 2012)

VACANCIES IN DIOCESAN SCHOOLS *(further information on the diocesan website or contact the school direct)*

All positions required for September 2012

Yr 6 Teacher – St Mary’s Primary School, Richmond
Early Years Teacher – Christ the King Primary School, Thornaby
Early Years Teacher – St Pius X Primary School, Middlesbrough
Early Years Teacher – St Bernadette’s Primary School, Middlesbrough
KS2 Teacher – St Bede’s Primary School, Marske
Classroom Teacher – St Augustine’s Primary School, Coulby Newham
Nursery Teacher – St Thomas More Primary School, Middlesbrough
KS2 Teacher – St Thomas More Primary School, Middlesbrough
Classroom Teacher – St Paulinus Primary School, Guisborough
Deputy Headteacher – St Paulinus Primary School, Guisborough
2 x KS2 Teachers – St Mary’s Primary School, Richmond
Teacher of Geography – Sacred Heart Specialist Science College, Redcar
Teacher of Maths – Sacred Heart Specialist Science College, Redcar

Special Events

17 & 18 May	Retreat for Headteachers	Solberge Hall, Newby Wiske	Residential Event
25 May	Chaplaincy Conference	English Martyrs, York	10.00am to 2.30pm
24 May	Nurturing Future Leaders	Our Lady’s, Acomb	10.00am to 2.30pm
04 July	Primary Headteacher Briefing	Burn Hall Hotel, Huby, York	12.30pm to 3.00pm

Little BIG Assembly dates: (Timings and further information will follow)

Monday 02 July	Our Lady’s Church, York
Tuesday 03 July	St Mary’s College, Hull
Wednesday 04 July	St George’s Church, Scarborough
Thursday 05 July	Trinity Catholic College, Middlesbrough
Friday 06 July	T rinity Catholic College, Middlesbrough

Dates for your Diary

03 May	Governor Briefing	St George’s Primary, Scarborough	4.30pm to 6.30pm
10 May	Governor Briefing	St Wilfrid’s Primary, York	4.30pm to 6.30pm
12 June	S48 Inspectors Meeting	Our Lady’s, Acomb	10.30am to 2.30pm

'Come and See' cluster gatherings at the following schools for teachers and teaching assistants:

Tuesday, May 8	St Mary Queen of Martyrs, Hull	4.00 -5.00pm
Tuesday, May 22	St Benedict's, Redcar	4.00 -5.30pm
Thursday, May 24	Trinity, Middlesbrough	4.15 -5.30pm
Tuesday, May 29	All Saints, Thirsk	4.15 -5.30pm
Wednesday, May 30	St Mary's Market Weighton	4.15 -5.30pm
Thursday, May 31	St Peter's, Scarborough	4.15 -5.30pm