

ROCHESTER DIOCESAN BOARD OF EDUCATION (RDBE)

Proposed Strategic Plan 2018

Introduction

The purpose of the RDBE Strategic Plan for 2018 is to state the overall objectives and priorities of our organisation, alongside the specific targets for each area of our operation. This forms the framework for the delivery of our mission for education in the Diocese of Rochester.

The Diocesan Strategic Framework, ‘Called Together’, focuses on the importance of children and young people in the three key areas of; Growing Disciples through offering life enhancing encounters with Christ, sharing the good news to see more people find faith, harnessing the power of prayer to transform lives; Enriching our Communities through increasing Christian influence in schools across the Diocese, establishing a Christian presence for education in areas of population growth, working to strengthen parish links with schools and supporting chaplaincy initiatives; Resourcing Our Mission and Ministry through ensuring schools and parishes comply with statutory, legal and best practises, supporting and developing major projects to enhance the Christian presence in our communities and to assist with local mission plans to strengthen links between parishes and schools.

The objectives of the RDBE are intrinsically linked to the ‘Called Together’ mission of the diocese and the Church of England’s Vision for Education which through a prayerful discernment have been written into operational targets and goals to guide the work of the whole team for the next twelve months. This document considers the diverse nature of our family of schools, from rural and urban settings, large and small schools, individual schools and multi academy trusts, the range of SIAMS and Ofsted gradings, the oversubscribed and under subscribed, those with strong parish links and those who are working to strengthen those links. The common link is our place within the Diocese of Rochester to further Christ’s presence through providing an excellent education to the children in our care and to support the professionals and volunteers who lead, teach and govern the institutions who fulfil this important aspect of mission.

Vision

Our vision for education is deeply Christian and seeks to serve the common good.

Mission

To support and encourage the work of schools, churches and parishes across the Diocese of Rochester in Christian distinctiveness through excellent education of children and young people.

Context

The Diocesan Boards of Education Measure 1991 confirms that for every Diocese there shall be a Diocesan Board of Education which shall have certain functions and will act as the recognised religious authority for Church of England schools within the Diocese. In Rochester the RDBE is a separate incorporated limited company and registered charity and was established in its present form on the 19 November 1895. The main Board is supported by an Executive Committee, a School Effectiveness Committee and a Finance and Resources Committee. The RDBE’s principal activity is to maintain and extend education in and knowledge of the Christian religion in general and the faith and practice of the Church of England to all sections of the community within the Diocese of Rochester. The RDBE works closely with and seeks to support the Church of England schools within the Diocese which total eighty-nine and are spread across the four Local Authorities as follows:

	Secondary	Primary
London Borough of Bexley	1	6
London Borough of Bromley	2	9
Kent County Council	2	59
Medway Council	0	10

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1. To actively promote and support Christian Distinctiveness through developing high quality teaching and learning, leadership and effective governance of our Church schools.
 - a) Deliver training and support for the introduction of the new CE vision for education to schools
 - b) Deliver training and support to governors in relation to their roles and responsibilities in church schools
 - c) Deliver training and support to clergy in partnership with those responsible for Ministry and Formation
 - d) To appoint a substantive DDE through consultation with the RDBE members, staff team, HR, Bishop James, Geoff Marsh and key stakeholders of the RDBE.

2. To provide targeted challenge and focussed support for school effectiveness in order that 90% of our Church schools are judged "Good" or better in both the OFSTED and SIAMS inspection frameworks by 2019.
 - a) Continue to analyse all data from schools using ASP, FFT Aspire, data from schools and local authorities
 - b) Continue to monitor schools in relation to leadership, governance and teaching and learning
 - c) Using all available information, identify schools that are vulnerable and visit each identified school to assess current support and future support needs
 - d) Manage the team of associates and allocate consultants to schools to provide appropriate support and liaise with other members of the team in relation to support provided
 - e) Offer a series of governor training modules across the year
 - f) Run a leadership group for newly appointed head teachers 3 x year
 - g) Provide induction for new head teachers
 - h) Review support available to schools and academies to ensure that what is being offered is effective and appropriate for our schools
 - i) Provide briefings for SEC and the Board on standards and SIAMS outcomes in schools across the Diocese and update on activities undertaken
 - j) Expand the team of associates to include associates with more recent 'hands on' experience
 - k) Train/update all associates on coaching (there would be an additional cost implication for this)
 - l) Deliver training and support to schools for the new SIAMS framework to be implemented from September 2018
 - m) Deliver training for the Rochester and Canterbury SIAMS inspectors for the new SIAMS framework.
 - n) Schedule and manage all SIAMS inspections in the Rochester Diocese for 2017/18
 - o) Undertake a minimum of 6 SIAMS inspections in the Chelmsford and Canterbury Dioceses

3. To improve the quality of teaching and learning of Religious Education in Church primary schools through the implementation of a revised Diocesan syllabus, sharing best practice and offering professional development opportunities for all teaching staff in Church primary schools.
 - a) Fully implement the new syllabus for RE across all primary schools, Understanding Christianity in secondary schools
 - b) Continue to provide support for the new syllabus through regular meetings for the RE subject leaders in schools and through bespoke to schools and Trusts as appropriate
 - c) Ensure that the seconded RE subject leader is able to fulfil her roles and responsibilities in relation to the new RE syllabus
 - d) Continue to support the SACRES for Kent, Bromley and Medway as a member and to act as adviser to Bexley SACRE.

4. To develop effective strategic partnerships with Local Authorities, Teaching Schools Alliances, Multi Academy Trusts and other key stakeholders ensuring that every Church school is part of an informal, formal or structural collaboration which supports their Christian Distinctiveness, school effectiveness and sustainable future.
 - a. Review and approval of individual Church school admission policies
 - b. Joint visits with RDBE Chair and director of education to MATs and schools
 - c. Review and launch of SLA to schools

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- d. Liaise with CEOs of Trusts about performance in the Trust schools
 - e. Work in collaboration with Trusts to deliver training and offer support for Christian distinctiveness, RE and collective worship
5. To ensure the good stewardship and effective deployment of the Board of Education's resources, to ensure its sustainable future and ability to deliver its triennial aims and key priorities.
- a. Assist in the review of the DBE investment portfolio
 - b. Continue to press for completion of outstanding statutory land transfers at Church schools
 - c. Successful management of the RDBE education team
 - d. To maintain an effective, professional working relationship between the Chair of the RDBE and the Diocesan Director of Education
 - e. To commission and oversee a process of review of the work of the RDBE over the past three years and to form a set of five year strategic objectives for the RDBE involving the key stakeholders
 - f. To complete the Re-constitution of the RDBE in 2018.
6. To take opportunities for growth through the establishment of new Church schools and maintaining existing Church schools.
- a. Delivery of LCVAP projects at Voluntary Aided Church schools
 - b. Support and liaison over additional Church schools
 - c. Act as DBE lead and project manage Church academy conversions
 - d. Develop and progress strategies for the future of existing schools identified as needing to make a significant change in the longer term.