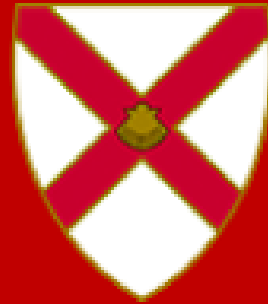


Diocese of  
**Rochester**



**BOARD OF EDUCATION**



**PARTNERSHIP AGREEMENT FOR CHURCH  
SCHOOLS AND ACADEMIES**

**1 APRIL 2024 TO 31 MARCH 2025**

## AN INTRODUCTION FROM BISHOP SIMON



This brochure sets out the DBE partnership offer for the schools we value so highly.

The granular nature of this partnership and associated training is embedded in three big, achievable goals of education in a church school.

The first is to seek wisdom and not just knowledge. There's a saying that knowledge is appreciating a tomato is a fruit and wisdom is knowing not to put it in a fruit salad. But that's not so much wisdom as life experience. CS Lewis said he believed wisdom is being able to distinguish the important from the trivial. And he said that a long time before we arrived at the place today where we generate as much information every ten minutes as the first ten thousand generations of the human race combined. I think wisdom is being able to make choices and decisions in the light of God's character and not being paralysed by information overload.

The second value is to offer hope, not optimism. Optimism is projecting the present into the future – a kind of crossed fingers, glass half full approach to life. In contrast, hope is the future reaching into the present through the resurrection of Jesus Christ and the sight of a renewed creation.

The third is to encourage community, not individualism. Community is a wonderful word, but it isn't half overused today. It is rooted in the Trinity, who is perfect community, and it points to a strongly relational view of human life. We may have different roles, but we deserve equal respect. We are made in the image of God. We can miss the significance of what that meant when it first emerged in Jewish thinking. In the ancient world, only kings bore the image of God. It was a radical, democratising step to see all human beings as bearing the image of God, as Genesis chapter one tells us. And it speaks deeply into our understanding of the value of education and the divine potential of every child.

We hope you find the partnership we offer to be of lasting use. It is a sign of our love for, and commitment to you in the vital role you play and a desire to meet those goals.

*Simon, Bishop of Tonbridge and Chair of the RDBE*

## **PRINCIPLES ON WHICH THE PARTNERSHIP AGREEMENT HAS BEEN DEVELOPED**

### **Collaboration and connection, for mutual flourishing**

*Just as a body, though one, has many parts, but all its many parts form one body, so it is with Christ. (1 Corinthians 12:12)*

Across the Diocese, we have a wonderful diversity of schools. Our smallest primary school has under 50 pupils on roll and our largest secondary, over 1800. These schools are rural, semi-rural and in large densely populated towns. There is huge variation in deprivation across the diocese; several schools have less than 5% pupil premium while others have more than 30% or 40% Pupil Premium. We have Primary and Secondary Schools, an All Through and a Grammar School. Some of these schools are Academies, stand alone or in a Trust, others are maintained schools in Bexley, Bromley, Medway, and Kent Local Authorities, and many of these schools are working together in formal and informal partnerships. This is to say that we are many diverse and unique parts, and yet, all belonging to the Rochester Diocesan family of schools. Through the partnership agreement, we are connected, committing financially to the whole, for the mutual benefit of each other. The concept of Ubuntu; 'I am, because we are', helps us to further understand our connection to one another, the importance of community, connectedness, and mutual support as we work towards our collective goal, a flourishing school system.

### **Support and stability in challenging times**

*The rain came down, the streams rose, and the winds blew and beat against that house; yet it did not fall, because it had its foundation on the rock. (Matthew 7:25)*

The DBE recognise that our schools continue to be places of immense joy where children lives are enriched every day, whilst simultaneously facing ever increasing challenges. The role of the DBE is to support school and trust leaders in their work, and it plays a vital role in providing a stable foundation on which our leaders can build their flourishing Church Schools.

We will do this by providing expertise and guidance, in areas such as buildings and finance, supporting school leadership through network meetings and 1 to 1 support, providing training and guidance to school leaders, staff and governors, particularly focused on RE, Worship and preparing for SIAMS. We are committed to making this support accessible for all, in 2024/2025 training will be available in a range of formats, face to face, online, and pre-recorded. We are committed also, to building the DBE website into a one stop shop for our Church Schools, with information and resources to support all aspects of RE teaching and Church School leadership available with ease.

## **RATIONALE FOR PARTNERSHIP CHARGES**

The Education Team receives no public funding for its work. Whilst our core services are available to all schools, free of charge, your contribution is vital to enable us to deliver these services efficiently, and to allow us to go beyond the statutory minimum. We hope you will consider your partnership with the Diocese as a valuable investment, in both your own school, and the wider Diocesan family. Whilst there is a slight rise in the cost of subscription this year, this is the first increase in several years. Additionally, this year the majority of training offered to schools will now be delivered within the price of the partnership agreement, at no extra cost. We believe that the Partnership Agreement expresses our commitment to each other within our family of church schools, at a price that is kept as low as possible. Whilst many schools easily recoup the annual subscription cost through services they access throughout the year, we also believe our support offers a cumulative value through consistent support that is ongoing year after year.

## SCOPE OF SERVICES

### Leadership and Governance

#### Core Services

- Provides initial guidance on headteacher recruitment for governors, attends shortlisting meetings and interviews.
- Visits every new headteacher for welcome and initial advice.
- Oversees and assists with the appointment of Trustees and foundation governors.
- Provides initial advice on governance, including Instruments of Government, and admissions.
- Gives guidance on Diocesan policy, for instance on academy options and on new schools.
- Builds relationships with educational organisations including the Local Authorities, National Governors' Association, Department for Education, Ofsted, Regional Directors, and teaching hubs, and provides advocacy for Church Schools.
- Critical incident and media support
- Admissions guidance, including policy advice to ensure compliance with the Admission Code
- Attendance by an officer or associate at Ofsted inspection feedback meetings where possible (priority will be given to subscribing schools)

Service	Cost for subscribing schools	Cost for non- subscribing schools
Leadership Conference	<i>£100 plus VAT.</i>	<i>£150 plus VAT</i>
New to Church School Headship – 3-day face to face course	No charge	<i>All of these events are subject to an individual charge, see training directory for details.</i>
Being a Deputy Head in a Church School – 1 day face to face course	No charge	
Headteacher network meetings	No charge	
Wellbeing Days	No charge	
Support visits from RDBE officers.	No charge	
Training, guidance, and resources relating to the SIAMS Framework, including discerning, and developing a theologically rooted Christian vision for a church school community.	No charge	
InspiREd RE development course for middle leaders.	£100 plus VAT (from 2025 cohort)	

## Christian Distinctiveness and SIAMS

### Core Services

- Protects the Christian foundation of Church schools at national, regional, and local level.
- Advises and supports schools in relation to the Statutory Inspection of Anglican and Methodist Schools (SIAMS)
- Support for clergy and parishes that are involved in our schools to build strong and effective partnerships.
- Provision of guidelines, policies, resources, schemes of work for RE
- Attendance by an officer or associate at SIAMS inspection feedback meetings where possible (priority will be given to subscribing schools)

Service	Cost for subscribing schools	Cost for non- subscribing schools
1 day face to face training in preparing for SIAMS inspection.	No charge	<i>All of these events are subject to an individual charge, see training directory for details.</i>
Understanding Christianity Training	No charge for training – there is a cost for the materials if your school does not have these.	
Programme of training for school staff, leaders and governors covering Christian Distinctiveness, SIAMS, RE and Collective Worship and Spirituality.	No charge	
Training on RE and multi-faith issues.	No charge	
RE Subject leader network meetings.	No charge	
Support for individual schools – SIAMS preparation visit from DBE officer and scrutiny of self-evaluation documents	No charge	

## Legal, organisation and estates

### Core Services

- Meets with school leaders and key stakeholders to assist in engaging appropriate support services.
- Provides support for schools in vulnerable situations.
- Provides support for schools in relation to staff and parental appeals.
- Supports schools in responding to legislation and government initiatives.
- Advises schools on structures such as federations or becoming an academy and on school Trust, legal and financial matters.
- Manages capital monies for Voluntary Aided Schools and provides support with building projects, school land, premises, and finances

## **TRANSITIONING FROM THE 2023/2024 to 2024/2025 TRAINING DIRECTORIES**

From the point at which you commit to the 2024/2025 partnership agreement, training in the current directory will cease to be chargeable. Pre-recorded training purchased from the Canterbury diocese, will still be subject to their charges until August 2024, after which we hope to have a licence agreement in place.

The training directory for the 2024/2025 academic year is in development, and the majority of training will be available at no additional cost to subscribing schools, as seen in the scope above.

## **SLA SUBSCRIPTION RATES 2024-2025**

### **VOLUNTARY AIDED (VA), VOLUNTARY CONTROLLED (VC) PRIMARY SCHOOLS, AND SINGLE PRIMARY ACADEMIES**

#### **Primary Schools**

Per pupil (up to 382 pupils) **or** Primary Schools with 383  
£2.75 per pupil plus VAT pupils and over capped at £1,000 plus VAT

#### **Multi Academy Trusts**

Per pupil (up to 382 pupils) **or** Primary Schools with 383  
£2.75 per pupil plus VAT pupils and over capped at £1,000 Plus VAT

Less 10% discount – all academies in a trust must subscribe to qualify.

#### **Secondary Schools**

Price capped at £1,100 plus VAT

Please complete and return the attached SLA order form and return it to: [louise.liddy@rochester.anglican.org](mailto:louise.liddy@rochester.anglican.org)

If possible, we would appreciate your remittance being sent by BACS payment.

Please quote the reference: SLA and school name

Barclays Bank

Rochester Diocesan Society & Board of Finance

Sort code: 20-54-11 account number: 90760099

Please make cheques payable to the Diocesan Schools' Agency

## BESPOKE TRAINING

	Partnership Schools	Non-subscribing Schools
<b>Twilight sessions – 60 to 90 minutes</b> Bespoke session on topic(s) agreed with school: relating to Christian character, leadership and governance or legal/organisation matters	£100 plus VAT	£150 plus VAT
<b>Morning/afternoon session – 3 hours</b> Bespoke session on topic(s) agreed with school: relating to Christian character, leadership and governance or legal/organisation matters	£250 plus VAT	£300 plus VAT
<b>Full Day – 6 hours</b> Bespoke session on topic(s) agreed with school: relating to Christian character, leadership and governance or legal/organisation matters	£475 plus VAT	£575 plus VAT

### Planning

Training which is very bespoke and does not mirror sessions available within our Training Directory may attract an additional planning cost.

### Considering a joint session?

Bespoke training is chargeable at the rates above, regardless of the number of delegates. This means that if a group of schools wishes to come together to access bespoke training, they can share the cost.

## COMMISSIONED SUPPORT FROM DIOCESAN ASSOCIATES

We have a team of experienced Associate Consultants who work closely with us, offering coaching and supervision, and supporting all aspects of school improvement. More detailed pen portraits of each Associate can be found overleaf.

If you wish to commission support, please email John Constanti; [john.constanti@rochester.anglican.org](mailto:john.constanti@rochester.anglican.org) or Gemma Hitch; [gemma.hitch@rochester.anglican.org](mailto:gemma.hitch@rochester.anglican.org)

### Subscribing schools

£500 per day plus VAT

£300 per half day plus VAT

### Non-Subscribing Schools

£600 per day plus VAT

£350 per half day plus VAT

## ASSOCIATE DETAILS



Dan Turvey

Dan offers support to enable colleagues to thrive and flourish with the challenges of leadership. Until recently he was a primary Head Teacher and is able to offer a range of support with coaching, mentoring, supervision, appraisals, interviews and other leadership activity and strategy.



Jill Ansell

Jill has a background in education of close to 30 years, having recently headed a nurture provision unit. Apart from teaching, Jill has worked in therapy as a counsellor, play therapist and supervisor.

Jill can provide support and advice to staff in managing wellbeing and creating a more whole-school nurturing and therapeutic approach whilst working in partnership with SLT, teachers, pupils & parents through mentoring, supervision, and social emotional and mental health advice.



Keith Morrison

Keith is an education consultant providing support for school improvement. His particular interests are Leadership & Management, Teaching & Learning, and Support & Coaching.



Carol Morris

Carol is an experienced advisor, specialising in secondary schools, who is able to support with a broad range of activity around leadership, school reviews and curriculum.





Keith Ransom

Keith is an ex-headteacher and retired LA Senior Improvement Advisor who specialises in Leadership Appraisals and supporting Governors with the appointment of new headteachers.



Peter Gregory

Peter is a National Leader of Governance and can also support with a wide range of school improvement.



Vanessa Dunnet

Vanessa is an experienced ex-headteacher and Chair of Governors. She is interested in providing support to Governing Bodies for headteacher appraisals and appointments, as well as coaching and mentoring for new headteachers.