



BOARD OF EDUCATION



**PARTNERSHIP AGREEMENT FOR CHURCH
SCHOOLS AND ACADEMIES**

1 APRIL 2026 TO 31 MARCH 2027

AN INTRODUCTION FROM BISHOP SIMON



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

The offers differ widely and are located in felt needs, but they are also undergirded by what we think is a clear Christian vision for education.

At the heart of this is the belief that everyone is made in the image of God. We don't really need digital filters to make ourselves look better – God's wonderful imprint is in every human soul. When it first emerged in Jewish thinking, this was radically empowering, because only the high and mighty, like monarchs, were thought to bear God's image. Today it speaks into the divine potential of every child. We may have different gifts and skills, but we deserve equal respect and nurturing.

Wisdom is also part of a Christian vision. In a conversation with Anne, the Mother Abbess of Malling Abbey and a woman who in a previous role was an early pioneer of the internet, she told me:

Wisdom is not the result of inputting more information but found in how we integrate information into our lives. We seem to live with a fear of not knowing enough, but less is more in living wisely with God.

In education, wisdom is found where knowledge builds on information, not where information overloads it.

A third element of Christian vision is hope. These are not sunny times, but hope is not about having an optimistic view of the future. Optimism is a fingers crossed projection into the future. Christian hope is the future reaching into the present through the resurrection of Christ and the vision of a new creation. In the midst of uncertainty, it offers a guiding light that transforms how we view what lies in our path.

We hope you find the training we offer to be of lasting use in pursuit of these goals. It is a sign of our love for, and commitment to, you in the vital role you play in every local community.

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 2026/2027 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
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>
6 Coaching sessions for New Headteachers	No charge	
Headteacher network meetings	No charge	
Cascade Wellbeing Offer	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 No charge	
InspiREd RE development course for middle leaders.	£100 plus VAT	£200 plus VAT

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 (now face to face in 2026/27)	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

SLA SUBSCRIPTION RATES 2026-2027

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 partnership agreement order form and return it to:
louise.liddy@rochester.anglican.org

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

Please quote the reference: Partnership 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
Twilight sessions – 60 to 90 minutes 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
Morning/afternoon session – 3 hours 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
Full Day – 6 hours 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 Gemma Hitch; 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.



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

Peter Gregory



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.

Vanessa Dunnet