

## SERVICE LEVEL AGREEMENT FOR CHURCH SCHOOLS AND ACADEMIES 2021 - 2022



I came to give life - life in all its fullness (John 10:10)

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## AN INTRODUCTION FROM BISHOP SIMON



Historians of major crises say the same thing: after the crisis, it's not possible to go back to what was. According to Jared Diamond, bodies should figure out which parts of their identity are already functioning well and don't need changing, and which parts are no longer working and do need changing.

This is the challenge for those in public leadership in this unprecedented time.

It's not as if we know quite what the world will look like when we can all breathe safely again. Making plans in the middle of a pandemic is like drawing the pattern a kaleidoscope makes, only to have the lens twist again and reform in a different shape. But best guess planning we must do, for we are human, and it's how we function.

Few people have a truly kaleidoscopic grasp of issues. We depend on others to help and support us; true wisdom is not having an answer for everything; it's knowing when to turn to someone else because we reached our limits.

In 2021, it feels like the educational landscape is shifting like Saharan sands. We need one another more than ever to help plot a route through some harsh terrain. In its own way, the Rochester DBE exists to help you be the best church school you can be, in offering a range of resources and ideas, guidance and support and using a tightly knit, experienced and committed professional team.

This brochure shows you how this can be done.

We are so proud of our schools – the gifting, the flair, the sheer willpower among staff that seeks the best for our students. It's unlikely there will be a testing as great as the one you are currently enduring. Thank you for holding the line when the line has never been so fragile and risky. And for doing so in a way that honours the God who summons us into life, where we can find our unique calling and purpose.

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

## THE WORK OF THE ROCHESTER DIOCESAN BOARD OF EDUCATION

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 shall be responsible to the Diocesan Synod. The Bishop, after consultation with the Board, shall appoint a Director of Education for the Diocese who shall act as secretary to the Board. The Incorporated Rochester Diocesan Board of Education (RDBE) is both a company limited by guarantee (No. 46014) and a registered charity (No. 1031550) governed by its Memorandum and Articles of Association and was originally established in its present form on the 19 November 1895.

## THE RDBE'S OBJECTS AS CONFIRMED WITHIN ITS MEMORANDUM AND ARTICLES OF ASSOCIATION ARE:

1. To maintain and extend education in and knowledge of the Christian religion in general and the faith and practice of the Church of England in particular to all sections of the community within the Diocese of Rochester and
2. To carry out the functions of the Diocesan Board of Education for the Diocese of Rochester under the provisions of the Diocesan Boards of Education Measure 1991 and any legislation amending, supplementing or replacing same.

## THE RDBE'S COMPOSITION AND MEMBERSHIP IS SUMMARISED AS FOLLOWS:

- a. Diocesan Bishop also president (or his or her representative).
- b. One person nominated by the Diocesan Bishop.
- c. Six persons elected by Diocesan Synod (three clerks in Holy Orders and three lay persons).
- d. At least two, but not more than six persons co-opted by the RDBE, two of whom should be serving headteachers at Church of England schools / academies (one primary and one secondary and
- e. Four Local Authority representatives (without voting rights) from the Councils of Bexley, Bromley Kent and Medway.

The RDBE meets three times per calendar year. Its sub-committees, the Finance and Resources and the School Effectiveness sub-committees (whose membership comprises of RDBE members and co-opted individuals) each meet three times per calendar year and then report back to the RDBE members.

The RDBE's main focus is to work alongside school leaders in supporting Church schools and academies, in order to assist in their delivery of the best possible education to pupils and service of their wider communities, aspiring to provide an education which seeks to provide 'life in all its fulness'.

## OUR TEAM



**John Constanti**  
**Director of Education**

[john.constanti@rochester.anglican.org](mailto:john.constanti@rochester.anglican.org)

John advises over the strategic leadership for the planning and structural development of all Church of England schools and academies across the Diocese of Rochester.

He also advises, supports, and guides all Church schools and academies on issues relating to property, finance, legal / Trust matters, capital, and revenues funding to ensure that Church schools and academies remain sustainable and meet the needs of their communities.



**Virginia Corbyn**  
**Deputy Director of Education**

[virginia.corbyn@rochester.anglican.org](mailto:virginia.corbyn@rochester.anglican.org)

Virginia advises and provides training on all aspect of Christian distinctiveness in schools, including vision and values, collective worship, religious education and spiritual development. She also provides support for and oversees SIAMS for our schools as well as providing advice on governance and admissions.



**Caroline Crofts**  
**Lead Associate**

[caroline@croftsed.co.uk](mailto:caroline@croftsed.co.uk)

Caroline is responsible for school improvement in relation to standards. This includes managing our team of Associate Consultants who provide support and training in a number of areas including leadership support, headteacher appraisal, coaching and general school improvement.

## ROCHESTER DBE: CORE SERVICES

Our Core Services remain available free of charge to all Church of England Schools in the Diocese of Rochester. The quality and speed of service which is currently offered by the Education Team would not be sustainable without the Service Level Agreement. Thank you to all schools who become members as this is a way of offering mutual encouragement and support as well as helping each other to experience 'life in all its fullness' across all of our Church schools.

Rochester Diocesan Board of Education, through its officers and staff:

- Protects the Christian foundation of Church schools at national, regional and local level
- Provides initial guidance on headteacher recruitment for governors, attends shortlisting meetings and interviews
- Visits every new headteacher for welcome and initial advice
- Gives access to a comprehensive professional development programme for all key stakeholders in church school education
- Oversees and assists with the appointment of Trustees and foundation governors
- Provides initial advice on governance, including Instruments of Government, and admissions
- Advises and supports schools in relation to the Statutory Inspection of Anglican and Methodist Schools (SIAMS)
- Gives guidance on Diocesan policy, for instance on admission or academy options and on new schools
- Builds relationships with educational organisations including the Local Authorities, National Governors' Association, Department for Education, Ofsted, RSC and teaching hubs
- Provides support for clergy and parishes that are involved in our schools to build strong and effective partnerships
- Meets with school leaders and key stakeholders to assist in engaging appropriate support services
- Attends Ofsted and SIAMS Inspection feedback where possible;
- 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
- Provides initial advice on specialist areas such as Christian vision and values, religious education, collective worship and spiritual development
- Shares and celebrates good church school practice via newsletters, websites, twitter and word of mouth
- Provides briefing sessions and papers on live issues

- Hosts headteachers' and governors' forums to ensure services develop to deliver most benefit to schools
- Manages capital monies for Voluntary Aided Schools and provides support with building projects, school land, and premises, and finances

The Core Services are subsidised by the charitable funds for education, but the RDBE relies both on these and on the SLA to continue this offer. Should the number of schools subscribing to the Service Level Agreement reduce, then the breadth of the Core Offer would inevitably diminish.

### ADDITIONAL FINANCIAL BENEFITS OF JOINING THE SERVICE LEVEL AGREEMENT:

- All training courses are charged at a discounted rate
- Access to the Diocesan Associates, including headteacher appraisal, is charged at the discounted Diocesan rate
- Free telephone and email advice is given in relation to school improvement, RE, SIAMS, OfSTED, collective worship, Christian distinctiveness, buildings, legal matters, finance, governance, admissions and Church School leadership.

### EXPECTATIONS

#### Rochester Diocesan Board of Education will:

- promote at all times the Church of England foundation and Christian ethos of the school
- be responsive to individual schools and academies and their distinctive ethos
- act with integrity and in accordance with Christian beliefs and values
- deliver its services to a high professional standard
- respond promptly and courteously to requests for assistance
- act with discretion and safeguard confidentiality

#### Your school/academy will:

- keep us informed of the current situation in relation to the service required and developments at your school/academy
- be available and give adequate notice, for any meetings and/or visits to ensure progress is maintained
- give us adequate notice when requesting visits, meetings, training and similar; and pay our invoices promptly

## SLA SUBSCRIPTION RATES 2021-2022

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

#### Primary Schools

Per pupil (up to 382 pupils)	or Primary Schools with 383	+VAT
£2.00 per pupil	pupils and over capped at £765	@ 20%

#### Multi Academy Trusts

Per pupil (up to 382 pupils)	or Primary Schools with 383	+VAT
£2.00 per pupil	pupils and over capped at £765	@ 20%

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

#### Secondary Schools

Price capped at £865

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



## CHARGEABLE TRAINING – DISCOUNTED RATE FOR SLA SCHOOLS

Training Sessions will either be virtual or held at the Diocesan Offices or at St Benedict's Centre, West Malling at a cost of £50 per person plus VAT for a half day, £95 plus VAT for a full day (discounted for those joining the SLA as below)

**Courses can also be held** at an agreed venue by mutual arrangement with costs based on those listed below

**Project management** of academy conversion is available - £4,500 plus VAT

## ASSOCIATE CHARGES

All schools which subscribe to the SLA pay a discounted daily rate for Diocesan associates' work

Service and support	SLA schools	Non-SLA Schools
Diocesan Associate Adviser	£475 per day + VAT £250 per half day + VAT	£575 per day + VAT £300 per half day + VAT
Training offered	SLA School + VAT	Non SLA School + VAT
Governor Training	£50 per session	£75 per session
Are you SIAMS ready?	£250 half day	£300 half day
Twilight staff meeting (60-90 mins)	£100	£150
Bespoke INSET (school-based)	£250 half day/£475 full day	£300 half day/£575 full day
Diocesan training sessions	£50 half day/£95 full day	£75 half day/£150 full day
RE Support Groups	Included in the SLA	£50 per session
Heads and Chairs briefings	Included in the SLA	£50 per session

## COMMISSIONED GOVERNOR TRAINING

There needs to be a minimum of 12 delegates. This allows for lively discussion and group working. Price : £600 capped plus VAT (equivalent to 12 x £50 per person)

**Please note that, for non-SLA schools, charges for advice by telephone or email will be at the team's discretion and linked to the support rates above.**

Our 2020-21 training directory can be found at :

<http://www.rdbe.org.uk/uploads/pdf/5.3.2021%20training%20directory%20update.pdf>

The 2021-22 training directory will be finalised and circulate during the summer term of 2021.



## ASSOCIATE DETAILS



Caroline Crofts

Caroline is responsible for school improvement in relation to standards. This includes managing our team of Associate Consultants who provide support and training in a number of areas including leadership support, headteacher appraisal, coaching and general school improvement.



Beverley Sulway

Bev offers a confidential, non-advisory listening ear and coaching support to help leaders identify what they need to do to get to where they want to be. Coaching is affirming and helps restore or build confidence with a genuine focus on wellbeing



Keith Morrison

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



Linda Waghorn

Linda provides associate support for school governance across the Diocese of Rochester. This includes briefings, development training and general advice on the role and function of governance.



Carol Morris

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



Cathie Aldis

Cathie is extremely experienced in all aspects of leadership. She has been a headteacher herself and has spent many years as a leadership advisor for Kent County Council. Cathie has also recently been ordained. She specialises in investigations and capability.



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.