



*The news and information bulletin from the A & B Diocesan Education Service*



**March 2017**



## **Director's Letter**

Dear Colleagues,

I hope you are well and enjoying today's glorious sunshine - there is a sense that Spring is truly upon us with the promise of new life. Easter not too far away now!

It is a little over a week since I last wrote to you in the form of March's Director's Letter, so I am keeping this letter brief. As all are aware, the diocesan position on academies remains facilitative, with the Diocesan Academies Strategic Board (DASB) and the Diocesan Education Service (DES) working together to guide and support schools in their deliberations and decisions. Across the Diocese there has been a high level of consultation and dialogue taking place across all five proposed MAT areas, and especially so in Xavier, Bosco and Teresa Catholic Education Trusts. As you will be aware, Xavier CET opened in September 2016; Bosco CET will open in two weeks' time, on 1<sup>st</sup> April 2017; and the Directors are currently considering the most appropriate opening date for Teresa CET. The DES and DASB have been very happy to support the dialogue going on across the diocese by attending meetings and taking the opportunity to provide additional information and guidance to schools. Following last term's meetings with Heads and Chairs, and further to the developments set out above, Carole Ann Roycroft (Chair, DASB) and I have been invited to meet with Governing Bodies from Brighton & Hove and Eastbourne & St Leonards deaneries to continue the dialogue and support Governing Bodies with their knowledge and understanding of academies. In addition, I continue to meet regularly with the Regional Schools Commissioner, both in larger forums and in one-to-one meetings to ensure his office is well acquainted with progress across the diocese and, likewise, we are updated with regard to policy, forthcoming grants and intelligence from the RSC's office.

Arundel and Brighton is very blessed to have well-established patterns and models of intra- and inter-deanery collaboration. Some deaneries arrange annual conferences and/or termly meetings for Heads, Deputy Heads, RE Co-Ordinators, and SBMs; others have developed a model of shared chaplaincy; whilst others have developed deanery choirs; arts festivals, sports tournaments, etc. We are confident that building ever-more constructive dialogue and working patterns at a local level will help us to move forward together in an educational context which can at times feel progressively more challenging almost on a daily basis!

As some of you will remember, members of the Education Service say the Angelus together at midday every Friday. As ever, our intention is firstly for our diocesan schools - and especially those in need - and secondly for ourselves, that we will continue to grow together as a team, in order to serve schools to the best of our ability. If you have a couple of minutes to spare at midday, even if only occasionally, why not join us?

Finally, the Diocese is proud of the great work of Catholic education being undertaken in its schools. On behalf of all of us here at the Education Service, I would like to thank you – whatever your role, for all that you do for the benefit of the pupils, students and staff in our schools.

Best Wishes,

Marie Ryan

## School Funding

As you are aware, schools are chronically underfunded and the lowest funded schools are not receiving any emergency funding for the financial year 2017-18.

The Government is consulting on a new funding formula (NFF) with a stated intention to make funding fair for schools and children. Under the proposals, more than 9,000 schools in England will lose funding, with money moving from London and other urban centres to schools in areas that receive less money (e.g. local authority areas in the Diocese).

While that on the face of it is positive news, the funding increase is not sufficient. In addition, on the same day that the new NFF was announced, the National Audit Office warned that schools in England were facing an 8% real terms cut, so that any NFF gains will be more than outweighed by real-term cuts to school funding over the next three years.

**We would encourage all our schools to ask parents to lobby their MP and to complete the official DfE consultation on the national funding formula. The DfE consultation on the NFF closes shortly (on 22 MARCH 2017) and can be found at:**

<https://consult.education.gov.uk/funding-policy-unit/schools-national-funding-formula2/>

## Communication and Contact Details

As with all schools our main forum for correspondence and information is through emails and of course a website. Therefore, it is really important that staff and governors regularly visit our website and use this as the first port of call. Where we need to communicate directly with an individual it is essential that we have the correct contact details. Please let Gill Sajnog know if and when you have changes to significant personnel as set out below, so we can update our records accordingly:

- Headteacher
- Deputy Headteacher
- RE subject Leader/Head of RE
- Chaplain and/or Chaplaincy Co-Ordinator (where appropriate)
- Chair of Governors
- Clerk to Governors

Thank you very much for your assistance with this.

## Statutory Relationship and Sex Education (RSE)

Earlier this month, the Government announced that they are tabling two amendments to the Children and Social Work Bill. The Amendments will require:

- All primary schools in England to teach age-appropriate 'relationships education'; and
- All secondary schools in England to teach age-appropriate 'relationships and sex education'

The Government have confirmed that:

- Parents will continue to have a right to withdraw their children from sex education.
- Schools will have flexibility over how they deliver these subjects, so they can develop an integrated approach that is sensitive to the needs of the local community;
- Schools will continue to be able to teach in accordance with the tenets of their faith.

The Catholic Education Service (CES) will be involved in the development of any new guidance and there will be a public consultation for any regulations and statutory guidance. The new changes are expected to come into effect in September 2019.

For information please see below for the statement from the CES in response to the Government's announcement:

### **Catholic Education Service welcomes Government announcement on RSE**

Archbishop Malcolm McMahon OP KC\*HS, Chairman of the Catholic Education Service said;

“Relationship and Sex Education (RSE) forms part of the mission of Catholic schools to educate the whole person. Our schools have a long track record of educating young people who are prepared for adult life as informed and engaged members of society, and high quality RSE plays an important part of this.

“We welcome the Government's commitment to improving Relationship and Sex Education in all schools. Catholic schools already teach age-appropriate Relationship and Sex Education in both primary and secondary schools. This is supported by a Catholic model RSE curriculum which covers the RSE curriculum from nursery all the way through to sixth form.

“We additionally welcome the Government's commitment to protect parental right of withdrawal and involve parents in all stages of the development and delivery of RSE in all schools. It is essential that parents fully support the school's approach to these sensitive matters. The experience of Catholic schools is that parental involvement is the basis for providing consistent and high quality RSE at home and at school.

“We look forward to working closely with the Government to shape any new guidance to enable Catholic schools to continue to deliver outstanding RSE, in accordance with parents' wishes and Church teaching.”

A model Policy for RSE along with the new 'Curriculum Map' can be found on the Education Service website under Resources/ RE Resources tabs following the link below:  
[www.abeducationservice.org.uk](http://www.abeducationservice.org.uk)

Resources that informed our model policy documents can be found on the CES website at:  
<http://www.catholiceducation.org.uk/employment-documents/model-policies-and-procedures>

### **Recruitment - Reserved Posts**

Please may we respectfully remind schools that the posts of Head, Deputy Head, Head of RE and Chaplain are reserved solely for baptised, practising Catholics and that a supportive reference from a parish priest is a non-negotiable element for a reserved post. Without this, a candidate cannot be taken forward for interview for a reserved post. It is not within the Education Service's gift to make exceptions to this.

Please note that the Education Service must be party to all stages of the interview process as the Diocese has advisory rights on behalf of Bishop Richard. Please ensure you liaise with Gill Sajnog as soon as you know of a vacancy so that suitable dates can be agreed before dates are put into the public arena.

## Building Matters

### **LCVAP 2016-17**

Many thanks for the great work done in claiming all the LCVAP grants for this year; if any school has remaining issues, please contact the Education Service urgently as the deadline for claims was 3 March 2017.

### **LCVAP for next year**

We anticipate having final Diocesan Finance Committee approval for projects at their meeting on 13 March and will notify schools of the outcome of their bid on 14 March 2017.

### **Business Managers' Forum**

The session in February, where Peter O'Brien and Nicola Kenworthy from Xavier CET bravely stood up to let us all know about their experience of transitioning to a Multi-Academy Trust, attracted very positive feedback scores from those who attended – this session universally scored top marks! Thank you to Peter and Nicola.

The next meeting will be at DABCEC on 3 May 2017 (10.00 am to 12.30 pm) when we will be looking at staff health and well-being, Health & Safety training and issues, and other current hot topics. There will be sandwiches provided and a networking opportunity for the last half hour of the session. Let us know if there is anything you particularly think we should cover.

Book online at: <http://www.abeducationservice.org.uk/ViewArticle/?section=Courses&id=332>

We look forward to seeing you then.

### **Apprenticeship Levy**

Local Authorities seem to have recognised that small Voluntary Aided schools should not be subject to the Apprenticeship Levy where the payroll bill is less than £3m. If any school finds that they are being levied incorrectly, please let us know.

Those schools and CET's who are subject to the levy will, of course, be eligible to access funding to pay for the training element of apprenticeships (not the salary costs, though). Levy funds have a lifetime of two years – any money in an organisation's apprenticeship account not spent after that time is lost from the pot – the government has stated that it will be used to fund apprenticeships in companies not paying the levy (currently, that money comes from elsewhere so presumably that will not need to happen in the future to the same degree).

It is entirely acceptable for existing employees to undertake an apprenticeship – they don't have to be extra posts! But there is a requirement that 20% of their time should be spent in training "off the job" – which may incur additional employment costs.

Non-levy paying schools can continue to access funding for apprenticeship training in the same way as at present.

The new Arrangements come into effect for apprenticeships commencing 1 May 2017 (but the levy starts from April). We would be interested to hear of any experiences that people have with apprenticeships!

Mark Brunet, Buildings Officer ([Mark.Brunet@dabnet.org](mailto:Mark.Brunet@dabnet.org))

## Admissions

Thank you to all schools for sending your determined admission arrangements in by the deadline of 15 March 2017.

**Please ensure that the school has also sent a copy of the determined 2018 admission arrangements to your Local Authority and posted a copy on the school's website by the deadline date.**

## National Leaders of Governance (NLGs)

Along with local authority coordinators of governor services, the DfE has asked us to promote the next round of recruitment for NLG's.

The National College for Teaching and Leadership is launching a new National Leader of Governance (NLG) designation round on 27 March at 9am. This will close on 1 May 2017 at 11.59pm. This round will be targeted at parts of the country where there currently aren't enough NLGs to support the schools that most need it. If you know of any chairs of governors who might be eligible and interested in becoming an NLG, please refer them to following web page to express an interest:

<https://www.gov.uk/guidance/national-leaders-of-governance-a-guide-for-potential-applicants>

Please note that in addition to support from their governing board, all applicants will be required to have written support from a commissioner of school-to-school support, such as local authority, teaching school alliance, diocese or regional schools commissioner's office who would be willing to deploy them as a NLG if they were designated.

## Note to Clerks

### Clerks Forum

The date, time and venue of the next Forum is 2-4pm on **Thursday 11 May 2017 at DABCEC**.

These forums have proved to be very useful, offering an opportunity to share information, update on any changes or developments and to network with other clerks working in Catholic Schools.

We will also talk about recruitment to reserved posts i.e. posts that are reserved for practising Catholics (i.e. Headteacher, Deputy Head, Head of RE and Chaplains).

**Please make every effort to book onto this forum.**

### Induction Training for new Foundation Governors Thursday 6 April, 7.00 – 8.30pm, DABCEC

It is expected that any new Foundation Governors attend this training, please make sure that any new Foundation Governors are aware. This training is also suitable for any Governors who have been in post for a while but have not previously attended. If other governors wish to attend e.g. parent governors they may also find it beneficial.

**N.B.** Foundation Governors are appointed by the Diocese. Any resignations should be addressed to Marie Ryan, Director, and sent by the clerk to the Education Service at the following address:

Marie Ryan, Director, Education Service, 4 Southgate Drive, Crawley, West Sussex RH10 6RP

Please contact Gill Sajnog, e mail [gill.sajnog@dabnet.org](mailto:gill.sajnog@dabnet.org) or tel. 01293 511130 if you have any queries.

## Comic Relief and Red Nose Day – Friday 24 March 2017

The Catholic Education Service (CES) has received queries from schools wanting advice on whether they can allow pupils to take part in fundraising activities for Comic Relief and Red Nose Day. These activities are often popular but concerns have been expressed that some of the money raised may be spent on either providing or promoting services contradictory to Catholic church teaching.

The CES raised concerns with Comic Relief and the response from Comic Relief to Paul Barber, Director of the CES, can be found on their website by following this link:

<http://www.catholiceducation.org.uk/news/ces-news/item/1002867-comic-relief-red-nose-day>

For avoidance of any doubt, schools are asked to put in a stipulation that any monies they send to Comic Relief/Children in need are not to be spent on any projects that would not be in line with Catholic church teaching.

## **NCS – A youth empowerment Programme for 15-17 year olds**

NCS is a youth empowerment programme available to 15-17 year-olds in England and Northern Ireland. The programme gives students a unique opportunity to do exciting outdoor activities, interact with young people from different backgrounds and develop the skills that employers value: confidence, leadership and communication. UCAS recommends students include NCS on their personal statement. Ofsted also references NCS in inspection reports where involvement with the programme has had a marked impact on pupils.

During the last phase of the programme, NCS allows young people to connect with their local community by delivering a social action project in their area. With the skills developed on NCS, students plan, fundraise and make a difference in their communities, something that resonates with the core values and ethos of Catholic schools.

In October 2016, David Cameron was appointed as Chairman of NCS Patrons. In the months and years ahead, the former Prime Minister will volunteer his time to help establish and convene a new cross-party, cross-sector group of influential supporters who will support NCS Trust to build on the success of the programme and help it continue to flourish. This is David Cameron's first role since leaving politics and marks a continuation of his long-standing support for NCS.

NCS takes place outside of term time, and is currently engaging with young people who are interested in the next available programme. In order to find out how NCS can benefit your school and students, please contact Ruth Sowerby, School Engagement Manager for West Sussex and Brighton and Hove via email ([ruthsowerby@ncstrust.co.uk](mailto:ruthsowerby@ncstrust.co.uk)) or on 07960 945592. The School Engagement Manager for East Sussex is Sara Molyneux ([saramolyneux@ncstrust.co.uk](mailto:saramolyneux@ncstrust.co.uk)) or 07507 940211. Enquiries from Surrey schools should be directed to Ruth Sowerby in the first instance.

## **Good Shepherd Celebration – 21 June 2017**

This year the diocesan Good Shepherd celebration liturgy returns to Worth Abbey on Wednesday 21 June 2017 at 11.30am. The theme for the celebration will be **'Seeking to build a better world'** linking to Pope Francis' proposal for a new work of mercy: **'Care for our common home'** and his announcement on All Saints' Day of six new beatitudes for modern Christians.

Schools are encouraged to fundraise for Missio by using their Mission Together boxes. These resources can be ordered free of charge from their website <http://www.missiontogether.org.uk/materials-order-form>. All funds raised are presented to Missio at the end of our celebration liturgy at Worth Abbey.

All our primary, secondary and independent schools are invited to send a maximum of 25 attendees per school, including adults. Attendance forms and all information documents have been sent out to schools and can also be found electronically under the news section of the Education Service Website at: [www.abeducationservice.org.uk](http://www.abeducationservice.org.uk)

We are sure the celebration liturgy will be a great success and are looking forward to welcoming all of our schools in June.

## Celebrating Catholic Leadership with Bishop Richard – 28 June 2017

We would like to highlight and promote the following day for Headteachers, Senior Staff and Chairs of Governors:

**Date:** 28 June 2017  
**Time:** 10.00 – 16.00  
**Venue:** Worth Abbey

Working with Catholic leaders, Bishop Richard and the Education Service will consider:

- The changing climate of Catholic education;
- Maintaining a shared vision – recruitment and retention of staff
- Spirituality and leadership
- Emotional intelligence

We look forward to seeing you there.

## Upcoming Courses and Events

A summary of the courses for the months of March to July include:

Date	Course Title	Time	Venue
24 Mar 17	Primary Religious Education 'Come and See' Early Years/Key Stage 1 Planning Workshop	14.00-16.30	DABCEC
29 Mar 17	Cross-Phase Professional Development Day for Future Leaders (Day 2 of 3)	09.30-15.15	DABCEC
31 Mar 17	Primary Religious Education 'Come and See' Key Stage 2 Planning Workshop	14.00-16.30	DABCEC
6 Apr 17	Induction Training for new Foundation Governors	19.00-20.30	DABCEC
26 Apr 17	Preparing for Section 48 Inspection – School Self Evaluation	14.00-16.30	DABCEC
3 May 17	School Business Managers Forum	10.00-12.30	DABCEC
8 May 17	Outstanding Governance-Support and Challenge in a Catholic School	19.00-20.30	DABCEC
11 May 17	Clerks' Forum	14.00-16.00	DABCEC
17 May 17	Support for School Chaplains (Day 3 of 3)	09.30-15.15	Worth Abbey
18 May 17	Primary Religious Education: Developing Spirituality	09.30-15.15	DABCEC
9 June 17	Primary RE Coordinators' Day (Day 3 of 3)	09.30-15.15	DABCEC
14 June 17	Section 48 Inspectors CPD Day	09.30-15.15	DABCEC
15 June 17	Support and training for NQT's (Day 3) (PRIMARY)	09.30-15.15	DABCEC
16 June 17	Secondary Heads of RE CPD (Day 3 of 3)	09.30-15.15	DABCEC
21 June 17	Good Shepherd Celebration	11.30	Worth Abbey
28 June 17	Cross-phase conference Celebrating Catholic Leadership to include a Mass of Thanksgiving with Bishop Richard	10.00-16.00	Worth Abbey
30 June 17	'Come and See' Planning Workshop: EYFS + Key Stage 1 class teachers	14.00-16.30	DABCEC
6 July 17	Rainbows Bereavement Training	09.30-15.15	DABCEC
7 July 17	'Come and See' Planning Workshop: Key Stage 2 class teachers	14.00-16.30	DABCEC
12 July 17	Cross-Phase Professional Development Day for Future Leaders (Day 3 of 3)	09.30-15.15	DABCEC

Full details of all courses are listed in the Education Service CPD Handbook and on the Diocesan Education Service website at: [www.abeducationservice.org.uk/Courses/](http://www.abeducationservice.org.uk/Courses/).

## Appointments

NEWLY APPOINTED HEADTEACHERS		
Name	School	With Effect From:
Jane Thompson	Annecy Catholic Primary School, Seaford	With immediate effect
Peter Byrne	Chatsmore Catholic High School, Worthing	September 2017

## Vacancies

HEADTEACHER VACANCIES	
Post	School
	<b>Primary</b>
Headteacher	St Pancras Catholic Primary School, Lewes (Michelle Lord, Interim Acting Headteacher)
Headteacher WEF September 2017	St Cuthbert Mayne Catholic Primary School, Cranleigh
Headteacher WEF September 2017	St Joseph's Catholic Primary School, Guildford
Headteacher WEF September 2017	St Joseph's Catholic Primary School, Redhill
Headteacher WEF September 2017	Cardinal Newman Catholic Primary School, Hersham
Headteacher WEF September 2017	St Mary's Catholic Primary School, Worthing

Please do not hesitate to contact the school/Education Service if you would like to discuss any of the above posts in confidence.

## Dates for your Diary

It's never too early to plan ahead!

### Annual Retreat for Headteachers - Friday 29 September 2017

**Bishop Richard warmly invites all leaders in our Catholic schools** to mark the beginning of the new academic year by joining him for the Diocese of Arundel and Brighton Annual Retreat for Headteachers.

Please ensure you have the date in your diary.

### Day of Many Colours – Mission Together

In 2017 the Day of Many Colours is being held on the feast of St Peter and Paul, Thursday 29 June 2017, although schools are welcome to select their own date at any time of year.

### Education Sunday - Sunday 10 September 2017

### Grandparents' Week

Thank you to all our schools who sent in their pictures of Grandparents' Week for the A & B News. They made a wonderful double-page spread in the January 2017 edition. This year Grandparents' Week will be from **Saturday 23 September to Sunday 1 October 2017**.

More information to follow in the next edition of *Ablaze*.