



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



January 2016



### Director's Letter

Dear Colleagues,

*I hope the first few weeks of 2016 have gone well and that school life is rewarding, albeit incredibly busy! The Year of Mercy is a time of grace and of great opportunity for us as a Catholic community. At the same time, this is a momentous time in education and one in which we face many challenges. Let us hope and pray that through the graces bestowed in the Year of Mercy, we may see the opportunity that challenge brings.*

*The new Education Bill is due to be published around Easter time; we already know that this Government is committed to developing its Academy programme. As you are aware, conversations are taking place within and between deaneries across the diocese about academies. Nine schools from within the Weybridge and Woking Deaneries have made formal expressions of interest to the diocese in moving forward together in the establishment of the first diocesan cluster MAT. These Weybridge and Woking schools are currently working hard on their Scheme of Delegation in order to ensure that the MAT meets diocesan requirements and the needs of the Catholic schools within it. There is much to do over the next few months, but these are exciting times and I know that many other schools and governing bodies are watching with interest. After Weybridge and Woking, we are preparing for a second MAT elsewhere in the diocese and discussions in a number of other deaneries are under way. Expressions of interest from a second group of schools are expected later this term. As we all know, success lies in collaboration and partnerships and we need to use this expertise collectively to manage the various challenges our schools face this year.*

*We have some important CPD dates coming up over the coming weeks, including the first of two Professional Development Days for Future Leaders (29 January); a day with Clergy on developing School Partnerships (11 February); and a day for Foundation Governors on developing the Catholic Life of the school (Saturday 27 February). We hope to see as many of you as possible at one or more of these events. More information along with details of how to book a place can be found on our website at <http://www.abeducationservice.org.uk/Courses/>.*

*Approaching a busy time of year for senior recruitment, may I gently remind schools that the following posts are reserved for practising Catholics: Headteachers, Deputy Heads, RE-Coordinators, Heads of Religious Education and Chaplains. The Bishop has advisory rights through the Education Service. When vacancies occur for reserved posts please ensure that you contact Gill Sajnog (01293 511130/ [gill.sajnog@dabnet.org](mailto:gill.sajnog@dabnet.org)) as early as possible so that governors can be briefed and supported through the recruitment process. CES Contracts should be used for all appointments (not just reserved posts) and can be found on the CES website at: <http://www.catholiceducation.org.uk/employment-documents/application-forms>.*

*Thank you for all you are doing for our students, staff, governors and families in Catholic Education. I hope the weeks ahead bring many graces and opportunities to all our school communities.*

Best Wishes,  
Marie Ryan

## Holy Year of Mercy

The Year of Mercy is a key pillar of our academic year.

The Launch Day at the Arora Hotel on 9 December 2015 was a wonderfully fruitful event which facilitated the exploration of the key Year of Mercy themes.



120 delegates from 63 schools attended the day which included inspiring sessions from Margaret and Barry Mizen (see photo left), Bishop Richard and creative workshops.

An art workshop explored the Holy Doors/Pilgrimage theme; the liturgical dance workshop explored Love & Forgiveness while the restorative justice and writing workshops explored the Corporal and Spiritual Works of Mercy.

We would like to celebrate the excellent work of our schools during the Year of Mercy so if you have pupils' work or projects that you are willing to share with others, please send them to Sarah Feist ([sarah.feist@dabnet.org](mailto:sarah.feist@dabnet.org)) so that they can be uploaded to our website.

The work can be from a variety of resources: lessons, artwork, poetry, ICT or assemblies. Both originals or photographs will be welcome. We look forward to seeing and sharing what you are doing in your schools.

## Vacancy for Part-Time Standards Consultant at the Diocesan Education Service

The Diocese of Arundel and Brighton seeks a talented, part-time Standards Consultant with a proven track record in Primary Education to join a committed, hardworking and friendly team from April 2016 (or as soon as possible thereafter) on a temporary basis.

- The Diocese of Arundel and Brighton is committed to the provision of the highest quality Catholic education.
- In pursuit of this, the Standards Consultant will work with local authorities, diocesan schools and the Education Service in support of our quest for excellence.
- This temporary, part-time post of Standards Consultant affords the successful candidate an influential role to play at an exciting stage in the development of the Education Service and at a time of significant change both within and beyond the Diocese.
- There will be an opportunity for cross-phase development for a suitably qualified candidate.

The successful applicant will

- ideally be a practising and committed Catholic;
- have a proven track record, good interpersonal skills, the ability to work independently and as a valued member of a small, busy team;
- provide expert guidance, challenge and support to schools in tandem with the local authority; • represent the Education Service at local, diocesan and/or regional level where appropriate.

Dates: Apply by Wednesday 3rd February 2016

Salary: Consultancy basis

Contract type: Part Time Role

Contract term: Temporary (A secondment will be considered in exceptional circumstances)

If you would like to discuss this post informally please contact Marie Ryan, Director on 01293 511130. Further particulars of this post can be found at [www.abeducationsservice.org.uk](http://www.abeducationsservice.org.uk) or are available from Ann Baldwin on 01293 511130.

## Seeking .... School Admission Appeal Panel Members

Every year some parents are unhappy about the school that their children have been allocated and they exercise their statutory right to have their case heard by an independent Appeal Panel. Panels are made up of people from a wide range of backgrounds, ages and experience.

**Are you interested in, and committed to, the distinctive nature of Catholic education?  
.... Would you be prepared to sit on an independent Appeals Panel?**

**The Diocese is putting on training on behalf of schools and would love to hear from you!**

The Objectives of the course are:

- To provide an overview of Admissions Appeals for those interested in becoming Admissions Appeals Panel Members.
- To update existing Admissions Appeals Panel Members.

Date: Wednesday 9<sup>th</sup> March 2016

Session times: 13.00 - 17.00

Venue: Christian Education Centre, Crawley (DABCEC)

The training is for:

- those interested in becoming a member of Admission Appeal Panels;
- existing panel members who want to be updated;
- those whose accreditation has lapsed and wish to have it renewed.

Course Leader: Keith Burleton, Education Commission, Southwark Diocese

Cost: There is NO Charge for this course.

## Admissions – Important statutory dates for 2017 admissions

**All** maintained schools in the Diocese **must** formally determine their 2017 admission arrangements by **28 February 2016**, even if they have not consulted.

After determination, schools are required to send a copy of their full admission arrangements (i.e including the policy and the SIF) to the LA and to the Diocese. They must also notify all schools within the 'relevant area' and place a copy on their website by **15 March 2016**, where they must remain for the year.

Governing bodies are advised to place items regarding admission arrangements on their full governing body meeting agenda and to fully minute details of their decisions. Schools should note that their governing body cannot delegate the decision on admission arrangements to an admissions committee. Only the full governing body has the power to determine a school's admission arrangements.

Failure to provide evidence that admission arrangements have been consulted on appropriately or formally determined may result in the Schools Adjudicator finding that they have not been lawfully determined. As such, admission authorities are advised to keep records of all communication relating to consultation and determination.

## Admissions – Reminder to post admission arrangements on the school website

Some schools still do not display all the necessary admission arrangements on their website i.e for the 'current year' 2015-16 and for next year 2016-17 (which were determined by the school in April 2015). This is a statutory requirement made clear in the Admissions Code.

A few schools have also not dated the year(s) that their Supplementary Information Forms are applicable for.

Please make sure that you double check the school is displaying the correct and full sets of admission arrangements on your website.

In addition, as mentioned in the item above, the school needs to determine its admission arrangements for 2017-18 by **28 February 2016** and must post this on the school's website by **15 March 2016**.

## Admissions – Developments

Groups hostile to faith schools e.g. the British Humanist Association, have continued to run campaigns against faith schools across the country. In its annual report the Office of the Schools Adjudicator (OSA) says that its costs have soared due to objections lodged (mostly) by such groups. This has caused an increase of £229,000 in Adjudicators' fees. The good news is that on 25 January 2016, the Secretary of State announced that such 'vexatious complaints' will be stopped, with challenges limited to local parents and local authorities. This change will be included in a new Admissions Code along with a requirement for schools to consult at least every 4 years. The date for this is not known at this time. The DfE's press release on the above can be found at: <https://www.gov.uk/government/news/parents-to-get-greater-say-in-the-school-admissions-process>

With an overview of such activity, the Catholic Education Service (CES) is looking to draft national guidance in the next few months to further tighten admission policies against successful challenge. With this received, it is the intention of the Diocesan Education Service to produce updated Admissions Guidance including model policies during the Summer Term.

## Buildings Matters

Welcome back to the last term of the financial year.

1. Devolved Formula Capital (DFC) - Schools which had DFC to spend by the end of March have been reminded – this fund has a three-year shelf life and it was very pleasing to see, last year, that it was not being clawed back; I hope that this is an ongoing trend!

The EFA is changing the way in which they obtain assurance data on the expenditure of this grant – they are moving to an online form. Details of that for each school will be popping into the school finance or office e-mail account at some point – the best guess at the moment is early February.

2. Applications for LCVAP greatly exceeded the expected funds available; I am indebted to the headteachers who participated in the difficult task of putting bids in priority order. We await final confirmation of the amounts available so that we can ask the Diocesan Finance Committee to approve allocations – as ever, this will be later than we (and you) would prefer, but is planned to be finalised on 14 March 2016.

Please remember that all claims for LCVAP in this year need to be with the EFA by the end of February.

3. Renewable energy continues to be a topic in the news – the new Feed-In Tariffs for solar pv were announced just before Christmas, and were much as anticipated. Some schools have indicated an interest in exploring installation of this and we have been working with the utility broker from Churchmarketplace to look at how those sites might best benefit.

Unfortunately, some of the assumptions made by the supplier seemed inappropriate for schools and we are still exploring how to take this forward. Despite the current low cost of oil, I still believe that this is a topic of major importance for the future.

4. Finally, the next Business Managers' Forum is on 3 February, 10.00 to 12.30 at DABCEC. Booking details can be found on the Education Service website at:  
<http://www.abeducationservice.org.uk/ViewArticle/?section=Courses&id=318>

We have a speaker to lead a session on trends in energy – both renewable generation and efficient resources. After visiting St Anne's, Banstead and being incredibly impressed by the LED lighting for their school hall, I think this is a really timely session. Far better to reduce energy usage than try and generate more!

Continuing that theme, we also welcome a speaker from Salix (<http://salixfinance.co.uk/loans/schools-loans>) who provide interest-free loans for energy efficiency projects - the Schools programme has an extended compliance criteria compared to other Salix programmes of an 8 year payback and £200/tCO<sub>2</sub> lifetime for energy efficiency projects, making this an attractive proposition for many purposes.

There will, of course, be lunchtime refreshments and an opportunity to network and share experiences and ideas – I look forward to catching up with School Business Managers and Bursars then. In the interim, if you have any queries, please contact Mark Brunet, Buildings Officer ([mark.brunet@dabnet.org](mailto:mark.brunet@dabnet.org))

### **Expected Amendment to Governance Regulations on DBS Checks for Governors**

You may be aware that the DfE has indicated that it is minded to introduce mandatory Disclosure and Barring Service (DBS) checks for all governors in maintained schools, in line with the requirements for academy governors.

The DfE propose to amend the 2012 Constitution Regulations to require all governors, including all new governors, to receive an enhanced check by the Disclosure and Barring Service where they have not already been checked.

The proposed changes are:

- a) To require, from 1 April 2016, all new governors at maintained schools to be DBS checked before appointment or as soon as practical thereafter.
- b) To require that by 1 September 2016 all existing governors must have a DBS check.

The DfE has stated its rationale for change as follows:

Current regulations stipulate that clerks to governing bodies may request that a prospective governor makes an application for an enhanced DBS check. This check will show any criminal convictions that the person has and any other information the police think is relevant. If the person refuses they are then disqualified from being a governor. However, DBS checks are not currently mandatory for maintained school governors. The current system of disqualification relies on self-disclosure – with individuals certifying that none of the disqualifications set out in regulations apply to them when they are appointed or elected.

It is the DfE's view that regulations should place a duty on governing bodies of maintained schools to ensure that a check be undertaken on all their governors. The check will provide reassurance to the governing body that an individual is not disqualified from holding office as governor due to criminal convictions. As said above, this will bring the maintained sector into line with the requirements in place for trustees in academies and free schools.

Where a person has already received a DBS check because they are a governor on another governing body or a trustee of an academy, a new DBS check would not be required.

## Note to Clerks

The Education Service is still receiving Foundation Governor applications on old style Application Forms.

Please note that any old application forms received will be returned either to the Clerk to Governors or to the applicant with a blank new form for completion. Please do check that you only have new forms in your possession; these have the crest for Bishop Richard and require details for an additional reference.

Also please note we cannot accept scanned or photo copied forms. The original form must be sent, this is kept on file in this office if an appointment is made.

As a final plea, please could you keep Gill Sajnog informed of changes to your governing body and, in particular, governors who are not Foundation governors. Gill relies entirely on the Clerk to Governors for this information to keep the governor databases up to date.

If you have any queries or require any forms, please contact Gill Sajnog ([gill.sajnog@dabnet.org](mailto:gill.sajnog@dabnet.org)).

## Model Code of Conduct for the Governing Body

In response to a request from a school, we recently produced a model 'Code of Conduct for the Governing Body'.

A copy of this model Code of Conduct has been posted in the Resources section of the Education Service website (see <http://www.abeducationsservice.org.uk/Resources/> )

## Catholic Head Teachers' National Retreats

The creation of the Catholic Head Teachers' National Retreat came about as a result of a national consultation across all sectors of the educating community as how best to support head teachers in these challenging times.

The need to nourish, strengthen and support the spiritual wellbeing of head teachers was identified as a key priority. To date the retreats have proved to be very successful and at the request of the participants have been further developed to include governors.

Flowing from each retreat experience is the possibility of identifying personal spiritual guides for individual retreatants if they so wish. These spiritual guides accompany head teachers meeting with their personal spiritual guides when requested.

The fifth Annual Headteachers' National Retreat will be held on 23rd and 24th June 2016 at Coombe Abbey Hotel Brinklow Rd Coventry Warwickshire CV3 2AB

For further information please contact Suzanne Riley at [suerileyeducarem@hotmail.co.uk](mailto:suerileyeducarem@hotmail.co.uk) Tel: 0208 7772637

Full details can be found at [www.educarem.org.uk/catholic-head-teachers-national-retreats/](http://www.educarem.org.uk/catholic-head-teachers-national-retreats/)

## School Pilgrimages of Mercy

During the Year of Mercy, pilgrimages to the Holy Door at Arundel Cathedral are encouraged.

There will also be Holy Doors at The Shrine of Our Lady of Consolation, West Grinstead, at

Christ the Prince of Peace, Weybridge and at Mayfield School Chapel. This will allow children and young people to pass through the Holy Door.

Please note that all visits to the Cathedral or any of the other Holy Doors must be made in advance. To visit the Cathedral please contact: Louise Sharp on 01903 882297 or by email to: aruncath1@aol.com

### **Key Stage 3 Resource: 'People of God – Called to Serve'**

'People of God - Called to Serve' is comprised of a nationally developed framework of Religious Education and a fully supported website of resources to deliver Religious Education within any environment for Key Stage 3.

It is an ongoing project that will build and develop over the next three years and beyond. Each year, starting in 2015, a framework and supporting resources will be added for a Year Group, starting with Year 7. The most recent updates are that Units 2, 3 & 4 of the Year 8 Framework have been added along with some minor updates to the Judaism Framework documents, including the addition of a glossary.

The resource can be found at: [www.peopleofgod.co.uk](http://www.peopleofgod.co.uk)

### **RE Resources on the Education Service website**

Please keep checking our website ([www.abeducationservice.org.uk](http://www.abeducationservice.org.uk)) as new materials are constantly being added to support schools in the delivery of Religious Education. They can be found in the RE Resources section.

New additions this term include:

- Section 48 updates
- *Come and See* Spring 2016 resources
- Weekly *Lectio Divina* texts
- Year of Mercy resources for use in schools

### **Section 48 Inspector Training – New Revised Framework 2015-16**

On Wednesday 13 January 2016, sixteen trainee inspectors attended their first day of training at The Arora Hotel in Crawley. The group comprised of new and retired Headteachers, Heads of Religious Education in Secondary schools, Primary RE coordinators, a diocesan officer from Arundel and Brighton and a Section 48 inspector from Southwark; both the maintained and independent sectors were represented.

All trainee inspectors will take part in a rigorous five day programme that consists of three theory based conferences and two days of practical experience in schools. Bishop Richard will commission the new cohort of inspectors at the end of their training in July 2016.

### **Rainbows**

The impact of Rainbows' programmes for children and young people grieving the loss of a significant person in their lives is tremendously positive. Across the country, there are now around 700 schools using Rainbows.

Would you like to be a Rainbows' school? If so, contact Sarah Feist at [sarah.feist@dabnet.org](mailto:sarah.feist@dabnet.org) or 01293 511130.

## New Edition of the DfE Governance Handbook (previously Governors' Handbook)

A re-branded version of the DfE guide for governors in maintained schools and academies – now known as the **Governance Handbook** – was published on 26 November 2015.

The new edition has been re-named the 'Governance Handbook' to make clear that it applies to all those involved in governance. The handbook now refers throughout to the 'board' to emphasise that it applies both to the governing body of a small maintained school and the board of a large MAT. The Governance Handbook also emphasises the importance of schools using objective data to ask the right questions and provide robust accountability; and how formalised collaboration allows for schools to fully realise the benefits of working together while gaining a more strategic perspective.

As well as being updated to reflect changes to the law affecting boards and changes to education policy, the new version includes:

- A new structure to better focus on the core functions of the board and the essentials of effective governance;
- A reduction in size of twenty pages, with links signposting to further guidance where required; and
- Further links to best practice and to the resources and support available to boards to be effective.

It can be found at: <http://www.gov.uk/dfegovernors-handbook>

## School Complaints Procedures

In accordance with Section 29 of the Education Act 2002, all local authority (LA) maintained schools must have and make available a procedure to deal with all complaints relating to their school and to any community facilities or services that the school provides.

On 6 January 2016, the Department for Education (DfE) published this non-statutory guidance to share best practice and help schools avoid common pitfalls. The advice replaces the DfE School Complaints Toolkit 2014.

The document can be found at: <https://www.gov.uk/government/publications/school-complaints-procedures>

## Issues Relating to Parental Responsibility

Following on from the last item, the DfE has also produced departmental advice on understanding and dealing with issues relating to parental responsibility. The advice is non-statutory and is intended to help recipients understand their obligations and duties to the rights and responsibilities of parents as defined in education legislation.

The DfE document, published on 6 January 2016, can be found at:

<https://www.gov.uk/government/publications/dealing-with-issues-relating-to-parental-responsibility>

## The Deregulation Act 2015

The Deregulation Act 2015 received Royal Assent on 26 March 2015. From this, the following provision commenced from 1 January 2016:

Home School Agreements:

- Repeal of the requirement for governing bodies of maintained schools, city technology colleges, city colleges for the technology of the arts and academy schools to adopt Home School Agreements and associated parental declarations. Schools can however choose to have voluntary home school agreements.

## Publication of KS2 Results – Amendment to the School Information (England) Regulations 2008

An amendment to the Regulations came into force on 1 September 2015. This anticipates changes to performance measures as a result of 2016 changes to assessment and the introduction of sealed scores, and now refers to reading, writing and mathematics.

As schools did last year, they should provide information for 2014/15 on key measures published in performance tables i.e. attainment at level 4 or above in reading, writing and maths; attainment at level 5 or above in each of these subjects; and the proportion of pupils making expected progress in each subject.

## Upcoming Courses and Events

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

Courses this term include:

| <b>Cross Phase Professional Development for Future Leaders (Day 1 of 2) – 29 January 2016</b>   |  |
|---|--|
| Outline:<br>Leadership, Faith and Community<br>This course will provide an opportunity to explore how a Catholic leader builds a shared vision for the community that is distinctively Catholic, provides exceptional education and nurtures the call to love and serve as a people of faith. |  |
| Session times:  | 9.30 am – 3.15 pm  |
| Venue:  | Christian Education Centre, 4 Southgate Drive, Crawley, RH10 6RP (DABCEC)  |
| Target Audience:  | Future Leaders   |
| Course leaders:   | Education Service Team and Doreen Cronin, Headteacher at St Richard's Catholic College, Bexhill, Teaching Schools Alliance |
| Cost:   | £60  |

| <b>School Business Managers Forum – 3 February 2016</b>  |   |
|--|---|
| Outline:<br>As part of the Forum there will be a session on a topic (or topics) of relevance and interest to Business Managers; there will also be an opportunity to share best practice and problems confidentially within the group. There will also be a networking opportunity. Sandwiches will be provided at the end of the meeting. |   |
| Session times:   | 10.00 am – 12.30 pm   |
| Venue:   | Christian Education Centre, 4 Southgate Drive, Crawley, RH10 6RP (DABCEC)         |
| Target Audience:   | School Business Managers  |
| Course leaders:  | Marie Ryan – Director of the Education Service<br>Mark Brunet – Buildings Officer |
| Cost:  | £30   |

| <b>Foundation Governors' Day on Developing the Catholic Life of the School – 27 February 2016</b>   |   |
|---|---|
| Outline:<br>This day is targeted at new and experienced Foundation Governors, but all governors are very welcome. Over the course of the day we will be exploring what is meant by the term "Catholic life of the School" and examining the role of the Foundation Governor in representing the Bishop's wishes. Part of the day will be facilitated by an experienced Chair of Governors and an experienced Headteacher. |   |
| Session times:  | 10.00 am – 3.00 pm  |
| Venue:  | Christian Education Centre, 4 Southgate Drive, Crawley, RH10 6RP (DABCEC) |
| Target Audience:  | New and experienced Foundation Governors                                  |
| Course leaders:   | Education Service Team  |
| Cost:   | There is no charge for this course  |

### Admission Appeals Panel Member Training – 9 March 2016

|                  |  |
|------------------|--|
| Outline:         | Every year some parents are unhappy with the school their children have been allocated and they exercise their statutory right to have their case heard by an independent Appeals Panel. Panels are made up of people from a wide range of backgrounds, ages and experience. Catholic voluntary-aided schools are looking for people who have an interest in the distinctive nature of Catholic education. |
| Session times:   | 1.00 pm – 5.00 pm  |
| Venue:           | Christian Education Centre, 4 Southgate Drive, Crawley, RH10 6RP (DABCEC)  |
| Target Audience: | <ul style="list-style-type: none"><li>- Those interested in becoming Admission Appeal Panel Members</li><li>- Existing panel members who want to be updated</li><li>- Those whose accreditation has lapsed and wish to have it renewed</li></ul>   |
| Course leader:   | Keith Burleton Education Commission, Southwark Diocese   |
| Cost:            | There is no charge for this course   |

### Primary Religious Education Co-ordinators CPD Day (Day 2 of 3) – 10 March 2016

|                  |   |
|------------------|---|
| Outline:         | Opportunities for colleagues to meet and discuss the current issues concerning Religious Education in the Primary school. Each session will have a theme appropriate to the work of Co-ordinators.<br>The theme for our Spring CPD day will be Assessment and Moderation. |
| Session times:   | 9.30 am – 3.15 pm   |
| Venue:           | Christian Education Centre, 4 Southgate Drive, Crawley, RH10 6RP (DABCEC)   |
| Target Audience: | New and experienced Primary RE Co-ordinators  |
| Course leader:   | Sarah Feist, Primary Adviser: RE and Catholic Ethos   |
| Cost:            | £60   |

### Support and training for Newly Qualified Teachers in Primary Schools – 17 March 2016

|                  |  |
|------------------|--|
| Outline:         | This day affords the chance to welcome new teachers and to introduce them to the mission in education of our Catholic schools. Sessions will involve presentations, interactive discussion and workshops to address professional development needs. This is day two of a two day training programme. |
| Session times:   | 9.30 am – 3.15 pm  |
| Venue:           | Christian Education Centre, 4 Southgate Drive, Crawley, RH10 6RP (DABCEC)  |
| Target Audience: | Newly Qualified Teachers (Primary)   |
| Course leader:   | Sarah Feist, Primary Adviser: RE and Catholic Ethos  |
| Cost:            | £60  |

### Diocesan Education Service Website

The Diocesan Education Service's website ([www.abeducationservice.org.uk](http://www.abeducationservice.org.uk)) has been online since January 2015. We hope that you frequently visit the site and feel that the site has the content and functionality you need.

The website also looks to celebrate Catholic Education. We would therefore welcome schools submitting good news stories/photos which will be incorporated into the 'News' area of the website. To submit a story (and photo), please go to bottom right hand section of the 'Publications' page of the website.

As mentioned previously, the facility is also available on the website for schools to post any vacancies the school might have open. Many schools are already using this facility which can be accessed through the 'Recruitment' section of the Education Service website.

We look forward to hearing from you!

## Appointments

| NEWLY APPOINTED HEADTEACHERS |  |                   |
|------------------------------|--|-------------------|
| Name                         | School   | With Effect From: |
| Leanne Simpson               | St Anne's Catholic Primary School, Chertsey                | November 2015     |
| Debra Turner                 | St Francis of Assisi Catholic Primary School, Crawley      | September 2015    |
| Neil Lewin                   | St Thomas of Canterbury Catholic Primary School, Guildford | September 2015    |
| Peter Edgington              | St Mary's Catholic Primary School, Bognor                  | September 2015    |
| Sarah Kemp-Powell            | St Joseph's Catholic Primary School, Guildford             | September 2015    |

## Vacancies

| HEADTEACHER VACANCIES         |   |   |
|-------------------------------|---|---|
| Post                          | School  |   |
|                               | <b>Primary</b>                                    |   |
| Headteacher                   | Annecy Catholic Primary School, Seaford           | (Adrian McNeillis, interim Exec Head 3 days/wk) |
| Headteacher                   | St Pancras Catholic Primary School, Lewes         | (Michelle Lord, interim Acting Headteacher)     |
| Headteacher                   | St John's Catholic Primary School, Horsham        | (Dorothy Rollason interim Exec Head 3 days/wk)  |
| Headteacher                   | The Marist Catholic Primary School, West Byfleet  | Juliette Kelly, interim                         |
| Headteacher<br>WEF April 2016 | English Martyrs Catholic Primary School, Worthing |   |
| Headteacher<br>WEF April 2016 | St John's Catholic Primary School, Horsham        |   |

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

| OTHER VACANCIES                              |   |
|--|---|
| Post   | School  |
|  | <b>Primary</b>  |
| Two Classroom Teachers<br>WEF September 2016 | St Dunstan's Catholic Primary School, Woking<br>Please contact Mrs Murray at the school on 01483 715190 (Option 4) for an application form or download from the school website at <a href="http://www.stdunstans.surrey.sch.uk">www.stdunstans.surrey.sch.uk</a> . Closing Date 1 February 2016 |