



Birmingham Diocesan Education Service June 2019 Newsletter

At this time of year we remember in our prayers all of those children in our primary schools who have recently undertaken their KS2 SATs, and all the students in Y11 and 13 who are sitting GCSEs and A-Levels.

We pray that the Lord will bless them all and allow them all to achieve their best. We also offer prayers of thanks for all the teachers and staff who have done their best in preparing and supporting the pupils for their exams.

We make this prayer through Jesus Christ Our Lord,
Amen.

DES Changes

We are delighted to be welcoming new staff who will be joining the DES in September:

- Richard Smith will be joining our Catholic Education team to replace Dan Vince as the Adviser for Catholic Education (secondary)
- Ben McArdle will be joining us as the new Senior Adviser for Catholic Education (Section 48 inspections) which will allow Maureen O'Leary to undertake a new role as Senior Adviser for Catholic Education (S48 inspection support) in a part time capacity. This will enable us to continue to deliver the best possible service to schools in all matters concerning S48 inspections including training and post inspection support in schools.
- Tony Quinn will be joining our existing school improvement team as a Senior Adviser for School Intervention and will be providing bespoke and intensive support to vulnerable schools in challenging circumstances.

In addition to this we are pleased to announce that from September:

- Justine Lomas will be deputy director for School Improvement
- Maggie Duggan will be deputy director for Catholic Education
- Angela Whelan and Yvonne Brennan will be sharing the role of deputy director for School Leadership

It is our hope that these changes will help the DES team continue to provide the very best service to our schools, both now and in the future, and we wish all concerned the very best in their new roles.

General Updates

HR Provision: Later this month we will be sending out a DES Proform for all schools/MACs to return to provide us with necessary information on HR provision across all diocesan schools. As part of this we aim to provide bespoke training to all HR providers across the diocese which will be delivered by the Catholic Education Service legal department.

We will also be using the outcomes of your feedback to further develop and improve the service we offer our schools.

Data Sharing Agreement: All chairs of schools and MACs will shortly be receiving a copy of a data sharing agreement for signing and return to the DES, in accordance with GDPR good

practice. The covering email will provide the simple instructions for chairs to follow to ensure documents are returned promptly.

Teacher Vacancies Website: We would encourage all schools and academies to have a look at the website produced by the DFE to assist with teacher recruitment. Please click on the link below:
<https://teaching-vacancies.service.gov.uk/>

The Diocesan Certificate of Thanksgiving for Dedicated Service: This certificate may be awarded to those individuals working in Diocesan schools who have made a *special contribution* to Catholic Education through their dedicated service - on the occasion of their retirement. Download the application form [here](#).

Birmingham Education Conference: This conference is being organised and delivered by the Birmingham Education Partnership but the invitation has been extended to all of our diocesan schools. The focus this year is on curriculum development and leadership, along with inclusion. Internationally acclaimed keynote speakers include Andy Hargreaves on the curriculum. This content would be relevant for all of our schools and further information is available by following the link below. (Please note that the second day is open to as many additional delegates as schools or MACs wish to attend at a discounted rate of £75 per person.)
<https://bep.education/events/ltsb-2019-conference/>

Celebrate 2019: For those seeking fresh inspiration and renewal in their Faith you, and your families and friends are most welcome to attend the Celebrate conference on 6-7 July at Oscott College. Further details are available on the link below:
<https://www.celebrateconference.org/birmingham>

CATHOLIC EDUCATION

NQT Course: Many thanks to those schools who sent delegates to the Primary NQT course. It was great to work with teachers with such energy and enthusiasm. If any of your NQTs have missed sessions because of joining during the year they can pick up the missing days next year. Please contact Liz from our admin team directly, once the dates have been advertised
l.buck@bdes.org.uk

Primary Cluster Group Meetings:

These termly meetings are for anyone leading RE. Please follow the link to see the dates of meetings in June. We will be setting dates for next year at these meetings
<https://www.bdes.org.uk/cluster-groups.html>

INSET: we are currently putting together the programme of INSET for the next academic year. We will notify you as soon as the booking forms go live.

Relationships and Sex Education: IMPORTANT

As the topic of RSE is to be statutory from September 2020 it will be a dominant piece of work for schools. Therefore, the Diocese have been researching appropriate schemes of work and have been fortunate to have the opportunity of Ten:Ten working with us and other Dioceses. They have devised a web-based Relationship Education Programme 'Life to the Full' to support Catholic primary schools with this work.

A number of schools have trialled this package and it is now ready for schools to purchase. Before doing so Ten:Ten have offered to run a full day's workshop so that schools can see it for themselves: **SEE BELOW**

Bookings link: <http://w.pfrms.co/9jcuk>

When: Friday 28 June 2019 OR Friday 5 July 2019
From: 9:30-2:30pm
Where: The National Motorcycle Museum Conference Centre B92 0EJ
Cost: £50 for the first place and £25 for the second
Closing Date: Friday 7 June

The venue can hold 180 delegates and schools may book up to two places. The booking form will allow you to express an interest in additional places which will be offered if places are available.

Please note: Delegates will need to bring a fully charged laptop in order to access the resources via Wi-Fi.

Canonisation of Blessed John Henry Newman: as we await the announcement of the date of the canonisation many of our schools are starting to plan how to celebrate this momentous occasion. As in the past, the Primary Team will prepare a PowerPoint liturgy for schools. Please do let us know of your own plans. As more information becomes available, we will share it with you.

Dates for your Diary: Although the school year hasn't ended yet there are lots of Key Events and initiatives coming up in the life of the Church. Brief details are below.

Wednesday 9 October 2019 We are delighted to let you know that we will again be livestreaming a time of prayer with His Grace, Archbishop Bernard. Details will be sent to schools before the end of the school year.

Education Sunday 8 September 2019

2020 The God Who Speaks: The Year of the Word. The Bishops of England and Wales have declared 2020 the Year of the Word. This will be an opportunity to celebrate, live and share God's Word. In preparation for this the Bishops have asked as many people as possible to complete a short questionnaire available here <https://www.birminghamdiocese.org.uk/survey-bible-and-you>



[the-](https://www.birminghamdiocese.org.uk/survey-bible-and-you)

To find out more go to <http://catholicnews.org.uk/Home/Special-Events/The-God-Who-Speaks>
The website for this event will go live in June www.godwhospeaks.uk
Launch date: **Monday 30 September 2019**



Don't forget: **October 2019:** Extraordinary Missionary Month
<http://www.october2019.va/en/mmsott2019.html>
www.birminghamdiocese.org.uk/Pages/FAQs/Category/extraordinary-missionary-month-october-2019

Keep in touch with what is happening in all aspects of life in the Archdiocese by signing up to the e-newsletter (scroll down to the yellow button on the bottom of the home page on the website of the Archdiocese) <https://www.birminghamdiocese.org.uk/>

Liturgy and Collective worship certificate: Our next INSET day will take place on May 15th. We welcome Fr. Adrian Porter who will be sharing on the Liturgical Year and Seasons of the Church. It will be held at Don Bosco House from 9-3 and is free to those who are a part of the Chaplaincy Agreement. This is a great chance for Lay Chaplains to receive professional training and development with national speakers and share good practice with each other. These INSET days are an important part of our work with Lay Chaplains and so we hope to see as many there as possible. To book a place email b.roseman@bdes.org.uk

Forming Intentional Disciples: We are delighted to welcome the internationally respected Catholic author and speaker Sherry Weddell, author of "Forming Intentional Disciples" to Alton on June 10th. She will be sharing how to help people grow in faith and share her own experiences of how she has seen this done around the world. This is a really exciting, rare opportunity to hear Sherry speak! Free to those who are a part of the Chaplaincy Agreement, it is open to all those involved in Catholic Education - a special invitation could be extended to your school Priest Chaplain. To book your place email b.roseman@bdes.org.uk

Chaplaincy Commissioning Mass: The date for the next Chaplaincy Commissioning Mass is September 24th, 2019. This is a great opportunity to gather our secondary school Priest Chaplains, Lay Chaplain and Chaplaincy Teams to be commissioned by Bishop William. The Mass will be held at St. Chad's Cathedral at 10.30am with refreshments in the Grimshaw Room at 11.45am. For catering purposes please let me know if you will be attending and if your school would like to get involved with ministries within the mass.

Please contact Beccy Roseman with any requests for INSET or support on b.roseman@bdes.org.uk

S48 INSPECTIONS

Please be aware that ALL training regarding Section 48 Inspections should be delivered by the Birmingham Diocesan Education Service (BDES).

The BDES have recently appointed several new inspectors. Please see the following link for a list of all our currently serving inspectors. <https://www.bdes.org.uk/section-48.html>

Please ensure that governors are aware of their roles and responsibilities regarding Section 48 Inspections. Governors should be involved in the evaluation of the Catholic Life of a school.

All training takes place at Don Bosco House. To gain the most from this training Senior Leaders and RE Subject Leaders should, where possible, attend together.

GOVERNANCE AND ADMISSIONS

Diocesan Leader of Governance: The DES is delighted to advise schools of the launch of a new supportive initiative for schools. A new role of Diocesan Leader of Governance (DLG) has been developed and we now have a pool of experienced and knowledgeable governors from amongst our Catholic schools available to support governors and governing bodies. The aim of the DLG's, working alongside our School Governing Bodies and Boards is:

'To improve the effectiveness and sustainability of governance across our Diocesan Academies and Schools'

We will be sending out more information about this but if any schools would like to make use of this pro-active Governance Support Service, please contact Rebecca Tonks here at the Diocese.

DfE Governance Leadership and Clerking Development Programme: These funded programmes are available for individuals to apply for. Further information on venues and cohorts being run is available at [here](#)

National Governors Association: The DES strongly recommends membership of the NGA. This provides you with access to numerous guidance documents and publications. We are working closely with the NGA to secure future opportunities for our schools including the possibility of a DfE Governance Development Programmes being run specifically for our Catholic schools.

Reduced membership costs are being negotiated dependent on the number of Catholic schools that join up.

Role Descriptions for Academy Directors: Template Role Descriptions for Academy Directors are now available on the Governance pages of the DES website. These are templates which MACs can personalise for their own future use.

Scheme of Delegation: The Scheme of Delegation for use by MACs on the “new” suite of documents has been updated and is now available on the DES website.

School Admission Appeals: Any school who receives an appeal request from a parent whose child has been refused a place should contact Rebecca Tonks at the DES to obtain the most recent guidance and information on organising an independent appeal.

SCHOOL LEADERSHIP

Leadership Models and Appointments: There is a growing number of different executive leadership roles in schools and multi academy companies across the Archdiocese. The roles experiencing the greatest growth are those of Executive Head Teacher/Executive Principal and the Catholic Senior Executive Leader role [CSEL]. The latter is a relatively new role and is significantly different to that of a Head Teacher. Job descriptions and person specifications for this role can be found on the BDES website click [here](#).

Boards of Directors of multi academy companies looking to appoint a CSEL are reminded that they must inform the DES of their intentions and involve them in all aspects of the appointment process. Dates of all meetings related to the recruitment process must be agreed beforehand to ensure a DES presence.

The Executive Head or Executive Principal role is one that many in our schools are more familiar with. Training for those aspiring or recently appointed to this role will be offered by the DES in the autumn and spring terms of the academic year 2019-2020. As with the recruitment and appointment of CSELs, the DES must be involved in the recruitment and appointment of Executive Head Teachers as well all other protected posts including Head Teachers, Deputy Head Teachers, Heads of RE and lay chaplains. Please remember that dates related to the recruitment and appointment to all protected posts must be agreed with the DES before any adverts are placed.

Job descriptions and person specification for Head of RE, PICCLS and Primary RE Curriculum Leads are now also available on our website in order to ensure consistency in these roles across schools.

IMPORTANT - New Roles and Appointments: With the ongoing development of the academy strategy MACs are now making appointments of Chief Finance Officers (CFOs), and sometimes Chief Operating Officers (COOs) / Business Directors.

These are critical posts required by MACs to ensure compliance with the requirements of the ESFA and the financial handbook. As such the DES will be involved with the selection process and appointment to these posts whenever they occur. Please ensure that the DES is notified well in advance when a MAC is seeking to make such an appointment.

Aspiring Catholic Leaders: The DES continues to provide training to those practising Catholics in and outside of the Catholic sector who aspire to lead in Diocesan schools. Those unable to be released from school during the week have been offered training on Saturdays. This has proved a great success. Dan Vince recently appointed as Deputy Head at Blessed William Howard is continuing to support this training until the end of this academic year.

Dates for the next academic year will be published on our website soon so that they can be placed on school calendars.

Annual Leadership Conference: We look forward to welcoming our school leaders including Governors and Directors to our Annual Leadership Conference at the **ICC on the 21st June 2019.**

Please note that Registration takes place in the foyer area of Hall 8 from 8.15am onwards. Refreshments will be served in Hall 8 and the conference will start promptly in Hall 4 at 9.00 am with our opening prayer and liturgy.

The conference ends with the celebration of Holy Mass in thanksgiving for the great work of School Leaders and School staff between 1.45 and 3.15pm.

Exhibitors will be attending as in previous years and one keynote speaker will have their recently published book available for delegates (£10 each)

The conference is presently fully booked. Details will be emailed to delegates this week.

SCHOOL IMPROVEMENT

Ofsted: has been very active across the Diocese since the start of the academic year.

There have been 57 inspections in total of which

- 11 were monitoring visits, with 100% judged to have been taking effective action;
- 32 have been Section 8 inspections, with 100% judged as good;
- 4 have been Section 8 exempt inspections, 75% judged as good and 25% retained the outstanding judgement
- 10 have been Section 5 inspections, 20% judged as inadequate, 50% judged as requires improvement, 20% judged as good and 10% judged as outstanding.

Our sincere thanks go to all involved in the inspection activities and the subsequent continued hard work when the inspection teams have left school premises.

Inspection: The consultation about the proposed Education Inspection Framework has now closed and we await findings and conclusions from Ofsted in the coming months which will clarify their expectations.

Ofsted Inspectors and HMI continue with training to prepare them for the new Education Inspection Framework from September 2019.

The new requirements will form a large part of our Headteacher Briefings in the Autumn term.

ACADEMIES

The Diocesan Academy Strategy: As detailed in the last DES Newsletter, considerable progress is being made across all School's in the Archdiocese as we move together towards September 2020, when it is the expectation of Trustees that all schools will be within a Multi Academy Company (MAC) structure. The DES team continues to work closely with all Schools to secure, protect and improve Catholic education.

The expectation of the Diocesan Trustees is that:

- ***All Schools to be clear on their local School groupings and Governing Bodies have a plan for conversion by September 2019.***
- ***All Schools will have converted to be part of a new or existing MAC by September 2020.***

Based on current information and discussion with Governing Bodies it is anticipated that the majority of schools within the Archdiocese of Birmingham will be within a MAC by the Autumn of

this year and in line with the national picture the majority of our pupils will be taught in academies. To see details of our existing MACs please click [here](#).

The DES team wish to continue to work closely with all schools to find the best solution to local formations, ensuring that MACs have the capacity to be self-sustaining in Catholic Life, Leadership, Standards and Finance.

The DES team would like to thank all Governors and Headteachers for their support and engagement in moving our schools forward.

Schools who have not yet provided an indication of their conversion plans will be receiving an update request from the DES shortly.

The next meeting of the Diocesan Academy Strategy Board, chaired by Father Jonathan, is scheduled for 2nd July 2019. This meeting, on behalf of the Trustees of the Archdiocese, will formally review the implementation of the Diocesan Academy Strategy, including the conversion plans submitted by all governing bodies. The terms of reference of the Board can be found [here](#).

Academies Financial Handbook: Please note that the handbook has been revised.

An important change is that the board of directors should meet 6 times a year, and the finance committee should also meet 6 times a year.

MACs may wish to consider this when planning their meetings next year.

It also mentions the need for the MAC to consider aspects of parental engagement.

BUILDINGS AND FINANCE

Statutory Testing and Compliance Returns: Please can all schools submit these completed returns as soon as possible.

School Resources Management Advisers: These are currently available from the ESFA to work with MACs free of charge. We would encourage all MACs to use them and further information will be available at the upcoming SBM network meetings.

Leases: Please will any MAC considering entering into a lease arrangement of any sort seek advice from Toni Guest at the DES in the first instance.

Support: If any schools are requiring any assistance with addressing a challenging financial situation please contact Amy Majhu, our school finance and business adviser, at the DES.

DES Annual Charge: Please can any schools or academies who have not yet completed their returns for the DES annual charge do so as soon as possible. If you have any queries please contact Sharon Leahy at the DES.

Good News from the DES Staff

We are delighted to share our good news stories - Rebecca Brolly gave birth to a son, Francis Brolly and he is now seven months old. We also welcome Charlotte Kirby's baby girl, Isabella Rose who is nearly six months old. We are also excited to say that Liz Buck is engaged, and the wedding is set for February 2020.



“Train up a child in the way he should go; even when he is old he will not depart from it.” Proverbs 22:6.