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## YORK DIOCESAN BOARD OF EDUCATION

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*Andrew Smith*  
*Diocesan Director of Education*

November 2017

Dear Colleague

### **Diocesan Director of Education's Newsletter – Autumn Term (2) 2017**

Welcome back to the new half term.

#### **Education Team Staff News**

I am pleased to say that Helen Wren will now be continuing to the end of the academic year as a School Development Adviser rather than retiring at an earlier point in the school year as first planned. I am delighted that we will have Helen's expertise for the rest of the year and Helen will continue to take responsibility for a number of schools within the SLA.

We will also be joined after Christmas by Shan Brough-Jones who will work through to the end of the academic year. Shan comes with a wealth of adviser expertise and has provided consultancy support to a number of our church schools, either directly through ourselves or through work with Multi Academy Trusts, and we are delighted that Shan will be joining the Education Team. We will be writing imminently to the schools that Helen and Shan will cover so that arrangements can be made for visits and support in the Spring and Summer terms.

I would also like to share the happy news that Claire Graham-Brown (Deputy Director) is expecting her second child in February and will therefore be taking a period of maternity leave from the end of January. We all are delighted for Claire, James and Hannah and wish her the very best for the months ahead. We are looking at providing some cover for the time Claire will be off in order to support to the academy conversion and admissions work that Claire oversees and I will let you know once the arrangements have been finalised.

Finally we have rebranded Olivia Seymour's and Alison Smith's roles within the work that we do as an Education team. Olivia will have the title of Assistant Director of Education with a particular responsibility for church school, Christian distinctiveness, including SIAMS Manager, RE and Collective Worship, and Alison will have the title of Assistant Director of Education with responsibility for church school effectiveness. This 'rebranding' of their job titles will help us to better reflect the remit of their roles and also help signpost schools and academies to the right person more effectively.

Consequently, the Education team from January will be:

Andrew Smith – Diocesan Director of Education (Full time)

Claire Graham- Brown – Deputy Director of Education (4 days a week) to end of Jan 2018

Olivia Seymour – Assistant Director of Education: Christian Distinctiveness (Full time)

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Alison Smith – Assistant Director of Education: School Effectiveness (Full time)  
Simon Quartermaine – School Buildings Officer (Full time)  
Anita Ranyell – Administrator & PA to Andrew Smith, the Director of Education (Full time)  
Katherine Humpleby – School Development Adviser (Full time)  
Chelo Brooks – School Development Adviser (4 days a week)  
Helen Wren – School Development Adviser (2.5 days a week)  
Shan Brough-Jones – School Development Adviser (2.5 days a week)

### **HR and Legal Services – North Yorkshire (NYCC) Schools only**

We have been in discussion with HR and Legal Services from NYCC in order to try and bring best value to our church schools with regards to services that schools regularly buy in from the Local Authority (LA) as a traded service. It is clear that the vast majority of NYCC maintained schools buy into the HR and Legal Services and therefore it seemed sensible to see if we could secure a deal on behalf of the church schools as a 'block' of schools.

The following is therefore the deal proposed by NYCC. In order for the deal to become effective, at least 75% of VA/VC schools in NYCC need to sign up for both the Legal and HR offer in order to trigger the savings.

#### **3 Year Service Level Agreement - Exclusive to York Diocese schools in NYCC**

##### ***HR Offer:***

The annual charge for each of the schools within this arrangement over the 3 year SLA is as follows:

£640\* (lump sum per school) plus £31.50\* per post within each respective school.  
(\* price is fixed for 3 year term from the 1st April 2018 through to the 31st March 2021)

In terms of specific discounts exclusively available to the VA/VC schools in North Yorkshire, they are:

- 10% discount on any bespoke HR piece of work
- 20% discount per delegate on any HR training course delivered by the HR Advisory service
- Bespoke HR Intervention package offered on request at:
  - Priority 1 - £4400 (Saving £500)
  - Priority 2 - £2400 (Saving £500)
  - Priority 3 - £1200 (Saving £300)

##### ***Legal Offer***

The charges below offer the school/academy access to a legal helpline service (by phone and Email) which can be contacted without limitation and the first hour of advice for each query is free of any further charge. Thereafter, an hourly rate is applied.

Pupil Numbers	Charge
0-100	£235 per annum
101-200	£295 per annum
201-400	£355 per annum
401-700	£415 per annum

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701-1,200	£585 per annum
1,200 +	£810 per annum

These charges will be applied to each York Diocese School and the cost will be dependent on the number of pupils in each establishment. However, as an offer to the Diocese, we are prepared to fix the annual cost to the prices shown in the above table for the duration of the SLA (i.e. until the end of March 2021). We believe our charges have been historically low and anticipate that our annual fees will continue to rise by 5-15% each year for the next few years and so the price freeze will offer a genuine saving to the Diocese schools. Likewise, the hourly rate for additional legal work will also be frozen to 2018/19 rates throughout the term of the 3 year SLA.

Representatives from NYCC HR and Legal Services will be at each of the Leadership Networks next week over the lunch period and will be able to discuss the offer further. Alternatively Harry Rashid, Head of HR (Commercial) for North Yorkshire HR, is very happy to answer any queries (Tel: 01609 535117 Email: [haroon.rashid@northyorks.gov.uk](mailto:haroon.rashid@northyorks.gov.uk)) and schools can take up the offer through North Yorkshire Education Services in due course.

**Remember** – in order to benefit from the 3 year SLA package, we will need at least 75% of the VA/VC schools in North Yorkshire to take up the offer so please do consider if it is something you wish to take advantage of.

### **Training for the Autumn Term**

A reminder that our training programme is set out in our training booklet; a copy of which can be found on the website. Please do visit our website <http://dioceseofyork.org.uk/supporting-schools/events/> for further details for all our training events, which are published well in advance. Bookings for events (unless otherwise indicated) are to be made via Eventbrite; <https://www.eventbrite.co.uk/d/united-kingdom--york/family-and-education--events/diocese-of-york/?crt=regular&sort=best>

Tues 14 <sup>th</sup> November Wed 15 <sup>th</sup> November Thurs 16 <sup>th</sup> November 9.30am – 4.00pm	<b>Leadership Network Day - SIAMS</b> Tickton Grange, Beverley Bishopthorpe Palace, York Wydale Hall, Scarborough
Tues 28 <sup>th</sup> November 7.00-9.00pm	<b>Effective Governance in a CE school</b> Diocesan Office, York Book via City of York Council

### **Training from the Church of England Foundation for Educational Leadership**

#### ***'Called, Connected & Committed' - National Conference, 1st February 2018***

Keynote speakers:

- Amanda Spielman, Chief Inspector, Ofsted
- Dame Julia Cleverdon DCVO, Former CEO, Business in the Community
- Rt Revd Stephen Cottrell, Bishop of Chelmsford

Practical workshops and panel sessions being led by leaders from right across the country including:

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Carolyn Roberts (Honorary Secretary of ASCL), The Rt Revd Rachel Treweek (Bishop of Gloucester), Prof Joy Carter (Vice Chancellor, Winchester University), The Revd Richard Peers (@EducationPriest, DDE Diocese of Liverpool), Ian Bauckham CBE (Past President of ASCL), Prof Toby Greany (UCL Institute of Education), Jill Rowe (Oasis Academies), Dr Dan Moulin (Jubilee Centre for Character and Virtues), and many more...

Tickets are priced at £100+VAT – to book please visit <https://www.cefel.org.uk/conferences/> or email [catherine.morrison@churchofengland.org](mailto:catherine.morrison@churchofengland.org)

### ***The Church of England Professional Qualification for Headship (CofEPQH)***

The Church of England Foundation for Educational Leadership are delighted to launch applications for the second cohort of the Church of England Professional Qualification for Headship, which has been awarded NPQH status by the Department for Education. The programme will be running in the South East, South West, Midlands and the North.

For full details please see our website: <https://www.cefel.org.uk/cofepqh>

### **Academies**

At its October meeting, the Diocesan Board of Education revised its guidance with regards to academies within the Diocese of York to move to a position of supporting both majority governance Multi Academy Trusts (MATs) and minority governance MATs.

The basic premise of the guidance is that VC schools would be able to join or form a mixed MAT with community schools in a minority governance MAT structure whereas VA, or VA with VC and community schools, would join or form a MAT with majority governance.

This new guidance is available on the website, <http://dioceseofyork.org.uk/supporting-schools/collaboration/>

Please do be in touch if you need further details on academisation and I am happy to come and talk with individual or groups of schools regarding MAT development across the Diocese.

With my best wishes for the coming half term and the run up to Christmas,

*Andrew*

Andrew Smith  
Diocesan Director of Education

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