



DIOCESE OF **YORK**

# Training Programme 2025 – 2026

*For Schools and Academies in the Diocese of York*

# Welcome



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Commit your work to the Lord, and your plans will be established.  
Proverbs 16:3

Dear All,

I am delighted to share our 2025 / 2026 training offer for the schools in our Diocese. As you will see, it is a comprehensive offer covering a wide range of topics that will enhance your role leading and serving in a church school. We understand how difficult it is to find the time and space to attend training and workgroups so we are so grateful for the strong attendance in this academic year and look forward to seeing you next year. We have certainly seen some of the benefits of the training attendance with the amazing work we see in schools and through SIAMs reports.

To sign up for courses (other than Governor and Leadership Online) please book via Eventbrite.

Eventbrite should send an email confirming your booking immediately, if this isn't the case Anita Smukulis will be able to support you. The Zoom link to online events will be in your Eventbrite account.

We would be very grateful if you could book earlier in the booking window as this helps with planning but we completely understand that sometimes this is not possible.

As ever, if you would like more information please don't hesitate to contact us, either via email or phone to Anita, Olivia or your school advisor.

Mari Palmer

Diocesan Director of Education

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# Section 1: Senior Leadership

## Headteacher Induction Programme

The package of support and training (all done by personal invitations to the relevant headteacher) includes:

### A) Headteacher Welcome Session

A session for new Headteachers and Headteachers new to the Diocese. This session is an opportunity to meet some of the Diocesan Education Team and provides an introduction to the Diocese of York, the support and opportunities provided for Headteachers in the family of schools and an introduction to key aspects of Church school leadership. There is also a case study led by a Headteacher from one of our schools.. Lunch is provided.

**Date and time: Wednesday 24th September 2025 9.30-1pm Diocesan Offices, York**

### B) Headteacher Induction Session - Vision and Leadership

This session explores in more depth Vision, Distinctiveness and Effectiveness in a CE school and includes:

- A focus on Christian vision in a church school and how this is lived out in all aspects of school life
- An overview of SIAMS expectations on vision and leadership in a church school.

**Date and time: Friday 8th May 2026 9.30-1pm Diocesan Offices, York**

### C) A New Headteacher Induction Visit

A 2-hour visit with the school development adviser bespoke to the needs of the Headteacher and the school. This visit will focus on identified support and training needs in line with the Church school priorities of the school.

### D) Headteacher Mentor Scheme

The Headteacher Mentor Scheme is designed to offer support to headteachers who are in their first year of headship in a Church of England School.

The wellbeing and professional development of the headteachers across our diocese is crucially important. We recognise that for headteachers moving into a new role or into a new area, it can be a time of isolation. This is at a time when headteachers are experiencing great change and sometimes facing unanticipated challenges.

Therefore, to support new headteachers, we will allocate an experienced Church school headteacher to be a point of contact during a new headteacher's initial year in post.

The amount of support provided by diocesan mentors will vary according to the prior experience of the new headteacher, the school's situation and support provided by other agencies (for example, school to school/LA/other professional mentors). The scheme is designed to be sufficiently flexible to meet these individual needs, but it is envisaged that the relationship between mentor and new headteacher will offer informal, confidential and pastoral support at times as needs arise.

# Section 1: Senior Leadership, *contd.*



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## E) The Bible Course for Schools

The Bible Course: Schools Edition is a resource that offers a deeper view into the Bible and its relevance to leading and working in a church school. It is an eight-session group-based course that explores what the Bible is and the story it tells. For each session, there are two 15-minute films to watch, and a manual provides summaries of the key points, space to take notes and discussion questions. The Bible Course: Schools Edition also provides additional reflections about how the session content relates to working or leading in a church school and also links to Understanding Christianity and the SIAMS framework, so that staff in church schools can gain a deeper understanding of the Bible and how to apply its wisdom to their work in their school.

The course will involve meeting with other school leaders in eight, one-hour online Zoom sessions to discuss the materials for each session and share thoughts and reflections in a safe, confidential forum. It will be a collaboration with colleagues in Church schools in the Diocese of Leeds.

**Date and time:** begins Thursday 8th January 2026 4-5.30pm. The course will run every Thursday at 4pm for 8 weeks.

**Cost:** This package is provided free of charge for schools in the service level agreement

## Leadership Online

These sessions are intended to be responsive to local and national agendas which schools and leaders are facing from both a distinctiveness and effectiveness perspective. Education Team Officers will provide a question and answer session to meet the current needs of school leaders.

All sessions are held **online via Zoom** with details for each session being circulated in the Monday email.

### **Dates and times:**

- Wednesday 19th November 2025 9.30am/2.00pm
- Thursday 19th March 2026 9.30am/2.00pm
- Tuesday 19th May 2026 9.30am/2.00pm

**Cost:** This package is provided free of charge for schools

# Annual Education Conference - Save the Date

**Friday 19<sup>th</sup> June 2026 at Burn Hall, York**

# Section 1: Senior Leadership, *contd.*



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## Business over Breakfast Meetings

In response to the request to network headteachers in person, these sessions are intended to be responsive to local and national agendas which schools and leaders are facing from both a distinctiveness and effectiveness perspective. Education Team Officers will provide a question and answer session to meet the current needs of school leaders.

### Venues, Dates and times:

#### Wydale Hall

- Thursday 23rd October 2025 8.30 – 11.00am
- Tuesday 10th February 2026 8.30 – 11.00am

#### Golden Lion, Northallerton;

- Wednesday 15th October 2025 8.30 – 11.00am
- Tuesday 3rd February 2026 8.30 – 11.00am

#### Mercure, Hull;

- Thursday 16th October 2025 8.30 – 11.00am
- Wednesday 4th February 2026 8.30 – 11.00am

#### Diocesan Offices York

- Friday 17th October 2025 8.30 – 11.00am
- Friday 6th February 2026 8.30 – 11.00am

### Cost:

- £30 per person for schools in the service level agreement
- £37.50 for schools not in the service level agreement
- Booking is via Eventbrite

## Headteacher Retreat

An opportunity for retreat in the beautiful setting of Wydale Hall, in order to reflect, share and worship together as Church school headteachers.

The aim of the day is to enable you to take some time out and step aside from the usual routine, to be refreshed and recharge your batteries in the beautiful surroundings of Wydale Hall.

The day will include some time for: Practical activities, Reflection, Personal choice, Worship

An important part of the day is that all activities are optional, and that time to relax and reflect is time well spent in terms of Headteachers feeling revitalised and refreshed. Therefore, please do not feel under any obligation to join in if you would simply like some 'time out'.

### Date and time:

Friday 1st May 2026 9.30-3.00pm

### Cost:

- £60 per person (includes buffet lunch) for schools in the service level agreement
- £75 per person (includes buffet lunch) for schools not in the service level agreement
- Booking is via Eventbrite

# Section 2: Curriculum

## *including Religious Education (RE)*

## RE Subject Leaders Network

A termly online network to support RE leaders in Church schools.

The network provides:

- updates about RE locally and nationally
- support for subject knowledge
- support in developing an effective RE curriculum
- updates on resources
- sharing of good practice

All sessions are held online via Zoom.

### Dates and times:

- Thursday 13th November 2025 4.00 -5.30pm
- Tuesday 3rd March 2025 4.00 -5.30pm
- Tuesday 9th June 2025 4.00 -5.30pm

### Cost:

- This package is provided free of charge for schools in the service level agreement
- There is a charge of £30 per session for schools not in the service level agreement
- Booking is via Eventbrite

## RE Subject Leadership Course

A 'bundle' of training aimed at subject leaders of RE in both primary and secondary contexts.

- Session 1: Context of Religious Education and Roles and Responsibilities of the RE subject leader/ Thinking about curriculum
- Session 2: Developing subject knowledge and enhancing provision/ Assessment and Monitoring

Both sessions in this bundle are held online via Zoom.

### Dates and times:

- Session 1 Tuesday 14th October 2025 9.15 - 12.15pm
- Session 2 Wednesday 5th November 2025 9.15 -12.15pm
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### Cost:

- £100 per person for schools in the service level agreement
- £125 per person for schools not in the service level agreement
- Booking is via Eventbrite

# Section 2: Curriculum, *contd.*

## *including Religious Education (RE)*

## Understanding Christianity Training

The Diocesan Education Team is running an in person full Understanding Christianity Training day this year.

This training is suitable for new RE subject leads and other members of staff who have not yet completed Understanding Christianity training in schools. The course is primarily focused on schools who already have the Understanding Christianity Resource pack, however it will be possible for schools who haven't yet accessed Understanding Christianity training to take part (in this instance please contact Olivia Seymour prior to booking your place).

### **Dates and time:**

- Tuesday 10th March 2026 9.30 - 3.30pm

### **Cost:**

- The cost of the training for schools in the service level agreement who already have an Understanding Christianity pack will be £75 (a second delegate from a school can attend for a total cost of £125)
- The cost of the training for schools who are not in the service level agreement and who already have an Understanding Christianity pack will be £125 (a second delegate from a school can attend for a total cost of £175)
- Delegates will be required to have access to the Understanding Christianity resource pack. The cost of the training includes further support materials for Understanding Christianity and access to training PowerPoints and resources.
- Booking is via Eventbrite



# Section 3: SIAMS



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## SIAMS briefings

A session for leaders and governors in schools in the inspection window this year or heading into the inspection next year. the session outlines the inspection process and gives a brief overview of the SIAMS framework. There will be one session for maintained schools and one for academies. All sessions are held online via Zoom.

### Dates and times:

#### Maintained Schools

- Monday 29th September 10-11.30am

#### Academies

- Monday 29th September 2-3.30pm

### Cost:

- This package is provided free of charge for schools in the service level agreement
- There is a charge of £30 per session for schools not in the service level agreement
- Booking is via Eventbrite

## Digging Deeper into SIAMS

These sessions dig deeper into the SIAMS journey. You can take part in all the sessions or attend aspects relevant to the context of your school.

Session 1: Vision and Strategic Leadership

Session 2: Vision –delving in to the SIAMS Framework (vision in to action) a look at IQs

Session 3: Self-evaluation: Evidence gathering and how to present evidence ( telling the story of our vision)

All sessions in this bundle are held online via Zoom.

### Dates and times:

- Session 1 Wednesday 8th October 2025 9.30-11.30am
- Session 2 Wednesday 22nd October 2025 9.30-11.30am
- Session 3 Tuesday 4th November 2025 1.30- 3.30pm

### Cost:

- £100 per person for schools in the service level agreement
- £125 per person for schools not in the service level agreement
- Booking is via Eventbrite

# Section 4: Collective Worship and Spirituality

## Collective Worship Leadership Day

This day will explore key aspects of inclusive, invitational and inspirational collective worship in a church school. The day will include the following themes

- the context of collective worship in a church school - I's inclusive, invitational and inspiring collective worship
- planning for effective collective worship
- developing pupil led collective worship
- effective monitoring and evaluation

### Venue, dates and times:

- Thursday 27th November 2025 9.30-3.30pm Bishopthorpe Palace, York

### Cost:

- £100 per person for schools in the service level agreement
- £125 per person for schools not in the service level agreement
- Booking is via Eventbrite

## Digging Deeper - Spirituality

These sessions dig deeper into thinking about Spirituality at the heart of our school vision and practice. The training will explore what it means for spiritual development to be an intrinsic part of our curriculum and collective worship.

- Session 1: vision driven spirituality - exploring a theological underpinning of spirituality
- Session 2: spiritual flourishing in the curriculum
- Session 3: spiritual flourishing in collective worship

All sessions in this course are held online via Zoom.

### Dates and times:

Session 1 - Wednesday 14th January 2026 9.30-11.30

Session 2 - Tuesday 27th January 2026 9.30-11.30

Session 3 - Wednesday 11th February 2026 9.30-11.30

### Cost:

- £100 per person for schools in the service level agreement
- £125 per person for schools not in the service level agreement
- Booking is via Eventbrite

# Section 5: Equity, Diversity, Inclusion and Justice (EDIJ)

## EDIJ Network

A new network for school leaders and teachers with responsibility for EDIJ to support this vital area of church school education. The network will meet once a term with a key input and focus for learning, discussion and support. A key focus of the network will be identifying gaps in knowledge and planning together for future sessions. This network would be suitable for schools just beginning this journey as well as those who have been working in this area for a longer period of time.

Autumn term focus: A theological underpinning for EDIJ in our schools

Spring term focus: vision driven provision including a focus agreed by the network

Summer term focus: focus agreed by the network

### Venue, dates and times:

**The first session in the autumn term will be in person at diocesan offices. Spring and summer dates will be agreed at this meeting.**

Autumn - Monday 24th November 2025 9.30-12noon at Diocesan offices, York

Spring Date to agreed

Summer Date to agreed

### Cost:

- £100 per person for schools in the service level agreement
- £125 per person for schools not in the service level agreement
- Booking is via Eventbrite

# Section 6: Developing Governance



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## Effective Governance in a Church School (maintained schools)

This two hour session is designed for all new governors in Church of England maintained schools and any that feel they would like a refresher. The session will explore the distinctive nature of Church of England schools and the special responsibilities of Church school governors, including foundation governors. It will introduce you to the Statutory Inspection of Anglican and Methodist Schools (SIAMS) framework and the role governors play in monitoring and evaluation.

This session is held online via Zoom.

### **Date and time:**

Thursday 2nd October 2025 6.00-8.00pm

### **Cost:**

- These sessions are provided free of charge for schools
- Booking is via Eventbrite

## Effective Governance in a Church School (Academies)

This two-hour session is designed for all new governors (LGC and trustees) in Church of England academies and any that feel they would like a refresher. The session will explore the distinctive nature of Church of England schools and the special responsibilities of Church school governors, including foundation governors. It will introduce you to the Statutory Inspection of Anglican and Methodist Schools (SIAMS) framework and the role governors play in monitoring and evaluation.

This session is held online via Zoom.

### **Date and time:**

Wednesday 8th October 2025 6.00-8.00pm

### **Cost:**

- These sessions are provided free of charge for schools
- Booking is via Eventbrite

## Governor Online

These hour-long forums give Church school governors the opportunity to learn about new guidance and initiatives, explore existing responsibilities and share best practice. Education Team Officers will provide a question and answer session to meet the current needs of foundation governors and chairs.

All sessions are held via Zoom with details for each session being circulated in the Monday email.

### **Dates and times:**

- Wednesday 26th November 2025 2.00pm/7.00pm
- Tuesday 24th March 2026 2.00pm/7.00pm
- Thursday 21st May 2026 2.00pm/7.00pm

**Cost:** This package is provided free of charge for schools

An Online Module for a self-led introduction to governance in a Church school is also available for all new foundation governors and any other governors who may find it useful. For details, please contact [George.Edmond@yorkdiocese.org](mailto:George.Edmond@yorkdiocese.org).

# Section 6: Developing Governance, *contd.*

## School Operational and Governance Network

This is a brand -new network for school operational and governance support staff. The network will aim to combine key updates relevant to the operation and governance of church schools as well as providing a great opportunity to network with others and share practice.

### Dates and times:

Wednesday 1st October 11-12noon

Wednesday 11th March 2-3pm

### Cost:

- These sessions are provided free of charge for schools
- Booking is via Eventbrite

## Chairs of Governors Development Programme

This new Chairs Development Network is designed to provide both training opportunities to enhance Chairs and aspiring Chairs around vision led strategic leadership, together with an opportunity to network with other Chairs and Aspiring Chairs to share practice and discuss both opportunities and challenges.

Engagement with the network will help to promote:

- Development of your governance leadership skills to enable you to effectively develop and lead the strategic direction of your board;
- Development of your understanding of the role of a Chair in a church school in leading the vision and ensuring it has impact
- An understanding of your role within the context of school improvement and the role of the board in supporting and challenging the educational flourishing of your school as a church school including a focus on preparation for inspection;
- Learning how to develop your board's effective monitoring and evaluation of the schools theologically rooted Christian vision
- Opportunities to network with other chairs from other similar schools to you to share best practice and discuss wider matters.

These sessions are intended to compliment the deeper training provided as part of our Development and Digging Deeper sessions. Chairs are encouraged to attend these sessions alongside the network to unpack unique church school aspects in greater detail.

The sessions for 2025/2026 will be as follows:

Session 1: The role of the Chair and vision driven, effective leadership.

Session 2: TBC - the content of this session will be decided by the network in Spring 2026 and will lead on from themes arising in our Development and Digging Deeper sessions.

### Dates and times:

Session 1: Tuesday 14th October 2025 6-8pm

Session 2: Thursday 23rd April 2026 6-8pm

### Cost:

- These sessions are provided free of charge for schools
- Booking is via Eventbrite

# Section 6: Developing Governance, *contd.*

## Governance in a Church school– Development ‘Bundle’

These two-hour sessions are designed for all governors and include further exploration of how governors can support the development of their school as a Church school. This links particularly to governors' core functions of ensuring clarity of vision, ethos & strategic direction and supporting leaders and holding them to account.

You can take part in the full programme or attend aspects relevant to the context of your school.

### Session 1: Christian Vision and Leadership

This session explores:

- The Church of England Vision for Education
- The development of theologically rooted Church school vision
- Exploring how the Church school vision drives provision

### Session 2: Exploring the SIAMS Framework

This session explores:

- the SIAMS inspection process
- the key inspection question and how this is unpicked through the inspection questions

### Session 3: Distinctively Effective Governance

The session explores the principles of effective governance in a Church school with a particular emphasis on effective monitoring and evaluation strategies.

The training will focus on:

- Ofsted and SIAMS expectations
- The work of governors through link governor roles and committee structures
- The place of school visits.

### Dates and times:

- **Christian Vision and Leadership** Tuesday 21st October 2025, 6.00-8.00pm
- **Exploring the SIAMS Schedule** Monday 3rd November 2025, 6.00-8.00pm
- **Distinctively Effective Governance** Monday 8th December 2025, 6.00-8.00pm

### Cost:

- These sessions are provided free of charge for schools
- Booking is via Eventbrite

# Section 6: Developing Governance, *contd.*

## Religious Education for Governors

These sessions are designed for all governors and include a more in depth look at how governors can support the development of their school as a Church school in some key areas.

The session will focus on:

- National expectations for RE in Church schools including the RE Statement of Entitlement.
- The role governors play in monitoring and evaluation of RE.

This session is held online via Zoom.

**Date and time:** Monday 19<sup>th</sup> January 2026 6.00-8.00pm

**Cost:**

- These sessions are provided free of charge for schools
- Booking is via Eventbrite

## Collective Worship for Governors

These sessions are designed for all governors and include a more in depth look at how governors can support the development of their school as a Church school in some key areas.

The session will focus on:

- National expectations for Collective Worship in Church schools including the Collective Worship guidance from the Church of England Education Office.
- What high quality Collective Worship planning and delivery looks like.
- The role governors play in monitoring and evaluation of Collective Worship.

This session is held online via Zoom.

**Date and time:** Tuesday 10th February 2026 6.00-8.00pm

**Cost:**

- These sessions are provided free of charge for schools
- Booking is via Eventbrite

## Flourishing for all - Anti-bullying guidance for Governors

These sessions are designed for all governors and include a more in depth look at how governors can support the development of their school as a Church school in some key areas.

This session will focus on

Section A overview and general principles of the Church of England Anti-bullying guidance in schools.

Section B guidance for preventing and tackling homophobic, biphobic and transphobic bullying in schools.

Section C guidance for preventing and tackling race-based bullying in schools.

This session is held online via Zoom.

**Date and time:** Tuesday 10th March 2025 6.00-8.00pm

**Cost:**

- These sessions are provided free of charge for schools
- Booking is via Eventbrite

# Section 7: New to Working in a Church School

## Early Career Teacher (ECT)/New to Teaching in a Church School 'Bundle'

A training programme for all Early Career teachers (ECTs) and teachers new to working in Church schools.

- Session 1: What does it mean to work in a church school? Exploring vision
- Session 2: Collective worship
- Session 3: (Primary only) Religious Education
- Session 4: Spirituality

All sessions in this bundle are held online via Zoom.

### Dates and times:

- Session 1 Thursday 16th October 2025 4.00 -6.00pm
- Session 2 Tuesday 11th November 2025 4.00 -6.00pm
- Session 3 Tuesday 20th January 2026 4.00 -6.00pm
- Session 4 Thursday 12th February 2026 4.00 -6.00pm

### Cost:

- These sessions are provided free of charge for schools in the service level agreement
- There is a charge of £120 for schools not in the service level agreement
- Booking is via Eventbrite



# Section 8: Support for Clergy and Parishes

## Engaging with your local school -training for clergy and parishes

This session is for anyone in a parish or Christian organisation who is involved in or would like to be involved in developing partnerships with local schools. The session will focus on how we can serve and support our schools and the session will include the sharing of a range of practical resources.

This session is held online via Zoom.

- **Date and time:** Monday 17th November 2025 7.00 – 8.30pm

**Cost:**

- This session is provided free of charge
- Booking is via Eventbrite

## Engaging with your local school - Collective Worship

This session is for anyone in a parish or Christian organisation who is involved in supporting, planning and delivering Collective Worship in a local school. The session will focus on exploring a structure for planning and delivering high quality Collective Worship in different types of schools, including the sharing of a range of practical resources.

This session is held online via Zoom.

- **Date and time:** Wednesday 4th March 2026 10.00 – 11.30am

**Cost:**

- This session is provided free of charge
- Booking is via Eventbrite