



March 2020

Dear chair

This twice-termly chairs mailing is part of our commitment to support you and keep you up-to-date with educational developments and good practice, both locally and nationally. I hope you will find it a useful summary.

Diocese of Brentwood News

Commissioning of Foundation Governors by Bishop Alan

I really enjoyed meeting so many of you at the very special commissioning events in January to recognise the contribution made by Foundation Governors in support of Catholic education across the Diocese of Brentwood. Foundation Governors were commissioned directly by Bishop Alan, who they represent on governing bodies of Catholic schools. They also received a certificate commemorating their commissioning.

A final commissioning event has been organised at Brentwood Cathedral on **Thursday 7 May 2020** (18:45-20:00) for those Foundation Governors who have been unable to attend a January event, as well as MAT Trustees and other governors who serve in our Catholic schools and would like to come to this unique event. Please note that Bishop Alan wants to meet and commission all Foundation Governors who are currently in post. [Places should be booked by using this link](#)

Service Level Agreement with Teaching Personnel

Did you know that the Diocese has a service level agreement with [Teaching Personnel entitling Diocesan schools to access a preferential rate on recruitment and supply staff?](#)

Academy News

Congratulations to the following school who recently became an academy in a Diocesan Catholic Multi Academy Trust:

The Rosary Catholic Trust

St Pius X Catholic Primary School (February 2020)

Protocol for Catholic MATs

[The Diocese of Brentwood has developed a protocol](#) to guide and support Diocesan schools and Trusts (CMATs) when undertaking the formal consultation between the employer and employee consequent upon the operation of the Transfer of Undertakings (Protection of Employment) Regulations (TUPE).

The Diocese strongly encourages Catholic CMAT employers to continue to adopt Catholic Education Service model contracts of employment, which incorporate national terms and conditions for teachers (the Burgundy Book) and support staff (the Green Book), and CES model employment policies so that there is no change in terms and conditions for staff who transfer to a Catholic MAT. They should also

acknowledge and continue to give effect to any local agreements which schools have adopted prior to conversion.

Governor Development

Effective governing bodies need governors who are committed to their own development and the Diocese expects that all those involved in governance to make the most of the training available to develop their knowledge and skills.

Online Learning - Gift-ED

We are now asking for nominations in preparation for the launch of our new APP that will allow governors of Catholic schools in the Diocese of Brentwood to access online learning. Each school will be given 5 licences this academic year and 5 licences in the next academic year. These will be free of charge and foundation governors will be offered the first wave of licences.

In order for your first 5 foundation governors to access Gift-ED, each school will be allocated a unique access code. We will be able to track what training has been completed by each governor on each licence and this will allow us to identify what specifically Catholic training has taken place over that period.

Please advise Sophie of the first 5 foundation governors you are nominating for your school [by using this link](#).

Summer Term Chairs' Network

The next Chairs' network meeting on Monday 30 March 2020 (18:00-19.30) will focus on Admissions, led by Theresa Kerr from Winckworth Sherwood Law.

The session will include:

- who is responsible for determining the admissions arrangements in the case of VA schools, SATs and MATs?
- how to carry out a consultation
- oversubscription criteria for Catholic schools
- the requirement for admissions arrangements to be fair, clear, objective and easy for parents to understand how places will be allocated
- sixth forms
- appeals

This is a valuable opportunity for chairs and vice chairs to meet once a term, networking and sharing good practice whilst discussing a range of relevant issues with presenting professionals. [Please book your place by using this link](#). I look forward to seeing you there.

Safeguarding Update

COVID-19

DFE has published [guidance to assist schools in providing advice regarding the novel coronavirus COVID-19](#). Schools should not close in response to a suspected (or confirmed) COVID-19 case unless directed to do so by Public Health England

Consultation- Keeping Children Safe in Education

DfE is seeking views on proposed changes from September 2020 to the statutory guidance Keeping Children Safe in Education (KCSIE). The [consultation closes on 21 April 2020](#)

Children and indecent images on the Internet

Girls aged between 11 and 13 are increasingly being tricked and coerced into uploading indecent content over their own webcams, data suggests.

[The Internet Watch Foundation says the amount of indecent content featuring children](#), especially girls aged between 11 and 13, is growing alarmingly on the internet.

Staff Wellbeing

The [Teacher Wellbeing Index 2019](#) indicates that that work-related stress in the teaching profession has increased for the third consecutive year, with sharp rises in tearfulness, difficulty sleeping and irritability amongst education professionals across the UK. Ofsted's [teacher wellbeing research report](#) (July 2019) also makes interesting reading.

Is staff wellbeing a regular agenda item at your full governing body meeting? The Diocese of Brentwood has a [model policy on staff wellbeing](#) you can use or adapt.

Here are some of the ways governing bodies can make sure that staff wellbeing is recognised as a vital element of school life:

- making clear the expectations of the full governing body (FGB) to school leaders. Do you have a governor with responsibility for staff wellbeing? How do governors show their appreciation of staff?
- undertaking an annual staff wellbeing survey. The important thing is that results are analysed, shared and acted upon – don't forget support staff
- asking about staff absence and checking any trends – do you carry out exit questionnaires for staff who leave?
- What does your data tell you about pupil behaviour? Research suggests this is a major cause of staff stress and leaving the profession. When was your behaviour policy last reviewed? Is it robust enough? Do all staff adhere to it or do they need additional training?
- providing training in the form of continued professional development or coaching sends the message of value to staff, both teaching and support staff. Did you know that 1/3 new teaching recruits leave the job within the first 5 years – how are they supported and developed?
- supporting the release of staff to attend their children's milestone events such as graduation or their first nativity. When were the school's policies on bereavement and compassionate leave last reviewed?

- burnout is often a product of organisational factors – eg targets, deadlines, pressure from leaders, Ofsted. How can these be addressed? Is staff work/life balance regularly reviewed?
- investigating the option of a counselling service for staff. [Education Support Partnership has a free helpline for staff](#) which includes 24/7 telephone support

Ofsted News

Ofsted Annual Report 2018/19

This year's annual report finds that the overall quality of education in England is good and improving, but Ofsted's Chief Inspector, Amanda Spielman, warns against complacency. Read the [Annual Report](#) and [the transcript of Amanda's speech at the launch event](#), and watch Amanda talk about themes in the Annual Report in [five short films](#)

A first look at the Education Inspection Framework (EIF)

Sean Harford, Ofsted's National Director for Education, has shared feedback about the [first inspections under the EIF and the trends Ofsted are seeing so far](#). In another blog, [Ofsted's education blog: Making curriculum decisions in the best interests of children](#) he discusses how Ofsted will be judging the curriculum and whether length of key stage matters.

School inspection data summary report (IDSR) guide

This [guide](#) gives an overview of the inspection data summary report (IDSR) for primary and secondary schools, along with information to help interpret the charts.

DfE News

Period product scheme for schools and colleges

DfE have introduced a period product scheme to provide free period products for all learners under the age of 19 who need them, including where learners:

- have forgotten their products
- cannot afford products
- have come on their period unexpectedly

[Their guidance contains information on choosing and ordering period products, distributing products within school and tackling stigma](#)

Refreshed National Plan for Music Education

[DfE is consulting on a refreshed National Plan for Music Education](#) to reflect

advances in technology and level up opportunities for children from all backgrounds

Latest Research

Disconnected: Career aspirations and jobs in UK

[Research by the charity Education and Employers](#) suggests that the career hopes of young people in the UK are at odds with the types of jobs available and says primary schools should do more to broaden the career aspirations of children.

"We need to stop children ruling out options because they believe, implicitly or explicitly, that their future career choices are limited by their gender, ethnicity or socio-economic background. This is not about providing 'careers advice' in primary schools but breaking down barriers, broadening horizons and raising aspirations, giving children a wide range of experiences of the world including the world of work."

The research says young people's career aspirations need to 'be engaged with and, if necessary, constructively challenged' and calls for efforts to address:

- expansion of career-related learning in primary schools
- more support for careers guidance in secondary schools
- better labour-market information for young people

The National Careers Service has produced a [useful careers guidance e-pack for schools](#)

Parents urged to move on from apprenticeship misconceptions

A [new survey reveals outdated views on apprenticeships](#) could be holding young people back from pursuing their dream career.

[The research highlights](#) that more than 60% of parents surveyed with children aged 13-18 were worried their child would be stuck 'making the tea' if they were to choose an apprenticeship. Other findings highlighted that more than a third of parents surveyed associated apprenticeships with manual jobs and were unaware they go right up to degree level

Activity Levels and Adolescent Depression

Children who spend a lot of time sitting still are more likely to develop depression by the age of 18 according to a [study by researchers at University College London](#). The study suggest that increasing light activity and decreasing sedentary behaviour during adolescence could be an important target for public health interventions aimed at reducing the prevalence of depression.

I wish you the very best for the remainder of this term. Thank you for all that you do for your school.



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