

CPD Training Brochure Autumn term 2022



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Education Department

Services to support the distinctive needs of Church of England Schools and Academies

Welcome from the Director of Education

Welcome to our CPD offer for 2022-23. Following your feedback and the enormous success of our online opportunities, we will continue to develop and offer our online training as well as reintroducing our excellent face to face training, either centrally at Flourish House or as a bespoke offer to Multi Academy Trusts (MATs) and schools. We hope that our blended approach to training will enable us to meet your professional development, MAT and school needs as well as minimising additional costs, such as travel.

Our aim, as always, is to SERVE (Support, Encourage, Resource, Value, Equip) you with the highest quality provision, designed to meet the needs that you raise with us as well as inspiring new thinking. We love feedback and we enjoy creating, with you, bespoke training for schools and school groupings. Please do contact us if you would like to discuss this. This year we are also able to offer meeting space at Flourish House if you need a venue that is away from your normal workspace and offers various size meeting rooms plus a peaceful ambience for thinking and reflection. Please do look out for links to the latest round of NPQs and other courses that are being offered through Church of England education partners.

I look forward to meeting you at training events online or here at Flourish House over the course of the year. Thank you for all that you do to keep yourself, your schools and teams refreshed with high quality training and development.

Ed Gregory

Director of Education

CPD Training Autumn term 2022

As part of our CPD offer to schools this term we will be hosting a series of webinars covering all topics as listed in this brochure. You can access further information, the online event listings and booking forms on the Education team's new Eventbrite channel at bathandwellsschools.eventbrite.com

Online training videos

As part of our CPD offer to schools, we have created a series of online training videos designed to introduce a subject. These are all free and on our playlist on the diocesan YouTube channel.

Bespoke training

We can offer bespoke training for schools on a variety of topics including Wellbeing, Ethos and Ethos Committees, Vision & Values, SIAMS, Governance Improvement, Bereavement, Spirituality, Worship, Admissions, Collective Worship, Leadership Development, Vision & Values in a Mixed MAT, Environmental Action, RE & Academy Conversion.

Governor training

We offer a bespoke governance package of training, which can be delivered to a single board or group of boards. This package includes the following:

- Church School Governance 1 and 2
- Governor Monitoring x2 sessions (introduction and specific to a church school)

All sessions are delivered bespoke to your individual needs. The cost depends on the location and the number of people attending. These sessions can take place in school, or another venue or by Zoom. Please contact us to discuss your requirements. To find out please email the Education team

Bereavement and Loss in Schools

This bespoke training is for all who work with children in schools, including heads, governors, teaching and support staff in Church and Community Primary and Secondary Schools.

This training aims to equip and support staff for times when children, young people or adults experience grief as a result of bereavement. In addition to addressing specific needs, the training will cover other aspects including:

- Responding to news of a bereavement in the school community
- The language of grief
- Factors affecting the way individuals respond to a bereavement
- Children and young people's understanding & reactions to death
- Grief models to aid understanding of grief
- Supporting bereaved children, young people and staff
- When to seek further help and support and helpful resources

The training will be led by David Williams who has trained and worked as a Cruse Bereavement support volunteer working with adults and children and young people. The training can be arranged as part of a school or MAT INSET day or staff meeting. You can contact David here to discuss your needs.

Staff wellbeing - staff away time

An opportunity for school staff to step away from the classroom and to have the opportunity to find space and time to be together. A time to refresh, relax and restore. Built around the theme 'Be still', this away time could be arranged as either a half or whole day. The cost depends on the location and the number of people in the group being trained. These sessions can take place in school or in another venue

Further information

To find out more, including bespoke training costs or if you have any queries about the videos, webinars or booking, then please contact Felicity.cobley@bathwells.anglican.org

Cancellation charge

Where there is a charge for one of our CPD training events we unfortunately need to charge one third of the cost of the event for participants who don't show up to the event.

Events Overview

Map overview of events and page numbers

This key will help you to see which courses are suitable for you as you look through the brochure:

Clergy	С	MAT trustees/member	M
Clerks	CL	Senior Leadership Team	SLT
Governors	G	Teaching staff	TS
Headteachers	Н		

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Courses / Forums

SIAMS for Schools

Thursday 13th September 3.30-5.00 (on Zoom) Thursday 24th November 3.30-5.00 (On Zoom)

SIAMS is the Statutory Inspection of Anglican and Methodist Schools. This is also known as a Section 48 inspection. This webinar is for headteachers, RE leaders, Collective Worship leads, governors and those who lead on the Christian character of the school. We will explore the 2021 SIAMS Evaluation Schedule and self-evaluation and the new organisation structure for SIAMS (Nationalisation of organisation) There will be opportunity for group discussion and for any questions to be answered.

Topics to be covered:

- 1. Understanding the Church of England Vision for Education and the importance of your school's distinctive Christian vision.
- 2. Preparing for your next SIAMS inspection and any recent new expectations
- 3. Unpacking the key inspection question: Exploring the seven strands
- 4. Self-evaluation and how to provide evidence of how your vision is lived out in the life of the school.

It would be good to have the Evaluation Schedule and the Self-Evaluation templates downloaded, to refer to. Just follow this link on our website:

https://www.bathandwells.org.uk/schools/siams-school-inspections/

Suitable for: H SLT C G

Cost: £40 per person (£10 per additional person from same school)

Church School Governance - Part one of two

Wednesday 14th September 6.00-8.30 (on zoom)

Monday 7th November 6.00-8.30 (on zoom)

This two-part training session is suitable for foundation representatives and those in other governance roles in both maintained and academy church schools (including school governors and trustees).

Please note, this course is mandatory for all newly appointed foundation representatives.

Session one aims to introduce governance and the unique challenge of governance in church schools

and to provide participants with practical knowledge that they can apply to their setting. Topics covered in this session include:

- What is special about governance in church schools the unique role of the Foundation Governor.
- Introduction to the core functions of governance what this looks like in practice.
- Governors and why we need them the essential role you have.
- How to remain strategic.
- Challenge asking challenging questions.
- Governor monitoring.
- A brief introduction to the following areas in context of governance:
 SIAMS, Vision & ethos, The Church of England Vision for Education, Collective worship & RE.

Suitable for G C Cost: Free



New and recently appointed Church School Headteachers – Introduction to the Diocese

Tuesday 20th September 1.30- 3.00 (on zoom)

This induction meeting will help you, as a new headteacher, to understand the things you will need to consider as you begin your role as a headteacher in a church school. It will provide an opportunity to:

- Meet other members of the Education Team.
- Meet other newly appointed headteachers.
- Explore Christian vision, values, and ethos in church schools.
- Identify ways in which the diocese can support those new to post.
- Become familiar with the Church of England Vision for Education and church school inspection.
- Consider the special relationship between a church school and the parish church.
- Discuss any further professional development needs. Suitable for Newly appointed headteachers, heads of school, executive headteachers leading a church school.

Suitable for:

Cost: Free

An introduction to Admissions

Friday 23rd September 2.00-4.00 (on zoom)

The introduction to admissions session is particularly relevant for those in VA and academy schools where the governing body or trust board is the Admission Authority. The following areas will be covered:

- Admissions basics
- The annual admissions process
- Tasks for schools roles and responsibilities

Suitable for: G & school staff

Cost: £40 per person (£10 per additional person from same school)

Applying for Headships in Church Schools Forum

Tuesday 27th September 3.30-5.00 (on zoom)

This Forum is for anyone aiming to apply for the post of headteacher, head of school, or executive headteacher in a church school. There will be the opportunity to explore the aspects of the interview process where distinctive church school elements are encountered.

These may include:

- Letters of application
- Specific church school elements which could be explored at interview

There will also be the opportunity to ask questions to one of the school advisers and a recently appointed church school headteacher.

Suitable for Anyone considering applying for a headship in a church school

Cost: Free

RE Subject Leaders - Help, I've been given RE!

Thursday 29th September 4.00-5.30 (on Zoom)

This session will give you an introduction to being an RE subject leader. We will be looking at:

- The role of the subject leader
- Why we teach RE its aims and purposes
- . What we teach our syllabus and planning and supporting colleagues
- . How we teach creative ideas and resources including 'Understanding Christianity'
- . The impact of RE assessment and evidence, monitoring and supporting.
- Who will be checking? What SIAMS & Ofsted are looking for?
- Learn Teach Lead RE
- SIAMS Strand 7

Suitable for: TS C

Cost: £40 per person (£10 per additional person from same school)

Church School Governance - Part two of two

Thursday 29th September 6.00-8.00 (On zoom)

Monday 28th November 6.00 - 8.00 (On zoom)

This is part two of a two-part course aimed at those in governance roles in both maintained and academy schools. Session two aims to provide opportunities to ask questions, network and discuss with fellow governors, and apply church school governance to your own context.

The aims of the session are:

- To deepen your understanding of the core role of governance in a church school
- Living out your school vision and values in your governing body
- To develop confidence in your role within your own school
- To go away with practical ways of embedding your trust or school vision
- To enhance your knowledge and understanding of all matters SIAMS
- Monitoring your school's readiness for SIAMS

Suitable for: G C

Cost: Free

Becoming a Church Academy

Thursday 29th September in Flourish House 4.00-6.30 (Includes tea and cake)

Wednesday 9th November 5.00-7.00 (on zoom)

In this session we will introduce you to what it means to be a Church Academy as part of a mixed MAT.

The key themes covered include:

- Trust governance and how your governance structure will change
- The involvement of the involvement of the Regional Director and her team
- The legal process involved in conversion, including consents required
- How and why the diocese is involved in the process
- How your church school distinctiveness is maintained, and possibly grown
- The opportunity to ask any questions you may have

Suitable for: **G H SLT**

Cost: Free

Safeguarding Basic Awareness for Governors.

Monday 3rd October 6.00-8.00 (on zoom)

Wednesday 23rd October 6.00-7.30 (on zoom)

This session aims to provide participants with an introduction to safeguarding in schools. It is recommended by the government that all governors attend safeguarding training. This course is suitable for governors who are not the safeguarding governor. The safeguarding governor should attend accredited safeguarding training from the local authority or their MAT.

Key themes covered include:

- 1. Legislation & Guidance
- Abuse types
- 3. Recording & reporting
- 4. The role of the DSL
- 5. The importance of safer recruitment
- 6. The role of the governing body in safeguarding
- 7. What you as a governor should expect to see reported to your board meetings

(This is basic awareness training. It does not replace safeguarding training provided by the LA which Safeguarding Governors and Chairs of Governors should attend'.)

Suitable for: G M

Cost: £40 per person (£10 per additional person from same school)



Supporting Bereaved Pupils

Monday 3rd October 9.30 - 3.00 in Flourish House (lunch provided)

This one-day course is for all adults working with children in primary or secondary schools, including headteachers, teachers, support staff and governors. It will be of particular relevance to those with pastoral responsibilities for pupils and students.

AIMS OF THE COURSE:

- To help staff who may have, or are likely to have, bereaved pupils in school
- To consider and explore children's perceptions of death, loss and separation
- To enable questions and experiences to be shared
- To equip and encourage schools in providing practical and emotional support for their pupils and students

The training will cover:

- Factors affecting grief
- Children's understanding of death related to stages of development
- Supporting bereaved children in school
- Children's perspectives on their experience of a bereavement
- Bereavement support services
- Managing a sudden death or an 'anticipated' death in the school community
- Exploring some 'models' of grief
- The impact of a death on family dynamics
- Managing difficult conversations with children, young people and adults

Suitable for: All staff and governors

Cost: £50

Clerks' Forum

Wednesday 5th October 6.00-7.30 (on zoom)

- Free three times annually opportunity for networking and to discuss key issues facing Clerks
- Share knowledge and experience of good practice
- Hear from speakers chosen by discussions in previous forums
- Focused briefings specifically for Clerks from the Diocesan team, often on subjects requested at previous forums

This will not be training nor is it intended to compete with local authority briefings, it will be a facilitated opportunity for clerks to engage with each other.

Suitable for: CI
Cost: Free

Church School Governance for Members & Trustees

Monday 10th October 6.00-7.30 (on zoom)

An introduction to governance as a Trustee or a Member within a Multi-Academy Trust. Suitable for

those who have been newly appointed, or those looking for a refresher, and who would like to know

more about their strategic responsibility for governance across their trust.

The session will be facilitated by members of the Education team and will include content specific to

the following areas:

- Introduction/update to MAT board governance
- Review of the legal documents including: Articles, MOU, Scheme of Delegation and CSA
- Strategic responsibilities
- Foundation representation what this means and why it's important
- The unique role of the foundation trustee
- Vision & Ethos
- Role in SIAMS monitoring the schools' progress
- Expectations for collective worship

Suitable for: M
Cost: Free

Heads and Chairs Briefings

Wednesday 12th October 1.00-3.00 or 6.00-8.00 (on zoom)

Termly update for leaders in church schools and academies. We invite the Headteachers, Senior Leaders and Chairs of Governors of all our Church schools to attend a briefing led by members of our Senior Leadership Team, School Advisers from Bath & Wells Education Department and invited speakers. These briefing events are an opportunity to hear updates from us about what we are working on alongside our local authority colleagues and to hear updates about any changes on a national level. There is a different agenda each term, covering a variety of subjects, ranging from the statutory to the inspirational. As well as input and updates from us, at these events there is the opportunity for Heads and Chairs to meet together and share ideas. We welcome and encourage you to give us feedback on your experiences and how we can support you and your Church School. Suitable for G H

Suitable for: **G H SLT**

Cost: Free

ECTs- Teaching in a Church School or Academy

Tuesday 18th October 3.30-5.00 (on zoom)

This session is to welcome new and recently appointed staff to the diocese and will explore the distinctive nature of church schools and give both new teaching and non-teaching staff, including ECTs, confidence in their role. This will include:

- Christian Vision and Values in your classroom
- The context of church school education
- Teaching RE and the Agreed Syllabus
- Collective worship at the heart of the school
- Spiritual Development opportunities
- How the diocese can support you

Suitable for: TS SLT

Cost: £40 per person (£10 per additional person from same school)

To book please follow the link: http://bathandwellsschools.eventbrite.com

Choosing a MAT for your school

Tuesday 18th October 5.00-7.00 (on zoom)

Wednesday 30th November 4.00-6.00 in Flourish House

In this session we will provide you with an overview of what it means to be part of a mixed MAT, the mixed MATs that we currently work with and how you might go about comparing MATs.

The key themes covered include:

- Key implications of being a church academy, (including implications for governance and foundation representation)
- How you might compare one MAT to another
- · Case studies and learning points
- Possible next steps

Suitable for: G H SLT

Cost: Free

Collective Worship: Guidance, Planning and Resources

Wednesday 19th October 3.30-5.00 (on zoom)

This Collective Worship training is for governors, clergy and staff who are involved in leading developing, and monitoring collective worship in their school. It aims to provide the opportunity for you to explore good practice in planning, resourcing, and monitoring collective worship in your school or trust and to share ideas with colleagues. Areas to be covered include:

- What does good collective worship look like?
- Collective Worship Guidance and Policy
- Planning collective worship
- Resources for collective worship
- Monitoring collective worship
- SIAMS strand 6

Suitable for: H TS C SLT

Cost: £40 per person (£10 per additional person from same school)

To book please follow the link: http://bathandwellsschools.eventbrite.com

New Chairs of Governors – Leading in a Church School or Academy

Thursday 20th October 2.00-4.00 (on Zoom)

Thursday 8th December 6.00-8.00 (on zoom)

For new and recently appointed chairs and those who wish to update their knowledge. This course, written by an experienced Chair of Governors, will give you all the skills and information you need to get started and be effective immediately. The course will include looking at the key roles and responsibilities of a governing body with specific reference to the Chair's role. There will be advice and guidance on issues Chairs of Governors find themselves faced with including:

- Managing your relationship with your head teacher
- Head teacher's performance management
- Leading a volunteer group
- Managing and working with your clerk
- Your role in preparing for inspections
- Engaging with your parent body and more

This session is also suitable for Chairs in non-church schools.

Suitable for: G

Cost: Free



Spirituality in School - SIAMS Strand 2: Wisdom, Knowledge & Skills

Thursday 20th October 3.30-5.00 (on zoom)

How can we recognise and encourage the creation of space for spiritual development in our schools, enabling all pupils and adults to flourish?

This webinar provides the opportunity to explore what spirituality in the school context and the SIAMS expectations for church schools, recognising and valuing spirituality and implementing a school policy for spiritual development. We will share some good practice from schools within our diocese and also some key documents that will support you in your development.

We will also consider the challenge of looking at the impact of your work and how you can capture this in a meaningful way. In this session we will look at:

- What does spiritual development look like? Explore the different ways in which spirituality can be recognised and expressed.
- How do we foster spirituality in school? Be more alive to the possibilities and opportunities for spiritual growth across the curriculum.
- What is spiritual leadership? Develop a common language to enable meaningful reflection to take place on the significance of spirituality in the whole life of the school.

Suitable for: G M H SLT C TS

Cost: £40 per person (£10 per additional person from same school)

Chair of Governors' Forum

Tuesday 1st November 6.00-7.30 (on zoom)

This free Forum provides opportunities for Chairs to come together to:

- Network and discuss key governance issues
- Look at methods for addressing areas of common concern
- Share knowledge and experience of good practice
- Hear from speakers chosen by discussions in previous forums
- Focused briefings specifically for Chairs from the Diocesan team, often on subjects requested at previous forums

Suitable for: G

Cost: Free

How to Co-Chair effectively

Wednesday 2nd November 6.00-8.00 (on zoom)

Co-Chairing is being more widely used by governing bodies in order to share the work out. Are you a Co-Chair? Or are you considering having Co-Chairs at your governing body? Come along to our session being run by expert governors Ruth Balch and Claire Hudson (who have co-chaired together) to get practical guidance on how to make it work for your school.

Suitable for: G

Cost: £40 per person or £50 for both co-chairs

Equality, Diversity, and Inclusion in your Curriculum

Thursday 3rd November 3.30-5.00 (on zoom)

This short course gives you an opportunity to explore a whole school approach to offering a curriculum that considers the importance of racial diversity and global education. It will enable you to consider the SIAMS implications for your school-

Areas that will be covered:

- What is our rational behind Equality, Diversity, and Inclusion?
- Anti-racism and a global perspective
- Decolonising the curriculum
- Valuing All God's Children
- Courageous advocacy

Suitable for: G M H SLT TS C

Cost: £40 per person (£10 per additional person from same school)

Foundation Governors' Forum

Thursday 10th November 6.00-7.30 (on zoom)

Our termly Foundation Governor forum is aimed at all those serving as foundation governors in our church schools and have been designed with a view to providing attendees with the opportunity to network, share best practice and to hear about hot topics. Each forum will have a theme, often with a guest speaker, as well as time planned in for that valuable networking opportunity.

Suitable for: G C Cost: Free

Headteachers' Residential Retreat

Thursday 10 November from 4pm to Friday 11th November 3pm.

(Please note the programme for this will be similar to last May's retreat)

Would you welcome and benefit from the opportunity to step away from school for a short period of time, to reflect on the things that motivate & sustain you in your vocation as a Headteacher?

This one-night residential retreat at Ammerdown Retreat Centre might be the very opportunity you need to consider and replenish your own wellbeing. We need to be replenished in order to lead and inspire others effectively.

A chance to spend time in quiet reflection, listening to what motivates and sustains us, and to enjoy the calm, supportive company of colleagues and friends. The gardens and grounds of Ammerdown Park are available to walk in during your stay. Places are limited, so book soon.

Suitable for: H
Cost: Free

Understanding Christianity Parts 1 & 2

Wednesday 16th November 9.30 to 4pm in Flourish House (lunch provided)

This is a popular resource to support the teaching of Christianity in Religious Education, in use in most of the church schools and academies across the country. It meets all the expectations of the RE Statement of Entitlement and the SIAMS inspection process.

Understanding Christianity will enrich the teaching of any agreed syllabus, including 'Awareness, Mystery Value 22' and 'AMV Somerset' and cover all learning objectives in programmes of study related to Christianity. It provides a wide range of creative activities and opportunities to deepen pupils' learning.

Part one will cover:

- Module 1: Introduction to the resource (the pack will be sent directly to your school)
- Module 2: The Big Story of the Bible, including the big frieze and icon cards
- Module 3: The Teaching Approach, including Text Impact Connections, planning a unit.

Part two will cover:

- Module 5: Digging deeper including quick recap of Module 1, discussion of gap task.
- Module 4: Purpose and Impact including handbook overview p40-51, The Good Samaritan activity.
- Module 7: Curriculum design & assessment, including the 'Salisbury' assessment grids & final discussion/questions.

Cost: £100 for schools who already have the file, £180 for schools requiring the file.

The file will be posted to your school, please allow time for this when booking.

This is the total cost of the training and will include one twilight staff meeting offer at no additional cost, to support individual school planning.



Multi Academy Trust Director/Trustee and Member Forum

Thursday 17th November 6.00-7.30 (on zoom)

This forum, facilitated by the diocesan education team, is an opportunity for director/trustees and members of Multi-Academy Trusts to meet to discuss current issues facing them particularly with regard to church school distinctiveness and to network with others within the wider diocesan area.

Suitable for: M Members and Trustee members

Cost: Free

An Introduction to Governor Monitoring

Monday 21st November 6.00-8.00 (on zoom)

This session is aimed at governors and school leaders who want to understand more about what constitutes good quality governor monitoring. The session is designed to be interactive, with participants encouraged to consider the themes alongside their own practice.

The key themes explored in this session include:

- Reinforcing the importance of asking questions
- Understanding your data including looking at different types of data
- Monitoring your School Improvement/Development Plan
- Other types of monitoring; to provide participants with practical knowledge to apply to their setting

Suitable for: G C H

Cost: £40 per person (£10 per additional person from same school

If attending both this course and 'How to be a link Governor' the cost will be £60 for both courses and £15 for additional attendees from the same school.

How to be a Link Governor

Thursday 24th November 6.00-7.30

This session is to give governors confidence & understanding of the role of link governor, who take a special interest in a particular area of the school. Specifically, we will be covering the following areas:

- 1. Link governor definition
- 2. Monitoring how we can use link governors to support monitoring
- 3. Your 'must haves'
- 4. Assigning roles
- 5. Responsibilities
- 6. Ofsted what are the expectations for link governors?

Suitable for: G C M

Cost: £40 per person (£10 per additional person from same school)

(If attending both this course and 'Introduction to Governor Monitoring' the cost will be £60 for both courses and £15 for additional attendees from the same school.)

How to be an Eco-School (Part 1) Curriculum inside and out

Thursday 1st December 4.00-6.00 (on zoom)

A session aimed at getting staff thinking about how you can embed Care for the Environment in your curriculum and the life of your school. The session will also talk about how your care for creation will be evidence towards your SIAMS inspection.

Part 2 of this course will take place in the Spring Term.

Suitable for: H SLT C G

Cost: £10 per attendee

Church School Governance for renewing Foundation Governors

Monday 5th December 6.00-8.00 (on zoom)

A session designed to provide a refresher for experienced foundation representatives in maintained

and academy schools. Key themes covered include:

- 1. A brief update on the team and any recent new initiatives
- 2. Address any particular questions/misconceptions
- 3. Updates and discussion on a range of subjects relevant to the foundation governor e.g. SIAMs, governor monitoring, environment, recruiting governors, building diverse boards etc
- 4. Q & A session
- 5. Breakout rooms with themed discussions

Suitable for: **G C**Cost: Free

'That they may have life, life in all its fullness' John 10:10

