



LDBS SCHOOLS BULLETIN

January 2016

Please pass this bulletin on to all members of the leadership team,
governors and Heads of RE / RE Co-ordinators

<http://schools.london.anglican.org/>

Bulletin Contents

Message from Inigo Woolf and Liz Wolverson	1		
LDBS News	2	Governors and Governance	4
Congratulations		Governance Briefing January 2016	
We would like to welcome...		Governor's Training Programme	
Secondary Subject Network Meetings			
RE and Collective Worship	3	Grow Education Partners	4
Competition to Celebrate Queen's 90 th Birthday		Training and Development Programme	
Early Bird Discount for RE Conference			
RE Subject Leader meetings		Reminders	5
		Training Course on Radicalisation	
		Secondary HT & Secondary DHT/AHT Meetings	
		LDBS Newsletter	

Message from Inigo Woolf and Liz Wolverson

Happy New Year to you all. We are sure that the holidays flew past and that after only one day are already beginning to feel like a distant memory.

We are delighted to welcome Mark Newton as a full time member of the Advisory Team. Many of you will know him already as our part time adviser and an outstanding Head in Hounslow. We will be advertising for two further full time posts in the very near future.



LDBS News

Congratulations

Ofsted and SIAMS inspection Grades

We offer our congratulations to the following schools who were rated either 'Outstanding' or 'Good' in their recent OFSTED or SIAMS inspections.

- Sir John Cass's Foundation & Red Coat Secondary School, Tower Hamlets – Outstanding (Ofsted)
- Bishop Winnington Ingram Primary School, Hillingdon – Good (SIAMS)
- St Clement Danes Primary School, Westminster – Outstanding (SIAMS)
- St Matthias Primary School, Tower Hamlets - Outstanding (SIAMS)

And finally, our apologies and congratulations to Christ Church Primary School, Brent who achieved outstanding in their recent SIAMS inspection, which was incorrectly printed in the last Bulletin.

We would like to welcome:

Principals, Headteachers & Heads of School

Name	Position	School	LA
Louise Whittaker	Interim Headteacher	St Matthew's Primary School	Enfield
Nicola Lupton	Deputy Headteacher	Lady Margaret Secondary School	H&F
Thomas Shanahan	Deputy Headteacher	St Barnabas Primary School	Westminster

Secondary Subject Network Meetings 2015/16

The pilot sessions for music, drama, art, computing and MFL proved a valuable opportunity for colleagues to share good practice and find out others' approaches to secondary curriculum and qualification changes. All future sessions are likely to be held at Southwark Diocesan Board of Education but will be confirmed closer to the time.

If you would like to attend please email kate.roskell@london.anglican.org to ensure that you are added to the contact list.

Subject	Date	Time
Music	Thursday 11 th February 2016	9.30 – 11.30am
Languages	Tuesday 23 rd February 2016	9.30 – 11.30am
Drama	Tuesday 23 rd February 2016	2 – 4pm
Art	Monday 29 th February 2016	2.30 – 4.30pm
Computing	TBC	TBC



RE & Collective Worship

Competition to Celebrate the Queen's 90th Birthday

With the approval and agreement of the Archbishops of Canterbury and York, every parish church in England is being encouraged to organise a festival on the weekend of 10-12 June 2016 to celebrate the Queen's 90th birthday and her role as head of the Church of England. This will coincide with official celebrations taking place in London. Those celebrations will include a Patron's Lunch to celebrate all the charities for which the Queen is Patron; the National Society is proud to be established by Royal Charter and to have the Queen as our patron so we will be ensuring we take the opportunity to celebrate and will be sending out more details in due course as it makes for a direct connection with all Church of England schools.

Could the pupils in your school create a logo to be used for all the publicity surrounding these national Church of England celebrations? The logo will communicate the link between church, school and the birthday celebrations.

Logo designs should fit an A4 page and on the back must be written the name of the school submitting the entry and the appropriate contact details which will enable us to contact the shortlisted entries.

The closing date for entries is Monday 18th January 2016. Entries must be posted to: Jemma Adams, The Church of England Education Office, Church House, Great Smith Street, SW1P 3AZ.

Early Bird Discount until 15 January for Center Parcs RE Conference

Discount tickets for the [National RE Conference](#) at Center Parcs Woburn Forest on Saturday 18th June from 9.30am to 4.30pm are available until 15th January (please note discount tickets are available to NQTs, ITT only). To book your place complete the [online booking form](#).

After the event delegates are invited to enjoy the Center Parcs pool, one of the restaurants, bars or take part in leisure activities. Facilities are available until 10.30pm. Alternatively delegates may wish to stay overnight with a group of friends (to be arranged separately to the conference) or at a local Travel Lodge.

Workshops include:

- * What is a TeachMeet?
- * What is the purpose of RE?
- * How do I introduce active learning?
- * Will I be able to talk to others about the new GCSE?
- * How do I use enquiry methods in RE?
- * How do I improve my subject knowledge on Islam?
- * Which key concepts should I teach in RE?

RE Subject Leader Meetings 2015/16

The 2015/16 meeting dates for RE subject leaders are below and will all be held at London Diocesan House, 36 Causton Street, London, SW1P 4AU. To book a place on any of these events please email valentina.colussi@london.anglican.org

Date	Time	Title	Description
Friday 8 th January	1.30 - 4.00pm	RE Subject Leaders Meeting	Effective Subject Leadership
Wednesday 25 th May	9.30 - 12.30pm	Fiona Moss (<i>from RE today</i>)	British Values and SMSC
Monday 27 th June	1.30 - 4.00pm	RE Subject Leaders Meeting	Support with RE Self Evaluation and Action Planning



Governors & Governance

Governance Briefing January 2016

A new Governance Briefing for January 2016 is available in the Documents section of this Bulletin. The Briefing looks at the latest statutory guidance of what schools must publish on their websites, a new edition of the Governance handbook, RAISE Online, Revised guidance on teachers' pay, the Parent View Toolkit for schools, new guidance on complaints, HMCI Annual Report and its comments on governance, how the LDBS can support governors and a recent GLA report on how headteachers value their governors.

Visit the Document section of this Bulletin to read the full Briefing.

Governors' Training Programme

The 2015-16 training programme has been constructed to reflect the key messages in government guidance. We will add sessions during the year, and would particularly draw your attention to the following sessions, all of which take place at London Diocesan House:

SPRING SCHEDULE

Thursday 21 st January	10 – 12pm	SIAMS : The Statutory Inspection of Anglican & Methodist Schools
Monday 1 st February	2 – 4pm	New Chairs of Governors
Wednesday 10 th February	1.30 – 4pm	Resolving Complaints
Monday 1 st March	9 – 4pm	Safer Recruitment
Tuesday 2 nd March	10 – 4pm	Introduction to Being a Governor
Monday 7 th March	10 – 12pm	Monitoring Visits in Schools

Further details and an application form can be found on the [LDBS website](#).



Grow Education Partners

Website: www.grow-education.org



: @Grow_Education

Grow Training and Development Programme

The table below shows the training sessions provided in the Spring term. You can select and register for any of these courses on the [Grow Website](#) or by email to grow@london.anglican.org

Subject area	Course Title	Date(s)
Literacy	Day 1: Fiction	Friday 15 th January 2016
	Day 2: Non-fiction	Friday 5 th February 2016
	Developing Spoken Language; promoting thinking skills	Friday 4 th March 2016
Middle Leaders	Guided Reading	Tuesday 26 th April 2016
	Day 1	Wednesday 24 th February 2016
	Day 2	Thursday 10 th March 2016
	Day 3	Wednesday 23 rd March 2016
RE	An Introduction to Godly Play	Wednesday 27 th January 2016
Science	The Role of the Science Leader	Tuesday 8 th March 2016



Reminders

Training Course on Radicalisation

The School Home Support (SHS) training brochure for 2016 is attached to this email which includes a course on Radicalisation. The flyer and booking form are included in the Document section of this Bulletin.

Secondary Headteacher & Secondary Deputy/Assistant HT Meetings 2015/16

Secondary Headteacher meeting dates are listed below and are held at London Diocesan House, 36 Causton Street, London, SW1P 4AU.

Secondary Deputy / Assistant Headteacher meetings are run jointly with Southwark Diocese. The venue for Secondary Deputy / Assistant Headteacher meetings has not yet been announced but will be circulated closer to the time.

Refreshments are available 30 minutes before the start of each meeting. To register for any of these meetings or to suggest agenda items please email kate.roskell@london.anglican.org.

Date	Time	Course title
Thursday 4 th February 2016	2.30 – 4.00pm	Deputy / Assistant Headteacher Meeting
Wednesday 9 th March 2016	2.30 – 4.00pm	Secondary Headteacher Meeting
		NB: date and time change
Thursday 9 th June 2016	10am – 12pm	Secondary Headteacher Meeting
Wednesday 29 th June 2016	2.30 – 4.00pm	Deputy / Assistant Headteacher Meeting

LDBS Newsletter

We really enjoy hearing about our schools and their achievements, whether they are academic, sporting, musical or just entertaining. If any schools would like to send us pieces of work e.g. outstanding poems; newspaper cuttings, news items, a special card or poem that your children have made – these would be a great feature. The next issue of the Newsletter will include a feature on Spring events. Please post, e-mail or fax your news to: Mitch Gallacher at LDBS, Diocesan House, 36 Causton Street, London, SW1P 4AU; E-mail:

mitch.gallacher@london.anglican.org ; Fax: 020 7932 1111. *Please make sure you have parental permission for any photos.*



Document Contents

Bulletin Section	Document Title	Page Number
Governance	Governance Briefing January 2016	6 - 8
Reminders	SHS Training Course Brochure for 2016	9

LDBS Governance Briefing – January 2016

This briefing highlights current and forthcoming issues which governors may wish to consider over the coming months. We also set out the support which LDBS can offer in particular areas.

1. Governance information on school websites

A reminder that as part of transparency and accountability expectations, all schools should publish specified details about governance arrangements on their websites in a readily accessible form (which DfE defines as “on a webpage and avoiding the need to download or open a separate document”). The details below apply to maintained schools and can be found in the latest Statutory Guidance on the Constitution of Governing Bodies*. The equivalent requirements for academy trusts and MATs are in the Academies Financial Handbook Section 2.5**.

In summary (maintained) schools should publish:

- the structure and remit of the governing body and any committees with the full names of the chair of each.
- for each governor and associate member who has served at any point over the past 12 months:
 - their full names, date of appointment, term of office, date they stepped down (where applicable) and who appointed them; for Associate Members any committee on which they have voting rights
 - relevant business and pecuniary interests as recorded in the register of interests and including:
 - governance roles in other educational institutions
 - any material interests arising from relationships between governors or relationships between governors and school staff (including spouses, partners and close relatives)
 - their attendance record at governing body and committee meetings over the last academic year.

In addition maintained schools are encouraged in non-statutory advice*** as good practice to provide an annual assessment of the effectiveness and impact of the board with details of any particular challenges that have arisen. Academy trusts are required to publish an annual governance statement (see Academies Financial Handbook sections 1.5.14 and 1.5.15*).

A random sample of LDBS school websites revealed that less than half had the required and good practice information so please check that yours is up to date.

*www.gov.uk/government/publications/constitution-of-governing-bodies-of-maintained-schools

**<https://www.gov.uk/government/publications/academies-financial-handbook-2015>

***<https://www.gov.uk/government/publications/school-governance-regulations-2013>.

2. New Governance Handbook

A new edition was published on 26 November. It is re-named the ‘Governance Handbook’ and refers throughout to the ‘board’ to emphasise that it applies to all involved in school governance, whether of a maintained school, a local governing body, or the board of a large multi-academy trust.

The Handbook has been updated and reorganised to reflect changes to the law and to education policy, with links to best practice, resources and support. There is more information/greater emphasis on:

- the importance of objective data to ask the right questions and provide robust accountability (Section 2.4)
- the value of collaboration, whether in federation or multi-academy trusts (MATs), on the grounds that it can help create more effective governance (Section 1.3 and 4).
- the need for both maintained schools and academies to have whistleblowing procedures (section 5.6)
- the new Prevent Duty (section 8.8.4), which refers to statutory guidance and departmental advice, with a helpline that schools can ring if they have concerns about extremism

- Board Improvement and self-evaluation (Section 7.1 and 7.2)

3. School performance - RAISE Online

RAISE Online reports for secondary schools containing unvalidated data for Key Stage 4 were published at the end of November. Reports for primary schools with validated data for Key Stages 1 and 2 have now been published, without absence figures for 2015, which were not ready at the time.

School performance tables for primary schools were published in December. They show an increase in the number of pupils achieving level 4 or above in reading, writing and maths of 2% over 2014 – to 80%. The difference in performance between disadvantaged pupils and the rest has reduced. The number of schools below the floor standards declined by 92, to 676. Of all the regions, London has the smallest proportion of schools below the standards.

Provisional school performance tables were also published in December for secondary schools. They show a decline of 0.5% in the number of pupils achieving five A*-Cs including English and Maths, and a 0.3% decline in those achieving the English Baccalaureate. However, as these are only provisional, final figures may be better.

4. Revised guidance on teachers' pay

The DfE has just revised its guidance for governors and others on managing the pay of teachers in maintained schools, [*Implementing Your School's Approach to Pay: departmental advice for maintained schools and local authorities*](#). The last edition was only in September and included the provisions of the School Teachers' Pay and Conditions Document for the year, so changes in the new edition are small. They include defining what is meant by "significant change" when considering the pay of the headteacher and other senior leaders: "The key is the extent to which the change creates new levels of accountability and responsibility for the leadership team member" (page 28).

5. Parent View

Ofsted has issued a new version of its [*Parent View Toolkit for Schools*](#). The toolkit gives information about Parent View, and advice on how schools can encourage parents to use the site to register their views.

6. New Guidance on complaints

New advice on handling complaints will be published by DfE in January. It will advise on the contents of a complaints procedure, with a link to a model procedure, and will recommend how to handle serial and persistent complainants.

7. HMCI Annual Report

Sir Michael Wilshaw's annual report contains good news for London schools which, overall, perform better than those in any other region. 87.5% of London's secondary school pupils were in schools judged good or outstanding, against 77% nationally, and 11 of the 20 London local authorities with the highest proportions of primary school children in good or outstanding schools were in London.

As part of his annual report, Sir Michael made a number of comments about governance:

- Capacity – weak governance continues to be a common issue in underperforming schools. This year Ofsted recommended an external review of governance for nearly 500 schools. The good news is that these reviews seem to be having a positive impact. Inspectors identified positive outcomes which included developing clearer action plans, improving the quality and recording of governing body meetings and making better use of information about outcomes to sharpen monitoring and hold leaders to account.
- HMI noted that the best governing bodies are increasingly professional, with members who have the skills and knowledge needed to oversee the running of complex organisations. These governors have a good understanding of the available performance information and are able to use it to hold senior leaders to account. They make sure, for example, that there is a focus on how well the most disadvantaged pupils are performing.

- Disadvantaged pupils: in schools that were not delivering well for pupils from low-income backgrounds, lack of challenge from governors was a contributing factor to failure to prioritise the attainment of this group.
- There was a relationship between weak governance and weak school self-evaluation. When the achievement of disadvantaged pupils is not included in the school's self-evaluation, governors were not effective in ensuring that pupil premium funding was used well.
- Most able pupils: only a very small proportion of schools designated governors with responsibility for the performance of the most able pupils.
- MATs: while governance arrangements are clear and well understood by stakeholders in the best cases, this is not true of all MATs. In some, the scheme of delegation is insufficiently clear about the demarcation of responsibilities between the trust board and local governing bodies. In addition, some governing bodies focus too much on operational matters.

Sir Michael has concerns about whether there are sufficient people of calibre becoming governors and whether they are lending their expertise where it is most needed. He repeats the intention to carry out an in-depth survey into this issue.

[HMCI full report](#), monthly commentary and survey can be found on the links below. Governors may also be interested in the NGA (National Governors' Association) response. The closing date for survey responses is 31st January 2016.

8. LDBS support for governors

A reminder that as part of LDBS Core Service* support, schools are entitled to one free school based governor training session. The areas you might consider include:

- Overview of roles and responsibilities and how to be effective
- Preparing for Ofsted
- Reviewing your committee structures and delegation arrangements
- Holding the school to account: asking strategic questions
- Understanding and using school performance data
- More useful governor visits
- What makes an outstanding governing body?
- Governance health check – a facilitated governing body self-evaluation session

As part of a Grow package we can arrange an external governance review. The purpose of an external review is to review governance practice and to make recommendations for strengthening governance in the school. Although developed primarily to respond to Ofsted judgements, the review process is also suitable for governing bodies who wish to commission an independent view of their governance practice, especially if they are looking to move from 'good' to 'outstanding', or if there are other issues which need addressing.

For more information or to arrange for whole governing body training, please contact Ann Foster ann.foster@london.anglican.org or speak to your link adviser.

*<http://schools.london.anglican.org/25/ldbs-core-school-support-service>

9. GLA report: Most London heads value their governors

A recent report from the GLA ([Investigating the School Improvement Needs and Practices of London Primary and Secondary Schools](#)) looks at the challenges experienced by school leaders in pursuing school improvement. It includes an assessment by 230 heads and deputies of how well they considered their governors provided challenge and expertise. 70% thought that they were effective, as opposed to only 54% who thought so in 2012. Only 6% considered them ineffective. Generally deputies rated governors more highly than did headteachers.

Radicalisation—Raising Concerns



Course dates: Friday 29th Jan 2016

Time: 13.00-16.00 hrs

Venue: 3rd Floor, Solar House, 1-9 Romford Road, London, E15 4LJ

Cost: £60.00

What will you learn?

- Recognising signs of potential Radicalisation or extremism
- How to go about assessing the nature and extent of the risk
- The procedure of making referrals of concerns
- An overview of the CHANEL Programme

Who is the course for?

Practitioners who have concerns about Radicalisation and how to refer those concerns

About the trainer– Thomas Llewellyn-Jones

Thomas is a leading figure in promoting awareness of the threat of Radicalisation. He was commissioned by the Home Office to design training and workshops to promote this area.

Thomas is a secondary school Religious Education teacher and taught in state schools for 10 years, 7 of which as Head of Department. Thomas joined Tower Hamlets in June 2014 as the Prevent Education Officer and since then designed and delivered training and resources to all secondary schools, as well as the majority of primary schools in the borough.

SHS EXTERNAL BOOKING FORM

SHS Training and Development, 3rd Floor, Solar House, London E15 4LJ

☎: 0207 426 5000

✉: training@shs.org.uk

Please book the following course...

Course / Event Name	Date	Delegate Name / Job Title	Contact details	Total Cost

Please detail any specific requirements:

--

Line Manager Contact		Billing Address (if different)	
Name		Name	
Job Title		Job Title	
Organisation		Organisation	
Phone		Phone	
Email		Email	
Full Address		Full Address	

Membership code if applicable

Membership reference	
----------------------	--

Please enclose and make cheque payable to School-Home Support Services (UK) Ltd

Please sign and date to confirm you agree with the terms and conditions and to authorise your booking.

Delegate's signature
Date