

# Footprints

Step-by-step together

Your newsletter from the Diocesan Board of Education

June 2019

## Educating for dignity and respect



**Paul Dunning**  
Diocesan Director of Education

On launching the Church of England publication 'Valuing All God's Children' (Autumn 2017) Justin Welby stated 'Central to Christian theology is the truth that every single one of us is made in the image of God. Every one of us is loved unconditionally by God. We must avoid, at all costs, diminishing the dignity of any individual to a stereotype or a problem. Church of England schools offer a community where everyone is a person known and loved by God, supported to know their intrinsic value.'

Our schools are underpinned by a theology where everybody is valued and respected. The theme at our recent annual Headteachers' Conference at Norwich Cathedral was 'Flourishing Leadership'. We had speakers from near and far help us to think about how their Christian vision is enabling all to flourish as they are treated with dignity and respect. The examples from Diocese of Norwich schools were a

powerful demonstration of a passionate commitment to the dignity and worth of each child and adult being created in the image of God and loved by God. Our values truly drive our practices in our schools!

This edition of Footprints has further wonderful examples of how those working in our schools are enabling children, not only to learn about dignity and respect, but to lead their own learning and truly shape the culture of their own school community. It is that belief in children and their potential, whatever their background, beliefs or ability, which distinguishes the staff in our schools and is so impressive to witness. Thank you for your commitment and care.

We also mention Relationships and Sex Education (RSE) where new requirements come into force in September 2020. Staff and governors should look out for the training we will be putting on from September 2019.

We believe that quality teaching of Religious Education is tremendously important in helping to have informed understanding and conversations with those of a particular faith or worldview. For many years the Diocese has played a leading role in supporting schools to teach RE well and develop children's religious literacy. There are two important RE announcements in this publication. Firstly, later in 2019 we will see the launch of the new 'Norfolk Agreed syllabus' and secondly, we are saying goodbye to Kathryn Wright who has led this work so brilliantly. We thank her and will miss her!

LISTEN

CELEBRATE

IMAGINE

EMPOWER

...MORE THAN WE CAN IMAGINE



**Julie Church**  
**Executive Headteacher**  
**Neatishead VC Primary School**

We want our children to respect the inherent worth and dignity of themselves and other people. We enjoy an environment where people treat each other with dignity, courtesy and respect, whilst also encouraging open and critical exchange of ideas. This is evident in the KS2 classroom where children in years three, four, five and six learn together and are facilitated to question and lead their

own learning.

Any activity which enables children to: share interests, ideas and passions, find common ground, work towards shared goals, discuss their differences and identify individual strengths and talents will deepen their respect for the dignity and worth of others.

During a philosophy lesson, children were debating the question, 'What is reading?' a pupil shared her interest in informational text. To elaborate a point, she later brought in a piece of text about weather balloons. She was

sharing an interest and others listened and took notice.

The text sparked an idea, 'Mr Murphy, can we send a weather balloon into space with a camera and GPS tracker to take images of our planet?' Mr Murphy could have quashed the idea, he didn't, 'Yes, how shall we go about it?' A direct response creating an opportunity for the children to lead their learning.

They set themselves a shared goal, by summer 2019 they would send a weather balloon into space. They discovered from within their midst, the leaders, planners, researchers, fundraisers, orators, doubters, questioners, morale boosters, doers, thinkers and dreamers. They worked through differences and learnt to value the part each person played in bringing their idea closer to a reality.

Summer 2019 is almost upon us. They are almost there. 'Mrs Church, can you find someone to help us measure the gas for the balloon, tell them not to worry, they will have knowledge and skills we don't so we will respect and welcome them whoever they are.'

I haven't found anyone yet!

**Nicola Kaye**  
**Headteacher**  
**Swaffham Junior Academy**

At Swaffham Junior Academy we are revisiting our school values and thinking deeply about our school culture.

Staff cited 'treating and valuing everyone as an individual' as fundamentally core to our ethos. Reflecting on what this means in practice prompted exploration of the material from the Index For Inclusion Toolkit. Staff considered their planning, learning environments, language used in the classroom, their own behaviour and the extent to which these factors supported the realisation of this core statement.

We used the Norfolk Steps 'Roots and Fruits' activity to explore behaviour and establish the experiences we need to offer through our curriculum to ensure that every child can thrive, flourish and feel a sense of belonging. We concluded that one part of the therapeutic offer we can provide for the children is to ensure that adult relationships are safe and consistent.

The children have been considering what dignity and respect for all looks and feels like during Collective Worship time.



When considering what is important to them, many children have cited happiness, warmth and the care from the adults in our school. They would like to see more recognition of their own unique talents and how these can be used to improve their school. A 'wow moment'.

Our first Parent Forum meeting will take place shortly where we will look at how we can ensure all parents have a voice, feel welcomed and part of their child's school community.

This is a new chapter for Swaffham

Junior Academy as we take the time to recognise that every person in the school community is a child of God, celebrate our diversity and look at how we can harness this richness so that together we can shape and realise our vision for our school.

*References: Booth, T and Ainscow, M, 'Index for inclusion, developing learning and participation in schools', Centre for Studies on Inclusive Education, 2003. Norfolk Steps Team: Step On training materials.*

**Catherine Golding**  
**RE Lead**  
**Brancaster VA Primary**

Brancaster VA Primary is a small rural church school and we are well known for our sense of belonging and understanding of all. As one child said "At Brancaster we are all different and this is ok because everyone knows and understands you and accepts you for who you are. We are like one big Christian family."

We like to look at how we can support all children to understand additional needs; one way that we have done this is by working closely with outside agencies including Eleanor from the Sensory Support Virtual School. Eleanor arranged for Faith, one of our pupils to visit a school and work alongside other hearing impaired children and it was here she learnt British Sign Language (BSL).



Our Rector, Reverend Susan noticed this and offered to come in to teach the whole school how to sign The Lord's Prayer. She came in daily for over a week and the children loved this, they were brilliant and were able to give the adults extra lessons! Eleanor also noticed how keen the children were and has been in to give BSL lessons to the class; they can all confidently sign their name and are learning words.

Another strength the school has is through singing, the children especially love singing hymns and despite being few in number the children are big in voice. We are

Faith stood up to sign Away in a Manger in front of packed churches during our Christmas celebrations. All the other children were really impressed and were keen for Faith to show them some BSL.

now learning to sign hymns so we can use our hands and our voices in worship.

This is one way our school aims to educate our children to understand and show dignity and respect to all.

**RE - Norfolk Agreed Syllabus 2019**

Most of you will be aware the RE syllabus has been under review over the last two years. The culmination of this will result in a new syllabus being launched in the Autumn Term 2019. SACRE are considering the best way to roll out the new syllabus and the accompanying guidance material.

The rationale for the agreed syllabus is based on a multi-disciplinary approach, the one advocated by the Diocese over the last two years. This means that if schools have engaged with this approach already, they should not need to change their curriculum for RE once the new syllabus becomes statutory.

The very good news for church schools and academies is that extensive guidance material will provide an exemplar curriculum map and unit outlines to go with it. These unit outlines include suggested outcomes based on non-statutory age-related expectations (these are the same expectations as the Diocese are using), core knowledge, key vocabulary and suggested activities

for every enquiry question in the exemplar curriculum. This will provide an excellent resource for schools to use in their planning of RE using the multi-disciplinary approach.

**VC Schools:** You have a legal obligation to follow the Norfolk Agreed Syllabus, unless you are a VC school in Suffolk in which case you are required to follow the one in Suffolk.

**VA schools:** You do not have a legal obligation to follow the Norfolk Agreed Syllabus. RE is to be taught in line with the Trust Deed of the school and with guidance from the Diocese. The Diocese recommends that you use the agreed syllabus as a basis for your curriculum.

**Academies:** You do not have a legal obligation to follow the Norfolk Agreed Syllabus. RE is taught according to the funding agreement and with guidance from DNEAT or St Benet's Trusts which is based on the agreed syllabus approach.

The syllabus for RE will also provide

clear intent in terms of the purpose of the subject. This will help school leaders to understand and articulate this to all stakeholders, including, where appropriate, Ofsted and SIAMS inspectors.

**Age-related expectations**

The age-related expectations are now being used by the majority of schools and academies in the Diocese. All schools and academies will have taken part in professional development by the end of this term. The Diocese are offering three optional moderation sessions for schools, at no cost, in June. For more details or to book please contact [holly.davy@dioceseofnorwich.org](mailto:holly.davy@dioceseofnorwich.org). DNEAT has its own moderation session in June.

All the documentation is now available on the Diocesan website, this also includes a voiced-over PowerPoint presentation that can be used in schools to help teachers understand the age-related expectations. You can find this at [www.dioceseofnorwich.org/schools/advice/religious-education/age-related-expectations](http://www.dioceseofnorwich.org/schools/advice/religious-education/age-related-expectations)

## Governor & Clerk update



**Jill Wakefield**

**Whoever oppresses a poor man insults his Maker, but he who is generous to the needy honours him**  
(Proverbs 14:31)

Educating for dignity and respect is one of the seven strands which SIAMS Inspectors will explore when judging how effective your school's distinctive Christian vision is in enabling pupils and adults to flourish. Does your Christian vision create an environment that embraces difference where all pupils, whatever their background or ability, can thrive because all are treated with dignity and respect?

As governors, you will be looking at how the whole curriculum provides opportunities for all pupils to understand,

respect and celebrate difference and diversity. You can ask senior leaders questions about this during meetings, but even better is to see evidence yourself when visiting the school for monitoring purposes. Remember to record what you have seen in your visit report.

- Can pupils express their views without being made fun of in a culture of mutual respect?
- Do pupils show respect for difference and do staff challenge any prejudicial behaviour and language, for example that which is racist, homophobic, biphobic, transphobic, sexist or denigrates pupils on grounds of ability or disability?
- Are there effective procedures in place to ensure that pupils are protected from all types of bullying and that any incidents that do occur are dealt with effectively and are appropriately recorded?
- Are these policies up to date, regularly reviewed and evaluated?
- Are difference and diversity celebrated in wall displays in corridors and classrooms?

Does your school have an approach to relationships and sex education (RSE) that ensures children are able to cherish themselves and others as unique and wonderfully made, and to form healthy relationships where they respect and offer dignity to others? You will be aware that new requirements regarding the teaching of Relationships and Sex Education come into force from September 2020, though schools are being encouraged to teach the new subjects from September 2019. As part of our 2019-2020 training offering, the Diocese will again be providing training for governors on what schools need to do to prepare for, and ensure compliance with, the new legislation, using the distinctive values and ethos of a church school. It is worth ensuring that at least one governor from your board has attended this course as governors have specific responsibilities under the new legislation.

**Jill Wakefield can be contacted by email: [school.governance@dioceseofnorwich.org](mailto:school.governance@dioceseofnorwich.org) or call 01603 881722**

## Acknowledgement



**Dr Kathryn Wright**

I'd like to express my thanks to everyone who has sent congratulations and best wishes to me following my appointment as Chief Executive of Culham St Gabriel's Trust from 1 May. I have thoroughly enjoyed working for the Diocese over the last ten years. I have not only developed professional relationships with colleagues, but many of you have become friends. I

have many highlights, but the launch of Understanding Christianity at Norwich Cathedral in 2016 stands out as a moment when RE took on new energy and showcased the incredible success teachers were already achieving with pupils through a robust and critical approach to the subject. I will miss you all, but my work to transform RE continues!

## Federations

Preston VC Primary & Saxlingham Nethergate VC Primary =  
Tas Valley Church Schools Federation (Jan 2019)

## Farewell and thanks

### Heads leaving:

Karen King - Ashwicken VA Primary  
Mark Cresswell - Dove Federation  
Janice Dix - Fairhaven VA Primary  
Sonia Innes - Little Plumstead VA Primary

## SIAMS Congratulations

**Congratulations to the following schools that have had their SIAMS inspections this term.**

### Good

Swanton Morley VC Primary

## REQM Congratulations

Sandringham & West Newton Primary Academy DNEAT -  
Gold Award  
St Michael's Primary Academy DNEAT - Silver Award