

# Footprints

Step-by-step together

Your newsletter from the Diocesan Board of Education

September 2018



**Paul Dunning**  
Diocesan Director of Education

## Places of Care & Compassion

**Welcome back to the new academic year. I hope the summer break enabled physical and spiritual refreshment.**

The start of every year is a time of excitement, expectation and ambition but also one where there will be uncertainty, nervousness and even sadness. This edition of Footprints focuses on how our family of church schools and academies cares for its community and brings hope and healing. These practical examples show how our schools are 'Educating for Community and Living Well Together' – one of the four elements set out in the Church of England's Vision for Education.

The teaching of Jesus underpins the culture we aspire to. In the preamble to the parable of the Good Samaritan in Luke's gospel, Jesus commends the expert in the law for knowing he should love his neighbour as he loves himself. Without such love we will not be able to show compassion or care and act as Good

Samaritans to those around us and further afield such as in Sierra Leone.

The disciple Peter asks Jesus 'Lord, how many times shall I forgive my brother who sins against me? Up to seven times?' He thought he was being generous, but Jesus goes so much further saying 'seventy-seven times', in other words there is no number limit! To be schools and communities of compassion and care we must be able to forgive and allow restoration. Such practices abound in our schools.

I am pleased to see that forgiveness and reconciliation is clearly featured in the new SIAMS schedule with a recognition that this is linked to supporting good mental health and enabling all to flourish and live well together. Read on for examples!

We continue to offer support and guidance to all schools and academies through our team of Diocesan School Support Officers (DSSOs) and they will be able to discuss with schools aspects of preparing for SIAMS but also signpost you to relevant training. I am also pleased to report the appointment of Jon Moule as Distinctiveness and Standards Manager from 3 September. Jon will be at the forefront of offering support and guidance on SIAMS, collective worship and all aspects of Christian distinctiveness. His contact details are: **01603 882346**, **jon.moule@dioceseofnorwich.org**

I look forward to working with you in 2018-19. Please keep in touch with us and particularly forward your good news stories. We can help publicise them and also feature them in Footprints!

LISTEN

CELEBRATE

IMAGINE

EMPOWER

...MORE THAN WE CAN IMAGINE



**Louise Jackson**  
**Years 3 and 4, Class teacher**  
**Thurton VC Primary**

In a society that is ever more focused on self, a Norfolk school has been embracing the Christian values of compassion and charity. They broadened their horizons by learning about and fundraising for schools in Sierra Leone.

Louise Jackson, a teacher at Thurton Church of England VC Primary School and a member of St Thomas' Church (STN) in Norwich, hoped to encourage the school children to have a more outward focus, and to give them the opportunity to practice the school's Christian values in a much wider context.

Miss Jackson invited in the social action arm of her church, St Thomas Norwich Trust, who are linked with the charity Street Child, an educational charity primarily based in Sierra Leone. The children enjoyed a morning of learning about both the country and the charity, with a particular focus on the differences in education between schools in Norfolk and in Sierra Leone.

The children then took fundraising into their own hands, running a bake sale, a plant sale and holding a non-uniform day. They also collected old raincoats for the STN Trust Team to take out to the children in Sierra Leone, to enable them to continue walking to school during the rainy season.

Miss Jackson and the STN Trust Team

travelled to Sierra Leone in May to visit the three schools they support, taking with them gifts of school equipment, and spending time in the classrooms, playing games and singing with the children. In addition to this, they took part in the Sierra Leone Marathon and Half Marathon in order to raise money for Street Child.

'The whole trip was an amazing experience, not only for me but also for the children and the community who I could share it with, both before I went, and on my return,' explained Miss Jackson. 'Showing the children and their parents pictures and videos, and explaining how our fundraising could and will help children who have so little, was a really valuable and rewarding lesson for all.'

**Maria Grimmer**  
**Headteacher**  
**St Nicholas VA Primary**

Over recent months the school community has been revisiting what difference it means to be a church school and looking for validation that Christian values are becoming more understood and embedded. Unfortunately, we experienced first-hand the unexpected and shocking loss of a very valued member of staff in a fatal car accident. They were only 19. In these instances, something far more than policy and

procedures are required. Understandably a sense of disbelief and shock permeated throughout but the compassion, empathy and support shown by the children not only to each other but towards members of staff was incredible. As a result of our close relationships with Great Yarmouth Minster and the availability of the Critical Incident Team from Norfolk County Council we certainly felt more enabled and in a better place to respond pastorally, spiritually and emotionally. Staff and children needed a reference point. We were able to call immediately on colleagues who are already regular

visitors to school from the Minster to offer genuine, heartfelt comfort and support through listening to staff, jointly supporting school leadership in an act of worship and generally being available and a presence in school. We were able to unite in acknowledging the grief and sadness but also reaffirming a celebration of a life. We were totally supported by our church family. The Minster also provided a focal point in the community for families who were attending a school event, enabling them to pay their respects and staying open for children and staff to visit as and when appropriate.



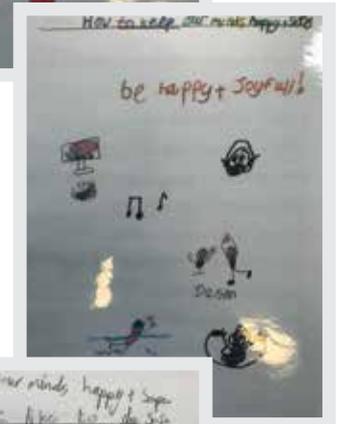
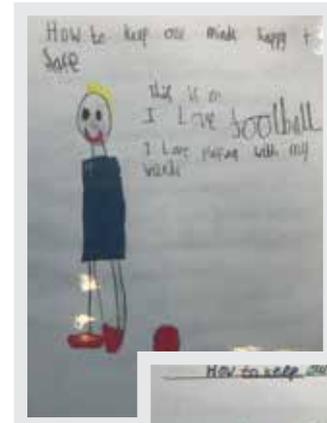
**Christopher J Allen**  
**Executive Head**  
**Unity Federation of CofE Primary Academies (DNEAT)**

Mental health of pupils and staff is important to ensure a happy and stable school. The focus on Christian values such as resilience, compassion and perseverance are also values for life and as such can support and enhance mental health in our schools. But sometimes we need to seek more, as Peter (1 ch:5 v7) says “cast all your anxiety on Him, because He cares for you” – whilst this is true of God it is also true of the leaders in our schools.

The ever-decreasing roles of support services today has led to more and more being expected of our church schools. The new SIAMS schedule (September 2018) expects mental health provision to

form part of the work we do in our church schools. At the schools in the Unity Federation we have approached this in different ways; we have funded a music and arts mental health project entitled ‘all about me’, provided life coaching to our older pupils to prepare them for transition to secondary school, trained staff in Drawing and Talking therapy and provided staff with Peer Supervision Training. We also have a named governor for mental health and well-being, someone with an interest and specialism in this field. These have all contributed to promoting, supporting and sustaining good mental health.

We have tried to ensure our work can grow over time and not just be a ‘sticking plaster’. This is important to us as we want to see everyone in our school communities grow and feel valued as people of God.



**Helen McCarney**  
**Executive Headteacher**  
**All Angels Federation**

Supporting the mental health and well-being of our schools’ community at All Angels’ has been high priority for the last

12 years. It was very obvious in those early days that the school was witnessing significant high level behaviours from pupils (and members of the community) that desperately needed to be addressed. Standards were low, relationships often difficult and behaviours for learning poor. Over time, we introduced a large pastoral team, reflected on our curriculum to support well-being, relationships and core values and introduced Restorative Approaches, not just to the children but into the community too.

Some of the key features of our work centre around the pastoral team. They are able to work with families, supporting, giving advice and signposting as well as carrying out our safeguarding responsibilities. They are able to establish relationships where the children feel safe and secure and can discuss and share difficult times in their personal lives, like

bereavement and emotional harm. We introduced the Thrive programme school wide two years ago, so that no child would slip through our support system. The work that the pastoral team do with the children during Thrive sessions develops their interpersonal skills and attachments.

We have continued to develop the schools to be restorative which has changed our language, relationships and policies. Relationships are strong and the children are great ambassadors for encouraging others to restoratively repair harm and cooperatively seek solutions. These are core life skills which will stand them in good stead in their futures.

With basic needs being met, standards have continued to rise. While we cannot say that this is down to our work around mental health, we truly believe that our work in this area has had major benefits across our school community.

## Governor & Clerk update



### Jill Wakefield

After what has felt to be quite a long lead up, the new SIAMS Evaluation Schedule is now in operation. Hopefully, some members of your governing body will have attended the training which the Diocese has offered over the last year and you will be aware that the key question on which Inspectors will grade schools is:

*'How effective is the school's distinctive Christian vision, established and promoted by leadership at all levels, in enabling pupils and adults to flourish?'*

This question is explored through seven strands, one of which has particular relevance to the theme of this edition of Footprints. Strand 4 'Community and Living Well Together' looks at:

*How well the school's Christian vision promotes social and cultural development through the practice of forgiveness and reconciliation that encourages good mental health and enables all to flourish and live well together.*

We aspire for all our schools to be graded as Excellent so in respect of this strand, the expectation is that:

- The school is recognised by the wider community as a centre of reconciliation and support. It is a place where pupils are given and take second chances. Pupils will talk about forgiveness and reconciliation as a worthy way of living. Adults talk of support they have received from the church school community
- Leaders ensure that policies for staff wellbeing reflect the school's Christian vision and make sure that all staff are treated with dignity and respect. Staff and pupils report a culture of care and encouragement, a sense of hope. Almost all staff speak readily of tangible ways in which they have been supported by practical and compassionate care. They feel looked after and attribute this to the vision of the school

There is an excellent resource available to governors: 'Mental Health and Wellbeing: Towards a Whole School Approach - Interim advice for schools and SIAMS inspectors ahead of the introduction of the new SIAMS Evaluation Schedule in September 2018'. This was published in March 2018 and can be downloaded from the Church of England's Education Office website (web address below\*). As well as lots of advice and guidance, the resource includes suggested questions governors can ask and there is a model template for a Mental Health and Wellbeing Policy which you may wish to consider using.

Further training on the new SIAMS schedule is taking place this year. Please refer to our 'Working with Schools and Academies training booklet 2018-2019' for further information.

\* <https://www.churchofengland.org/more/education-and-schools/church-schools-and-academies/siams-school-inspections>

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

## SIAMS Congratulations

**Congratulations to the following school that had their SIAMS inspection in the summer term.**

**Good**  
Ellingham CofE VC Primary

## Farewell & Thanks

**Louise Reeves** - Education Support Officer  
**Pat George** - Diocesan School Support Officer

### Headteachers:

**Kate Schonhut** - Blundeston CofE VC Primary  
**Sue Collison** - Ashwicken CofE VA Primary  
**Jo Read** - Worstead CofE VC Primary  
**Karen Gay** - Dereham CofE VA Infant and Nursery  
**Jo Nutbeam** - Swallowtail Federation

## Welcome

**We warmly welcome the following to their headships from...**

### May 2018:

**Jo Cerullo** - Diss CofE Junior Academy and Community Infants (St Benet's MAT)

### September 2018:

**Helen Laffin** - Blundeston CofE VC Primary  
**Karen King** - Ashwicken CofE VA Primary (acting)  
**Sarah Godbold** - Churchside Federation (DNEAT)  
**Amy Futers** - Dereham CofE VA Infant & Nursery (acting)  
**Maira Crosskill** - Dickleburgh CofE Primary Academy (St Benet's MAT)  
**Aziza Cranmer** - St Mary's (Long Stratton), CofE VC Junior (Academy)  
**Nick Read** - Worstead CofE VC Primary  
**Sharon Short** - Swaffham CofE Junior Academy (DNEAT)

## Partnerships

Fornett VA Primary and Carleton Rode VA Primary led by Judith Jones