

# Footprints

Step-by-step together

Your newsletter from the Diocesan Board of Education

April 2020



**Paul Dunning**  
Diocesan Director of Education

## Cultural diversity

When we chose the title for this edition of Footprints, we could not have imagined how the whole world would be impacted by the COVID-19 pandemic. We have seen examples of the best and worst of human nature as we've struggled to come to terms with this radical change. I have become aware of a research project, captured in a book 'Tragedy and Congregations: a Practical Theology of Trauma'<sup>\*</sup>, that aims to help resource churches to respond in a healthy way to the impact of tragedies, local and global, through training ordinands (trainee clergy) in good practice, careful reflection,

and personal resilience. Much of this is relevant for leaders in schools.

The book also reminds us that we are all affected in different ways and that we should recognise the COVID-19 pandemic as a trauma. The book's editors have recently written that 'this is a trauma to communities, the nation, the world. It's not a shock-event like a fire or a terrorist attack, but slowly there has built, and is still worsening, a crisis that shatters people's assumptions that the world is generally safe and reliable, and that all that we have worked for in businesses, churches and communities will be fruitful. The loss of those assumptions, the breaking of connections between people, and the overwhelming of people's ordinary resources – all of these are characteristic of trauma.' Little wonder that our emotions are affected, and we may wrestle with questions of faith. Remember to take time to look after yourselves. Despite the storms around us:

*We are hard pressed on every side, but not crushed; perplexed, but not in despair; persecuted, but not abandoned; struck down, but not destroyed.'* (2 Corinthians 4:8-9)

I am encouraged each day by the selfless actions of so many people – the best in

human nature. Schools and churches are at the forefront of this shining as lights in the world (Matthew 5:14). You will see on page three the letter from the Archbishop of Canterbury celebrating all that schools are doing. Thank you.

What also encourages and upholds me is a trust in God, and a belief that during and after this crisis there is the potential for communities to come together more than ever before. By choosing faith instead of fear we may find that new opportunities emerge. There is information in Footprints about the Diocese's links with Papua New Guinea. Do you feel challenged to further develop your links with communities across the globe? How might you better embrace and celebrate the diversity already existing in your school community? How can your school help its community to embrace cultural diversity? All of us, and particularly those of us working in schools, have a wonderful opportunity to build a better world where the well-being of one is bound up with the well-being of all.

<sup>\*</sup><https://tragedyandcongregations.org.uk/home/the-book-from-the-project/>

LISTEN

CELEBRATE

IMAGINE

EMPOWER

...MORE THAN WE CAN IMAGINE

## Cultural Diversity at Worstead CE VC Primary School

**Nick Read**  
Headteacher  
Worstead VC Primary

Having taught for many years in Norfolk and now as headteacher of a small, rural Norfolk primary school, the idea of how we embed and normalise cultural diversity is an intriguing one. Norfolk is becoming more diverse, but it's no melting pot!

I often wonder how we best promote and value diversity without being overt. My mum is Indonesian, I have Indian first cousins, uncles and aunts in many countries of the world, but my internationalist background is not shared by everyone. How do we teach children to celebrate and embrace difference without it becoming an ID tag for some? We know that children tend to want to fit in with their peers, not stand out. At Worstead, we explicitly teach children that although everyone's different, some of their friends could feel or look more different than others. We need to understand how to compliment and value differences



rather than point them out or cause awkwardness. This often needs modelling with younger children as the rules of social interaction that we take for granted as adults, can be quite complex without enough practice!

Cultural diversity also encompasses the range of social or religious background, life experience, where one goes on holiday (or even if), how widespread across the country or the world your friends and relatives are, your level of education, even whether you have bookshelves at home! We have a reputation for great success with our handful of Looked After Children



at Worstead, whose background is very different from that of their classmates. You might well struggle to pick them out though, such is their integration into our school community.

But whatever kind of diversity we are talking about, what we do promote at Worstead is that, just as Jesus did, we welcome everyone for who they are right here and right now, not where they are from or where they might go. We are preparing children for life in all its fullness, whatever their starting point. Everyone at Worstead is equally valued and part of our special Christian family.

## Papua New Guinea- The Land of the Unexpected

**Revd Sue Martin**  
Papua New Guinea Link Committee  
Diocese of Norwich

Papua New Guinea is a place full of life in all its fullness. It is far, far from Norfolk but we are linked by our churches and diocese. Every other year the Diocese of Norwich has a Lent Appeal for an area of need in Papua New Guinea. This year it has been to buy a vehicle to access remote areas and provide medical and education attention for the local community.

Being a Christian is all about loving our neighbour. We live in a global village and hear news from all over the world. So many different places but 'full of life in all its fullness', John 10:10.

In 2015, I was part of a team of pilgrims from the Diocese of Norwich, finding out what it was like to be a Christian in Papua New Guinea. A land of the unexpected, a land of rainforests, tropical islands, 832 different languages and remote highland regions. A place where people still live in

traditional communities in clearings in the forests, and places in the towns, but mainly in isolation from each other. There are few roads, no railways, some dirt tracks, and travelling is either by foot or by trucks.

The climate is hot all year round and fruit and vegetable grow in abundance. The seas are full of fish and wild animals prowl around the forests.

And yet, Papua New Guinea is a very Christian place. Over 90% of the population are Christians, where the majority attend church every week. The churches are full and alive, services are wonderful places in which to worship God. It is the only place I have ever been where the Gospel was led in by dancers in traditional grass skirts. The church is very much part of the community, in village or town, where the priest and his family are all involved in supporting every person they know.

Schools are a part of the church community and education for all children is highly important but there is

little opportunity, as yet, for children in remoter places to receive a full education. Saraclock school took us over three hours to reach on dirt tracks. The children learn everything by being told, the only resource they had was a chalkboard and a teacher.

But what they do receive as a Christian is a deep understanding of Jesus, and his love for us all.



Saraclock School, Island of West New Britain, Papua New Guinea

## A message from Archbishop Justin Welby to school leaders and teachers, thanking them for their work in the challenging circumstances of COVID-19



### The Most Revd Justin Welby Archbishop of Canterbury

This is a particularly unusual and painful time for everyone, not least the many students and staff who have found themselves adjusting to such an unexpected change in educational provision. I know that children and young people will be feeling a range of emotions as they face their school year ending so suddenly and in such uncertain circumstances, and students, teachers and parents remain very much in my prayers.

I know I speak for all the bishops across the Church of England in expressing my heartfelt thanks to all the school leaders and teachers who are working hard in these extremely challenging circumstances to maintain educational provision for vulnerable children and children of key workers. Keeping these children safe in school is vitally important as we fight this pandemic together, and we cannot thank you enough for your continued efforts.

On top of this, you are putting a huge amount of effort in to provide food or distribute vouchers to ensure all those entitled to free school meals receive that support. Schools are also providing resources to help children staying at home to continue learning and make progress in their education. School leaders and teachers are serving their communities and caring for students in ways that are truly inspiring.

Our Church of England vision for education is to be deeply Christian, serving the common good. We are fully committed to the work of education and provide schools for over a million children in the nearly 4,700 communities which have a Church of England school. I know

that Christian teachers and members of our churches work with thousands more community schools across the country for that same common good.

Our vision for education speaks of hope. We offer an education which enables healing, repair and renewal, teaches children how to cope wisely when things go wrong, opens new horizons and guides people to fulfil their potential. I know that our Church of England schools will be prioritising the mental health and wellbeing of children, working in partnership with local churches to seek ways of ensuring that the spiritual life of families and households is nourished as they offer a range of resources to help grow faith whilst children are at home.

Please be assured of my prayers for you all. As teachers and leaders on the frontline in education, you have my utmost admiration and gratitude for the work you are doing in the service of our children and young people, and for the common good. Christ calls us towards a vision of hope and service, to care for our neighbour and to be a light in the darkness. All those who work in schools are truly a sterling example of this, at this time and always.

### Ion, Paulina and Raluca Diss Primary Academy Partnership

Diss Primary Academy Partnership, in south Norfolk, is at the heart of the market town's community. The school serves a wide ranging community with pupils with English as an additional language (EAL) making up 34% of the school. This is significantly above the average for Norfolk of 11% and above the national average of 21.2%. We asked a number of EAL pupils how they have settled into life at school in Diss, while having to juggle learning a new language, getting used to a new school as well as making friends.

**Ion:** I'm in Year 6. I came to this school half-way through Year 5 from another school in Norfolk. I had already learned to speak some English but every day has been a learning day. I have had to work extra hard to catch up with my



class mates, but thanks to my friends and teachers I have managed just fine.

**Paulina:** I am from Poland and I joined the school in Year 3. I couldn't speak English very well until Year 4. I could ask to go to the toilet – that's about it. You might be wondering how I learnt to speak English. Well, I used an app that teachers recommended to me called Little Bridge. It would translate what I wanted to say in English from Polish, which gave me lots of confidence.

**Raluca:** I'm 11 years old and from Romania. I have lived in England before but I didn't have a nice time in another part of the country. My family moved back to Romania because of this so I was a little nervous when we decided to move back to England. When I arrived in Diss I couldn't speak English but I have had a lot of support from teachers and teaching assistants to help me improve. I found it really hard but after three months, I could understand my teachers and friends.

## Governor & Clerk update



**Jill Wakefield**

In September 2019, the Diocese of Norwich Education Services Company (DoNESC) was formed with the purpose of supplying services to the Diocese of Norwich Education and Academies Multi-Academy Trust (DNEAT), the Diocese of Norwich St Benet's Multi-Academy Trust (St Benet's) and the Diocese of Norwich Board of Education (DBE).

Governors and clerks in DNEAT and St Benet's will already be aware of the support which the Governance team in DoNESC provides to Local Governing Bodies but the relationship with church schools is a new one.

Most church schools have a contract with the Governance and Leadership Service (Educator Solutions) and they will be your first point of contact for governance advice. However, the Diocese has a specific role to carry out

with regard to the appointment of Foundation Governors, and it is for this purpose that the DoNESC Governance team will have limited access to governor data on GovernorHub to enable us to identify Foundation Governors reaching the end of their term of office, ensure that Foundation Governors have been correctly set up and process new appointments. A Privacy Notice has been issued to Church School governors by the Diocesan Director of Education which provides further information about how data will be processed. The Governance team will also provide support regarding:

- Training
- Reconstitution of governing boards
- Federation of governing boards
- Converting to academy status.

Please see the Diocese of Norwich website for further details:

**[www.dioceseofnorwich.org/schools/governance/](http://www.dioceseofnorwich.org/schools/governance/)**

The Governance team consists of:

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**Janine Birt**  
**(Education Support Officer - School Governance)**  
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## Welcome

### Headteachers starting

**Shannon O'Sullivan**  
Thomas Bullock Primary Academy  
DNEAT

**Adam Riley**  
Newton Flotman VC Primary

**Paul Henman**  
Taverham VC Junior

## Farewell and thanks

**Charlotte Whyte**  
Newton Flotman VC Primary

**James Richards**  
Academies Improvement Director  
(St Benet's MAT) and formerly  
Headteacher at Dickleburgh

## SIAMS congratulations

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

**Excellent**  
Fornsett St Peter VA Primary School

**Good**  
Barnham Broom VA Primary  
Hickling VC Primary



### Promote your local church groups & activities

**Bright Map** is an online map where visitors can search for community groups and activities near to where they live, many run or supported by local churches. Add your church groups and activities to the map for free at **[www.brightmap.org](http://www.brightmap.org)**