

EDEC HANDBOOK: APPENDIX A2

DBE Function (aligned to 'Ely 2025' strategy)

Executive Summary

Our vision is to promote educational excellence everywhere for everyone, reflecting and delivering the key messages described in the *Church of England Vision for Education; Deeply Christian, Serving the Common Good (GS 2039); July 2016*.

In our Church schools the **deeply Christian** foundation for this vision will be seen explicitly in;

- High quality learning in RE and across all areas of the National Curriculum;
- authentically Christian worship sensitive to those of other faiths or none;
- A strong Christian the ethos, sensitive to those of other faiths or none

In other educational contexts in;

- human flourishing that can inspire what the school is and does.

The school vision has **life in all its fullness** (John 10:10) at its heart, embracing the spiritual, physical, intellectual, emotional, moral and social development of children and young people equipping pupils and teachers with the capacity to wrestle with the big questions of meaning such as 'Who am I?', 'Why am I here?', 'What do I desire?' and 'How then shall I live?'. It is about 'educating the whole person' - what the 1988 Education Reform Act sees as physical and intellectual development united with spiritual, moral, social and cultural development.

This vision embraces **excellence and academic rigour** but sets them in a wider framework. This is worked out theologically and educationally through four over-arching characteristics which permeate the DNA of our vision for education:

- wisdom;
- hope;
- community;
- dignity.

The vision is thus for **the common good** of the whole human community and its environment, whether national, regional or local. It explicitly;

- is hospitable to diversity;
- respects freedom of religion and belief;
- encourages others to contribute from the depths of their own traditions and understandings;
- invites collaboration, alliances, negotiation of differences, and the forming of new settlements in order to serve the flourishing of a healthily plural society and democracy, together with a healthily plural educational system.

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In short, our aim is to secure transformational outcomes for young people by combining academic rigour with a rounded approach to personal development.

In this context, and with many schools reporting that they feel under increasing pressure to make artificial choices between academic rigour and the wellbeing of their pupils, **we are unequivocal in our message that there is no such distinction** – a good education must promote life in all its fullness.

Similarly, **we do not pick and choose the context within which we attempt to realise our ambition**, treating high-risk schools (often in challenging socio-economic contexts) with the same importance as those perceived to be advantaged and thus more likely to succeed. In this sense the proportioning of our efforts is likely to be fair but not equal, as effort is proportional to need to enable everyone to succeed.

What is meant by ‘Educating for Life in All its Fullness’?

There are four characteristics of educational delivery supporting the vision:

1. **Educating for Wisdom, Knowledge and Skills:** Good schools foster confidence, delight and discipline in seeking wisdom, knowledge, truth, understanding, know-how, and the skills needed to shape life well. They nurture academic habits and skills, emotional intelligence and creativity across the whole range of curriculum subjects, fields of study, creative and sporting activity and ways of living in society.
2. **Educating for Hope and Aspiration:** In the drama of ongoing life, how we learn to approach the future is crucial. Good schools open up horizons of hope and aspiration, and guide pupils into ways of addressing and fulfilling them. This includes coping wisely with things and people going wrong; healing, repair and renewal, repentance, forgiveness, truth and reconciliation, trust, generosity, compassion and hope.
3. **Educating for Community and Living Well Together:** We are only persons with each other: our humanity is ‘co-humanity’, inextricably involved with others, utterly relational, both in our humanity and our shared life on a finite planet. If those others are of ultimate worth then we are each called to responsibility towards them and to contribute responsibly to our communities. The good life is ‘with and for others in just institutions’ (Paul Ricoeur)⁵. So education needs to have a core focus on relationships and commitments, participation in communities and institutions, and the qualities of character that enable people to flourish together.
4. **Educating for Dignity and Respect:** Human dignity, the ultimate worth of each person, is central to good education. The basic principle of respect for the value of each person involves continual discernment, deliberation and action, and schools are one of the main crucibles where this happens, and where the understanding and practices it requires are learned. This includes vigilant safeguarding and protecting the equal worth of those with and without special educational needs and disabilities is recognized in practice.

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Significant thinking needs to be done to realise this vision in modern times, not least due to the fiscal, political and structural challenges facing schools, compounded by the ever-decreasing capacity of central and local government services to provide effective support and development for schools.



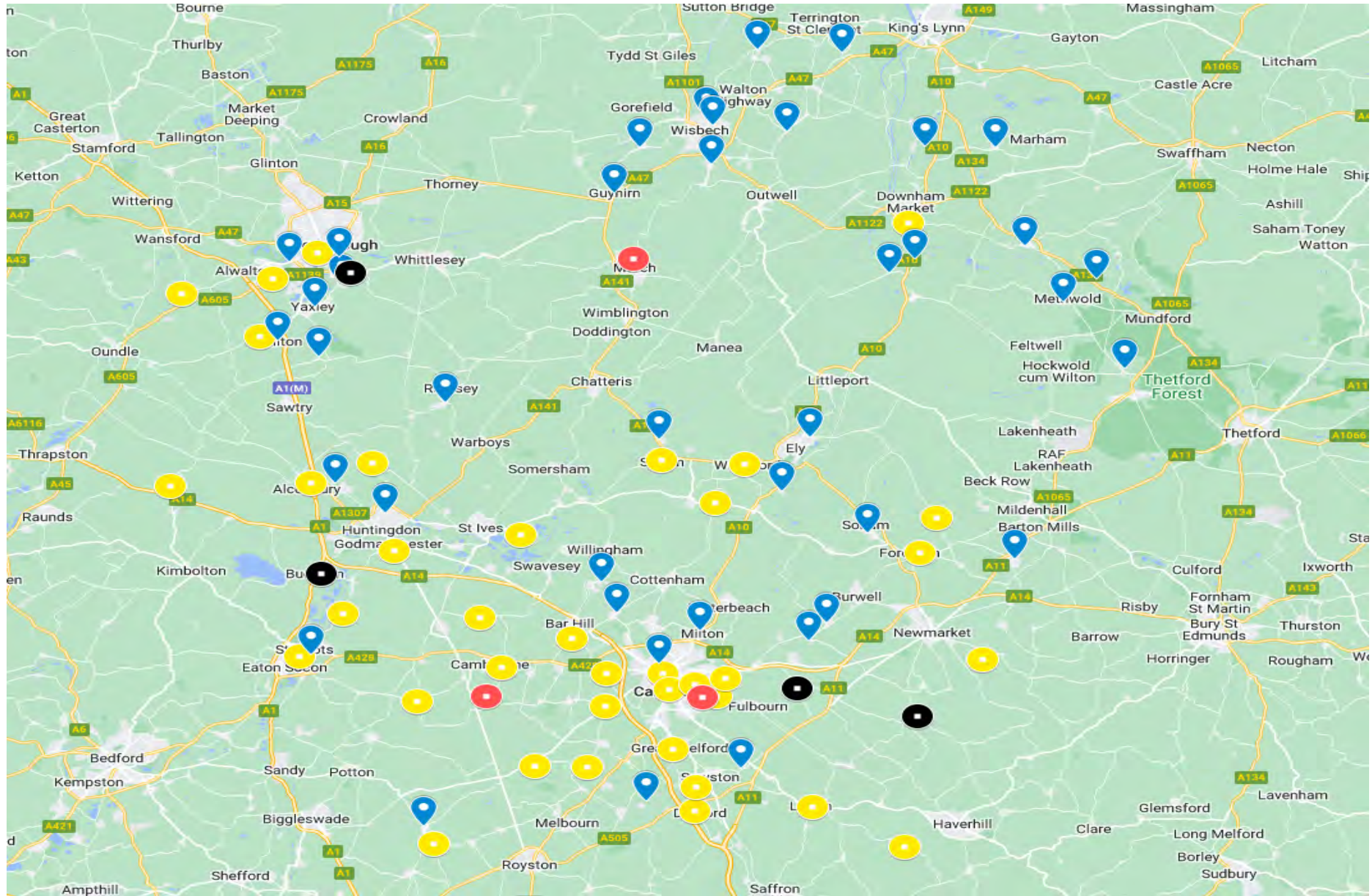
MAP OF CHURCH SCHOOLS AND ACADEMIES IN THE DIOCESE OF ELY

Diocese of Ely School MAP January 2024

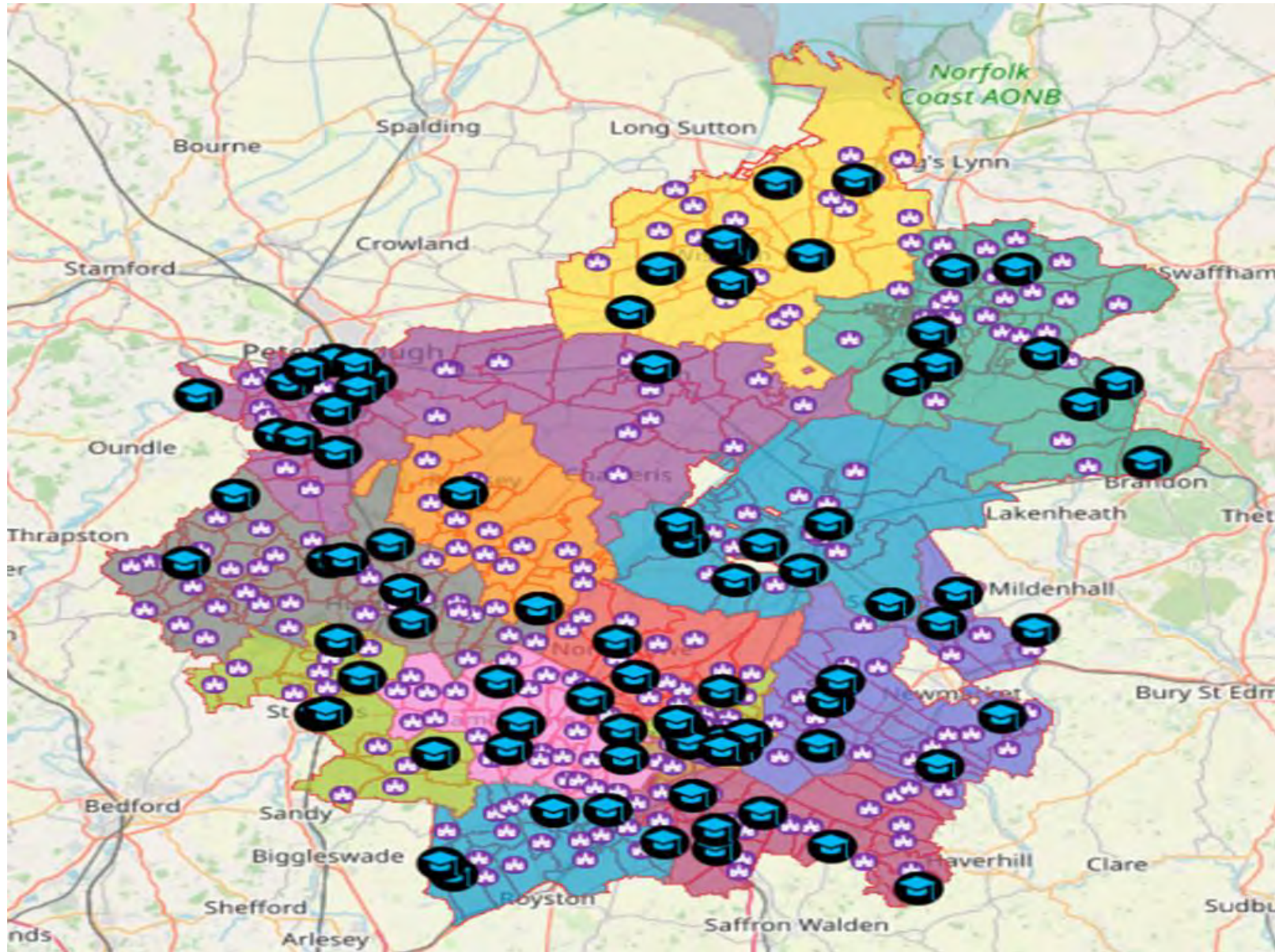
Map of churches and schools

- ***39 DEMAT (plus 1 Community Academy) - BLUE***
- ***3 stand alone academies (1 being a secondary school) - RED***
- ***4 ACT - BLACK***
- ***15 VA maintained schools - YELLOW***
- ***24 VC maintained schools - YELLOW***
- ***1 proposed new school (Alconbury Secondary School)***

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Ely Diocese Education Committee (EDEC)

Priorities - Outputs – Outcomes 2022+

Pillar I: System Leadership

Priority:

- **To nurture confident *Leadership at a system and local level*.** By advocating for, monitoring, challenging and supporting those with accountability and responsibility for our local church school provision, through strong relationships and strategic partnerships with a menu of development opportunities where significant gaps exist as common need.

Outputs:

- Interfacing, supporting and delivering church school advocacy with *central & local government and regulatory bodies*
- Giving challenge & support programme for overarching *Responsible Bodies*, including through trusteeship by senior staff
- Appointing, monitoring & support programme for *Headteachers*, including wellbeing
- Appointment and support programme for *Governors and local clergy*

Outcomes (2022+):

- High quality relationship with *local authority, RSC and DfE*, based on professional respect, cable of giving influence.
- High quality relationship with *Responsible Bodies*, based on clear oversight governance structures, professional respect, and positive influence.
- Confident, well equipped and happy *school leaders*, seeking to work in church schools and academies.
- Confident, well equipped and happy *governors and clergy*, seeking to volunteer in church schools and academies.

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Pillar 2: School Performance & Innovation

Priority:

- **Advocate for learners and pupils of those of all faiths and none attending church school's, by knowing and insisting that provision is as strong as possible (good or better) as defined by the Ofsted and SIAMs evaluative frameworks.**

Outputs:

- Attend all schools on a termly basis through a programme of closely supervised advisory visits
- Attend and engage with all Ofsted inspections
- Facilitate, attend and engage in all SIAMs inspections
- Monitor and benchmark standardised assessment data, particularly being mindful of underperforming groups
- Ensure all admissions policies maximise equality of opportunity and sufficiency of school places

Outcomes (2022+):

- CHRISTIAN DISTINCTIVENESS

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Pillar 3: Christian Distinctiveness & Community Support

Priority:

- Ensure that our schools and our central diocesan presence is delivering the Church of England's Vision for Education. Increase and maintain an the integration of church school provision within the community mission of our parishes. Strengthen *Community Mission* by focusing and refining our aspirations & boundaries for our service for the common good and advocacy for social equality through education. Where appropriate sow the seeds of discipleship for now and the future; this to include the prioritisation of children, youth and families - particularly through the *Growing Faith* programme - and

Outputs:

- Delivering the Church of England's Vision for Education, through our 87 Church schools and academies, including the direct running of a multi academy trust and the oversight of our local authority-maintained schools.
- Conceiving, structuring and providing integrated services to ensure DBE Measure delivery, particularly supporting vulnerable groups and children, youth and families in communities.
- Support high quality RE teaching, particularly through the lens of Christian belief and values.
- Supporting and expanding Social Justice work, particularly acting as a multiplier effect on projects with transferable qualities.

Outcomes (2022+):

- Confident teachers of RE, utilising a well-supported curriculum.
- Nurturing a confident people of god, where they seek such a journey.
- Improving the quality of people's lives on an equal basis.

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Pillar 4: Sustainable Resourcing – asset management, finance, property & estate

Priority:

- Ensure that provision remains financially viable at school, *Responsible Body* and trust level, the purpose for which money was promised is honoured, and that our trusts, buildings and estate remain well managed and fit-for-purpose.

Outputs:

- Monitor and question financial risk, supporting the production of sound plans by *Responsible Bodies*
- Monitor and question risk to our property and estate through our collation of *Condition Surveys*, from all church schools, supporting the production of sound plans by *Responsible Bodies*
- Monitor and ensure all assets are properly registered and protected under our custodianship.
- Distribute on an equitable basis SCA money to our VA schools
- Plan for new provision and widened opportunities

Outcomes (2022+):

- Sustained trusts and foundations protected for future generations, whilst used effectively for intended purposes
- Sustainable and secure provision of church school places, through financially secure *Responsible Bodies*
- VA school property which is fit for purpose
- Sustainable DBE central team provision

Education priorities risk register SEPTEMBER 2023- SEPTEMBER 2024

(Review dates, **Dec 23**, **Mar 24**, **Sept 24**)

To be used at DBE Board and subcommittee meetings

Context: The Diocese of Ely schools sit within an Education Investment Area (EIA). It is the role of the DBE to monitor standards and financial viability of church schools across the Diocese. This is in relation to:

- the DBE measure as agreed at Bishops council in Jun 2022 holding the responsible bodies to account,
- as per the 2023 SIAMS Section 48 inspection schedule for standards within individual schools,
- and the statutory requirements for protecting the foundations of Voluntary Aided schools.

To achieve this there are 4 pillars of accountability that link to the expected outcomes as defined by the DBE board and its sub committees.

PILLAR 1- SYSTEM LEADERSHIP

PILLAR 2 -SCHOOL PERFORMANCE &INNOVATION

PILLAR 3-CHRISTIAN DISTINCTIVENESS & COMMUNITY SUPPORT

PILLAR 4- SUSTAINABLE RESOURCING-ASSET MANAGEMENT, FINANCE PROPERTY & ESTATE

September 23-December 23 context: The DDE left post with effect from 30th November 2023. This has necessitated the education team managing with DDDE stepping up into DDE role and undertaking ex officio roles. Team have supported by undertaking extra hours (admin, Leadership support) two school are converting hence increase of workload on Legal officer. Capacity is tight. PA to DDE appointed and working with DDDE to be prepared for new DDE when appointed.

December 23-March 24 context:

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April 24-September 24 context:

PILLAR I-SYSTEM LEADERSHIP DBE-MAIN BOARD						
Priority	Criteria DBE measure statutory duties DBE Measure s7(1), s7(2)(d), s7(4)(c)	Deliverables	Outcomes	Budget implications 23/24	Impact -review x 3	EDEC handbook appendices
<p>To nurture confident Leadership at a system and local level. By advocating for, monitoring, challenging, and supporting those with accountability and responsibility for our local church school provision, through strong relationships and strategic partnerships with a menu of development opportunities where significant gaps exist as common need.</p>	<ul style="list-style-type: none"> Interfacing, supporting, and delivering church school advocacy with <i>central & local government and regulatory bodies</i> Giving challenge & support programme for overarching <i>Responsible Bodies</i>, including through trusteeship by senior staff Appointing, monitoring & support programme for <i>Headteachers</i>, including wellbeing Appointment and support programme for <i>Governors and local clergy</i> 	<ul style="list-style-type: none"> Embedding of new MAT-ACT-taking on schools Regular meetings with LAs (Cams and Peterborough) Regular meetings with MAT /SAT leadership EDRA presence in schools-reporting Leadership support based on EDRA reporting. Uptake of Parish-school covenant HT recruitment support HT conferences and training-wellbeing Governor training 	<ul style="list-style-type: none"> High quality relationship with <i>local authority, RSC and DfE</i>, based on professional respect, cable of giving influence. High quality relationship with <i>Responsible Bodies</i>, based on clear oversight governance structures, professional respect, and positive influence. Confident, well equipped, and happy <i>school leaders</i>, seeking to work in church schools and academies. <p>Confident, well equipped, and happy <i>governors and clergy</i>, seeking to volunteer in church schools and academies.</p>	<p>DDE-£77k-(50%)</p> <p>DDDE-£84k</p> <p>HoS-£73k</p> <p>EDRAs-£49k</p> <p>Leadership support-£15k</p> <p>SIO-role currently empty (£41k allocated)</p> <p>Admin-not enough time allocated £22k+(12k not allocated)</p>	<p>The post of DDE not filled from Dec 23- DDDE stepping up. Role including trustee work and LA committees Additional workload is impacting on capacity at operational level. Appointment of PA to DDE will ensure admin capacity for role going forward</p>	A,C

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		<ul style="list-style-type: none"> • Governor audit action plan outcomes • MAT trustee roles • LGB roles • CSOC roles 				
PILLAR 2 SCHOOL PERFORMANCE & INNOVATION DBE-PERFORMANCE COMMITTEE						
Priority	Criteria DBE measure statutory duties s7(1), s10(3), s12(1) Sections 5, 8, 48 Education Act	Deliverables	Outcomes	Budget implications	Impact -review x 3	EDEC handbook appendices
Advocate for learners and pupils of those of all faiths and none attending church schools , by knowing and insisting that provision is as strong as possible (good or better) as defined by the Ofsted and SIAMS evaluative frameworks.	<ul style="list-style-type: none"> • Attend all schools on a termly basis through a programme of closely supervised advisory visits • Attend and engage with all Ofsted inspections • Facilitate, attend, and engage in all SIAMS inspections • Monitor and benchmark standardised assessment data, particularly being mindful of underperforming groups 	<ul style="list-style-type: none"> • Regular meetings with LAs (Cams and Peterborough) • Regular meetings with MAT/SAT leadership • EDRA presence in schools-reporting • Ofsted support and feedback-judgements • SIAMs support-inspection feedback - judgements • SIAMs support-Training 	<ul style="list-style-type: none"> • All schools' outcomes are good or better as judged by Ofsted. • All schools' outcomes are good or better as judged by SIAMS. • The vast majority of parents are content with our schools as articulated through Parent-View and other feedback. <p>The vast majority of our pupils achieve well on an equal basis, regardless of socio-economic circumstances</p>	<p>DDDE-see above.</p> <p>SIAMS consultant 23/24-£15k</p> <p>RE secondment 23/24 £10k</p> <p>-plan for permanent post in 24 Currently funded for 2 days a week. Will need more (current allocation £17k)</p>	<p>Intention to advertise for permanent RE/SIAMS officer role in Jan24 to ensure core operations are managed and use if consultants and secondments reduces</p>	A, D, E

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	<ul style="list-style-type: none"> Ensure all admissions policies maximise equality of opportunity and sufficiency of school places 	<ul style="list-style-type: none"> RE support and training for Church schools RE training and support for non-church schools Vulnerable groups project 2023/24 MAT trustee roles LGB roles Training of SIAMS inspectors x3 within Diocese 		<p>EDRAs-see above.</p> <p>SIO-role-see above</p> <p>Leadership support-see above</p> <p>VG project lead -£27k (some funds from 22/23)</p>		
PILLAR 3 CHRISTIAN DISTINCTIVENESS & COMMUNITY SUPPORT DBE-PERFORMANCE COMMITTEE						
Priority	Criteria DBE measure statutory duties s7(1), s10(3), s12(1) Statement of entitlement Sections 5, 8, 48 Education Act	Deliverables	Outcomes	Budget implications	Impact -review x 3	EDEC handbook appendices
<p>Ensure that our schools and our central diocesan presence is delivering the Church of England's Vision for Education. Increase and maintain the integration of church school provision within the</p>	<ul style="list-style-type: none"> Strong and reciprocal engagement between clergy, lay, parishes, schools, and academies using <i>Parish-School Covenant</i> Delivering the Church of England's Vision 	<ul style="list-style-type: none"> RE training and support RE training and support for non-church schools via SACRE collective worship Training and support Courageous advocacy awards 	<ul style="list-style-type: none"> Clergy, lay ministers and wider parishes with strong capacity, skills and commitment to support their church school (or local community school) Teachers of RE feel more confident, utilising a well-supported curriculum. Nurturing a confident people of God, where they seek such a journey. 	<p>DOSM (M&M funded)</p> <p>RE/SIAMS-see above</p> <p>Projects-VG for 23/24-see above.</p>	<p>VG project doesn't seem to be gaining much traction and work to provide training is proving difficult whilst linking with VS. Impact needs assessing in Feb 24 are halfway point of project to ensure VFM.</p> <p>SIAMS training for 3 inspectors nearing end. Looking for SIAMS</p>	D, F

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<p>community mission of our parishes. Strengthen <i>Community Mission</i> by focusing and refining our aspirations & boundaries for our service for the common good and advocacy for social equality through education. Where appropriate sow the seeds of discipleship for now and the future; this to include the prioritisation of children, youth, and families - particularly through the <i>Growing Faith</i> programme</p>	<p>for Education, through our 85 Church schools and academies, including the direct running of a multi academy trust and the oversight of our local authority-maintained schools.</p> <ul style="list-style-type: none"> • Conceiving, structuring, and providing integrated services to ensure DBE Measure delivery, particularly supporting vulnerable groups and children, youth, and families in communities. • Support high quality RE teaching, particularly through the lens of Christian belief and values. • Supporting and expanding Social Justice work, particularly acting as a multiplier effect on projects 	<ul style="list-style-type: none"> • Parish -school covenant engagement • VG project outcomes • Training of SIAMS inspectors x3 within Diocese • Academisation programme for schools. - Engagement and conversion 	<p>Improving the quality of people's lives on an equal basis</p>	<p>Trust and legal Officer £57k</p>	<p>inspector to undertake RE/SIAMS role with team. Planning to recruit Jan24.</p>	
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	with transferable qualities.					
PILLAR 4 SUSTAINABLE RESOURCING-ASSET MANAGEMENT, FINANCE, BUILDINGS & ESTATE DBE PROPERTY AND ESTATES COMMITTEE						
Priority	Criteria DBE measure statutory duties s7(1), s7(5), s8(4) & (5)	Deliverables	Outcomes	Budget implications	Impact -review x 3	EDEC handbook appendices
Ensure that provision remains financially viable at school, <i>Responsible Body</i> and trust level, the purpose for which money was promised is honoured, and that our trusts, buildings and estate remain well managed and fit-for-purpose.	<ul style="list-style-type: none"> Monitor and question financial risk, supporting the production of sound plans by <i>Responsible Bodies</i> Monitor and question risk to EDBF property and estate through our collation of <i>Condition Surveys</i>, from all church schools, supporting the production of sound plans by <i>Responsible Bodies</i> Monitor and ensure all assets are properly registered and protected under our custodianship. Distribute on an equitable basis 	<ul style="list-style-type: none"> Trust fund management Foundation document management SCA funding management for VA schools - £650K SALIX funding management- £1.1M NZC strategy 	<ul style="list-style-type: none"> Sustained trusts and foundations protected for future generations, whilst used effectively for intended purposes Sustainable and secure provision of church school places, through financially secure <i>Responsible Bodies</i> VA school property which is fit for purpose Sustainable DBE central team provision 	<p>HoS-see above</p> <p>Trust/ legal Officer -see above.</p> <p>Buildings Officer- 1 day a week- £20k</p>	<p>Consideration to be given to making HoS role permanent – In budget for 2025 onwards to ensure team continuity, governance support and managing of SCA and SALIX funding which is extensive.</p>	B, G

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	SCA money to our VA schools Plan for new provision and widened opportunities					
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**CONFIDENTIAL STRATEGIC RISK REGISTER:
ELY DIOCESE EDUCATION COMMITTEE (EDEC)**
(i.e. formerly 'DBE' until 2021)

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Strategic Risk 1: Weakening Christian educational Leadership at a system and local level due to an increasingly secular society. Addressed by advocating for, monitoring, challenging and supporting those with accountability and responsibility for our local church school provision, through strong relationships and strategic partnerships with a menu of development opportunities, identifying where significant gaps exist as common need.

PRE-MITIGATION				POST MITIGATION					
Strategic Risk (i.e. to 'priorities')	Operational Risks (i.e. threats to desired 'outcomes')	Unchecked Likelihood	Potential Consequence	Capacity to Control Ongoing Likelihood	Capacity to Mediate Potential Consequence	Mitigating Actions (i.e. giving rise to 'outputs')	Persisting Likelihood	Residual Consequence	Monitoring Approach
To nurture confident Leadership at a system and local level	Poor quality relationships with <i>local authority, RSC and DfE</i> , at a system level due to secularisation of society and diminishing respect for church's statutorily enforced role in education.	Quite Likely	Medium	Limited	Medium	Interfacing & delivering advocacy with central & local government & regulatory bodies by active presence on relevant boards. Delivering through proactive engagement e.g. the direct running of a multi academy trust and the oversight of LA schools.	Reduced	Medium	Termly/ Main Board
	Diminishing influence due to problematic links with <i>Responsible Bodies</i> (e.g. <i>MATs or LAs</i>), due to lack of understanding of diocese statutory role or weak governance structures.	Quite Likely	Severe	Strong	Strong	Giving challenge & sustaining a support programme for overarching <i>Responsible Bodies</i> . Ensuring hard-wired	Reducing	Limited	Termly/ Main Board
	Shortage of well-equipped and aspirant <i>school leaders</i> , seeking to work in church schools and academies.	Quite Likely	Medium	Medium	Strong	Monitoring & support programme for Headteachers, including wellbeing.	Reduced	Medium	Termly/ Main Board
	Shortage of confident, well equipped and aspirational <i>governors and clergy</i> , volunteering in church schools.	Very Likely	Severe	Limited	Medium	Appointment and support programme for <i>Governors and local clergy</i> .	Reducing	Medium	Termly/ Main Board

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Strategic Risk 2: Provision falls below expected standards for all or some pupil types. Addressed by advocating for learners and pupils of those of all faiths and none attending church schools, by knowing and insisting that provision is as strong as possible (good or better) as defined by the Ofsted & SIAMs frameworks.

PRE-MITIGATION				POST MITIGATION					
Strategic Risk (i.e. to 'priorities')	Operational Risks (i.e. threats to desired 'outcomes')	Unchecked Likelihood	Potential Consequence	Capacity to Control Ongoing Likelihood	Capacity to Mediate Potential Consequence	Mitigating Actions (i.e. giving rise to 'outputs')	Persisting Likelihood	Residual Consequence	Monitoring Approach
Not all schools judged good enough as judged by SIAMs, or an increasing number at risk of being judged as less than good.	Low Likelihood	Medium	Strong	Strong	Facilitate strong school and academy support, attend and engage in all SIAMs inspections.	Reduced	Minimal	Termly/ Standards Committee	
A significant number of parents are concerned about their experiences with our schools.	Low Likelihood	Minimal	Limited	Medium	Monitoring of Parent View outcomes and analysis of areas viewed as problematic by parents.	Reduced	Minimal	Termly/ Standards Committee	
Not enough of our pupils achieving well on an equal basis, for example regardless of socio-economic circumstances.	Quite Likely	Medium	Limited	Medium	Monitor and benchmark standardised assessment data (progress and attainment) by looking at different groups as well as per whole school.	Reduced	Medium	Termly/ Standards Committee	

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Strategic Risk 3: That an over focus on secular DfE needs leads to a watering down/abdication of commitment to the wider Church of England’s purpose. Addressed by increasing and maintaining the integration of church school provision within the community mission of our parishes. Strengthen Community Mission by focusing and refining our aspirations & boundaries for our service for the common good and advocacy for social equality through education. Where appropriate sow the seeds of discipleship for now and the future; this to include the prioritisation of children, youth and families.

PRE-MITIGATION				POST MITIGATION					
Strategic Risk (i.e. to ‘priorities’)	Operational Risks (i.e. threats to desired ‘outcomes’)	Unchecked Likelihood	Potential Consequence	Capacity to Control Ongoing Likelihood	Capacity to Mediate Potential Consequence	Mitigating Actions (i.e. giving rise to ‘outputs’)	Persisting Likelihood	Residual Consequence	Monitoring Approach
Christian Distinctiveness & Community Support	Clergy, lay ministers and wider parishes without the capacity to support their church school (or local community school)	Quite Likely	Severe	Limited	Strong	Strong and reciprocal engagement between clergy, lay, parishes and schools and academies using <i>Parish-School Covenant</i>	Reducing	Medium	Termly/ Distinctiveness Committee
	Decreasing numbers of middle leaders able to define and lead a whole school RE curriculum, and an increasing number of teachers unable to deliver it well in the classroom.	Quite Likely	Severe	Medium	Strong	Support high quality RE curriculum development and classroom teaching practices, particularly increasing religious literacy through the lens of Christian belief and values.	Reduced	Medium	Termly/ Distinctiveness Committee
	Lack of vocational opportunities for staff seeking to be nurtured as confident people of God, or limited chance to receive spiritual development.	Quite Likely	Medium	High	High	Conceiving, structuring, and providing integrated services to ensure DBE Measure delivery, particularly supporting vulnerable groups and children, youth and families in communities.	Reduced	Medium	Termly/ Distinctiveness Committee
	Reduced impact as a body seeking to improve the quality of all people’s lives on an equal basis.	Quite Likely	Severe	High	High	Supporting and expanding Social Justice work, particularly acting as a multiplier effect on projects with transferable qualities.	High	High	Termly/ Distinctiveness Committee

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Strategic Risk 4: Cost pressures and funding shortfalls threaten to undermine the financial viability at school, Responsible Body and trust level, or the purpose for which money was promised is used non compliantly, or that our trusts, buildings and estate become unfit-for-purpose.

PRE-MITIGATION				POST MITIGATION					
Strategic Risk (i.e. to 'priorities')	Operational Risks (i.e. threats to desired 'outcomes')	Unchecked Likelihood	Potential Consequence	Capacity to Control Ongoing	Capacity to Mediate Potential	Mitigating Actions (i.e. giving rise to 'outputs')	Persisting Likelihood	Residual Consequence	Monitoring Approach
Sustainable Resourcing	Unsustainable schools, trusts or foundations inadequately protected for future generations, or not being used effectively for intended purposes.	Very Likely	Severe	Limited	Limited	Creating structures of school and academy provision that enable sustainable delivery models, monitor and ensure all assets are properly registered and protected under our custodianship.	Reducing	Medium	Termly/ Finance Committee
	Unsustainable and insecure provision of church school places, through weak financial planning from <i>Responsible Bodies</i> or inadequate place planning.	Quite Likely	Medium	Limited	Limited	Monitor and question financial risk, supporting the production of sound plans by <i>Responsible Bodies</i> .	Reducing	Severe	Termly/ Finance Committee
	Aging VA school property which is increasingly unfit for purpose (Schools are responsible for maintenance).	Very Likely	Severe	Limited	Medium	Continuous monitoring of EDBF property and estate through <i>Condition Surveys</i> , supporting the production of sound plans by <i>Responsible Bodies</i> . Distribute on an equitable basis SCA money to our VA schools.	Reducing	Medium	Termly/ Finance Committee
	Increasing system expectations and responsibility with unsustainable DBE central team provision & funding.	Quite Likely	Medium	Medium	Strong	Plan for new provision and widened opportunities. Integrate education support within wider missional work.	Reduced	Medium	Termly/ Finance Committee

EDEC HANDBOOK: APPENDIX C1

Appendix C1: DBE MEASURE 2021

DIOCESAN BOARD OF EDUCATION

2021 No.1

A measure passed by the General Synod of the Church of England to make provision about Diocesan Boards of Education.

The DBEs

1 Continuation

For each diocese, there is to be a Diocesan Board of Education (referred to in this Measure as the “DBE” for a diocese).

2 General Functions

- (1) The DBE for each diocese must –
- a. Promote or assist in the promotion of education in the diocese that is consistent with the faith and practice of the Church of England;
 - b. Promote or assist in the promotion of religious education and religious worship in schools in the diocese;
 - c. Promote or assist in the promotion of church schools in the diocese;
 - d. Promote co-operation between itself and other persons concerned with education in the diocese.

(2) The DBE for each diocese has the functions conferred by sections 7 to 15.

(3) In this Measure “function” means power or duty.

3 Single DBE

- (1) Each diocesan synod must make a scheme designating one of the following as the DBE for the diocese –
- (a) A company limited by guarantee or a charitable incorporated organisation (“CIO”), which is registered in the register of charities,
 - (b) an unincorporated body which is registered in the register of charities, or
 - (c) the Diocesan Board of Finance (referred to in this Measure as “the Board of Finance” for the diocese).
- (2) The first scheme under this section must implement a proposal made by the bishop of the diocese with the consent of the existing DBE.
- (3) A subsequent scheme under this section must implement a proposal which –
- (a) If the existing DBE comes within subsection (1) (a) or (b), is made by the bishop of the diocese with the consent of the existing DBE;

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- (b) If the existing DBE comes within subsection (1) (c), is made by the bishop of the diocese after consultation with the existing DBE and with the consent of the Board of Finance.
- (4) If the archbishop of the province in which the diocese is situated considers that consent under subsection (3) is being unreasonably withheld or delayed, the archbishop may authorise the bishop to make the proposal to the diocesan synod without having obtained that consent; and subsection (3) is accordingly to be read subject to this subsection.
- (5) Before giving an authorisation under subsection (4), the archbishop must consult the Charity Commission on the proposed terms of the scheme; and if the Charity Commission does not respond within the period of 90 days beginning with the day on which the proposed terms are sent to the Charity Commission for that purpose, the Charity Commission is to be regarded as having no comments on the proposed terms.
- (6) Where the first scheme under this section provides that the existing DBE for a diocese is to be designated as the DBE for the diocese, the existing DBE must, pending the coming into operation of the scheme, take such steps as it considers necessary for securing compliance with the requirements of the Measure.
- (7) On the coming into operation of a scheme under this section which designates the Board of Finance as the DBE for the diocese, a committee of the Board of Finance is established under this section; and the purpose of that committee is to exercise the DBE's functions on behalf of the Board of Finance.
- (8) Accordingly, in the application of this Measure to a case where the Board of Finance is so designated, a reference to the DBE for the diocese is to be read as a reference to the committee established under this section.
- (9) Schedule 1 makes further provision about a scheme under this section.
- (10) The provisions in Schedule 2 apply in relation to the DBE for each diocese.

4 Joint DBE

- (1) A diocesan synod may make a scheme with one or more other diocesan synods designating either of the following as joint DBE for both or all of the dioceses concerned –
 - (a) a company limited by guarantee or a CIO, which is registered in the register of charities; or
 - (b) an unincorporated body which is registered in the register of charities.
- (2) A scheme under this section may not, accordingly, designate the Board of Finance as a joint DBE.

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- (3) Where there is a joint DBE, the diocesan synods concerned may make a scheme with one or more other diocesan synods designating the joint DBE as the DBE for the other diocese or dioceses too.
- (4) A scheme under this section must implement a proposal made by the diocesan bishops concerned acting jointly –
 - (a) except in so far as paragraph (b) applies with the consent of each of the DBEs concerned (including in the case of a scheme under subsection (3), the consent of the joint DBE), and
 - (b) if any of the DBE's concerned comes within section 3(1)(c), after consultation with that DBE and with the consent of the Board of Finance of the diocese concerned.
- (5) If the archbishop of the province in which one or more of the dioceses concerned is situated considers that consent under subsection (4) is being unreasonably withheld or delayed, the archbishop may authorise the bishop or bishops concerned to join in making the proposal to the diocesan synod without having obtained that consent; and subsection (4) is accordingly to be read subject to this subsection.
- (6) Before giving an authorisation under subsection (5), the archbishop must consult the Charity Commission on the proposed terms of the scheme; and if the Charity Commission does not respond within 90 days beginning with the day on which the proposed terms are sent to the Charity Commission for that purpose, the Charity Commission is to be regarded as having no comments on the proposed terms.
- (7) Where a scheme is made under this section, each of the diocesan synods which made the scheme is to be regarded as having complied with section 3(1).
- (8) Schedule 1 (except paragraph 3) applies to a scheme under this section as it applies to a scheme under section 3; and a reference in this Measure to a scheme under section 3 includes a reference to a scheme under this section.
- (9) Where there is a joint DBE, this Measure has effect in relation to each of the dioceses concerned as if a reference to the DBE were a joint reference to the joint DBE.
- (10) In section 19 of the Dioceses, Pastoral and Mission Measure 2007 (schemes for discharge of functions of diocesan bodies), in subsection (1), at the end insert “or a Diocesan Board of Education”.

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5 Incorporation

- (1) A DBE which is an unincorporated body may, if it has obtained the consent of the bishop of the diocese and the diocesan synod, take such steps as it considers necessary for securing its incorporation as a company limited by guarantee, or a CIO, which is capable of being registered in the register of charities.
- (2) Where the Board of Finance is designated as the DBE for the diocese under section 3, the committee established under that section may, if it has obtained the consent of the bishop of the diocese, the diocesan synod and the Board of Finance, take such steps as it considers necessary for there to be a scheme under section 3 designating as the DBE for the diocese a company limited by guarantee, or a CIO, which is registered in the register of charities.
- (3) The power under subsection (1) may be exercised before the first scheme is made under section 3 or subsequently.
- (4) Any conflict of interest or loyalty which would or might arise on the incorporation of a DBE as a result of one or more of the charity trustees of the charity in its unincorporated form being charity trustees of the charity in its incorporated form is authorised by virtue of this subsection; but this subsection applies only where the value of the assets being transferred on the incorporation exceeds the amount of any liabilities being transferred.
- (5) For the purposes of each of the following provisions, “trust corporation” includes a DBE which is a company limited by guarantee or CIO-
 - (a) section 117(1)(xxx) of the Settled Land Act 1925;
 - (b) paragraph (18) of section 68(1) of the Trustee Act 1925;
 - (c) section 205(1)(xxviii) of the Law of Property Act 1925;
 - (d) section 55(1)(xxvi) of the Administration of Estates Act 1925;
 - (e) section 128 of the Senior Courts Act 1981.
- (6) In the case of a joint DBE which is an unincorporated body, subsection (1) has effect as if-
 - (a) the reference to the bishop of the diocese were a reference to the diocesan bishops concerned acting jointly, and
 - (b) the reference to the diocesan synod were a reference to each of the diocese synods concerned.

6 Director of Education

- (1) For each diocese, there is to continue to be a director of education.
- (2) The director of education for a diocese is appointed by the bishop of the diocese after consultation with the DBE.

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- (3) Each person who is the director of education for a diocese immediately before the commencement of this section continues as such after that commencement in accordance with the terms of the person's appointment; but, after the commencement of section 3(10) and Schedule 2, this subsection has effect subject to subsection (5) of this section.
- (4) The person who is the director of education for a diocese-
 - (a) serves also as secretary to the DBE for the diocese, but
 - (b) is not a member of the DBE, and
 - (c) where the DBE is a separately registered charity, is not a charity trustee of the DBE.
- (5) Where there is a joint DBE, there is a single director of education for both or all of the dioceses, appointed by the diocesan bishops concerned acting jointly; and subsection (4) accordingly applies to both or all of the dioceses.
- (6) The director of education for a diocese may speak at any meeting of the DBE but may not vote.

Responsibilities

7. Advice

- (1) The DBE for a diocese may (apart from whatever advice it is required to give under the following provisions of this section) give advice on matters affecting church schools in the diocese to –
 - (a) The governing bodies or proprietors of those schools,
 - (b) The trustees of church educational endowments, and
 - (c) Such other persons concerned with education in the diocese as the DBE considers appropriate.
- (2) The governing body of a voluntary or foundation school which is a church school must obtain the advice of the DBE before-
 - (a) Publishing proposals under section 15(2) of the Education and Inspections Act 2006 for the discontinuance of the school,
 - (b) Publishing proposals under section 19(3) of that Act for an alteration to the school,
 - (c) Serving notice under section 30(1) of the School Standards Framework Act 1998 of an intention to discontinue the school, or
 - (d) Beginning consultation under section 88C(2) of that Act about the admission arrangements proposed for the school.

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- (3) The duty under subsection (2)(b) does not apply in a case where the DBE's consent is required under section 8(1) or (2).
- (4) The proprietor of an Academy which is a church school must obtain the advice of the DBE before-
 - (a) Seeking the consent of the Secretary of State for the discontinuance of the school;
 - (b) Seeking the consent of the Secretary of State for an alteration to the school;
 - (c) Beginning consultation about the admission arrangements proposed for the school.
- (5) The governing body or (in the case of an Academy) the proprietor of a church school or, where there is a church educational endowment held wholly or partly in connection with a church school, the trustees of the endowment must obtain the advice of the DBE before-
 - (a) Making an application in connection with a proposed disposal of the whole or part of the premises of the school, or
 - (b) Entering into an agreement for the disposal of the whole or part of the premises of the school.
- (6) The trustees of a church educational endowment held wholly or partly in connection with a church school must obtain the advice of the DBE before making or agreeing to make an alteration to the purposes for which the endowment may be applied.
- (7) The DBE for a diocese must give advice on whatever matters advice is sought from it under subsections (2) to (6).
- (8) Where the giving of advice under subsections (2) to (6) is to be considered at a meeting of the DBE, the following persons may attend the part of the meeting dealing with the consideration of the matter –
 - (a) the headteacher of the school concerned,
 - (b) the chair of the governing body, board of directors or trustees (as the case may be) and
 - (c) one or two other persons (or such greater number as the DBE may allow nominated by the governing body, the board of directors or trustees.
- (9) Where a person who is entitled to attend a meeting of the DBE in reliance on subsection 8(1) or (b) is unable to do so, the person may nominate another person to attend the meeting in his or her place.
- (10) A person attending a meeting of the DBE in reliance on subsection (8) or (9) –

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- (a) may make an oral presentation or oral submissions to the meeting, and
 - (b) may speak in response to a question put by a member of the DBE.
- (11) A person to whom the DBE for a diocese gives advice must, in carrying out /a function to which the advice is relevant, have regard to that advice.
- (12) The references in subsection (5) to a disposal of land are references to the sale of the land or to the transfer or grant of any other interest in or over the land.

8 Consent

- (1) The governing body of a voluntary school which is a church school must obtain the consent of the DBE before publishing proposals under section 19 of the Education and Inspections Act 2006 for a change in category to foundation school.
- (2) The governing body of a foundation school which is a church school must obtain the consent of the DBE before publishing proposals under that section for a change in the instrument of government which would result in the majority of governors being foundation governors.
- (3) The governing body of a voluntary or foundation school which is a church school must obtain the consent of the DBE before applying for an Academy order under section 3 of the Academies Act 2010.
- (4) The governing body or (in the case of an Academy) the proprietor of a church school which is on land in which a freehold or leasehold interest is held on trust for the purposes of a church school must obtain the consent of the DBE before entering into an agreement or arrangement in connection with an alteration to or repair of the premises of the school.
- (5) The duty under subsection (4) does not apply if the estimated cost of the alteration or repair is less than such amount as the DBE may from time to time determine.
- (6) Where the giving of consent under this section is to be considered at a meeting of the DBE, the following persons may attend the part of the meeting dealing with the consideration of that matter-
- (a) the headteacher of the school concerned,
 - (b) the chair of the governing body or board of directors (as the case may be), and
 - (c) one or two other persons (or such greater number as the DBE may allow) nominated by the governing body or the board of directors.
- (7) Where a person who is entitled to attend a meeting of the DBE in reliance on subsection (6)(a) or (b) is unable to do so, the person may nominate another person to attend the meeting in his or her place.
- (8) A person attending the meeting of the DBE in reliance on subsection (6) or (7) –
- (a) may make an oral presentation or oral submissions to the meeting, and

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- (b) may speak in response to a question put by a member of the DBE.

9. Consultation

- (1) A local authority, before appointing a person to represent the Church of England as a member or a standing advisory council on religious education under section 390 of the Education Act 1996, must consult the DBE for each Diocese in the area of which the local authority exercises its functions.
- (2) The duty under subsection (1) does not affect section 392(2) of the Education Act 1996 (which requires a local authority, before appointing a person as a representative of a religion, denomination or association on a standing advisory council, to assure itself that the person is such a representative).

10. Directions

- (1) The DBE for a diocese may give a direction to the governing body or (in the case of an Academy) the proprietor of a church school in the diocese if the DBE is satisfied that the governing body or proprietor –
 - (a) Is failing to exercise, or to exercise properly, its functions so far as relating to relevant alterations to the school or to the discontinuance of the school, and
 - (b) Is accordingly acting in a manner which is not in the interests of the school or of church schools generally.
- (2) The DBE for a diocese may give a direction to the trustees for a church educational endowment held wholly or partly for a church school in the diocese if it is satisfied that the trustees-
 - (a) Are exercising their functions in relation to the endowment in a manner such that the endowment is not being applied in the best interests of the school, or
 - (b) Have failed to exercise, or to exercise properly, their functions in relation to the endowment.
- (3) Where the DBE for a diocese has concerns about the quality of the denominational education provided by a church school in the diocese or about the content of the collective worship of a church school in the diocese, it may direct the governing body or (in the case of an Academy) the proprietor of the school to permit the inspection by such person as the DBE appoints of the education or worship concerned.
- (4) A direction under subsection (1) or (2) must specify the function or functions concerned.
- (5) The governing body or proprietor or the trustees must comply with a direction given under this section –

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- (a) In the case of a direction under subsection (1) or (2), within six months of being given it;
 - (b) In the case of a direction under subsection (3), within such period as the direction specifies.
- (6) Where the giving of a direction under this section is to be considered at a meeting of the DBE, the following persons may attend the part of the meeting dealing with the consideration of that matter-
- (a) The headteacher of the school concerned
 - (b) The chair of the governing body, board of directors or trustees (as the case may be), and
 - (c) One or two other persons (or such greater number as the DBE may allow) nominated by the governing body, the board of directors or the trustees.
- (7) Where a person who is entitled to attend a meeting of the DBE in reliance on subsection (6)(a) or (b) is unable to do so, the person may nominate another person to attend the meeting in his or her place.
- (8) A person attending a meeting of the DBE in reliance on subsection (6) or (7) –
- (a) May make an oral presentation or oral submissions to the meeting, and
 - (b) May speak in response to a question put by a member of the DBE.
- (9) Where the DBE for a diocese gives a direction under this section, it must lay a report –
- (a) Before the diocesan synod, or
 - (b) In the case of a joint DBE, before the diocesan synod for the diocese to which the direction relates.
- (10) An alteration to the school is “relevant” if it is an alteration which –
- (a) In the case of a voluntary or foundation school, is for the time being prescribed in regulations under section 18 of the Education and Inspections Act 2006;
 - (b) In the case of an Academy, corresponds to an alteration which is for the time being so prescribed.

II Engagement

- (1) The DBE for a diocese may engage on matters of common interest with persons concerned with education in another diocese if it has obtained the consent of the DBE for the other diocese.
- (2) Where the DBE for a diocese has, by virtue of section 15(2), functions in connection with the other charitable work of the Church of England in relation to children and

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young people, it may engage on matters of common interest with persons concerned with such work in another diocese if it has obtained the consent of the DBE for the other diocese.

12. Information

- (1) The DBE for a diocese may require the governing body or (in the case of an Academy) the proprietor of a church school in the diocese to provide information to assist the DBE in carrying out its functions.
- (2) Where there is a question as to whether the governing body or proprietor is prevented by law from providing information required under subsection (1), or as to whether information required under that subsection would assist the DBE in carrying out its functions, either the DBE or the governing body or proprietor may refer the question to the consistory court of the diocese for determination.
- (3) A question referred under subsection (2) for determination is to be disposed of on the basis of written representations; and the court's determination is final.
- (4) The references in subsections (2) and (3) to the consistory court of the diocese are, in the case of the diocese of Canterbury, to be read as references to the commissary court of that diocese.

13. Safeguarding

- (1) In section 5(2) of the Safeguarding and Clergy Discipline Measure 2016 (persons required to have due regard to the House of Bishops' guidance), after paragraph (f) insert “,
 - (g) The Diocesan Board of Education for a diocese (see subsection (2A))”
- (2) After section 5(2) of that Measure insert-
 - “(2A) The reference in subsection (1)(g) to the Diocesan Board of Education for a diocese is a reference-
 - (a) where the Board is a company or charitable incorporated organisation, to the Board itself;
 - (b) where the Board is an unincorporated body, to a member of the Board;
 - (c) where the Diocesan Board of Finance for the diocese is designated as the Diocesan Board of Education under section 3 of the Diocesan Boards of Education Measure 2021, to a member of the committee established by virtue of that section.”

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14 Government contributions to capital works in church schools

A DBE may enter into arrangements with one or more other DBE's for the purpose of securing that the diocese concerned are to be regarded as a single entity in respect of the annual contribution from the Secretary of State towards the cost of capital works in certain church schools in any of those dioceses.

15 Other responsibilities

- (1) The DBE for a diocese has such other functions as are conferred on it by provision made by or under any other Measure or an Act of Parliament (whether the DBE is for that purpose referred to as the DBE or as “the appropriate diocesan authority” or “the appropriate religious body” or by some other description).
- (2) The DBE for a diocese has such other functions in connection with education or with the other exclusively charitable work of the Church of England in relation to children and young people as the diocesan synod may confer on it by a scheme under section 3.
- (3) But a function may not be conferred under subsection (2) which-
 - (a) relates to church schools or church educational endowments,
 - (b) is consistent with the DBE's charitable purposes, or
 - (c) conflicts with a provision of this Measure or with provision made by or under any other Measure or an Act of Parliament.
- (4) In a case where the Board of Finance is designated as the DBE for the diocese by a scheme under section 3, the reference in subsection (3)(b) of this section to the DBE's charitable purposes is to be read as a reference to the Board of Finance's charitable purposes so far as they relate to its functions as the DBE for the diocese.
- (5) In a case where there is a joint DBE, this section has effect as if the power conferred by subsection (2) on the diocesan synod were a power conferred on the diocesan synods concerned acting jointly.
- (6) The DBE for a diocese may do anything to facilitate, or anything which is conducive or incidental to, the exercise of its functions.

16 Consequential amendments

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- (1) The Archbishops' Council may, in consequence of provision about education made by or under an Act of Parliament, amend this Measure by order so as to add, vary or omit provision –
 - (a) conferring a function on the DBE for a diocese;
 - (b) requiring the governing body or (in the case of an Academy) the proprietor of a church school or the trustees of a church educational endowment or a local authority to obtain the advice or consent of or to consult, or to comply with a direction given by, the DBE for a diocese.
- (2) An order under this section –
 - (a) may make different provision for different purposes;
 - (b) may include supplementary, incidental, consequential, transitional or saving provision
- (3) An order under this section may not be made unless –
 - (a) a draft of the order has been laid before the General Synod and approved by it with or without amendment, and
 - (b) the draft so approved has been referred to the Archbishops' Council.
- (4) Before a draft of an order under this section is laid under subsection (3)(a), the Archbishops' Council must consult the Secretary of State; and if the Secretary of State does not respond within the period of 90 days beginning with the day on which the draft is sent to the Secretary of State for that purpose, the Secretary of State is to be regarded as having no comments on the draft.
- (5) On referral of the draft under subsection (3)(b), the Archbishops' Council must –
 - (a) if the draft was approved without amendment, make the order by applying its seal, or
 - (b) if the draft was approved with amendment –
 - (i) make the order by applying its seal, or
 - (ii) withdraw the draft for further consideration.
- (6) An order under this section may not come into force unless it has been sealed by the Archbishops Council.
- (7) If the Business Committee of the General Synod determines that a draft or an order under this section does not need to be debated by the Synod, the draft is to be treated as approved without amendment for the purpose of this section unless a

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member of the Synod gives notice in accordance with its Standing Orders that the member –

- (a) wishes the draft order to be debated, or
 - (b) wishes to move an amendment to it.
- (8) The power to make an order under this section is exercisable by statutory instrument; and the Statutory Instruments Act 1946 applies-
- (a) as if the order had been made by a Minister of the Crown, and
 - (b) as if this Measure were an Act of Parliament providing for the instrument containing the order to be subject to annulment in pursuance of a resolution of either House of Parliament.

Miscellaneous

17 Review

- (1) Each diocesan synod must keep under review the exercise of the functions by the DBE.
- (2) The DBE for each diocese must, as soon as practicable after the end of each year –
 - (a) make a report to the diocesan synod on the exercise of its functions in that year, or
 - (b) in a case where there is a joint DBE, make a report to each of the diocesan synods on the exercise of the DBE's functions in that year in that diocese.

18 Guidance

- (1) In exercising a function under this Measure, the DBE, the Board of Finance and the diocesan synod for a diocese, and the bishop of a diocese, must each have due regards to such guidance as the Archbishops' Council may from time to time issue for the purposes of this Measure.
- (2) Before issuing guidance for the purposes of this Measure, the Archbishops' Council must carry out such consultation as it considers appropriate.

Interpretation

19 Meaning of “church school”

- (1) The section applies for the purposes of this Measure.
- (2) A foundation or voluntary school is a “church school” if it meets at least one of the following conditions.

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- (3) Those conditions are-
- (a) that at least one member of the governing body of the school is a foundation governor appointed for the purpose of securing that the Church of England character of the school is preserved and developed;
 - (b) that the premises provided for the school when it was first established were so provided on trust that, if the school were to be discontinued, the property concerned was to be held for, or to be sold and the proceeds of sale applied for, the benefit of the Church of England;
 - (c) that some or all of the premises currently occupied by the school were provided on trust in connection with the conduct of an educational institution or the provision of education according to the tenets of the Church of England.
- (4) An Academy is a “church school” if it meets at least one of the following conditions.
- (5) Those conditions are-
- (a) that the directors of the company that is the proprietor of the Academy are required by the proprietor’s articles of association to secure that the Church of England character of the Academy is preserved and developed;
 - (b) that the proprietor’s articles of association provide that the conduct of the Academy or the provision of education there must be in accordance with the tenets of the Church of England;
 - (c) that the premises provided for the Academy when it was first established were so provided on trust that, if the Academy were to be discontinued, the property concerned was to be held for, or to be sold and the proceeds of sale applied for, the benefit of the Church of England;
 - (d) that some or all of the premises currently occupied by the Academy were provided on trust in connection with the conduct of an educational institution or the provision of education according to the tenets of the Church of England.
- (6) A foundation or voluntary school or an Academy is a “church school” if, despite not meeting any of the conditions in subsection (3) or (5) (as the case may be), it is nonetheless designated as “Church of England” by an order under section 69(3) of the School Standards and Framework Act 1998 (in a case where it has been decided that the conduct of the school or Academy or the provision of education there is in accordance with the tenets of the Church of England).
- (7) In subsection (5)(b), the reference to the requirement for the provision of education at an Academy to be in accordance with the tenets of the Church of England is not

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to be read as a requirement for all the education provided there to be in accordance with those tenets.

- (8) The Archbishops' Council may, in consequence of provision about education made by or under an Act of Parliament, by order amend the definition of "church school" for the purposes of this Measure; and subsections (2) to (8) of section 16 apply in relation to an order under this section as they apply in relation to an order under that section.

20 Other Interpretation

- (1) In this Measure-

"Academy" has the same meaning as in the Education Act 1996 (see section 579(1) of that Act);

"Board of Finance", in relation to a diocese, means the Diocesan Board of Finance for the diocese;

"church educational endowment" means an endowment which, or the income of which, may be applied for purposes of education which include the purposes of religious education according to the faith and practice of the Church of England;

"CIO" means charitable incorporated organisation;

"consent" means written consent;

"DBE" means diocesan board of education (see also subsection (2) of this section and section 3(8));

"Foundation governor" means a person appointed as a foundation governor in accordance with the regulations under section 19 of the Education Act 2002;

"function" has the meaning given in section 2(3);

"proprietor", in relation to an Academy, has the same meaning as in the Academies Act 2010;

"register of charities" means the register kept under section 29 of the Charities Act 2011.

- (2) A reference in this Measure to the DBE, in relation to a church school, is a reference to the DBE for the diocese in the area of which the school is situated.
- (3) A reference in this Measure to a scheme under section 3 is to be construed in accordance with section 4(8).
- (4) In this Measure, "head teacher" includes an acting head teacher; and –
- (a) in the case of a foundation or voluntary school which forms part of a federation, a reference in this Measure to the head teacher of the federation (with "federation" having the meaning given in section 24(2) of the Education Act 2002);
- (b) in the case of an Academy the principal of which is not also the chief executive officer of the proprietor, a reference in this Measure to the head teacher is to be read as a reference only to the chief executive officer.
- (5) A reference in this Measure to an endowment includes a reference to property which is not subject to any restriction on the expenditure of capital.

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- (6) A reference in this Measure (except in subsection (7)(a) and (b) of this section) to the archbishop of a province is, if there is a vacancy in the archbishopric or the archbishop is unable to exercise a function under this Measure, to be read as a reference to the archbishop of the other province.
- (7) A reference in this Measure to the archbishop of a province in which a diocese is situated is a reference –
 - (a) in the case of the diocese of Canterbury, to the Archbishop of York;
 - (b) in the case of the diocese of York, to the Archbishop of Canterbury;
- (8) A reference in this Measure to provision made by or under another Measure or an Act of Parliament includes a reference to provision made after the passing of this Measure.

Repeals

21 **Repeal of the 1991 Measure**

- (1) The Diocesan Boards of Education Measure 1991 (“the 1991 Measure”) is repealed, except for-
 - (a) section 11(1)(a)(which amends section 5(5) of the Parochial Church Councils (Powers) Measure 1956, and
 - (b) section 13 (short title, commencement, and extent), so far as necessary for the purposes of section 11(1)(a).
- (2) Accordingly, each order of the Secretary of State under section 1 of the Diocesan Boards of Education Measure 1991 which was in force immediately before the commencement of this section is revoked.
- (3) In consequence of the release made by subsection (1), the following provisions (which amend the Diocesan Boards of Education Measure 1991) are repealed-
 - (a) in the Education Act 1996, in Schedule 37, paragraph 104 and the preceding cross-heading;
 - (b) in the School Standards Framework Act 1998, in Schedule 30, paragraphs 29 to 32 and the preceding cross-heading;
 - (c) in the Education Act 2002, in Schedule 4, paragraph 13 and the preceding cross-heading;
 - (d) in that Act, in Schedule 7, paragraph 3 and the preceding cross-heading;
 - (e) in the Education and Inspections Act 2006, in Schedule 3, paragraphs 4 and 5 and the preceding cross-heading;

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- (f) in the School Standards and Organisation (Wales) Act 2013, in Schedule 5, paragraph 15 and the preceding cross-heading.
- (4) This section is subject to section 23(8) (which makes transitional and saving provision in relation to the commencement of this section).

Preliminary steps

22 Preparatory steps

- (1) Before the commencement of a provision of this Measure, the DBE, the Board of Finance and the diocesan synod for a diocese may each take such steps as it considers necessary or appropriate, and the bishop of a diocese may take such steps as he or she considers necessary or appropriate for facilitating the implementation of that provision.
- (2) If, before the passing of this Measure, the DBE, the Board of Finance or the diocesan synod for a diocese has taken steps which it, or the bishop of a diocese has taken steps which he or she, considers necessary or appropriate for facilitating the implementation of a provision of this Measure, those steps are to be treated as if they had been taken in reliance on subsection (1) after passing of this Measure.
- (3) Subsections (1) and (2) do not affect the operation of section 13 of the Interpretation Act 1978 (anticipatory exercise of powers) in relation to this Measure.

23 Steps for making first scheme

- (1) If the Archbishops' Council is satisfied that a diocesan synod is ready to make the first scheme under section 3 in relation to that diocese in time for the scheme to come into operation by 1 January 2023, the Archbishops' Council must certify to the diocesan synod that –
 - (a) the scheme will come into operation on the date specified in or determined in accordance with the certificate, and
 - (b) section 3(10) and Schedule 2 will come into force in relation to that diocese on that date.
- (2) If, on 1 November 2022, the Archbishops' Council is not satisfied as mentioned in subsection (1) in relation to a diocese, it must refer the matter to the archbishop of the province in which the diocese is situated.
- (3) The archbishop, on receiving a referral under subsection (2), must make a scheme for the diocese in such terms as the archbishop considers appropriate in all the circumstances.

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- (4) Before making a scheme under subsection (3), the archbishop must consult the Charity Commission on the proposed terms of the scheme; and if the Charity Commission does not respond within the period of 90 days beginning with the day on which the proposed terms are sent to the Charity Commission for that purpose, the Charity Commission is to be regarded as having no comments on the proposed terms.
- (5) A scheme made under subsection (3) is to be treated for the purposes of this Measure as the first scheme under section 3 in relation to the diocese concerned.
- (6) The DBE for a diocese continues, pending the coming into operation of the first scheme under section 3 in relation to the diocese, to be constituted as it was immediately before the commencement of this section.
- (7) Accordingly, the period of office of each person who, at the end of 2021, is serving as a member of the DBE for a diocese continues pending the coming into operation of the first scheme under section 3 in relation to the diocese, even if, in the case of an elected member of the DBE, that person ceases to be a member of the diocese synod after the end of 2021.
- (8) Sections 1 and 10 of, and the Schedule to, the Diocesan Boards of Education Measure 1991, and any order of the Secretary of State under section 1 of that Measure in force immediately before the coming into operation of the first scheme under section 3 in relation to a diocese, continue in force so far as necessary for the purposes of subsections (6) and (7) of this section, in spite of the repeals made by section 21.

Final provision

24 **Short title, commencement and extent**

- (1) This Measure may be cited as the Diocesan Boards of Education Measure 2021.
- (2) This section and section 22 come into force the day on which this Measure is passed.
- (3) The remaining provisions of this Measure, apart from section 3(10) and Schedule 2, come into force two months after the day on which this Measure is passed.
- (4) Section 3(10) and Schedule 2 come into force in relation to each diocese on the day certified in relation to that diocese under section 23(1).
- (5) The Archbishops' Council may by order make transitional, transitory or saving provision in connection with the commencement of a provision of this Measure.
- (6) The power to make an order under this section is exercisable by statutory instrument; and the Statutory Instruments Act 1946 applies as if the order had been made by a Minister of the Crown and as if this Measure were an Act of Parliament.
- (7) This Measure extends to –

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- (a) the whole of the province of Canterbury, except the Channel Islands (subject to subsection (8)), and
 - (b) the whole of the province of York, except the Isle of Man (subject to subsection (9)).
- (8) This Measure may be applied to the Channel Islands or either of them, with or without modifications, under any procedure for doing so which has effect in the Islands or (as the case may be) the Island in question; and for this purpose, the references to the Channel Islands or either of them have the same meaning as references to the Bailiwicks or either of them have in the Channel Islands Measure 2020.
- (9) If an Act of Tynwald or an instrument under an Act of Tynwald so provides, this Measure extends to the Isle of Man subject to such exceptions, adaptations or modifications as are specified in the Act or instrument.

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SCHEDULES

SCHEDULE I

Sections 3(9) and 4(8)

DBE: SCHEME FOR DESIGNATION

Company or CIO

- I (1) This paragraph applies in the case of a scheme under section 3 which designates a company limited by guarantee or a CIO as the DBE for a diocese.
- (2) The scheme must specify –
 - (a) the name of the designated body,
 - (b) the number with which it is registered in the register of charities, and
 - (c) in the case of a company limited by guarantee, the number with which it is registered in the register of companies.
- (3) Where, immediately before the coming into operation of the scheme, the Board of Finance or another body was holding funds or other property on trust in connection with the provision of church schools in the diocese, the scheme may make provision in relation to that property.
- (4) For the purposes of sub-paragraph (3), the scheme may in particular provide for the transfer of the property concerned to the designated body subject to the same trusts; but property held as permanent endowment is to be held by the designated body as corporate trustee.
- (5) The scheme may not provide for the transfer of property –
 - (a) the transfer of which would trigger a right of reverter, or
 - (b) which is held on the uniform statutory trusts set out in Section 36 to the Education Act 1996.
- (6) Where, immediately before the coming into operation of the scheme, the Board of Finance was a member (whether or not as nominee of the DBE) of a relevant company, or had the power to appoint members or directors of a relevant company, the scheme may make provision in relation to that membership or power.
- (7) In sub-paragraph (6), “relevant company” means –
 - (a) the proprietor of one or more Academies,
 - (b) any other company established in connection with the provision of Academies, or
 - (c) a company established to provide educational services in the diocese.

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- (8) For the purposes of sub-paragraph (6), the scheme may in particular provide for the substitution of the designated body for the Board of Finance as a member of the relevant company or (as the case may be) as the body entitled to exercise its power of appointment concerned.
- (9) Where provision made in the scheme for the purposes of sub-paragraph (6) has the effect of altering the company's constitution, section 34 of the Companies Act 2006 (notice to registrar of companies where constitution altered by enactment) applies to the alteration as if it were an alteration made by an enactment; and, for that purpose, a reference in that section to an enactment is to be treated as a reference to the provision in the scheme.

Unincorporated body

- 2 (1) This paragraph applies in the case of a scheme under section 3 which designates an unincorporated body as the DBE for a diocese.
 - (2) The scheme must specify –
 - (a) the name of the designated body, and
 - (b) the number with which it is registered in the register of charities.
 - (3) Where, immediately before the coming into operation of the scheme, the Board of Finance or another body was holding funds or other property on trust in connection with the provision of church schools in the diocese, the scheme may make provision in relation to that property.
 - (4) For the purposes of sub-paragraph (3), the scheme may in particular provide-
 - (a) for the Board of Finance to hold or (as the case may be) to continue to hold the property as trustee subject to the same trusts, but
 - (b) for those trusts to be administered by the members of the designated body.
 - (5) The scheme may not provide for the transfer of property –
 - (a) the transfer of which would trigger a right of reverter, or
 - (b) which is held on the uniform statutory trusts set out in Schedule 36 to the Education Act 1996.

Diocesan Board of Finance

- 3 (1) This paragraph applies in the case of a scheme under section 3 which designates the Board of Finance for a diocese as the DBE for a diocese.
 - (2) The scheme must specify –
 - (a) the name of the Board of Finance,

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- (b) the number with which it is registered in the register of charities, and
 - (c) the number with which it is registered in the register of companies.
- (3) The scheme must provide for the delegation of the functions which the Board of Finance has as the DBE to the committee of the Board of Finance established under section 3 (referred to in this paragraph as “the DBE committee”).
- (4) The scheme must provide that the Board of Finance in its own right (rather than the Board acting through the DBE committee) may not exercise a function delegated to the DBE committee or a sub-committee unless it is satisfied –
 - (a) that the DBE committee or the sub-committee is failing to act in accordance with this Measure or the scheme in relation to that function, and
 - (b) that the failure is significant.
- (5) The scheme must include provision as to the procedure of the DBE committee and of any sub-committee; and the scheme may for that purpose authorise the Board of Finance to make such provision.
- (6) Where, immediately before the coming into operation of the scheme, the Board of Finance or another body was holding funds or other property on trust in connection with the provision of church schools in the diocese, the scheme may make provision in relation to that property.
- (7) For the purposes of sub-paragraph (6), the scheme may in particular provide-
 - (a) for the Board of Finance to hold or (as the case may be) to continue to hold the property as trustee subject to the same trusts, but
 - (b) for those trusts to be administered by the members of the DBE committee.
- (8) The scheme may not provide for the transfer of property –
 - (a) the transfer of which would trigger a right of reverter, or
 - (b) which is held on the uniform statutory trusts set out in Schedule 36 of the Education Act 1996.

General provisions

- 4 The provisions contained in the memorandum and articles of association of each Board of Finance by virtue of section 1(2)(b) of the Diocesan Boards of Finance Measure 1925 are to be taken to include provision authorising the Board to further the work of the Church of England by the exercise of –
 - (a) the functions conferred on the Board by virtue of paragraph 3, and
 - (b) the functions which the Board has in its own right (rather than through the DBE committee within the meaning of paragraph 3).

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- 5 Every scheme under section 3 must include provision about –
- (a) the composition of the DBE in accordance with Schedule 2;
 - (b) reporting to the diocesan synod in accordance with section 17(2).
- 6 (1) A scheme under section 3 must include provision about –
- (a) for the transfer of property or rights for which provision is not made in paragraphs 1 to 3;
 - (b) for the transfer of other rights and liabilities.
- (2) For the purposes of sub-paragraph (1)(a), the scheme may provide for property which was held on trust immediately before the transfer to continue to be held subject to the same trusts.
- (3) But any property which was held immediately before the transfer as permanent endowment is, if the transferee is a company limited by guarantee or CIO, to be held by the transferee as corporate trustee.
- 7 (1) A scheme under section 3 may include supplementary, incidental, consequential, transitional or saving provision and may in particular –
- (a) create rights or impose liabilities in relation to property or rights transferred;
 - (b) make provision about the continuing effect of things done, or the continuation of things in the process of being done, in respect of anything transferred;
 - (c) make provision about the interpretation of references to the DBE in an instrument or other document in respect of anything transferred.
- 8 (1) The consent of the DBE for the purposes of section 3(2) or (3) may be signified by a certificate signed by the bishop of the diocese and by the director of education of the diocese.
- (2) The consent of the DBE for the purposes of section 4(4) may be signified by a certificate signed by the bishop, and by the director of education, of each of the dioceses concerned.
- (3) A certificate under this paragraph is to be treated as conclusive for all purposes.

Amendment or revocation

- 9 (1) A scheme under section 3 may be amended or revoked; and the scheme must, subject to sub-paragraph (2), make provision as to the procedure for doing so.
- (2) An amendment to a scheme under section 3 has effect only if –

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- (a) the DBE has consented to it, and
 - (b) it is approved by the diocesan synod.
 - (3) A scheme under section 3 may be supplemented by a further scheme under that section (which may itself be amended or revoked).
 - (4) In the application of this paragraph to a scheme under section 4, sub-paragraph (2)(b) has effect as if the reference to the diocesan synod were a reference to each of the diocesan synods concerned.
- 10
- (1) Where a scheme under section 3 is revoked, the body which the scheme had designated as the DBE ceases to be the DBE; and the diocesan synod must secure that a scheme of a kind coming without sub-paragraph (3) will come into operation immediately after the revocation.
 - (2) Where a scheme under section 4 is revoke, the body within the scheme had designated as the joint DBE ceases to be the joint DBE; and each of the diocesan synods concerned must secure that a scheme of the kind coming within sub-paragraph (3) will come into operation immediately after the revocation.
 - (3) A scheme comes within this sub-paragraph if it is –
 - (a) a scheme under section 3 designating a body as the DBE for the diocese;
 - (b) a scheme under section 4 made with one or more other diocesan synods designating a body as the joint DBE for the diocese and the other diocese or dioceses concerned;
 - (c) a scheme under section 4 made with one or more other diocesan synods designating an existing joint DBE as the DBE for the diocese too.
 - (4) In the case of a scheme under section 4, a diocesan synod may give reasonable notice in writing to the other diocesan synod or synods concerned that it not longer wishes the joint DBE to be the DBE for that diocese.
 - (5) Where a diocesan synod has given (and not withdrawn) notice under sub-paragraph (4) on the expiry of which there would be only one diocese for which the joint DBE was designated as the DBE, the scheme under section 4 is revoked on the expiry of the notice and sub-paragraph (2) applies accordingly.
 - (6) Where a diocesan synod has given (and not withdrawn) notice under sub- paragraph (4) on the expiry of which there would still be at least two dioceses for which the joint DBE was designated as the DBE –
 - (a) the joint DBE ceases on the expiry of the notice to be the joint DBE for the diocese whose diocesan synod gave the notice,
 - (b) that diocesan synod must secure that a scheme of a kind coming within sub-paragraph (3) will come into operation immediately after the expiry of the notice, and

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- (c) the other diocesan synods must make a scheme to amend or supplement the scheme under section 4 so far as they consider necessary or appropriate to enable the joint DBE to continue to operate.
- (7) The revocation of a scheme under section 3 or 4 has effect only if the scheme under section 3 or 4 which is to come into operation immediately after the revocation is approved by the diocese synod.
- (8) Section 4(9) does not apply to this paragraph.

Copy for Secretary of State

- 11 (1) The DBE for a diocese must, within 9- days of a scheme under section 3 being made, send a copy of the scheme to the Secretary of State.
- (2) Sub-paragraph (1) applies also to any instrument amending, supplementing or revoking a scheme under section 3.

Vesting of property

- 12 (1) Where a scheme under section 3 provides for the transfer of property, the legal title to that property is by virtue of the scheme itself to be transferred in accordance with the scheme, without the need for any further document.
- (2) The transfer of property by a scheme under section 3 does not operate as a breach of a covenant or condition against alienation or give rise to a forfeiture.

Meaning of “reverter”

- 13 In this Schedule, a reference to a transfer of property which would trigger a right of reverter is a reference to a transfer of property which would give rise to a trust under section 1 of the Reverter of Sites Act 1987

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SCHEDULE 2

Section 3(10)

DBE: GOVERNANCE

Composition

- I (1) The DBE for a diocese consists of—
 - (a) the bishop of the diocese, and
 - (b) at least 10 other members.
- (2) The joint DBE for two or more dioceses consists of—
 - (a) each of the diocesan bishops concerned, and
 - (b) a sufficient number of other members to give a total membership of at least 12.
- (3) In the case of a DBE which is a separately registered charity, each member is, by virtue of that membership, a charity trustee of the DBE.
- (4) In the case of a DBE which is a company limited by guarantee or a CIO, each member of the DBE, and no other person, is a member of the company or CIO.
- (5) In a case where the Board of Finance is designated as the DBE for the diocese, each member of the committee established by virtue of section 3 must be a person who is not disqualified from being a charity trustee.
- (6) A person other than the bishop of the diocese may become a member of the DBE by being—
 - (a) appointed by the bishop,
 - (b) elected by the diocesan synod, or
 - (c) co-opted by the DBE.
- (7) A scheme under section 4 for the designation of a body as a joint DBE must include provision for the appointment, election or co-option of members; and that provision must include—
 - (a) provision for each of the diocesan bishops concerned to appoint at least one person, and
 - (b) provision for each of the diocesan synods concerned to elect at least one person.

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- (8) In the application of this paragraph to a joint DBE, sub-paragraph (6) has effect subject to the provision which, for the purposes of sub-paragraph (7), is included in the scheme under section 4.
- (9) In making an appointment or co-option to the DBE for a diocese or selecting candidates for election to it, regard must be had to the desirability of securing that a variety of relevant skills is available among the members.
- (10) A scheme under section 3 must include provision as to the term of office of a member of the DBE, including the circumstances in which a person ceases to hold office and the grounds on which a person may be removed or suspended from office; and the scheme may for that purpose make different provision depending on whether a person became a member by virtue of sub-paragraph (6)(a), (b) or (c).
- (11) A conflict of loyalty which would or might arise as a result of a member of the DBE for a diocese also being a director of the Board of Finance or a member of the diocesan synod, or both, is authorised by virtue of this sub-paragraph if—
 - (a) the conflict relates to a duty of loyalty owed to the Board of Finance or diocesan synod and does not involve a direct or indirect benefit of any nature to the member or a connected person, and
 - (b) the member in question declares the conflict.
- (12) In sub-paragraph (11)(a), “connected person”, in relation to a member of the DBE of a diocese, has the meaning it has in accordance with section 188 of the Charities Act 2011 in relation to a charity trustee.

Chair

- 2 (1) The chair of the DBE for a diocese is, subject to sub-paragraph (2)—
 - (a) the bishop of the diocese, or
 - (b) another member of the DBE appointed by it after consultation with the bishop.
- (2) In the case of a joint DBE, the chair is a member of the joint DBE appointed by it after consultation with the diocesan bishops concerned; and the member so appointed may be one of the bishops.

Committees and delegation

- 3 (1) The DBE for a diocese (except in a case where the Board of Finance is designated as the DBE for the diocese) may delegate functions to—

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- (a) an officer or member of staff of the DBE, or
 - (b) a committee established by the DBE.
- (2) Where the Board of Finance is designated as the DBE for the diocese by a scheme under section 3, the committee established by virtue of that section may delegate functions exercisable by it by virtue of paragraph 3(3) of Schedule I to—
 - (a) an officer or member of staff of the Board of Finance, or
 - (b) a sub-committee established by the committee.
- (3) The members of a committee referred to in sub-paragraph (1)(b) or a sub-committee referred to in sub-paragraph (2)(b) may include persons who are not members of the DBE.
- (4) The director of education for a diocese may not be a member of a committee or sub-committee of the DBE but may attend any meeting which a committee or sub-committee holds; and, at any meeting which the director of education attends, he or she may speak but may not vote.
- (5) Each DBE must set terms of reference in relation to the delegation of functions.
- (6) A scheme under section 3 must include provision requiring a committee or sub-committee of the DBE to report its proceedings to the DBE.

Proceedings

- 4 The DBE for a diocese may regulate its own procedure and the procedure and membership of any committee or sub-committee (as the case may be), subject to—
 - (a) the provisions of this Measure,
 - (b) the provisions of the scheme under section 3 which provides for the designation of a body as the DBE, and
 - (c) the provisions of the designated body's governing instrument or, where the Board of Finance is the designated body, such provisions as may be made by the Board by virtue of paragraph 3(5) of Schedule I.
- 5 The validity of proceedings of the DBE for a diocese is not affected by a vacancy among its members or a defect in the appointment, election or co-option of a member.

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Application of charity law

- 6 Nothing in this Measure, so far as relating to membership of the DBE for a diocese, affects the application of any enactment providing for the disqualification of a person from being a charity trustee.

ACCOUNTABILITY FRAMEWORK

FUNCTIONAL ACTIVITY & DISTRIBUTION OF RESPONSIBILITY

		FUNCTIONAL ACTIVITY & DISTRIBUTION OF RESPONSIBILITY												ULTIMATE ACCOUNTABILITY (‘RESPONSIBLE BODY’ RECEIVING FUNDING)	
		DAY-TO-DAY DELIVERY		PROFESSIONAL SUPPORT		LOCAL MONITORING		NATIONAL REGULATION		DIOCESAN (EDEC) OVERSIGHT		NATIONAL CHURCH VISION			
ASPECT	TYPE	Body	Mandate	Body	Mandate	Body	Mandate	Body	Mandate	Body	Mandate	Body	Mandate		
INFRASTRUCTURE	ACCESS & ADMISSIONS	LA VA	HT & SLT Governors	Ed. Act 2006	LA	SLT LA	LA + GOVs Diocese	Education Act DBE Measure	OFSTED SIAMS	Sections 5, 8 Section 48	DBE advice required <u>before</u> commencing consultation on admissions	DBE Measure s7(1), s7(2)(d)	National Society National Church	Charitable Objectives DAG Vision for Education	Local Authority
		LA VC	LA Governors	Ed. Act 2006	LA	SLT LA	LA + GOVs Diocese	Education Act DBE Measure	OFSTED SIAMS	Sections 5, 8 Section 48	DBE advice required <u>before</u> commencing consultation on admissions	DBE Measure s7(1), s7(2)(d)	National Society National Church	Charitable Objectives DAG Vision for Education	Local Authority
		ACADEMY	LA Trust	Ed. Act 2006	Trust	SLT LA	TRUST + LGOVs Diocese	Academies Act DBE Measure	OFSTED SIAMS	Sections 5, 8 Section 48	DBE advice required <u>before</u> commencing consultation on admissions	DBE Measure s7(1), s7(4)(c)	National Society National Church	Charitable Objectives DAG Vision for Education	Academy Trust
	FINANCE	LA VA	Governors HT	Ed. Act 2006	LA	SLT LA	LA + GOVs Diocese	Education Act DBE Measure	ESFA	Sections 5, 8	DBE advice given on matters affecting church schools	DBE Measure s7(1)	National Society National Church	Charitable Objectives Vision for Education	Local Authority
		LA VC	Governors HT	Ed. Act 2006	LA	SLT LA	LA + GOVs Diocese	Education Act DBE Measure	ESFA	Sections 5, 8	DBE advice given on matters affecting church schools	DBE Measure s7(1)	National Society National Church	Charitable Objectives Vision for Education	Local Authority
		ACADEMY	Trust LGB & HT	Ed. Act 2006	Trust	SLT TRUST	TRUST + GOVs Diocese	Academies Act DBE Measure	ESFA	Academies Act Companies Act	DBE advice given on matters affecting church schools	DBE Measure s7(1)	National Society National Church	Charitable Objectives Vision for Education	Academy Trust
	PROPERTY & ESTATE	LA VA	Governors HT & BM	Ed. Act 2006	LA	SLT DIOCESE	LA + GOVs Diocese	Education Act DBE Measure	ESFA	Sections 5, 8 Section 48	Advice and consent	DBE Measure s7(1), s7(5), s8(4) & (5)	National Society National Church	Charitable Objectives Vision for Education	Local Authority
		LA VC	Governors HT & BM	Ed. Act 2006	LA	SLT LA	LA + GOVs Diocese	Education Act DBE Measure	ESFA	Education Act	Advice and consent	DBE Measure s7(1), s7(5), s8(4) & (5)	National Society National Church	Charitable Objectives Vision for Education	Local Authority
		ACADEMY	Trust LGB & HT	Ed. Act 2006	Trust	SLT TRUST	TRUST + LGOVs Diocese	Academies Act DBE Measure	ESFA	Academies Act Companies Act	Advice and consent	DBE Measure s7(1), s7(5), s8(4) & (5)	National Society National Church	Charitable Objectives Vision for Education	Academy Trust

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STANDARDS FRAMEWORK	LEADERSHIP	LA VA	HT & SLT Governors	Ed. Act 2006	LA	SLT LA	LA + GOVs Diocese	Education Act DBE Measure	OFSTED SIAMS	Sections 5, 8 Section 48	DBE advice given on matters affecting church schools	DBE Measure s7(1)	CEFEL	Charitable Objectives Vision for Education NPQ DfE Accreditation	Local Authority
		LA VC	HT & SLT Governors	Ed. Act 2006	LA	SLT LA	LA + GOVs Diocese	Education Act DBE Measure	OFSTED SIAMS	Sections 5, 8 Section 48	DBE advice given on matters affecting church schools	DBE Measure s7(1)	CEFEL	Charitable Objectives Vision for Education NPQ DfE Accreditation	Local Authority
		ACADEMY	HT Trust	Ed. Act 2006	Trust	SLT TRUST	TRUST + LGOVs Diocese	Academies Act DBE Measure	OFSTED SIAMS	Sections 5, 8 Section 48	DBE advice given on matters affecting church schools	DBE Measure s7(1)	CEFEL	Charitable Objectives Vision for Education NPQ DfE Accreditation	Academy Trust
	TEACHING	LA VA	HT & SLT Subject Leaders	Ed. Act 2006	LA	SLT LA	LA + GOVs Diocese	Education Act DBE Measure	OFSTED SIAMS	Sections 5, 8 Section 48	DBE advice given on matters affecting church schools and directions where DBE has concerns about denominational education or content of collective worship	DBE Measure s7(1), s10(3)	CEFEL	Charitable Objectives Vision for Education Valuing All God's Children	Local Authority
		LA VC	HT & SLT Subject Leaders	Ed. Act 2006	LA	SLT LA	LA + GOVs Diocese	Education Act DBE Measure	OFSTED SIAMS	Sections 5, 8 Section 48	DBE advice given on matters affecting church schools and directions where DBE has concerns about denominational education or content of collective worship	DBE Measure s7(1), s10(3)	CEFEL	Charitable Objectives Vision for Education Valuing All God's Children	Local Authority
		ACADEMY	HT & SLT Subject Leaders	Ed. Act 2006	Trust	SLT TRUST	TRUST + LGOVs Diocese	Academies Act DBE Measure	OFSTED SIAMS	Sections 5, 8 Section 48	DBE advice given on matters affecting church schools and directions where DBE has concerns about denominational education or content of collective worship	DBE Measure s7(1), s10(3)	CEFEL	Charitable Objectives Vision for Education Valuing All God's Children	Academy Trust
	BEHAVIOUR	LA VA	HT & SLT Subject Leaders	Ed. Act 2006	LA	SLT LA	LA + GOVs Diocese	Education Act DBE Measure	OFSTED SIAMS	Sections 5, 8 Section 48	DBE advice given on matters affecting church schools	DBE Measure s7(1)	CEFGF	Charitable Objectives Vision for Education Valuing All God's Children	Local Authority
		LA VC	HT & SLT Subject Leaders	Ed. Act 2006	LA	SLT LA	LA + GOVs Diocese	Education Act DBE Measure	OFSTED SIAMS	Sections 5, 8 Section 48	DBE advice given on matters affecting church schools	DBE Measure s7(1)	CEFGF	Charitable Objectives Vision for Education Valuing All God's Children	Local Authority
		ACADEMY	HT & SLT Subject Leaders	Ed. Act 2006	Trust	SLT TRUST	TRUST + LGOVs Diocese	Academies Act DBE Measure	OFSTED SIAMS	Sections 5, 8 Section 48	DBE advice given on matters affecting church schools	DBE Measure s7(1)	CEFGF	Charitable Objectives Vision for Education Valuing All God's Children	Academy Trust

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	PSHE & RE	LA VA	HT & SLT Subject Leaders	Ed. Act 2006	LA	SLT DIOCESE	LA + GOVs Diocese	Education Act DBE Measure	OFSTED SIAMS	Sections 5, 8 Section 48	DBE advice given on matters affecting church schools and Directions where DBE has concerns about denominational education or content of collective worship	DBE Measure s7(1), s10(3)	CEFGF	Charitable Objectives Vision for Education Valuing All God's Children	Local Authority	
		LA VC	HT & SLT Subject Leaders	Ed. Act 2006	LA	SLT DIOCESE	LA + GOVs Diocese	Education Act DBE Measure	OFSTED SIAMS	Sections 5, 8 Section 48	DBE advice given on matters affecting church schools and Directions where DBE has concerns about denominational education or content of collective worship	DBE Measure 7(1), s10(3)	CEFGF	Charitable Objectives Vision for Education Valuing All God's Children	Local Authority	
		ACADEMY	HT & SLT Subject Leaders	Ed. Act 2006	Trust	SLT DIOCESE	TRUST + LGOVs Diocese	Academies Act DBE Measure	OFSTED SIAMS	Sections 5, 8 Section 48	DBE advice given on matters affecting church schools and Directions where DBE has concerns about denominational education or content of collective worship	DBE Measure s7(1), s10(3)	CEFGF	Charitable Objectives Vision for Education Valuing All God's Children	Academy Trust	
	OUTCOMES	LA VA	HT & SLT Subject Leaders	Ed. Act 2006	LA	SLT LA	LA + GOVs Diocese	Education Act DBE Measure	OFSTED SIAMS	Sections 5, 8 Section 48	DBE advice given on matters affecting church schools, provision of information to DBE	DBE Measure s7(1), s12(1)	National Society National Church	Charitable Objectives Vision for Education	Local Authority	
		LA VC	HT & SLT Subject Leaders	Ed. Act 2006	LA	SLT LA	LA + GOVs Diocese	Education Act DBE Measure	OFSTED SIAMS	Sections 5, 8 Section 48	DBE advice given on matters affecting church schools, provision of information to DBE	DBE Measure s7(1), s12(1)	National Society National Church	Charitable Objectives Vision for Education	Local Authority	
		ACADEMY	HT & SLT Subject Leaders	Ed. Act 2006	Trust	SLT TRUST	TRUST + LGOVs Diocese	Academies Act DBE Measure	OFSTED SIAMS	Sections 5, 8 Section 48	DBE advice given on matters affecting church schools, provision of information to DBE	DBE Measure s7(1), s12(1)	National Society National Church	Charitable Objectives Vision for Education	Academy Trust	
	DUTY OF CARE	PASTORAL (employees)	LA VA	HT & SLT Governors	Ed. Act 2006	LA	LA	LA + GOVs Diocese	Education Act DBE Measure	OFSTED SIAMS	Sections 5, 8 Section 48	DBE advice given on matters affecting church schools	DBE Measure s7(1)	National Society National Church	Charitable Objectives Vision for Education	Local Authority
			LA VC	HT & SLT Gvernors	Ed. Act 2006	LA	SLT	LA + GOVs Diocese	Education Act DBE Measure	OFSTED SIAMS	Sections 5, 8 Section 48	DBE advice given on matters affecting church schools	DBE Measure s7(1)	National Society National Church	Charitable Objectives Vision for Education	Local Authority
			ACADEMY	HT & SLT Governors	Ed. Act 2006	Trust	LA	TRUST + LGOVs Diocese	Academies Act DBE Measure	OFSTED SIAMS	Sections 5, 8 Section 48	DBE advice given on matters affecting church schools	DBE Measure s7(1)	National Society National Church	Charitable Objectives Vision for Education	Academy Trust

Parish - School Covenant (PSC)

Overview

The *Parish School Covenant* (PSC) is a written promise between a church and a school that sets out the shared missional ambitions and practical commitments for the year. It is an important framework for managing expectation.

The PSC is not a tool for measuring performance, but to encourage all to rejoice in planning and delivering a *realistic* and *achievable* number of important promises - the scope of which will vary across localities as a function of the resources available, not least given the competing pressures on clergy and schools.

The PSC also provides a framework for annual reflection, and gives a structure for presenting positive evidence for use in SIAMs inspection.

Within the PSC are a minimum set of locally delivered commitments that reflect the parish and diocesan statutory duties as set out in the founding legal *Trust* documents and the instrument of governance for each school, and the 1991 DBE Measure v2.

National Society research echoes that of other Christian groups in identifying the need to consider ministry with, by and among children and young people as a three-legged stool bringing together schools, churches and parents/families. If any leg is neglected, the ministry quickly gets out of balance. Connections between the three are vital to maintain a coherent approach. The PSC seeks to strengthen these links by seeing church, school and family as a continuum.

Practicalities

A PSC is a short written missional statement ('promise'), a set of planned activities ('commitments'), and a short evaluation and 'next steps' ('reflection'), all of which is easily created using the *PSC Template*.

Support

The *Head of School Mission* (HSM) and the *Ely Diocese Regional Advisers* (EDRAs) can support the process described below.

See <http://www.elyeducation.org> for contact details

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Getting Started

The PSC template provides a common collaborative framework to help school and church leaders articulate their expectations of the partnership for the year. Each school and Church is invited to tailor and adapt this template. It is important to note that, because a PSC will reflect the opportunities and limitations afforded by each locality and circumstance (reflecting the human and physical resources available), each PSC will be different. The template is the starting point.

Each stated area is set out in bold (and in colour) as part of the promise that each respective institution makes. Under each heading is a set of actions/undertakings that fulfils that promise. At the end of the four listed areas is a suggested template for evaluating the success of each area which can be filled in annually and next steps discussed. The following is the main focus for whole covenant

Joint Relationships & Missional Behaviours

- Commitments in School
- Commitments in Parish/Church

What to do next

1. Read the background material provided after the template.
2. Consider which 'stakeholders' might need to be involved in completing the PSC. Typically this might include Head, Vicar, Chair of governors, Church wardens, staff, Foundation governors, school council and parent representatives.
3. Meet and discuss the areas with those stakeholders.
4. Complete as much as you can right now: remember, this is a template whereby elements can be added or removed based on what is realistic and achievable. At the end of the year you will come back to this and complete it further as you work together on your covenant.
5. Complete, sign and display your PSC cover statement.

When considering success criteria don't forget the voice of children, young people, parents, congregation, leaders and staff.

Parish School Covenant Commitments

We will honour our jointly expressed ambition by planning a series of commitments in school and church, the success of which will be reflected upon at the end of the year. This could also be celebrated in a joint service between church and school if practical

‘Agape’ love - Joint Relationships & Professional Behaviours

- Welcoming all members of the school and church into our respective institutions
- Treating members of the school and members of the church as equal members of our church family
- Complying with all safeguarding protocols to ensure both institutions are a ‘safe space’ for all
- Provide chaplaincy and pastoral support for staff, students and childrens’ homes

‘Koinonia’ – Community engagement and wider congregation

- School in church – regular services held in church and diaried
- Family oriented church. Working with the church to carry out an assessment of how welcoming the church is to children, young people and families including the views of children, young people, families, congregation and PCC.
- PCC and School engage to lay out a vision with values for ensuring that the church is fully welcoming to children, families and young people.
- Steps are taken to improve the welcome and ministry children, young people and families experience in church.
- PCC reflects on how church decisions are made through the year – are they consistent with the vision and values for welcoming children, young people and families into church?
- Other community groups such as Parent and toddler, uniformed organisations are affirmed, supported and helped to develop as they are seen as a valuable part of our mission to children, young people and families.

‘Excellent and distinctive’ – celebrating our Church of England status

- Clergy and their Leadership Team will
 - Support the formulation of a school Vision and Christian distinctiveness
 - Lead Collective Worship regularly (once a week)
 - Introduce Anglican elements into worship (e.g. blessing, response)
 - Explore with the school how to give pupils some experience of the Eucharist/ Holy Communion:
 - Provide theologically driven ex officio leadership on the Governing Body
 - Support the RE Curriculum by contributing to RE lessons where appropriate, helping teachers understand their RE Curriculum and facilitating and encouraging the use of the church building to deliver RE where appropriate
 - Provide chaplaincy and pastoral support for staff, learners and families

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‘Live a life in all its fullness’ through wisdom, hope, community and respect

- Foundation Governance will:
 - Work on setting the school vision
 - Define and monitor Christian distinctiveness
 - Perform regular Governor duties
- Parish, church and school will:
 - Provide space, opportunity and use appropriate methods in church services and in school, for children, young people and their families to encounter God and grow in their spirituality
 - Pray regularly and obviously for each other
 - Encourage people to volunteer in school, where able
 - Support school and parish events
 - Share church and school activity through regular communications
 - We will be regularly communicating that **everyone** in church and school plays a part in welcoming and accepting people. We will look at training and accountability for those directly working with young people:

How can we measure our success in these areas?

The ‘PSC Template’

Area to reflect on: ‘Agape’ love - Joint Relationships & Professional Behaviours

Actions and work done in this area

Evaluations and next steps

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Area to reflect on: 'Koinonia' – Community engagement and wider congregation

Actions and work done in this area

Evaluations and next steps

Area to reflect on: 'Excellent and distinctive' – celebrating our Church of England status

Actions and work done in this area

Evaluations and next steps

Area to reflect on: 'Live a life in all its fullness' through wisdom, hope, community and respect

Actions and work done in this area

Evaluations and next steps

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Background:

- Since 2001, national and diocesan education teams have been pleased to reference the General Synod affirmation that church schools are “at the heart of our mission to the nation.”
- In 2010, *Going for Growth*¹ set out a call to action for the church to work at national, diocesan and parochial level towards “every child and young person having a life enhancing encounter with the Christian faith and the person of Jesus Christ.”
- In 2016 the Church of England freshly articulated a vision² for their work in education which gives clarity to why we think involvement in education is vital as part of our mission, being deeply Christian and serving the common good.
- The *Christenings Project* has brought a welcome focus to the importance of ongoing engagement with families who are bringing babies and toddlers for baptism.
- However, despite regular publication of reports like, *Children in the Way* (1988), *All God’s Children* (1991), *Youth A Part* (1996) *Going for Growth* (2010) and *Rooted in the Church* (2016) a number of questions continue to arise about the reality of the church’s focus on and engagement in ministry with children and young people and the connection between education, mission, evangelism and discipleship at national, diocesan and parish/school level. The CSC seeks to affirm links.

The Critical Years: Children and Young People: Schools, Churches and Families

- Childhood years are a vital indicator for faith. Research by ComRes, carried out for the Church of England³, reveals the ages at which children & young people come to (and leave) faith.
- When practising Christians were asked at what age they came to faith, the results showed:
 - 40% before the age of 5
 - 16% between 5 & 10
 - 20% between 11 & 18
- Another question asked respondents who previously used to be a member of a religious group (not just Christian) ‘At what age did you stop considering yourself to be a member of this religious group?’ The results showed:
 - 4% between 5 & 10
 - 34% between 11 & 18
 - 21% between 19 & 24
- This would seem to indicate the importance of focussing on how children and young people are helped to grow in their relationship with Jesus Christ so that their faith is firmly rooted in the Christian community.

¹ www.going4growth.com/home

² <https://www.churchofengland.org/more/education-and-schools/vision-education>

³ <http://www.comresglobal.com/polls/church-of-england-mapping-survey/>

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- National Society research echoes that of other Christian groups in identifying the need to consider ministry with, by and among children and young people as a three-legged stool bringing together schools, churches and parents/families. If any leg is neglected, the ministry quickly gets out of balance. Connections are vital.
- Evidence suggests that the participative experience children and young people have of worship, based on their time in a Church of England school, is not matched by their experience in church on a Sunday.
- Many Christian parents lack the confidence or desire to prioritise the passing on of faith in the home.
- For a fresh focus on this work we need to consider how these three aspects can be brought together to facilitate mission and ministry which brings schools, churches and families together in evangelism and discipleship with children and young people.

Church of England Schools

- Common to all good schools is a focus on pupils being active participants in their own learning and their development as leaders who are given a voice and actively enabled to contribute towards the functioning of the school community. It started with school councils, but it is now commonplace for children to also be involved in interviewing teachers and school leaders, driving initiatives such as charitable activity and community service, and engaging in peer to peer mentoring.
- In Church of England schools, pupils will increasingly experience a dynamic approach to developing their understanding about Christianity through our Understanding Christianity⁴ resource. From ages 4-14 they will keep engaging with and learning about significant theological concepts within Christianity as part of developing their wider religious, theological and cultural literacy. The core concepts of Christianity are presented in an engaging way which helps children engage with the text and make connections to the rest of their thinking and lives.
- Outstanding Collective Worship in Church of England schools is participatory, engaging, contemporary and relevant. Children are encouraged to be leaders of as well as participants in worship. Resources like the National Societies *Worship Workshop*⁵ website, enable this to happen.
- Church schools are also encouraged to work closely with their local parish church to ensure that spiritual development is seen as fundamental to the life of the school and the education offered.
- In all of this, a revised Statutory Inspection framework (SIAMS) has set out very clearly what it means for schools to be offering authentic Christian education which is deeply Christian, serving the common good. It encourages worship, prayer, spiritual development, courageous advocacy and effective RE. Effective partnerships with local churches will contribute towards this.

⁴ <http://www.understandingchristianity.org.uk/>

⁵ <http://www.worshipworkshop.org.uk/>

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- Despite the rich opportunities and the reality of practice in 4,700 Church of England schools, as well as the opportunities community schools provide for the church to be involved in the life of the school, the connection between what a pupil experiences in school and how that translates into an active faith, nurtured through a local church need to be protected and nurtured.

Church

- Education has changed a lot over the last 20 years, and the dynamic experience young people have through their schools is not always matched by their experience in church. What can better partnership contribute to future development?
- Anecdotally, young people sometimes state that they are not often involved in decision making or given leadership responsibility in the church. When the Church talks of setting God's people free, or of growing leadership or reimagining ministry, it is often interpreted as being adult focused, rather than recognising that children and young people should be active participants in these areas. To evidence these anecdotes, the National Society commissioned research to explore the relationship between the Church of England and young people and better understand what helps young people stay rooted in their faith and church lives.
- The findings, which centred around four key themes, are summarised in the National Society's report *Rooted in the Church*⁶ which was also presented as a simple two-minute animation.⁷
 - a. Inclusion: Young people want to be part of the whole church family rather than always being artificially separated. An intergenerational approach was highlighted as being important in the growth of faith.
 - b. Equality: Young people articulated a desire to be treated as equal members of the Church, participating in its life and leadership.
 - c. Leadership: Youth leaders (whether volunteers or employed) make a vital contribution in building bridges between the generations.
 - d. Space: Room to explore faith and life without fear of being judged
- After the influence of parents, research shows that the biggest indicators of young people growing into an adult faith are:
 - i. Active participation in worship
 - ii. Connection to other adults in the faith community
- In their book, *Children's Ministry in the Way of Jesus*⁸, Beckwith and Csinos conclude that "when children's/youth ministry is not connected to the rest of the congregation it's easy for children/young people to see Christianity as something that is not connected to the rest of their lives".
- The Church/School nexus provides opportunities for extracurricular activities to reinforce the Christian approach to education and offer those transformational

⁶ <https://www.churchofengland.org/sites/default/files/2017-11/Rooted%20in%20the%20Church%20Summary%20Report.pdf>

⁷ <https://www.youtube.com/watch?v=IBe8vFPtSVQ>

⁸ <https://www.ivpress.com/children-s-ministry-in-the-way-of-jesus>

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encounters with Jesus Christ and the Christian faith. At their best, churches can partner with schools in offering possibilities such as Open the Book; Prayer Spaces in Schools; lunchtime and after school clubs with explicit Christian content.

- However, the Church must tread a careful path, sensitively understanding the distinction between spiritual development and proselytization within the school context. There is an important difference between things which are part of the school curriculum which children ‘have’⁹ to partake in, and optional activities which children choose to attend.
- How can we best ensure the ongoing development of the church’s relationship with those who have had a rich experience at a Church of England primary school so that they continue to encounter Jesus and feel connected to the church community? The CSC is part of the answer to this question.

Parents and Families

- Research consistently shows that parents have the biggest influence on their children when it comes to faith.¹⁰ Foundations for faith are often laid in childhood, but Christian families are not always modelling how to live and share faith together.
- The *Toddler Group Project (2016)* evidenced that church-based Toddler Groups can be a fertile ground for introducing children and parents to stories of the Christian faith, practices of prayer and worship, and introducing families to church community.
- Care for the Family research shows that although 90% of Anglican families thought it important to teach their children about faith, only 29% thought it was their responsibility. Barriers to living faith together included family time being devoted to other things; not knowing what to do; not understanding their responsibility to pass on faith; and a lack of confidence.
- In order to address this, the church needs to:
 - a. Help families become comfortable with talking about faith together
 - b. Use the opportunities presented by baptism & communion preparation to model and share ways of nurturing faith with families
 - c. Consider focussed sessions for parents/godparents/grandparents/significant adults which explore how to live faith alongside children and young people

Clergy report that very little of this is able to be covered in ordination training or continuing development for clergy and parishes rarely prioritise the development of faith at home and in families.

- The expertise of diocesan children’s and youth advisers, the appointment of school chaplains, family workers, children’s and youth work leaders are important for raising the profile, but fundamentally we need to enable parents, grandparents and families to be set free for this vital work of passing on faith to the next generation.

What are we aiming for?

⁹ Parents do have the right to withdraw their children from RE and Collective Worship

¹⁰ Anecdote to Evidence, Generation Z, Care for the Family, Passing on the Faith, Parenting for Faith

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- An effective partnership between schools, churches, parents and families does not occur by accident. That partnership should be at the heart of decisions that are made about mission and ministry, should be evident in the very structures in the diocese, and form a central strand of every parish, deanery or diocesan mission plan.
- When ministry and mission with children and young people through schools, churches and families is considered as a natural and essential part of every aspect of diocesan, deanery and parish life, this change of culture will begin to occur. It will be seen through the way appointments are made and pastoral organisation occurs, in the training of church leaders and their ongoing ministerial development and in the priorities of congregations. It will be seen as children and young people are regularly consulted and included in the strategic processes of both Diocese and Parish.
- The aspiration for Church of England schools is set out in the Church of England's vision for education:

“Families will discover an education that embraces excellence and academic rigour within the wider framework of spiritual, physical, intellectual, emotional, moral and social development and enables their children to flourish. We want pupils to leave school with a rich experience and understanding of Christianity, and we are committed to offering them an encounter with Jesus Christ and with Christian faith and practice in a way which enhances their lives”¹¹

This has to happen in partnership with church communities and families.

- Active engagement by the church family in school is not simply another thing to be added to the incumbent's list of responsibilities, but an opportunity for the gifts and skills of lay people to be used as they work closely with school leaders.
- Any school-based activities are complemented by offering parents support to pass on faith in their homes. Equipping families to do this will be an essential element of baptism preparation and follow up ministry, offering regular support and simple suggestions about books, bible stories, prayers and other activities that can be shared in the home.
- The connection between parish and school is often easier at primary school level as the relationship is between one parish and the schools within it. It is more of a challenge to develop effective relationships with secondary schools as the responsibility falls on many different parishes. A successful deanery wide approach will ensure that the good links with pupils developed through primary school, continue as they transition into secondary school and beyond. This requires greater coordination and collaboration and the sharing of resources and should be part of every deanery's mission planning. It is important therefore that we involve your Deanery in the CSC process by sending a copy or inviting their participation.

¹¹ <https://www.churchofengland.org/more/education-and-schools/vision-education> , p.13