



Education Team

Supporting Schools | Enabling Excellence

Diocesan Board of Education (DBE) Business Plan
January 2019 – December 2021



THE CHURCH
OF ENGLAND
BIRMINGHAM

The DBE's 5 key priorities for 2019– 2021

Key Priority 1: Support schools to have a strong identity in terms of Christian roots and values so that

- Schools are able to provide education provision which remains true to their trust deed.
- Young people who attend a Church school understand the tenants of the Christian faith and who Jesus is
- All who relate to the school are able to connect with opportunity to experience 'life in all its fullness'
- Church schools and their leaders deepen, articulate and live out their Christian distinctiveness

Key Priority 2: ensure the DBE is effective and relevant to its schools and to the wider Birmingham Church of England so that

- The remit of the DBE is clearly understood and known by all
- The structure is working effectively with clear purpose
- The work of the officers meets the remit of the DBE
- Officers are clear about their role and focus
- School leaders value the work of the officers because they have a positive impact on their own roles
- It contributes to the wider focus of the Birmingham Church of England agenda
- Clergy appointments to Church Schools are well supported

Key Priority 3: Support schools to be inclusive in their admissions and provision so that

- All schools have considered their admissions policies against DBE guidance and their own trust deeds.
- Church schools admissions policies are compliant with the law
- All are made to feel welcome in a Church school regardless of their gender, faith, ethnicity, disability, sexuality though the curriculum provision that is available at the school

Key Priority 4: Support schools to be SIAMS/Ofsted good or better because they have secure leadership and good teaching so that

- Church Schools are able to achieve good teaching and learning outcomes for children because children are taught by at least 'good' teachers'
- Leaders are able to recruit and retain good teacher at all levels.
- Ensuring governors are appointed in a timely way, and trained.

Key Priority 5: Support and develop DBE Structural strategy re Academies and MATs so that

- Children have increased opportunity to attend a Church of England Secondary School Church school
- Governing Boards are able to decide the best structural solution for their school to meet the current education policy
- Any vulnerable Church School will be able to have the offer of a structural solution within the diocesan family of schools which will be acceptable to the RSC (Regional Schools Commissioner)

Key Priority 1: Support schools to have a strong identity in terms of Christian roots and values.

Success Criteria	<ul style="list-style-type: none"> a. Schools are aware of the changes to the SIAMS evaluation schedule, what is expected of them and have the opportunity to attend high quality training b. 'Bishops awards for excellence' have been developed, piloted and launched. c. Time and opportunity is given to further develop the Church of England 'vision for education' d. Governors have a clear understanding of the skills and qualities needed in a Church school head teacher e. Opportunities to develop as a Church School leader are made available
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Actions		Lead Person	Time Frame	Progress
1.1	All schools know about the revised SIAMS evaluation schedule. Annual training is organised. It is included in initial foundation governor training	JS	Annually Sept/Oct	
1.2	Lead officer to attend briefings and update training related to new schedule as and when it is available.	JS	As and when	
1.3	Schools are made aware of the implications of the new schedule in timely fashion for them to engage with the training	JS	Annually beginning of academic year	
1.4	Develop Bishop awards for excellence to be aligned in to SIAMS evaluation schedule,	JS/CREC	Jan – Aug 2019	
1.5	Pilot Bishops awards	JS/CREC	Aut 2019	
1.6	Arrange a launch event for Bishops awards	SS/JS	Jan 2020	
1.7	DBE to debate the skills needed to effectively lead a Church of England School in terms of personal faith, and to agree a position statement to share with schools when they are appointing a new headteacher and foundation governors	MT	Summer term 2019	
1.8	Develop strategy and implement, to support headteachers and foundation governors in developing their vision and understanding of leading a Christian ethos	SS/JS	Summer 2020	
1.9	Investigate alternative funding streams for school/Academies and sign post to them as relevant	SS	As and when	

Key Priority 2: Ensure the DBE is effective and relevant to its schools and to the wider Birmingham Church of England

Success Criteria	<ul style="list-style-type: none"> a. The functions of the board are clearly understood by the DBE and its officers b. The structures of the DBE support and enable the DBE to carry out its duties effectively c. The officers have clear job descriptions that are fit for purpose and enable the functions of the board to be delivered. d. School leaders understand the role of the DBE and are able to comment on the work it does. e. The wider Church of England Birmingham values the contribution the DBE makes to its mission vision f. The DBE is involved with all Clergy appointments to its Church schools. g. There are positive relationships between clergy and their church schools. h. The number of schools affiliated to the diocese has increased to 10 i. There is a clear communication strategy.
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Actions		Lead Person	Time Frame	Progress
2.1	Review the current structure of the DBE in terms of subcommittees, their terms of reference and work pattern for the triennium, aligning them with the key priorities of the business plan.	MT/SS	Spring 2019	
2.2	Carry out a self-evaluation of the effectiveness of the DBE using the Self-evaluation tool in the 'A diocesan Board of Education for the Future' document. Draw up an action plan and implement	MT/SS	Jan 2020 – April 2020	
2.3	Review all officer Job descriptions, and ensure they are fit for purpose and align with the functions of the DBE. Set up a structured meeting programme with officers to ensure they are well supported to carry out their duties.	SS	Spring 2019	
2.4	Develop strategy to raise the profile of the DBE with Governors and school senior leaders. Increase presence of DBE members at training events where possible, communicate key priorities, develop occasional 'bulletin' slot' for DBE chair.	SS	Ongoing starting from conference 2019	
2.5	Further develop online presence through social media. Regular tweeting, keeping website up to date.	All officers	Ongoing, but measure annually in January re no. of followers	

Actions		Lead Person	Time Frame	Progress
2.6	Develop position statement on the contribution Church schools make with mission (link with the national 'Growing in faith' paper and Birmingham Diocese 'Transforming Church' Vision	SS/JS CREC	December 2019	
2.7	Approach Director of PMS to explore working together in response to 'Growing in Faith 'Paper. Develop actions and deliver.	SS	Complete action plan by July 2019.	
2.8	Seek opportunities to be involved with other aspects of Birmingham C of E agendas, where ever there may be opportunity for schools to be involved, including Growing Younger.	MT/SS/JS	Summer 2019	
2.9	Take every opportunity to raise the profile of schools when there are wider diocesan meetings.	MT/SS/JS/CWL/BS	On going	
2.10	Meet with the Arch deacons to agree a protocol for clergy appointments to church schools.	BS	Autumn 2019	
2.11	Develop a strategy for further developing good relationships with clergy and their schools, Curate training, priest training. Implement	BS	Summer 2019 (Strategy) Implement through 2020, and 2021	
2.12	Identify the benefit of affiliation. Revisit the 'sell' Through informal contacts and approaching chapter groups identify the parish links that have strong community school relationships.	BS	December 2019. implement 2020-21	
2.13	The actions above result in a clear Communication Strategy for the DBE, with its schools, its parishes and the wider Church of England Birmingham	SS	Ongoing completed by December 2021	

Key Priority 3: Support schools to be inclusive in their admissions and provision

Success Criteria	<ul style="list-style-type: none"> a. School are legally compliant in their process regarding their admission polices b. Church schools are addressing their curriculum provision to ensure it is inclusive
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Actions		Lead Person	Time frame	Progress
3.1	Develop a timeline and guidance for processing admission policies	SS	July 2019	
3.2	Revisit DBE guidelines regarding admissions. Ensure all Governing Bodies are aware of them. Ensure Foundation Governors are aware of their role in this	SS/CWL	September 2019	
3.3	Review all processes relating to DBE Statutory role with appeals process	SS	December2019	
3.4	Ensure that schools are following up the Valuing All God's Children Document through compiling an over view of actions school have taken, regularly asking school leaders about the progress they are making.	SS	ongoing	

Key Priority 4: Support schools to be SIAMS/Ofsted good or better because they have secure leadership and good teaching

Success Criteria	<ul style="list-style-type: none"> a. 95% of Church schools are Good or better. b. A sustainable structure of continuous professional development for teachers at all levels has been developed c. School have a range of strategies to attract teachers. d. The number of people who consider teaching in a church school is increased e. The % of permanent posts being filled with agency staff has reduced. f. The % of NQT's and RQT'S that stay in church schools for their next career step is increased. g. Recruitment and Retention policy is completed h. Governing Bodies are equipped with appropriate numbers of skilled governors
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Actions		Lead Person	Time frame	Progress
4.1	Develop the communication of the career pathway and share with schools Develop data base of teachers on the pathway Develop a strategy for talent spotting and providing bespoke individual tailored support.	CWL	Sept 2019 Sept 2020 December 2021	
4.2	Produce guidance to support school in addressing the 'work force' advice from DFE	CWL	December 2019	
4.3	Increase participation in the networks, develop programmes for middle leadership and aspiring leaders	CWL	New programmes for Sept 2019 Network focus early Sept 19	
4.4	Develop partnerships to support recruitment with ITT providers, overseas providers, Local churches etc.	CWL	Over 3 years, break down focus for year on year	
4.5	Develop support for school in restructuring, managing change particularly with regard to ethos and pastoral support. Build up a link with school HR expert	CWL	January 2021 - December 2021	
4.6	Produce clear guidance for schools to help support recruitment and retention	CWL	January 2020 – December 2020	
4.7	Build up the reputation of Working in a Church school through social media advertising of successful events. Developing a 'Working in a Church school' promise. Create a narrative around working in a church school, research into what makes the difference, success stories. Publicise	CWL	Ongoing December 2019	

Actions	Lead Person	Time frame	Progress
4.8 Construct a process for appointing foundation governors, develop a relationship with Chairs of Governors through a regular cycle of meeting and reviewing the GB. Develop expectation that boards will nominate their own governors.	CWL	December 2019	
4.9 Ensure that foundation governors have an understanding of their role in supporting the Christian ethos of the school. Provide training where necessary and build into governor recruitment conversations.	CWL	December 2020	

Key Priority 5: Support and develop DBE Structural strategy re Academies and Mats

Success Criteria	<ul style="list-style-type: none"> a. A workable growth strategy is developed in partnership with Church of England Birmingham and BDMAT to develop new schools b. The BDMAT has capacity to take on more schools c. Other C of E academies are supported to be self-sustaining as appropriate
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Actions		Lead Person	Time frame	Progress
5.1	Explore opportunities to apply for additional CE secondary schools with LA's. Draw up growth strategy and cost out additional resource to deliver it.	SS	December 19	
5.2	Develop MAT board governance, so directors are able to govern strategically and with appropriate knowledge	SS	Over 3 years	
5.3	Meet with small SATs and MATs to discuss their future development	SS	July 2020	
5.4	Lead project to Open Christ Church C of E Secondary School	SS	Sept 2021	

BS: Barrie Scott
CWL: Charlotte Ward Lewis
JS: Jill Stolberg
MT: Matt Thompson
SS: Sarah Smith