

MANCHESTER DIOCESAN BOARD OF EDUCATION ANNUAL REVIEW 2020/2021



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CONSTITUTION

Manchester Diocese Board of Education fulfils its statutory duties as set out in the Diocesan Board of Education Measure 1991 ([amended by Education and Inspections Act 2006](#))

The Measure of 1991 describes the statutory functions of a Board as being:

- (a) to promote or assist in the promotion of education in the Diocese, being education which is consistent with the faith and practice of the Church of England;
- (b) to promote or assist in the promotion of religious education and religious worship in schools in the Diocese;
- (c) to promote or assist in the promotion of church schools in the Diocese and to advise the governors of such schools and trustees of church educational endowments and any other body or persons concerned on any matters affecting church schools in the Diocese;
- (d) to promote co-operation between the Board and bodies or persons concerned in any respect with education in the Diocese;
- (e) other specific functions assigned to the Board by the Measure; and
- (f) such other functions not contrary to the Measure as are assigned to the Board by the Diocesan Synod, other than functions relating to church schools or church educational endowments.

The Board of Education met on three occasions during the year.

Chair, Rt Revd M Davies

Vice Chair, Mr H Williams OBE

Bolton Archdeaconry, Mr L Yarwood (Lay member), Revd Canon Dr C Bracegirdle (Clergy member)

Rochdale Archdeaconry, Mr R Lait (Lay member), Revd R Battershell (Clergy member)

Manchester Archdeaconry, Canon Dr Addy Lazz-Onyenobi (Lay member), Revd Canon F Sher (Clergy member)

Salford Archdeaconry, Mr P Wright (Lay member), Revd K Owen (Clergy member)

Co-opted members, Revd M Cox, Mr G Walczak, Revd P Williamson

DIRECTOR'S OVERVIEW

MDBE continued to support its 191 schools across the Diocese of Manchester during 2020-21. Ongoing restrictions due to Covid-19 resulted in a difficult year for many schools with frequently changing restrictions and regulations as well as a significant number of children needing to self-isolate as a result of infection or of being a close contact of an infected person. The disruption to school life has been immense. Despite this we have seen how resilient all those connected with our schools are. We have been amazed at how they have continued to support the emotional, spiritual and educational needs of children and families.

Our connections with schools remained strong throughout the academic year despite the fact that very few face to face meetings were held. Online meetings and resources were a lifeline as we sought to support school leaders, deliver governor training and continue to provide for the needs of children and young people in schools and churches.

MDBE officers continued to work from home during 2020-21, although since April 2021, following relaxing of restrictions there has been a return to some aspects of our in-person work. The Director, Deputy Director, Children's, Youth Officers and members of Children Changing Places Project team have been able to carry out visits, working in situ, in line with Church and school risk assessments.

Diocesan Schools Advisers made termly contact with school leaders through individual phone calls offering pastoral support. During the summer term targeted schools received a longer call to ascertain ways in which the schools were preparing/ had prepared for the restarting of inspections.

SIAMS inspections remained suspended throughout the academic year. The management of all aspects of the inspection process was taken over by national Church of England Education Office (CEFEL) with a National Director of SIAMS being appointed. MDBE worked with CEFEL to ensure our schools are up to date with developments.

The God and the Big Bang Project received funding to continue for a further 3 years moving to be hosted by St John's College, Durham from April 2021.

There have been various staffing changes in the MDBE team during 2020 -21. Leadership capacity developed with the appointment of a Deputy Director. For much of the year the post of administrator was covered by a secondment from MDBF personnel, however this post has now been recruited to. Following the retirement of Diocesan Schools Advisers with specific responsibility for School Governance and Religious Education these areas of work have been brought into the MDBE officer team. The administration, Officer team and Board and Committees have continued to function well. Our focus has been the schools and churches and how best we can serve their needs. This will continue to be the case as we strive to fulfil the Diocesan vision whilst exhibiting the values of hope, faith and love.

Deborah

Deborah Smith MSc PGCE BA, Diocesan Director of Education

STAFFING

Current MDBE staff as follows.

Deborah Smith, Director of Education (FT)

Liam Eaglestone, Deputy Director of Education (FT)

Karen Beal, Diocesan Children's Officer (FT)

Canon Susie Mapledoram, Diocesan Youth Officer (FT)

Terry Hart, Religious Education and Christian Distinctiveness Adviser (0.5 FTe) from 2.8.21

Ruth Gent, Senior Administrator and Governance Officer (FT)

Helen Cowley, Administrator (FT) from 2.8.21

Vaneeta Patel, Financial Administrator (0.6 FTe)

Leona Brooks, Buildings Administrator (FT)

Laura Tebay, External Communications Administrator/ CCPP Project Support Worker (FT)

Rachel Eden, Children Changing Places Project (CCPP) Manager

Stephanie Openshaw, CCPP Early Years Worker (FT)

Alison Adlum, CCPP Deanery and Family Worker (Term Time Contract)

Jo Haslam, CCPP Deanery and Family Worker (Term Time Contract)

Nicola Jackson, CCPP Deanery and Family Worker (Term Time Contract)

Paul Saxon, CCPP Deanery and Family Worker (Term Time Contract)

Emma Bonfield, CCPP Chaplaincy Assistant (Term Time Contract)

Libby Greenhalgh, CCPP Chaplaincy Assistant (Term Time Contract) resigned 31.8.21

Connor Harmsworth, CCPP Chaplaincy Assistant (Term Time Contract) resigned 31.8.21

A team of Diocesan Schools Advisers also support school leaders as required:

Janet Abbot, Gill Burrow, Nicki Clinton, Alasdair Coates (resigned 8.8.21),

Jonathan Fish, Gill Fisher, Robert Haigh, Maureen Hogarth (retired 31.8.21),

Margaret Hughes, Barbara Kinch (retired 31.8.21), **Diane Martindale, Ian Tomkin,**

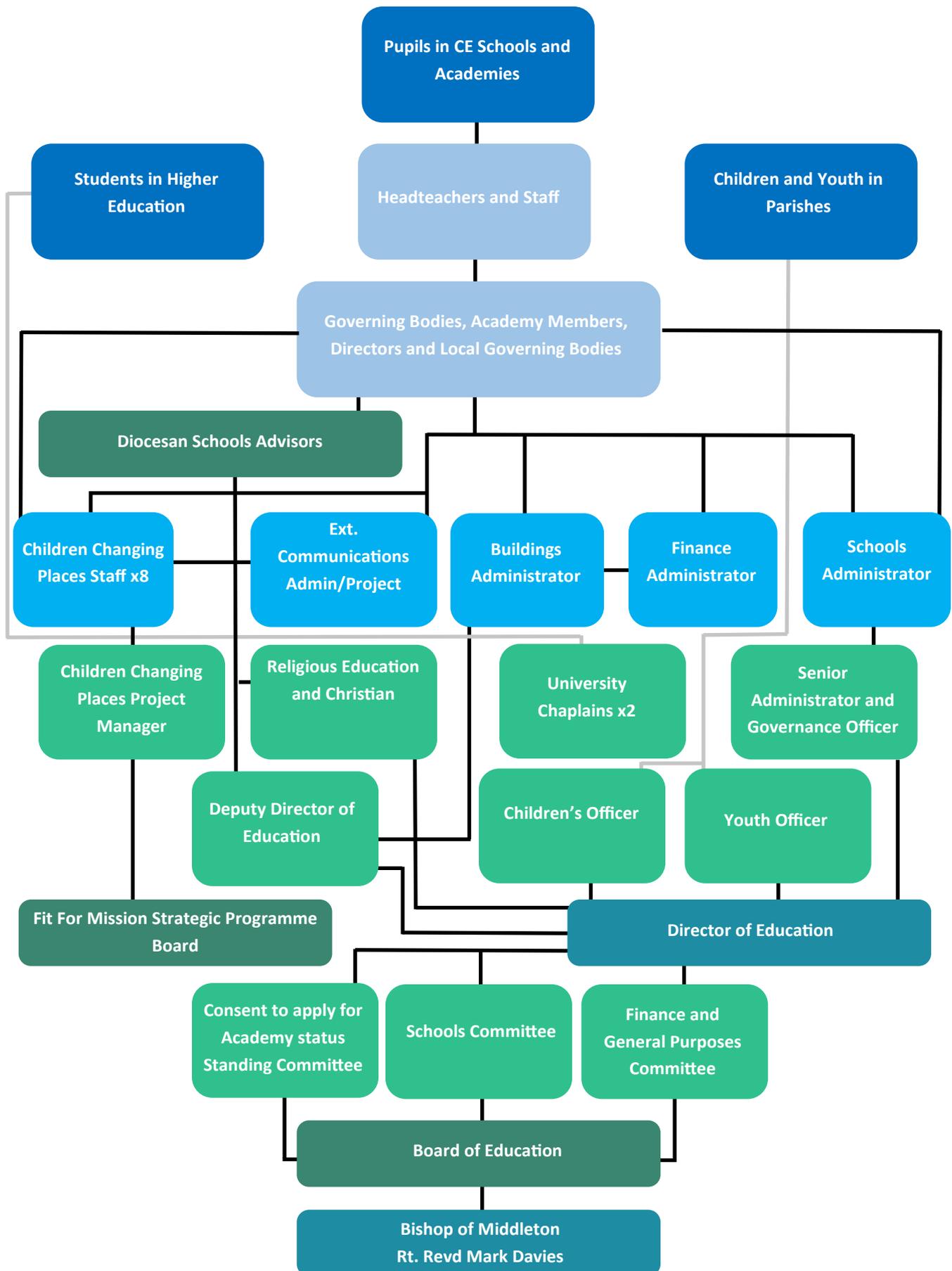
Rev'd Phil Williamson (retired 31.8.21), **Deirdre Hewitt** (from 1.9.21),

Karen Morris (from 1.9.21)

Rachel Braithwaite, RE Secondary Diocesan Adviser, Teacher at Canon Slade High School

Steve Birkinshaw, Chaplaincy Co-Ordinator, Chaplain at Trinity High School

EDUCATION DEPARTMENT



SCHOOL PERFORMANCE

Ofsted

During 2020 – 21 very few schools were inspected under the 2019 Ofsted inspection framework as for the majority of the year the inspection cycle was paused. However, inspections took place during Autumn and spring terms focusing on remote learning. No grades were given for such inspections although schools did receive brief written feedback.

Several schools carrying a Requires Improvement grade received a monitoring inspection visit. Grades were not amended as a result of such inspections. Feedback from each of these monitoring visits was extremely positive.

Two schools received a full Section 8 inspection during the summer term. Both retained a Good grading.

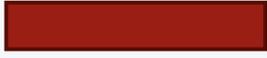
Percentage of schools as grades by Ofsted

We continue to celebrate the fact that 87% of schools within Manchester Diocese remain Good or Outstanding as judged by Ofsted.

	Number	Percentage
Outstanding	32	16.8
Good	132	69
RI	20	10.5
Inadequate	7	3.7
Total	191	100.0

Statutory Inspection of Anglican and Methodist Schools (SIAMS)

No SIAMS inspections took place during 2020- 21 therefore the gradings figures remain in place from 2019-20.

1. SIAMS Excellent/Outstanding		59% (113)
2. SIAMS Good		39% (75)
3. SIAMS Requires Improvement		2% (3)
4. SIAMS - Ineffective As A Church School		0% (0)

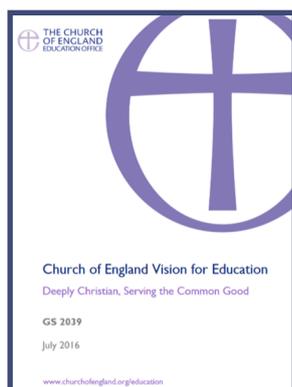
School Leadership

New and acting Head Teachers in post during 2020 – 21 took part in induction sessions with MDBE officers and Board members, delivered via Zoom. Unfortunately, during 2020 – 21 we were unable to hold our Evensong Service for both new and retiring head Teachers at Manchester Cathedral.

Diocesan School Advisers and MDBE staff supported seventeen Head Teacher recruitment processes in CE schools across the Diocese, with fifteen successful recruitments being made. The remaining two schools will continue with acting Head Teacher arrangements through Autumn term 2021.

Although the Christian Leadership course did not take place during 2020 – 21 a virtual celebration was held for successful participants of the 2019-20 programme. The event was originally due to take place within Manchester Cathedral. The next cohort will begin in January 2022 and will continue to be led by Tania Lewyckji, CEO of Bishop Fraser Trust, although Canon Jill Pilling, CEO of Bolton and Farnworth Trust will be supporting her.

In partnership with CEEO three Peer Support Networks ran throughout the academic year. Two focused on wellbeing, specifically that of the senior leaders in school, as well as another on Growing Faith/Faith at home. Due to Covid restrictions these took place virtually and although convenient may not have had same impact with limited numbers attending.



Academy updates

Following the government's reiteration of the policy that all schools become academies we began to see a slow trickle of interest. The following schools were granted Board of Education's permission to apply to the Regional Schools Commissioner to convert to academy status and join a Multi-Academy Trust:

- St John with St Michael's CE Primary School, Rochdale intend to join Forward as One Trust as soon as possible after September 2021
- Bury CE High School intend to join Bishop Fraser Trust in January 2022

St Anne's Academy joined the Cranmer Education Trust during 2020-21. The Cranmer Education Trust plans to open The Brian Clarke Academy in September 2022 continue to go well with planning permission granted in July 2021.

The Director and Deputy Director facilitated termly meetings with the group of Multi-Academy Trust (MAT) CEOs at their request. This group provided a vehicle for professional dialogue and collaboration.

STRATEGY

The Board of Education agreed the following priorities for 2021-22.

Key Priority 1 : Ensure provision for children and young people is at the heart of the work within deaneries in order that:

- Work with children and young people within all deaneries is central to their mission
- Children and young people are an integral part of the church now rather than as potential church members once they reach adulthood
- Training at all levels reflects the view that children and young people are fully part of the ministry of the church
- Mission communities make meaningful connections and relationships with all schools, but in particular CE schools within the area

Key Priority 2: Support schools in having a strong identity in terms of Christian vision 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'
- Support for schools and school leaders is targeted towards supporting the development and understanding of the school's Christian vision
- Church schools and their leaders deepen, articulate and live out their Christian distinctiveness

Key Priority 3: Support the Diocesan net zero targets through working with schools to develop energy efficiency in order that:

- Schools are as energy efficient as is possible, given budget and other constraints. Management of the school estate will include a high priority on promoting carbon reduction systems, as appropriate
- Young people and children who attend CE schools are participating in leading on environmental projects as appropriate. Our belief is that our children and young people will want to fully engage and will only accept an authentic commitment to adults to this huge issue for humanity. Therefore, within the Christian context of Manchester's CE schools, it is vital that we enable children and young people to drive the change to protect God's creation

Key Priority 4: Equip and resource school governors to effectively fulfil their role as ex officio or foundation governor with CE schools so that:

- Foundation governors have a full understanding of the commitment and responsibility of the role as a vocation
- Ex officio governors are able to fully support schools through an understanding of how schools support the mission and ministry of the Church of England
- All involved in school governance are able to access appropriate training and support as necessary in line with current issues and developments

Key Priority 5: MDBE processes and systems enable support for our work with schools so that:

- Best use is made of appropriate databases to collate data in order to report to BOE and associated committees
- IT systems are used to complete the collaborative work between MDBE staff
- Estate management accesses effective external support regarding management of building projects

CHILDREN'S OFFICER REPORT

Working with children/children's leaders in parishes the Diocesan Children's Officer continued to deliver tailored training and support to parishes throughout 2020-21. The Children's Officer also contributed to training for ordinands, curates and lay readers although this was in the main, online during the past year.

The redesigned ALM Children's Ministry elective became more missional in focus during 2020-21 in order to reflect the priorities of the Diocese as a whole, and formed the basis of Diocesan wide training to which all were invited to. This resulted in a wide range of attendees from churches and schools. Training was also offered to other ALM electives creating valuable relationships.

The Children's Officer continued to advise and advocate in parishes on a variety of issues including Child Friendly Church, the Admission of Baptised Children to Holy Communion prior to Confirmation, the establishment of new children's ministry groups, intergenerational worship and the potential employment of salaried workers. Regular contact and support for clergy as well as employed and volunteer children's workers continued virtually during the pandemic. Initial contact with the new Area Deans was made with meetings having taken place to consider strategy for outreach to children and families in each Deanery.

Churches continued to be supported through individual meetings, contacts and the continuing development of a Facebook page, Padlet pages and the existing Twitter account with resources and information. Such resources included those encouraging worship at home as well as those to enhance wellbeing. Continuing support was offered, in consultation with the Diocesan Pandemic Team, around safe operation of children's ministry groups once restrictions allowed.

The Children's Officer continued in an advisory capacity to the Children Changing Places Project and the Project Board.

The Family Worship and Beyond fund established as a result of funding from the Board of Education's Reserves and Investment Committee continued to accept applications at given points during the year and make awards as appropriate. This is seeing some creative visions for developing worship.



Primary staff wellbeing days planned to be held at Whalley Abbey and a series of one-day Mental Health First Aid training for primary schools, also the result of funding from the Reserves and Investment Committee, were postponed until Autumn term 2021 when they will recommence.



Support continued to be offered to schools through emails and phone calls particularly during difficult periods for schools.

The Worship 2 Go resource developed in line with national CE initiatives around the Growing Faith adventure and Faith at Home was offered as a companion to a weekly collective worship outline, which included a recorded talk. This was provided to schools throughout the academic year. It was also used in churches within the Diocese, other parts of the country and even as far afield as North America.

Evensong services for newly appointed head teachers, retiring headteachers and school governors had to be postponed at Manchester Cathedral as did the Year 6 Leavers' services. However, for year 6 leavers a resource, to be held online or in school through a series of films and PowerPoint presentations, was once again developed and well received. A special collective worship was also developed and filmed to support schools celebrating Easter 2021.

The Growing Faith Peer support Network in partnership with CEFEL, for senior school staff, clergy and governors was established and was facilitated by the Children's Officer.

The Children's Officer continues to take the lead on supporting and advocating Primary Chaplaincy. A development was supporting the development of pupils as peer primary chaplains in one of the CE Multi-Academy Trusts within the Diocese. An authorised Lay Minister who undertook the Children's elective is also to become a volunteer chaplain in two primary schools.

The Education Department also participate in the Younger Leaders initiative from the Archbishop of York, with the Children's Officer being the contact for the two schools and four pupils representing the Diocese in the Primary cohort. The pupils have expressed a desire to host a Younger leaders conference for the Diocese in 2022.

Regular contact with colleagues in other Northern Dioceses is maintained and as co-chair of the National Executive of Children and Youth Advisers the Children's Officer has been instrumental in bringing the network together.



The Children's Officer has been part of various task and finish groups in the Diocese including #MoreThanSunday arising from Setting God's People Free which is a part of a national learning hub. This group worked with ten pilot partners within the Diocese which included churches, a chaplaincy and a high school.

The Diocesan Educational Leadership Programme undertaken by the Children's Officer and funded by the Diocese was completed in May 2021.

The Children's Officer was appointed as a trustee to a local Diocesan MAT.

YOUTH OFFICER UPDATE

(Including Mental Health and Wellbeing)

As with all areas of life, the work amongst our parishes, schools and projects with young people has been hugely impacted by the pandemic, but also demonstrated huge resilience, creativity and a deepening of relationships in this key area of work.

The youth workers based in churches and projects across the Diocese met fortnightly for most of 2020, creating space for support, encouragement and sharing of resources. The Youth Officer continues to facilitate these meetings and a number of new initiatives have come about from these meetings. As well as this meetings with secondary chaplains were also attended throughout the year. The Youth Officer was involved in a joint online project with others called Live Youth Work Conversations, where hosts and guests discussed subjects and issues around youth work and young people on a weekly basis.

We have managed to continue a broad range of training in youth work over this year, despite not being able to deliver this face to face. From early 2021 the General Lay Training in Youth Work took place with a small group of youth leaders, who completed the programme successfully in the summer. The Youth Officer has also been involved in training curates and ordinands over this year regarding young people and their faith. There have been opportunities to be involved in wider training events shared with other youth officers across the Northern Province, including Leading Your Church into Youth Work. Lectures for St Mellitus in London, South West Youth Ministries and the International Association for the Study of Youth Ministry were also delivered.



Continuing to resource our schools and churches during this time has been a key part of the Youth Officer's work. This has involved running a dedicated Facebook page which was regularly updated along with their Twitter account. This space enabled a broad range of resources, creative ideas and information to be shared immediately, including regular updates on guidance for youth work. After the success of the Stations of the Cross earlier in 2020,

the Youth Officer worked alongside the Youth Officer of Chester Diocese to put together 24 films that made up the Ultimate Advent Calendar. These films were made by a wide range of people from our Dioceses and used in both Manchester Dioceses schools and churches throughout December.

The Youth Officer was involved in a number of wider Diocesan projects including participating in the Stepping Stones training videos and leading consultations with young people on the new Mission Communities strategy. Some of our Isonen On The Road Alumni participated in these consultations, providing another opportunity for them to raise their hopes for the Church in this Diocese.



The Youth Officer continued to support the work of the Children Changing Places Project through sitting on its board, offering advice and support where appropriate, and delivered training on grief and loss to the whole team.

The Youth Officer worked with departmental colleagues in initial explorations in how we can enable children and young people to lead the way in their schools and churches in raising awareness of the environment and climate care.

MENTAL HEALTH AND WELLBEING

On the back of creating the Renew Secondary Mental Wellbeing resource in the summer of 2020, we were able to offer several online webinars on mental wellbeing for staff, clergy and youth leaders which were well attended. This also coincided with the publication of the young peoples' mental health resource from The Children's Society which the Youth Officer and Diocesan Mental Wellbeing Youth Worker co-wrote.

Our Diocesan Mental Wellbeing Youth Worker left at the end of November 2020 and after discussion with the Board of Education, it was agreed that the remaining funding for this post was used to train Diocesan staff as Youth MHFA instructors. This enabled the Board of Education to continue to offer this important training. The Youth Officer and the Project Manager of Children Changing Places successfully completed the Instructor Training at the beginning of 2021, and as a result of this were able to offer the 2-day course immediately, delivering three courses across the spring term. Further to this training, the Youth Officer



successfully completed the Youth MHFA Champion (1 day) Instructor training in July which broadened the suite of training that we were able to offer across the Diocese. It is anticipated that this training will increase in the autumn term, with a number of schools already expressing interest.

In May 2021 the Youth Officer was involved in promoting Mental Health Awareness Week on the theme of being outside in nature, creating resources for schools and churches to use, and also spending a couple of days on the road asking a variety of people how being outside helps their mental wellbeing. This was highlighted on Twitter and Facebook and created some good conversation around the links between the environment and mental health.

The Youth Officer headed up a group of DYOs from other Dioceses across the Church of England looking at young people and mental health.

RELIGIOUS EDUCATION

School approach and commitment to high quality teaching and learning of Religious Education provided much to celebrate during the year 2020 - 2021. Schools ensured that training and resourcing for Religious Education and Collective Worship continued, and that high standards were maintained. In embracing their Christian vision, schools enabled all pupils to flourish, despite the restrictions of Covid-19.

The Understanding Christianity resource continued to receive acclaim in supporting the teaching of Christianity. An eagerness by schools to develop the teaching of Christianity and the progression of teacher subject knowledge necessitated a variety of responses. Such responses included:

- Bespoke training both virtually and face to face when restrictions allowed, to various schools new to the resource
- Introducing Understanding Christianity and the Diocesan Syllabus Questful RE (QRE) to schools within a Multi Academy Trust
- Demonstrations of links between Understanding Christianity and Questful RE
- Delivery of a refresher course for newly appointed members of school leadership teams and RE leaders
- In-depth training on Understanding Christianity's Big Frieze as an example of the Biblical time-line
- Training on Christian Basics and links to Understanding Christianity
- Guidance for RE Leads on delivering staff training for Understanding Christianity and QRE

Supporting RE curriculum development was also a focus of the primary RE Adviser's work throughout the year. Advice and training on Religious Education teaching and learning included:

- The long term planning percolating through Understanding Christianity, Questful RE and the Agreed Syllabus
- Supporting schools to manage the percentage of curriculum time allocated for the teaching of Christianity to ensure statutory entitlement is fulfilled
- Training to support teachers' scrutiny of pupils' work, development of RE Audit, evaluation of teaching and learning as well as policies and assessment
- Advising on the national Statement of Entitlement for RE and providing guidance and training on Christian ethos and Christian distinctiveness
- Relationship, Health and Sex Education advice was requested by a number of schools as well as advice on signposting to Diocesan policy, national documents and CE approved resources
- Love Thy Neighbour, (Campaign Against Anti-Semitism) resource and the combined recently developed lesson plan, was also shared with Heads and SLT

The RE Adviser continued to support schools' preparation for SIAMS through supporting schools to articulate the school's Christian vision. Guidance on ways to undertake Self – Evaluation was also a focus of advice, support and training.

Virtual termly RE Hub meetings took place. The opportunity to share individuals' thoughts, feelings and responses to the challenges they faced and to evaluate ideas for the way forward was appreciated.

"As final year as Religious Education Advisor this a time has been of personal fulfilment in what is essentially the work of leading young people forward in their ability to make the choices which will enhance their future lives. It is with more than a hint of sadness that I say farewell." (Maureen Hogarth, RE Adviser)



Update from Rachel Braithwaite, Secondary RE Adviser

- As a result of attending advisory meetings, I worked alongside my advisory colleagues exploring what excellent RE looks like. This is an exciting, ongoing project
- I have continued to have regular contact with the Head's of Department in the Diocesan secondary schools. This has involved at least half termly newsletters that highlight training and resources available from the Diocese and such groups as The Bible Society, RE Today and Anne Frank Trust UK
- I have been involved in the working party for the DBE Services Framework for Religious Education for Church High Schools and Academies
- I aimed to support schools as they returned from second lockdown. Having attended training on the brand-new resource from the Manchester Diocese Education Department-Renew, I have shared this toolkit of resources with our secondary schools

This academic year has continued to pose new challenges to us all. Again, we have had to find new ways to connect with our pupils and each other and ensure that academic standards remain high in the teaching and resourcing of Religious Education. In order to help my colleagues achieve this I have continued to research, collate and email out up-to-date free online CPD and resources that could be accessed to help deliver high quality RE during the lockdown period and the many times students have had to be educated at home, whilst self-isolating.

Our schools have faced a difficult challenge in securing outcomes in RS at both A-Level and GCSE. We must congratulate RE departments for maintaining the integrity of results and making the extra effort to ensure that students received what they deserved.

I will continue to maintain an informed and up-to-date knowledge and awareness of all matters relating to religious education and worship in schools and continue to be available to respond to RE queries as and when required.

CHAPLAINCY

Update from the Revd Dr Steve Birkinshaw, DSA: Secondary Chaplaincy

To borrow and rework a phrase, this year past in school chaplaincy has been the most challenging of times and the most fulfilling of times. Without doubt, the pandemic has made school chaplaincy exceedingly difficult – especially with the pastoral care of students and staff been so varied and complex. But also, across our schools' chaplaincies, there have been innovative ministries formed and new supportive relationships developed. If you were to eavesdrop in one of our chaplains gatherings, you would hear reports of a burgeoning engagement with chaplaincy work through one school's 'virtual chapel' (an online video and web-based interactive chapel and prayer space) or stories of new staff joining Zoom prayer groups in another school. True, these months have been hard – but God was and is faithful, and our chaplains stepped up and served in compassionate, generous and creative ways.

We currently have 14 Chaplains and Assistant Chaplains in our group, from 17 schools. There are 11 CE High Schools and 6 additional schools with chaplaincy work: some have no chaplain in post and others have two or three in their chaplaincy team, and there is a mixture of full-time and part-time chaplains as well as lay and ordained. The Chaplains group continued to meet during the time of the pandemic, thanks to the medium of Zoom. The time and cost saved by not having to travel to meetings, and the ability for many of our team to work with their children in another room, allowed more than usual to participate and benefit from meeting together. We held our usual three meetings a year, which were all well attended, and Canon Susie Mapledoram regularly joined us to offer welcomed guidance and information on supporting Young People's Mental Health.

We have had two departures from our chaplains group over the past year: Revd Tom Lilley moved on from being Chaplain at Canon Slade School, Bolton and Wiremu Kingi left his Chaplain role at Lowton CE HS. Both moved away from Manchester to ministries in another city/country – I thank them and thank God for their faithful service. Revd Richard Marshall takes up the Chaplain's post at Canon Slade School and Steph Hewitt has begun as Chaplain at Lowton CE HS. I have already met with Richard and Steph and supported their induction into the Diocesan Chaplain's group, and we look forward to welcoming them to our next meeting in November (which *should* take place in person!).

Two other pieces of news: On 12 September five of our chaplains participated in a Chaplains Commissioning Service at Manchester Cathedral led by The Bishop of Manchester. As DSA for School Chaplaincy I was involved in planning and running the service, and all who attended reported being both blessed and encouraged. As DSA I also attended the Centre of Chaplaincy in Education's (CCE) biennial conference, along with a few other chaplains from our group. Again a useful and encouraging 'retreat' which was led virtually, but managed to its focus on nurture and nourishment. Additionally, I have worked on a national group of DSAs/Chaplaincy Leads who have been shaping a national framework for chaplaincy qualities, recruitment, accreditation and development. I will continue to offer my experience with Manchester Diocesan Chaplains as this group makes progress on these important tasks.

Finally, I reiterate my thanks to those who serve our children, young people, staff and families through School-based Chaplaincy.

Update from the Revd Dr Gill Smart, Chaplain at Bolton University

I think we can safely say that the academic year 2020/21 at the University of Bolton has been a year like no other. Although much of the teaching has been online some students on practical courses have been attending labs and workshops since lockdown eased. Provision was made for any students at risk of abuse at home or who didn't have suitable IT equipment at home. I attended weekly zoom team meetings with disability and our Mental Health team. The Chaplaincy is included as one of the University's student support mechanisms.

Although the Chaplaincy has been closed during periods of lockdown, which in Bolton has been for a longer time than many other areas, the Chaplains have been available for students who needed to talk or meeting via zoom, talking using email or phone. Chaplains' contact information was posted on the Chaplaincy window, available on Social Media and given to student support services staff. Social media was used to keep in touch and promote activities both through the Chaplaincy and the Student Union. Others and I met with students on zoom to support them.

While unable to celebrate the usual festivals in the University posters were placed in the window of the Chaplaincy to mark the festivals of the major faiths as well as some to commemorate the death of Prince Philip earlier this year. In November we were able to hold an Act of Remembrance using zoom and while numbers were much smaller than normal, the event was much appreciated by those who did attend. In December the University Carol Service was held, again using zoom. While not ideal it gave staff members the opportunity to meet together to celebrate Christmas and sing some carols, while muted. Our Roman Catholic Chaplain delivered a short homily. The numbers weren't large but it was enjoyed by everyone attending.

Working with the Student Union the Chaplaincy attended events organised by the SU President. We had 'tea and talk' and regular guided meditation sessions on zoom. We now have a new SU president who I met with and are planning events for the new academic year within the Chaplaincy. Working with the other faiths we plan to work with the University faith societies to hold events including a Festival of Faiths in the spring.

Events are being planned for the new academic term which starts in September.

The Chaplaincy will have a stall at the reduced Freshers Fair. There will be an emphasis on Student Mental Health over the coming months. Plans are being made for Remembrance and the Carol Service, which it is hoped will be on Campus but both can be moved online if regulations change.

I am hoping and praying that students will be on Campus most of the time in the coming year, although there will be some online teaching, and the Chaplaincy can be open and staffed for much of the week. Zoom has been a great tool but it isn't as good as sitting with someone in distress and sharing a cup of tea and a biscuit.

During spring 2021 we felt and sensed from conversations in and around the university that staff have responded to the switch to online delivery of studies extremely well but that it has not been without a cost. Students also have had their expectations severely affected and whilst some coped well, some missed having the full student experience which they had originally anticipated on enrolment. In collaboration with the Technical Production team the Chaplains had the opportunity to record messages of Hope for Spring as we approached Passover, Easter, Holi, Hanamatsuri and Ramadan. We even had some bespoke music composed by a music student. My input included a reflective message on a strange year during Covid for the students as well as the staff; the highs and lows and some of the learning curves involved – prompting reflection on what to continue and what to set aside – and to celebrate all that had been fruitful and promises to continue to be.

Mental Health Awareness Week was held as a virtual event during May 2021. It was hosted by the University of Salford Chaplains in collaboration with a staff member from Wellbeing. Preparation for this event was an opportunity to collaborate with members of the University regarding the Salford Tree Trail, mindfulness walks and reflecting on nature. Together with a member of our Anglican congregation and other students we took part in one of the Tree Trails, which was both informative and well led, as well as providing a sense of wellbeing because of being able to meet outdoors.

Throughout the year I was able to provide a weekly online service. This service became very important to those who had previously been used to attending the chapel service but who were now not having the usual fellowship in the Faith Centre Building. Feedback was that they found this was a sustaining factor in their sense of wellbeing over the time of the pandemic. The service continues and will do so until the university deems it safe to return to normal activities in the Faith Centre Building.

Part of the essential ethos of our work at the Faith Centre was around working collaboratively to offer support to students and, also, to support each other in providing our usual 'Faith, Food and Fun'. We therefore prioritised continuing our weekly team meetings, even if only in the form of a mini-meet to ensure we kept in touch with each other and informed of anything needing to be brought up at our whole Faith team meetings.

As the year has progressed through lockdown, we continued to be available for all students and staff. I myself have been available to both students and staff who have sought spiritual support. In the last few weeks since lockdown restrictions have started to ease, I have been going onto campus one day per week and helping with stewarding for Eid as well as attending some training which was held for volunteering on campus for Clearing days.

All in all, as the academic year drew to a close, we remained constantly tuned in to what is going on in other departments and available for support to students and staff of all faiths and none. Along with our associate volunteers, Quaker, Buddhist, and Muslim, (and despite the challenges) we look forward to continuing our ethos of shared support and fellowship beyond the Pandemic towards an ever more-fruitful, fulfilling, and successful year for our students in 2021/22.

An ongoing part of being at Salford University is also keeping informed of the current issues around Interfaith initiatives working also with the Inclusion and Diversity Team. Currently, I represent the Faith Centre Team at a local level in being involved with Salford Interfaith Forum and in this regard, we have Daniel Burton as an Associate member. The Faith Centre has recently been accepted into membership of the Inter Faith Network. We are already planning events for Inter Faith week in November.

We are looking at our objectives for next year and I plan to be helping to champion LGBTQ+ support.

CHILDREN CHANGING PLACES UPDATE

The Children Changing Places Project aims to create a transformational Christian discipleship pathway for children, young people and their families in the Bolton Deanery. Launched in January 2019, the project focuses on key transition points in a child's educational journey, securing connections between home, church and school. Now, halfway through the five-year project, despite the impact of the pandemic on schools and parishes, the ministry has continued to flourish. The team have worked flexibly and creatively during 2020-21, within the Covid-19 restrictions, leading classroom and online worship, facilitating discipleship and transition, pastorally supporting young people and enabling parishes to reach out to children and their families.

Early Years

Steph ran a toddler group leader's hub this year, with the aim of keeping the leaders connected and planning for the reopening of groups in the new academic year. Picnic Praise was developed, in order to enable some groups to continue to meet outside, in line with Covid-19 guidelines.

Wiggle Worship (WW), an act of worship aimed at nursery and reception children, was held regularly in 9 primary schools, with plans to extend to other primary schools in Bolton. 482 children regularly engaged with Wiggle Worship during the last academic year. A staff team from the Bolton and Farnworth CE Primary Multi-Academy Trust were trained to deliver WW across their 3 primary schools. They continue to develop a WW after school club, as well as launch WW celebration events to include families. Plans are in place for two more WW training events in parishes, to ensure that WW is sustainable after the life of the project. WW is a key transition tool for children moving into nursery, reception or Year 1, delivered widely in the summer term.

Primary Schools

Despite Covid restrictions, the team continued as regular visitors on-site to over half of the 30 Bolton CE primary schools. 140 Year 6 pupils engaged in regular discipleship over the last academic year. Where school visits were not possible, the team engaged with pupils online by running whole-school collective worship activities and discipleship groups. The team led transition activities for all Year 6 groups in 17 primary schools, alongside the Chaplaincy Assistants and local clergy. Youth groups aimed at Year 6 – Year 8 children continue to spring up around Bolton. These groups often begin as confirmation groups and support young people with discipleship, their transition to Year 7 and their faith journey through Secondary School.

"This helped me to be part of Jesus' family and understand Christianity. I have really enjoyed the Zoom sessions and looked forward to coming home from school each week to take part in them. I hope I can do more lessons like this because they were brilliant!" (Oliver, Inspire Group, Holy Trinity)

In response to the closure of family worship services and Fresh Expressions, the team looked to help parishes reach out to local families in new ways. "Zoom In", a weekly online family worship time, was particularly successful at St Maxentius Church, engaging 33 children from 20 families.

"Thank you for the virtual worships each Wednesday. Girls love all the crafts and there have been some lovely bible stories with morals the children can understand and apply to everyday situations. It's been great to see and keep and contact with Sunday school each week." (Katie Peall, parent)

Secondary Schools

The Chaplaincy Assistants (CAs) were limited in running their usual discipleship groups, and use of their Chaplaincy rooms, due to Covid restrictions. They adapted their approach by engaging with young people on the playground and supporting with school priorities of Form Worship and pastoral care for staff and students. By the end of the Summer Term, 38 students were on a discipleship pathway in the Y7 cohort as part of school discipleship group, church discipleship groups and mentoring/pastoral 1:1 engagement. At Bolton St Catherine's Academy, two boys who were previously part of a Year 6 discipleship group, approached Connor about making a decision to become Christians. The boys received Bibles to take home and received ongoing spiritual encouragement. Both have since taken a key role in shaping the school's Christian ethos, have connected to local churches and continue to grow in their faith.

The CAs supported the Year 6 transition programme in 17 primary schools, ensuring that connections were formed, ready to welcome the new Year 7 students in September. They also played a key role within their placement parishes, during the pandemic, supporting parish youth ministries and youth teams. Emma launched a new youth group at St Andrew's, Connor developed an online youth group at CC Harwood and trained youth leaders and Libby supported the youth work at St Peter's, as well as detached youth work on the Johnson Fold estate.

"Children Changing Places has totally transformed our ministry amongst children and young people and local families. Before the project, we often lost our connections with children and families at key transition points, especially as children moved up to secondary school. Through the support of the CCP team, we have revitalised our youth work and strengthened our connections with local church schools. Instead of losing our young people, our young people are now more integrated into our church community, even leading us in worship on a Sunday!" (Rev'd Vincent Whitworth, Team Vicar, St Andrews Over Hulton)

Plans for the next academic year

During the next academic year, plans include:

- Supporting parishes in reopening their toddler groups, all-age family worship services and Fresh Expressions
- Continuing to grow Wiggle Worship through training for staff/parish teams, celebrations and after school clubs
- Increasing the number of Key Stage2 primary children on a discipleship pathway, including the launch of youth groups for Year 6 children
- Supporting Year 7 transition and developing discipleship groups to further increase the number of young people on a discipleship pathway
- Continuing to grow the youth work in the three placement parishes. The team plan to in with the Area Dean for Bolton, along with the new deanery arrangements and the launch of the Mission Communities. This will include visits to Sunday Services to encourage congregations, with the aim of sharing vision and raising volunteers, all with sustainability of the ministry in mind
- Prioritising sharing learning from the project across the Diocese by presenting a project video (January 2022), as well as hosting a Sharing Event for the Diocese (March 2022)

SCHOOL ESTATE MANAGEMENT UPDATE

The BOE continued to support the management of the school estate following the principles of the DfE Good Estate management for Schools (<https://www.gov.uk/guidance/good-estate-management-for-schools/the-fundamentals-of-good-estate-management>). In the Manchester Diocese the school estate equates to 85+ Voluntary Aided schools and 100+ Voluntary Controlled, Foundation or Academies.

During the past year training was delivered to VA schools regarding good estate management and the process of applying for School Condition Allowance (SCA) funding. Preliminary work began on the Board's Environment Policy with various implications for the school estate, particularly in relation to carbon reduction goals.

2020-21 SCA and DFC Programme of works (completed):

80 projects were approved by the Education and Skills Funding Agency (ESFA) and the MDBE. Total expenditure on capital work including IT for 2020 was £2,992,134.58 (there was a carryover of £1.3m of SCA which was added to the allocated in 2021-22 SCA pot.

Projects for the year focused on works to improve the condition of schools.

2021-22 SAC Programme of works (ongoing):

Working with DBE Services and in liaison with our School Building Consultants, just over 100 bids were assessed with 60 projects being approved. These are listed below in summary form at an overall cost of £5.2m.

The vast majority of the projects are made up of condition work and the list is based on the priority of keeping schools warm, dry and safe.

We work in partnership with DBE Services, who continue to assist the Board of Education in the approval, monitoring and sign off of all SCA projects.

Bolton			
M0055	St Matthew Little Lever	£135k	Boiler
M0095	St Thomas Westhoughton	£161k	Roof
M0105	Walmsley Parish	£152k	Roof
M0110	St Bartholomew's	£60k	Windows
M0080	St Saviours Ringley	£62k	Electrical distribution
M0010	All Saints Farnworth	£133k	Roof
M0030	Horwich Parish	£89k	Toilets
M0045	St George Westhoughton	£43k	Toilets
M0070	St Peter Farnworth	£55k	Roof
M0090	St Stephens All Martyrs	£59k	Toilets
M0100	St Thomas Halliwell	£104k	Staffroom
M0110	St Bartholomew's	£39k	Roof
Bury			
M0120	Emmanuel Holcombe	£84k	H&S external works
M0150	St Mary's Prestwich	£16k	Retaining wall
M0165	Bury St Stephen	£41k	Fire Doors
Manchester			
M0220	St Saviour Collyhurst	£40k	Kitchen
M0210	St Philips Hulme	£237k	Roof
M0200	St James Birch	£31k	Toilets
M0205	St Marys Moston	£84k	Toilets
M0205	St Marys Moston	£44k	Toilets

Oldham			
M0250	Royton St Anne's	£85k	Boiler
M0255	St Agnes Lees	£30k	Electrical
M0260	St Hilda's Oldham	£97k	Fire doors & DDA
M0270	East Crompton St James	£93k	Roof
M0285	Chadderton St Luke's	£243k	Heating pipe work
M0300	Greenfield St Mary	£43k	Roof
M0325	St Thomas Leesfield	£117k	Boiler
M0325	St Thomas Leesfield	£76k	Roof Phase 2
M0315	St Paul's Royton	£225k	Roof
M0330	Moorside St Thomas	£91k	Window and door replacement
M0295	Fitton Hill St Martins	£90k	Safeguarding
M0295	Fitton Hill St Martins	£81k	Nursery refurb & Boiler
M0290	Hollinwood St Margaret	£45k	Repair of temporary classroom
M0310	St Matthew Chadderton	£107k	Roof Phase 2
M0235	Christ Church Chadderton	£50k	DDA access
M0265	St Hugh's Holts	£88k	Heating
Rochdale			
M0365	Milnrow Parish	£31k	Fire upgrade
M0370	Heywood St Margaret	£50k	Cellar storage, water ingress
M0380	Bamford St Michaels	£220k	Roof
M0385	Newhey St Thomas	£121k	Roof
M0355	Holy Trinity Littleborough	£25k	Fencing
M0350	Hamer All Saints	£40k	Drainage
M0375	St Michaels Alkrington	£41k	Fire doors
M0360	Middleton	£49k	Fire doors
M0368	St Johns Thornham	£15k	Roof
Salford			
M0388	Christ Church Eccles	£300k	Repair/replacement 2 classrooms
M0388	Christ Church Eccles	£86k	Refurbishment of stairwells
M0390	Godfrey Ermen	£97k	Boiler
M0405	St Pauls Walkden	£225k	Re roof
M0420	St Philips Salford	£63k	Hygiene
Tameside			
M0430	Ashton Canon Burrows	£39k	Fencing
M0440	Ashton Holy Trinity	£80k	Kitchen
M0445	Mossley St George	£26k	Kitchen
Trafford			
M0470	Davyhulme St Mary	£115k	Roof
M0475	Flixton St Michael's	£36k	Fire doors
Wigan			
M0495	Wigan St George	£33k	Safeguarding
M0480	Pennington Christ Church	£69k	Boiler
M0535	Astley St Stephen	£15k	H&S Entrance extension
M0485	St Marys Leigh	£33k	Boundary wall
M0485	St Marys Leigh	£32k	Security

GOVERNANCE UPDATE

During June 2021, in responding to the need to strengthen some governing bodies which were struggling to recruit new Foundation Governors, the Board of Education issued new policy guidance, of which the extract below is just part of the whole.

'The Board of Education welcomes competent and skilled people of all denominations, faiths or none, to apply to be a Foundation Governor on the understanding that they sign up to the Commitment to the Christian Foundation of the school: "I can confirm that I am committed to supporting the principles underlying the Trust Deed of the school in accordance with the doctrines and practices of the Church of England and I acknowledge the responsibility to uphold the faith and beliefs of the Church of England within the school. I commit to Foundation Governor induction training and subsequent relevant training and support offered by the Diocesan Education Team."

<https://d3hgrlq6yacptf.cloudfront.net/5fbd76bf103bd/content/pages/documents/foundation-governor-policy-june-2021.pdf>

A new webpage of the Manchester Diocese website dedicated to Governance and School Admissions issues was made available and is regularly updated.

<https://www.manchester.anglican.org/about-us/schools/educationsupportforschools/governance-and-admissions/>



The webpage contains clarification of the appointment process of PCC, substitute Ex Officio and Diocesan Foundation Governors. Resources for recruiting and inducting new Foundation Governors were developed as was the scope of the training on offer to include Mental Health First Aid Champion Training for Governors and a Development Network Meeting for New and Aspiring Chairs of Governors.

During 2020-21 Foundation Governors continued to offer solid support to schools by adapting to meeting online and visiting schools where restrictions permitted. This crucial support and contribution to leadership wellbeing was invaluable and much appreciated by Headteachers.

It is a matter of great sadness that some members of governing bodies lost their lives due to the Covid 19 pandemic. Condolences and prayers of the Board of Education are with those families and school

communities affected. Sincere thanks and acknowledgement are also expressed to all members of governing bodies who committed time and energy to this vital voluntary work, serving schools with such dedicated vocation. The planned Thanksgiving and Celebration Service at Manchester Cathedral for the work of Foundation Governors was unfortunately postponed due to the pandemic. A new date is to be set.

Governor training events continued in-house and Ruth Gent took over the role of Governance Officer, a role previously held by a Diocesan Schools Adviser (now retired.) Governors responded magnificently to the offer of online training with significantly increased attendance from across the Diocese. Training sessions offered were planned to compliment the training offer from our 12 Local Authorities by focussing on various aspects of governance specific to governance of a Church of England school. Such sessions focussed on SIAMS for Governors, Effective Governance in a Church School, Governor Clinic, New Governor Training, and New and Aspiring Chair of Governor Training. Autumn Term 2021 has ten new training sessions that bookings are currently being taken for.

In June the Chair of the Board of Education opened our inaugural Governor Conference. **'Celebrating Diversity, Enabling Flourishing: John 10:10'** Despite needing to take place virtually we received very positive feedback with many delegates considering the speakers to be inspirational with requests for a link to the recording being received.

'Good to open our eyes to these themes! Much to be done but conversation and story enlighten us. Let's keep moving towards scandalous inclusion.'

'Thank you to Father Azariah and Archdeacon Karen for two very thought proving presentations.'

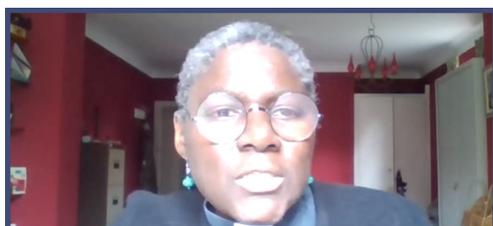
	Called	Connected	Committed
Educating for Wisdom, Knowledge and Skills	Leading Learning - Refining Judgement	Creating Confidence - Embracing Interdependence	Deepening Understanding - Driving Improvement
Educating for Hope and Aspiration	Developing Imagination - Nurturing Ambition	Healing Relationships - Pursuing Renewal	Sustaining Vision - Building Resilience
Educating for Community and Living Well Together	Removing Disadvantage - Seeking Reconciliation	Accepting Vulnerability - Demonstrating Generosity	Inspiring Faithfulness - Embodying Integrity
Educating for Dignity and Respect	Celebrating Diversity - Enabling Flourishing	Offering Encouragement - Encouraging Service	Practising Humility - Learning Love

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"This needs to be a heart change as well as a strategic change...we do need to take our scriptures seriously ...this is right at the heart of our Gospels. It means we have to engage with our emotions and our brains and engage strategically.'

The Venerable Karen Lund Archdeacon of Manchester



In responding to feedback, follow up training in developing the diversity of a CE school governing body has been arranged for October 2021. Many foundation governors expressed their support for this direction of travel in order that school leadership moves to reflect more accurately the pupils and communities it serves. The 2022 online Governor Conference is now being planned.

ADMISSIONS

Covid-19 restrictions and church building closures have created a challenging context for school Admissions Arrangements over the past year or so with some of the implications likely to last for a while into the future. With this in mind, written advice has been given to all VA Schools and Academies within the Diocese and online training has been delivered, recorded and shared.

The advice and training has covered the changes in the Admissions Code and the necessary steps for schools and academies to take in order to remain compliant with the code. Guidance on the process and timings for public consultation on any changes to Admissions Arrangements before 'determining' a new set of Admissions Arrangements.

Where any Diocesan VA School or Academy is planning to make changes to their Admissions Arrangements The MDBE strongly encourage (with the exception of some secondary schools/academies who have long and complex arrangements) the use of the Church of England Online Admissions Builder - <https://www.churchofengland.org/about/education-and-schools/admissions-arrangements>

Using the Church of England Online Admissions Builder will ensure that a Diocesan-wide consistent and 'code compliant' set of Admissions Arrangements are produced for each school or academy. In addition, using the Admissions Builder will also ensure that governors and trustees have good conversations around the Christian vision and ethos of the school, and the implications for the Admissions Arrangements. Diocesan advice also encourages all schools or academies wishing to include faith based criteria as part of their oversubscription criteria, to follow the [Church of England guidance regarding the use of faith based criteria](#). Finally two [Template 'Supplementary Information Forms'](#) have also been produced as a helpful starting point for those schools or academies who need to have them as part of this Admissions Arrangements.

INTERNATIONAL LINKS

During 2020-21 we have retained our international links with Lahore Diocese. Schools in Lahore were closed for periods of time as they were in the UK. The Manchester - Lahore Link Group organised a Harvest appeal and the Education group led a School to School Appeal. Many schools, churches, individuals and families contributed to the appeal. In total around £16,000 was raised to support our brothers and sisters in Lahore. Monies raised were used by Bishop Irfan to provide food parcels for Christian families and other support.

During the Climate Sunday Manchester Cathedral service there was a message from Bishop Irfan Jamil followed by a plea from pupils who attend Cathedral School No. 4 who were concerned about the wise use of water and the education of farmers.

Please click on the image below to view the Climate Sunday Service.



The intention is to re-establish school to school links during 2021-22 with the view to setting up a charter of partnership and schools working together on mutually beneficial projects.



THE FUTURE

As the academic year 2021-22 begins it looks to be another exciting and full one. The Board, its officers and staff continue to work in support of schools, churches, children, and families to ensure the Diocesan vision is fulfilled. Close working with the newly appointed Area Deans is already reaping benefits as we look towards lessons and wisdom learnt from the Children Changing Places Project.

We will continue to develop close working partnerships with the CE Foundation for Educational Leadership in particular through the leadership Peer Support Networks. We will be involved in Trauma Informed, Diversity and Inclusion and Growing Faith networks, encouraging school and church leaders to attend and work with us.

Our school support will focus on supporting the Christian distinctiveness of our schools, enabling them to ensure their Christian vision is 'lived not laminated.' SIAMS inspections will begin in earnest and we look forward to celebrating our schools' accomplishments in these inspections. With a new RE and Christian Distinctiveness Adviser recently appointed we are reviewing our strategy of support for RE teaching and learning, building on the firm foundations established by previous advisers. We are looking to raise the profile of support, training and guidance offered to schools across the Diocese. Both primary and secondary RE curriculums are being reviewed with an RE Framework being planned for launch in Spring 2022. Building on the success of the inaugural Governance Conference in summer 2021 we have planned a comprehensive programme of training and support for governance.

After more than a year of no in person visits to schools the Board's officers are delighted to be able to visit schools and school leaders in person. A strength of the partnership between schools and the Board is our relationships and we aim to prioritise nurturing these during 2021.

The new triennium for the Board of Education is fast approaching with elections taking place this term at Diocesan Synod for representatives to join the Board from the beginning of 2022.

We are blessed that we have people who are willing to commit their time and wisdom to serve on our Board and subsequent committees and are thankful for the current Board members. However, we are also looking to develop the diversity of the Board and committees so that as a whole the board is representative of the diverse communities we serve. In particular we are seeking to increase the age, gender and ethnicity of the board.

The Measure 2021 received Royal Assent and we are working with the Diocesan Registrar to draft a scheme to be presented by the Diocesan Bishop outlining our responsibilities and ways of working going forwards.

In all we continue to do we remember we are in service. Firstly, to the Lord and then to the communities we serve. Our desire is to see all children, young people and adults enabled to 'live life in all its' fullness.' (John 10:10)