



THE SALISBURY DIOCESAN
BOARD OF EDUCATION

Transforming the Partnership Service Agreement; Transitioning to the Programme for Church School Flourishing

September 2023 to August 2024



Working Together with Your Trust



LIVING OUT GOD'S TRANSFORMING PRESENCE

THE SALISBURY DIOCESAN
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PSA: Transition

In 2022 the SDBE launched a visionary project intended to enrich and deepen the expertise of school trusts, enabling the further flourishing of their church schools, their children, young people and adults. The Programme for Church School Flourishing (PCSF) was launched.

The impact after just one year has been positive and significant, those involved are saying:

“As a result of this programme, we now, as a trust, start every headteacher board meeting with a standing item of ‘celebrating flourishing’.”

“I still feel well connected through the programme and have good relationships with the DBE and other leaders through the PCSF.”

Andy Wolfe - Executive Director of Education - after spending time reviewing the PCSF with trust leaders stated, “Fantastic day looking at MAT strategy, faith development and amazing system leadership work on flourishing – so much encouragement and learning together.”

This exciting piece is pushing the boundaries of Diocese, Trust and school partnerships, building on the knowledge, skills and wisdom held by Trust leaders set with a heart of innovation, deep reflective thinking and a focus on building and equipping others inspired by the story of Nehemiah and the vision shared in Nehemiah 2:18 ‘Let us rise up and build.’

As your Trust is participating in Cohort 2 of the Programme for Church School Flourishing the PSA offer will look different to the well-established coverage school leaders expect of the SDBE. Trust Leaders have engaged with SDBE led training enriching and deepening the expertise of your Trusts to Lead Church School Flourishing, Champion Church School Recruitment and Lead Church School Governance. The diagram below recognizes this with the PSA reduced to reflect the enhanced wisdom, skills and expertise held in Trusts. As the Trust completes the full suite of PCSF training in future years the PSA offer will be fully removed.

As we walk alongside you we will gift the following provision:

- ◆ **Mental health and wellbeing** - Working to encourage good mental health enabling all to flourish and live well together
- ◆ **Spiritual Leadership** - Enabling the development of spiritual leadership of school and academy leaders
- ◆ **Representing you through strategic engagement** with the Education Office of the Church of England, Ofsted, DfE, RSC, LAs, Teaching School Alliances
- ◆ **Advice about school estate and the formation of new schools** - we have much experience in this area
- ◆ **Governance** - strategic advice and administration support related to the appointment of Foundation Governors, Trustees and Members
- ◆ **SIAMS** - provision of a SIAMS Manager and the development of support to help you prepare for inspection and fulfilment as a church school
- ◆ **Model Admissions Arrangements** - provided as a basis for your own policy. There is a statutory requirement for schools to consult on their admissions policy at least once every seven years
- ◆ **Strategic engagement with schools causing concern** - working with schools, MATs and education partners to better enable support for schools facing challenges
- ◆ **Work with Children and Young People in parishes & schools** - through the development of community hubs, to enable flourishing of children and young people
- ◆ **Support from our office-based Education Service Assistants**
- ◆ **Critical Incident Support** - from a telephone conversation to pastoral support on site
- ◆ **Provision of a Leavers Service** - in partnership with Salisbury Cathedral



Schools in the Programme for Church School Flourishing (PCSF) will pay £350 +VAT for DBE support.

The reduced cost of the 2023-24 PSA is a recognition of the growing importance of Trust leaders as key figures for promoting the flourishing of Church Schools and leading efforts to recruit new talent. This shift also acknowledges the declining involvement of SDBE advisers, while still emphasising the ongoing contribution of DBE officers in training and preparing the new PCSF leaders.





Support for Trusts

The SDBE offers distinctive support to Trusts – a range of provision and tailored work, as priced below, bespoke to the needs and context of each Trust. This is at a significantly reduced rate in acknowledgment of the key role of Trust and SDBE partnership as system leaders in an ever-changing educational landscape.

It is likely that the developing expertise of church school flourishing in your Trust will equip schools with much of the knowledge, skills and wisdom required however, Trusts, are welcome and encouraged to continue accessing the bespoke CPD opportunities, benefitting from the in-depth thinking and initiative development of SDBE advisers who continue working regularly at a regional and national level. The examples given below can be accessed as an entire trust, for hubs within a trust or for individual schools.

In addition to an annual 1 hour conversation with the CEO, this could include:

- ◆ **A session for all stakeholders to establish or review their Christian ‘Vision and Values’, facilitated by a diocesan adviser** - *Vision and Leadership*
- ◆ **A mid-cycle SIAMS health check, Deep Dives into RE and/or CW to support SIAMS evaluation, including written reports** - *Wisdom, Knowledge and Skills*
- ◆ **Working with a diocesan adviser to further develop strategies for deeply Christian and effective RE** - *The effectiveness of Religious Education*
- ◆ **Working with a diocesan adviser to further develop strategies for deeply Christian and effective collective worship** - *The impact of collective worship*
- ◆ **Working with the school community to develop staff spiritual literacy, which enables children’s spiritual encounter and development opportunities** - *Wisdom, Knowledge and Skills*
- ◆ **Working with your diocesan adviser to refine how your vision encourages good mental health and well being and the flourishing of all** – *Community and Living well together*
- ◆ **Support to ensure deeply Christian and effective Foundation Governance (e.g. reviews; mentoring)** - *Character Development: Hope, Aspiration and Courageous Advocacy*
- ◆ **Preferential rate for academy conversion process**

Subsidised PCSF Cost

Bespoke support & training for individual schools	Follow up support	£150 + VAT
	Twilight (up to 2 hours)	£300 + VAT
	1/2 day (up to 3 hours)	£375 + VAT
	1 day (up to 6 hours)	£675 + VAT
Centrally provided courses	Twilight	£50 + VAT
	1/2 day course	£50 + VAT
	1 day course	£75 + VAT
Virtual courses (SDBE led)	Twilight	£25 + VAT
	1/2 day course	£25 + VAT
	1 day course	£50 + VAT