

Partnership Agreement for Church Schools

September 2023- August 2024



**DIOCESE OF
CHICHESTER**
EDUCATION DEPARTMENT

Your church school is a valued member of the community of the Diocese of Chichester. As part of this relationship, the Diocesan Board of Education has a responsibility to work closely alongside all church schools to develop their Christian distinctiveness alongside the quality of the educational outcomes and experience they provide for their children, families and local communities.

The Education Team provides a range of services and support for all church schools. Over the last few years, the volume and nature of the work of the Education Team has increased considerably, as other avenues of support for schools have changed or reduced.

In addition, the Regional Director views the diocese as a key partner in sharing responsibility for the performance of VC, VA and academy schools alongside the local authority or relevant multi-academy trust.

What do we do?

The Education Team has a broad remit of responsibilities including:

- supporting school leaders in key areas of school effectiveness and school improvement, leadership development, appointment and training
- supporting governance
- guiding on leadership structures including partnerships, federations and academies
- co-ordinating land and building services for VA schools
- advising on admissions and appeals for VA schools

These run alongside our key function of maintaining our more traditional responsibilities for Christian distinctiveness, spiritual development, collective worship, religious education, SIAMS inspections and other statutory functions.

The Board of Education recognises that there is a need, as never before, for schools to be able to access timely and high-quality services. The Diocese has developed the range and quality of the services it offers to church schools and has established an experienced and professional team to enhance the core work of the education department.

What is the Partnership Agreement?

The Partnership Agreement sets out your contribution to the overall cost of providing your school with support from the Diocese together with a number of enhanced service entitlements and training opportunities throughout the year.

Why the Diocese operates a Partnership Agreement

The Education Team receives no public funding for its work. The Diocese provides us with the funding to carry out the basic statutory functions of the Diocesan Board of Education which are set out in the Diocesan Boards of Education Measure 2021. Our charges reflect only a small percentage of the total actual cost to the Diocese of providing school support. We benefit from substantial financial support from the wider church membership and your contribution enables us to offer much more than the statutory minimum.

Your contribution is vital.

What Schools Receive if they subscribe

All subscribing schools will receive **one half-day visit** from a Diocesan School Effectiveness Officer and **up to two subsequent half-day visits** from a member of the Education Team depending on the needs identified at the initial planning meeting. We understand that schools will have a variety of needs and therefore want to ensure that you have access to the full team to enable you to benefit from the right expertise when you need them.

The initial visit is to work with you to review your school effectiveness and identify methods of additional support. Your Diocesan School Effectiveness Officer will broker support from the rest of the team as a part of your entitlement. This could include further school improvement work, preparing and responding to Ofsted inspections, developing your school's Christian distinctiveness (which includes advice and training on RE, collective worship and preparation for SIAMS inspections), issues relating to governance, managing your school buildings, school partnerships and future planning, admissions issues and leadership appointments.

Subscribing schools receive fully funded or reduced cost places on training courses for school leaders, teaching staff and governors; preferential rates for annual conferences; support for inspections and further advice with regards to buildings, land and trusts.

We believe that the Partnership Agreement expresses our commitment to each other within our family of church schools at a price that is kept as low as possible. Whilst many schools easily recoup the annual subscription cost through services they access throughout the year, we also believe our support offers a cumulative value through consistent support that is ongoing year after year.

What if we don't subscribe?

Dioceses must provide some core services to all schools regardless of whether they contribute to the collective purse. In the Diocese of Chichester this "core service" extends only to the statutory expectations as set out in the Diocesan Boards of Education Measure 2021 and administration of these.

As a non-subscribing school, the services and training that you receive will not only be greatly reduced but the additional services that you buy into will also cost substantially more. Sadly, as resources are becoming more restricted we are expected to monitor the services available to schools that do not subscribe more carefully.

Can we pay as we go?

All the services that are provided as part of the Partnership Agreement can be accessed as individual services but, in these circumstances, they will need to be charged at a higher rate. The prices for these are provided within this document. We are also delighted to be able to offer a series of School Effectiveness packages that are included in the Partnership Agreement, or can be purchased separately. Details of these can be found in appendix A at the end of this document.

School Support, Effectiveness & OFSTED

Education Team Visits:
Our team have a wealth of expertise and experience for you to call on. We are making our full team available to ensure that you have the best possible support to match your needs.

Subscribing Schools

Up to three half-day visits per year.
Visits may include:

Monitoring, Review and Evaluation Quality Assurance:

- Deep dive
- Lesson observations
- Learning walk
- Work scrutiny
- Planning Scrutiny (LTP, MTP or STP)
- Curriculum analysis
- Data analysis
- Views of pupils/staff or parents and analysis

Leadership

- School development planning
- School organisation and structures
- Future planning, including building projects where applicable
- Middle and senior leadership development
- Professional profiles
- Senior leadership appointments and process
- Governance support
- Admissions advice and support

Inspections

- SIAMS preparation and follow up
- OFSTED preparation, including SEF support
- OFSTED response and follow up

Further visits may be brokered through the Education department at the following rates:

Full Day £400
Half Day £200
Twilight £150

Non-Subscribing Schools

One half-day introductory visit per year by the School Effectiveness Officer with the Headteacher/ Executive Head to discuss the needs for the school.

Further visits may be brokered through the Education department, at the following rates:
Full Day £550
Half Day £350
Twilight £250

Leadership Support

	Subscribing Schools	Non-Subscribing Schools
New to Being a Church School Headteacher- 1-day session.	No charge	£150
Head Teacher Performance Management	Small Schools (less than 150 pupils) £250 All other schools £350	£450
Attendance and support for whole interview process related to the appointment of a head teacher	No charge- high priority for officers.	No charge- subject to officer availability
Attendance and support related to the appointment of a deputy head and in secondary schools; RE Head of Department or Chaplain	No charge- high priority for officers.	No charge- subject to officer availability.
Advice on leadership succession planning	You may use your second visit for this purpose. Any additional day is charged at £200 per half day visit.	£350 per half day visit.
Advice and support with School development planning, leadership structures and monitoring and evaluations systems, including appraisal	You may use your second visit for this purpose. Any additional day is charged at £200 per half day visit.	£350 per half day visit.
Advice and support with preparation for Ofsted inspection including data preparation, quality assurance on judgements and self-evaluation	You may use your second visit for this purpose. Any additional day is charged at £200 per half day visit.	£350 per half day visit.
Post Ofsted support	You may use your second visit for this purpose. Any additional day is charged at £200 per half day visit.	£350 per half day visit.
Diocesan representation at OFSTED or HMI feedback meetings following inspection	No charge- High priority for Officers.	No charge- subject to officer availability.

Christian Distinctiveness & SIAMS

	Subscribing Schools	Non-Subscribing Schools
Diocesan representation at SIAMS feedback meeting	No charge- High priority for officers.	No charge- subject to officer availability.
School specific guidance and advice for SIAMS Section 48 Inspections	You may use your second visit for this purpose. Any additional day is charged at £200 per half day visit.	£350 per half day visit.
SIAMS pre- or post-inspection support	You may use your second visit for this purpose. Any additional day is charged at £200 per half day visit.	£350 per half day visit.
Advice on RE, Collective Worship, Spiritual, Moral, Social Cultural (SMSC) education, Christian Distinctiveness	You may use your second visit for this purpose. Any additional day is charged at £200 per half day visit.	£350 per half day visit.
Attendance at RE Network meetings	No charge.	No charge.
RE Resource box hire	No charge.	£50 per resource box.

Governance

	Subscribing Schools	Non-Subscribing Schools
Administrative assistance in the appointment of Foundation Governors	No charge.	No charge.
Governor support through our School Effectiveness Officers	You may use your second School Effectiveness Officer visit for this purpose. Any additional day is charged at £200 per half day visit.	Full Day £550 Half Day £350 Twilight £250
External Review of Governance	POA	POA
Attendance at Governor Training	No charge.	See the Training Programme 2022-23 for prices.
Governor Training: Bespoke school based delivered by our School Effectiveness Officers	Full Day £400 Half Day £200 Twilight £150	Full Day £550 Half Day £350 Twilight £250

Admissions

	Subscribing Schools	Non-Subscribing Schools
Advice on admissions arrangements	No charge.	£85 per hour.
Advice on appeals hearings	No charge.	£85 per hour.
Annual admissions training	No charge.	£160

Buildings, Land and Trusts

	Subscribing Schools	Non-Subscribing Schools
Advice on land and building assets ¹	No charge.	£85 per hour.
Advice on school building maintenance and planning places	No charge.	£85 per hour.
Advice regarding expansion, improvements, closures and new schools	No charge.	£85 per hour.
SCA Projects (VA schools only)	2% of project cost less fees.	2.5% of project costs less fees.

¹Should formal legal or professional advice be required, the Education Team may broker this but payment for these services will need to be arranged by the school.

Training Programme, Professional Development and Bespoke Services

The Education Team provides a range of professional development opportunities which are outlined in the training programme. This programme is sent to schools electronically and is also available on the Education Team website (<https://schools.chichester.anglican.org/>).

These courses are individually priced, with all those subscribing to the Partnership Agreement benefitting from fully funded training where applicable. Non-subscribing schools can access these training opportunities at full cost, if places are available. Priority will be given to schools who have fully subscribed to the Partnership Agreement. Following requests, we are planning to open up our courses to schools other than Church schools.

Events such as the Head Teachers Conference and training where external expertise are required will be chargeable. Reduced rates and priority booking will be given to schools who have fully subscribed to the Partnership Agreement.

INSET Training

We appreciate that releasing staff to attend training sessions may not always be a viable option, either economically or geographically. Therefore, we do offer our training to individual schools, or groups of schools, on an INSET basis. This can be training as outlined in our training programme.

Please note that the prices for INSET training include preparation (including all communication with the school pre-delivery), provision of resources, delivery of training and any follow up required.

The following rates apply for locally based INSET training:

Cost per School subscribing to the Partnership Agreement 2023-24

	1 School	2 Schools	3 Schools	4 Schools	5 Schools
Full Day	£600	£500	£400	£300	£200
Half Day	£300	£250	£200	£150	£100
Twilight	£250	£150	£125	£100	£75

Cost per non-subscribing School 2023-24

	1 School	2 Schools	3 Schools	4 Schools	5 Schools
Full Day	£1000	£800	£700	£600	£500
Half Day	£800	£600	£500	£400	£300
Twilight	£600	£500	£400	£300	£200

Should you wish to develop bespoke training with us for your staff, please contact us for further details of costs.

Subscription Costs

The subscription rates for September 2023- August 2024 are based on the following factors:

Schools with up to 150 pupils	£350 membership rate + £1.60 per pupil
Schools with 151 pupils or more	£500 membership rate + £1.60 per pupil

Your school will be charged according to the rates as set out above, no school will be charged more than £2000 (+VAT). The per pupil charge this year has been set at **£1.60 per pupil. This is the same rate as 2022-23. The pupil number for your school is based on the number on roll as reported to us by your school in June 2023. If this number is incorrect, you must tell us no later than Friday 29th September 2023 in order for the invoice to be adjusted.**

An invoice based on numbers on roll as outlined above is enclosed with this partnership agreement. Payment terms are outlined on the invoice.

Multi Academy Trust/ Federation Rate:

As with individual schools, the cost of the Partnership Agreement covers the core provision of the Education Team as well as the additional services listed in this document. The charges levied do not reflect the actual cost of providing school support. For the year 2023-24, the following reductions for federated schools and multi-academy trusts will apply:

Federated Schools with one Governing Body:		
Number of schools in Federation	Basic Rate Per Federation	Per Pupil Rate (up to a maximum of £2000 per school)
2-4	£750	£1.60
3-5	£1000	£1.60
6+	£2000	£1.60

This reduction assumes that all church schools in the Federation sign up to the Partnership Agreement. If one school does not sign, no reduction will apply. Only one small school reduction per Federation shall apply. One invoice will be issued to the Governing Body of the Federation.

Multi Academy Trusts:		
Number of schools in MAT	Basic Rate Per MAT	Per Pupil Rate (up to a maximum of £2000 per school)
1-5	£1000	£1.60
6-10	£1500	£1.60
11-15	£2000	£1.60

This reduction assumes that all Church of England Schools within the Diocese of Chichester in the Trust sign up to the partnership agreement. If one school does not sign, no reduction will apply. No small school reduction shall apply as the basic rate is already significantly discounted. One invoice will be issued to the Multi Academy Trust.

Given the ongoing changes to the educational landscape, the Diocesan Board of Education will be reviewing these rates during 2023/24. As more schools become academies, the DBE needs to ensure that the Education Team is sufficiently resourced to carry out the work required by these developments.

Useful Contacts

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Appendix A

School Effectiveness Packages

In addition to the services that are offered through the Partnership Agreement, we now have several bespoke School Effectiveness packages that your school may purchase. These can be purchased at a reduced rate for those who pay the Partnership Agreement alongside your Partnership Agreement, or may be purchased on a package by package basis.

For more information on these packages please contact Ruth Cumming ruth.cumming@chichester.anglican.org

Pre-Ofsted	Pre SIAMS	Collective Worship
<ul style="list-style-type: none"> • SDP • AP • 360- evidence • SEF • Ofsted judgements • Ofsted grades • School summary sheet • SL contents page • Staff questionnaire • Pupil questionnaire • Deep Dive SL • 90 minute initial call 	<ul style="list-style-type: none"> • Vision and values (NGA) • S48 SEF 'Audit tool' • SDP • Theological underpinning • CW analysis • RE SL – sheet • RE work scrutiny • Environment checks • AP • SEF • SIAMS headline sheet • SIAMS SEF summary • Distinctive Christian school 	<ul style="list-style-type: none"> • CW MRE Sheet • MTP • Children's voice – feedback sheet • SIAMS headline sheet • CW guidance National • CW in schools • CW resources booklet • DoC CW guidance • Evaluation sheet for pupils • Sample MTP
Pre-Ofsted	T&L / Curriculum Review	L&M Review
<ul style="list-style-type: none"> • POAP • SDP • SEF • 360 set of papers – MRE system 	<ul style="list-style-type: none"> • Formal observation – Ofsted link • Informal observation • Work scrutiny • Staff view • School summary sheet • CW MRE sheet • Matrix • Pupil questionnaire • SL Deep Dive Questions 	<ul style="list-style-type: none"> • 360 set of papers – MRE system • Matrix • SL Deep Dive Questions • Year at a glance • SEND/ groups data capture • Learning walk • HT report to FGB • Safeguarding checks • MRE of First Aid • MRE of Behaviour • MRE of attendance and punctuality • Exit interviews • Staff turnover capture
HT Appointment	New HT Support	HT PM
<ul style="list-style-type: none"> • Diocesan requirements • JD/ Person specification • Sample questions • Sample activities • Briefing pack • Interview pack • HT Standards 2020 • Sample schedules 	<ul style="list-style-type: none"> • MRE • Matrix • SDP • SEF Ofsted • S48 SEF 'Audit tool' • ML pro forma for MRE • 360 set of papers – MRE system • Year at a glance • HT report to FGB 	<ul style="list-style-type: none"> • HT Standards 2020 • Prep sheet for HT • SIAMS headlines • Ofsted judgements • Ofsted grades • Sample KPIs • Spreadsheet to track reports

Education Department

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