



The Affiliated Schools & Academies Scheme



DIOCESE OF
CHICHESTER
EDUCATION DEPARTMENT

LEARNING WITH MEANING AND PURPOSE
TO KNOW GOD AND SHAPE THE WORLD

Learning with meaning
and purpose to know
God and shape the world...

Contents

1	Contents
3	The Affiliated Schools & Academies Scheme
4	The Diocesan Education Department
6	What is Affiliation?
7	What are the likely benefits of Affiliation?
8	Some practicalities
9	In summary
10	Appendices
11	Appendix A - sample letter for parents
12	Appendix B - sample Affiliation agreement

The Affiliated Schools & Academies Scheme

The Affiliated Schools & Academies Scheme is a way of building on the many productive relationships that exist between the diocese and their local schools. Schools have asked if provision might be made for a more public way of recognising the link, and so the Affiliated Schools & Academies Scheme has been developed. Essentially this is an agreed, three-way working relationship where school, parish and the Diocese of Chichester work together for the benefit of children and families.

Links between schools and parish churches go back a long way. For two centuries the Church of England has been a major provider of 'free education for all' in this country. In 1811 the Church established the National Society and it was this body that set about encouraging the establishment of thousands of local 'National' schools in every community. This pre-dated state provision by some 40 years. Many community schools have their roots in the Church of England.

Schools and parish churches have many aims and values in common: the well-being of their communities, the flourishing of individuals and families and the common good. Both are the heart of the community and it is therefore natural that strong links grow up between them.

From the Diocesan perspective the Church is concerned not only with its Church schools but is keen to contribute to the well-being and support of the wider education community. The Affiliated Schools & Academies Scheme is a way of extending what we can offer for the benefit of many more schools, and therefore children.



The Diocesan Education Department

The Diocesan Board of Education Measure (1991) provides the statutory basis for each diocese having a department to oversee its work in education. Nationally almost one in four primary-aged children attends a CE school. In Chichester there are 157 CE schools and academies; 150 primary and 7 secondary, situated in 3 different local authorities. We also work with the Tenax Trust in the Rochester Diocese.

The Education Department's administrative office is based in Church House, Hove. There is also a training programme available to schools and a resource service providing free 'book and non-book' materials for RE, Collective Worship and much more.

The Department's officers and advisors 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, in the following ways:

Sustaining or growing the number of CE school places in each local authority

The Department's function is carried out through its church schools.

Supporting school improvement – RE curriculum and collective worship

The Diocese's Education Department provides advice and guidance to schools in terms of the RE curriculum and collective worship. It holds meetings for RE subject leaders at both primary and secondary level to disseminate good practice.

Supporting school improvement – support for schools causing concern

The Diocese's Education Department identifies schools causing concern in three categories: those placed in Ofsted 'categories' of 'special measures' or 'notice to improve'; those placed in local authority categories of concern; and those of direct concern to the Diocese. Throughout the year, the Education Department supports appropriately these schools causing concern with a view to bringing about improvement. The Diocese, in its portfolio of 157 schools, consistently has over 80% of schools rated OFSTED Good or Outstanding.

Supporting leadership and management – Governors and Headteachers

The Board appoints Diocesan governors to school governing bodies and the Department works closely with schools and parishes to identify local governors. The Department provides a comprehensive training programme to governors, either individually or collectively. The Board is a member of all academy trusts with a Church School within the diocese. The Department assists schools in providing advice on the appointment of Headteachers, deputy Headteachers, and others.

The Department provides pastoral support to governors and Headteachers when necessary.

Co-operation with local authorities

The Department liaises closely with local authorities in all matters concerning schools. The work includes the identification of schools causing concern and exemplars of good practice. It also includes liaison regarding the opening, closing and significant alteration of church schools and capital programme work in church schools.

Co-operation with Diocese of Chichester Multi Academy Trust (DCAT) and other MAT's operating within the diocese

The Diocesan Board of Education (DBE) liaises closely with DCAT, the diocesan multi-academy trust, in all matters concerning schools. There are currently 6 schools within DCAT, the majority of which are situated in East Sussex. The DBE works with schools looking to enter into DCAT to ensure all due diligence is carried out effectively and efficiently. The DBE also works with the other MAT and stand-alone academies in the diocese including Ark, Tenax Trust, Bishop Luffa School and St Lawrence School. It is a corporate member of each of these Trusts as each has CE schools in them.



What is Affiliation?

Affiliation is where a school/academy, local parish and the Diocese, as represented by the Diocesan Board of Education, enter into a more formal, time-limited partnership for the benefit of the school. The link is based on trust, shared Christian beliefs and values and the common aspiration of enriching the community.

Practically speaking, Affiliated Schools & Academies...

- receive information on training, support, resources and activities provided through the Diocesan Education Officers and Advisors
- have access to training opportunities to strengthen RE, assemblies, spiritual, moral, social and cultural education
- with Year 6 pupils, are invited to an annual Leavers' Service across the diocese
- receive an invitation to attend the Diocesan annual Schools' Conference for Headteachers and annual quiet day for Headteachers as well as networking events specifically for governors. Headteachers and Chairs of Governors are, annually, also invited to autumn briefing sessions in their local area
- are offered nominated Foundation Governors (where desired)
- are required to buy into the Diocesan Partnership Agreement. The annual subscription rate for an Affiliated School is currently £1.50 per pupil, plus VAT, invoiced on an annual basis for the duration of the affiliation agreement.

What Affiliation is NOT

- it does not give the Diocese any power or influence in the school's executive functions
- it does not give the church the right to proselytise within the school
- it does not provide access to additional funding
- it does not require school to pay for their 'capital' buildings (this only applies to voluntary aided schools)
- it does not affect the provision of Religious Education, although the RE Subject Leaders would be invited to join a network of Subject Leaders hosted by the Diocese.

Affiliation is a bespoke scheme. There is no 'one size fits all'. The way in which a school/ academy interprets and operates the scheme will be different in every case, by agreement with the Diocese.

What are the likely benefits of Affiliation?

Each school is unique and there are many factors which may lead a school to consider Affiliation. Based on evidence from existing affiliated schools in other dioceses, some of the perceived benefits are:

- it makes clear the importance of faith, worship and spiritual life in the corporate life of the school;
- it makes a statement that the school embraces and promotes Christian values, which sends a clear message to parents and the wider community that this is a school where high standards of pastoral care, personal responsibility and behaviour are valued;
- it is valued by those of other faiths as Affiliation makes a statement that religious faith and belief are important;
- it builds on existing positive links between the school, the local Anglican church and in some cases churches of other denominations for the benefit of pupils/students and their families;
- it is significant for a local parish church. Clergy and congregation welcome the school's desire to be more closely linked and will seek to build the relationship sensitively;
- it benefits the school by inclusion in the network of Diocesan Schools, with access to resources, support services and training provided through the Diocesan education officers and advisors as part of the Partnership Agreement;
- for secondary schools, it provides a natural progression from church primary to church-linked secondary education;

- it is a practical demonstration of diversity of provision by a school as many parents value a Christian approach to education;
- it is evidence to Ofsted of a practical way in which a school is seeking to promote spiritual development and strengthen social cohesion;
- it recognises a positive relationship between the Headteacher and local clergy/ministers and encourages further development, including representation on the governing body;
- It enhances the leadership of a school when the Church contributes to governance.

How long does Affiliation apply?

- the Affiliation Agreement lasts for four years, invoiced on an annual basis (the annual subscription may be subject to change within the 4 year period);
- the Affiliation is renewable upon the agreement of the school, local clergy and the Diocese;
- it can be reviewed by the Headteacher, the governing body, local incumbent or the Diocese at any time. Such points would be a change in headship or a major change in the composition of the governing body.

Some practicalities

What has to be done prior to Affiliation?

We suggest the following stages:

1. Begin by raising the possibility of Affiliation in separate meetings with school staff, governors and local clergy.
2. Seek agreement to consult and explore further.
3. Arrange a meeting with the Diocesan Director of Education, or their representative, to explore opportunities and possibilities and to establish a time-frame for the process. Invite the local clergy, chair of governors and others as appropriate.
4. Prepare a document that sets out the perceived benefits to your school.
5. Consult the wider school community and invite comment. The greater the number of people who understand the concept and the benefits, the stronger the partnership will be. A sample letter to parents to be used in the consultation process, an example of this is included in appendix A.
6. When the governing body is satisfied that there is sufficient interest to proceed with Affiliated status, pass a resolution to draw up an Affiliated Scheme Agreement, endorsed by local clergy and the diocese. A specimen agreement can be provided by the Diocesan Education Department, an example of this can be found in appendix B.

How does a school mark its Affiliation?

A launch event can be planned that involves pupils/students, staff, Diocesan representatives and if possible governors, parents and representatives from the local church community. This can be held in the school or the church, as appropriate.

The school will want to decide what will be the most appropriate outward signs of the new status. For example, Diocesan logo on school notepaper, an explanatory note in the Prospectus/School Profile, plaque in the entrance, etc.



In summary

Affiliated status has been found to be beneficial to a range of schools.

1

It builds on friendship and good community practice.

2

It makes a statement to parents and the wider community about the school's values and aspirations.

3

It speaks of teamwork and interdependence.

4

It draws the school into the wider community of the Diocese, which many have found has enriched school life.

If the school/academy would welcome a further conversation about the scheme, please contact:
Diocesan Director of Education, Church House, 211 New Church Road, Hove, East Sussex, BN3 4ED

Tel: 01273 425687
schools@chichester.anglican.org

Appendices

Appendix A- sample letter for parents

Dear Parent/Guardian

As a school we are constantly looking to ensure that we are offering the best possible educational opportunities for all our children. In our modern materialistic world with an emphasis on the acquisition of skills it is all too easy to forget that as human beings we are made up of body, mind and spirit and that the spiritual side of our nature needs to be nourished and developed if we are to become well-rounded human beings. In considering how we currently make provision for the spiritual development of our pupils and how we can enhance this, governors are currently considering affiliation to the Diocese of Chichester.

The Diocese of Chichester's Affiliated Schools & Academies Scheme enables community schools to take advantage of the resources offered by the diocese – governor training, staff professional development, resources, advice and guidance on religious education and collective worship, or national and international links. We believe that by establishing this link, this will better enable the school to provide more effectively for the social, moral, spiritual and cultural developments of our pupils.

Should you have any comments you would wish to make we would very much welcome hearing from you. You can contact us by writing to the Chair of Governors c/o the school.

We will in due course confirm the outcome of our discussions.

Headteacher

Affiliated Schools & Academies Partnership

Agreement between

..... **School,**

..... **Church**

and the Diocese of Chichester

As a school/ academy we will as appropriate:

- build upon our existing relationship with the local Anglican Church/ Churches (name/s), clergy and congregation, for the benefit of our pupils, families and the wider community
- value and seek to develop high standards of Religious Education, Worship and spiritual, moral, social and cultural education
- make reference in our Prospectus of our Affiliation and links with the local church and diocese
- seek to celebrate and develop the contribution of faith to our school life
- nominate one of our governors to be a 'link governor' for the diocese/parish, who will seek to maintain and build the relationship
- make mention as appropriate of our affiliated status in publicity material

As a diocese we will:

- place as central the building of personal relationships with the school and local church(es)
- make available the full range of our resource facilities at the Diocesan Education Department
- provide access to our Staff Professional Development and Consultancy programmes at preferential rates
- provide access to our Governor Training programme at preferential rates
- make periodic visits to the school, in the spirit of a shared enterprise, upon invitation from the Headteacher

As a local church community we will:

- seek to support and enrich the spiritual life and worship of the school in consultation with the Headteacher and the governing body
- maintain and develop our existing strong links with the school in close co-operation with the Headteacher and the governing body
- support the school in practical ways in consultation with the Headteacher
- regularly pray for the school and make available individual prayer and other support as requested
- support events organised by the school and help publicise these when possible
- make mention of the school's affiliated status on any 'Statement of Needs' at the time of the appointment of new clergy
- offer to set up a Chaplaincy whereby the incumbent or other mutually agreed person, can be available to pupils, staff and parents, to provide spiritual support in times of need, serious illness, bereavement etc., subject to the setting of protocols and the availability of time.

Together – school/academy, parish and diocese, we will:

- seek to support each other in the spirit of Christian fellowship and service of young people
- take opportunities for networking among ourselves
- share information and extend invitations to each other's events
- seek to find innovative ways to work together and learn from each other, in keeping with the spirit of this Agreement

Signed:

.....

Headteacher/Chair of Governors

.....

Incumbent/Clergy

.....

Diocesan Director of Education

This Document formally sealed (date)



DIOCESE OF
CHICHESTER
EDUCATION DEPARTMENT

LEARNING WITH MEANING AND PURPOSE
TO KNOW GOD AND SHAPE THE WORLD

