

Partnership Agreement for Church Schools

September 2020 - August 2021



DIOCESE OF
CHICHESTER
EDUCATION DEPARTMENT

Your 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 distinctiveness and the quality of the educational experience they provide for their children, families and local communities.

One of the core purposes of the Education Team is to provide 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 Schools Commissioner sees a diocesan responsibility for the whole performance of VC, VA and academy schools alongside the local authority or relevant multi-academy trust where appropriate.

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
- developing leadership structures including partnerships, federations and academies
- co-ordinating land and building services
- advising on admissions and appeals

These run alongside our key function of maintaining our more traditional responsibilities for Christian distinctiveness, spiritual development, SIAMS inspections, collective worship, religious education 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 expanded 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 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. Our charges do not reflect the total actual cost to the Diocese of providing school support. We offer a heavily subsidised service because the Board of Education benefits from the financial support of church members and historic investment income. However, without your contribution towards the Partnership Agreement we would not be able to provide the bulk of school effectiveness and pastoral services that we offer.

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 in the Autumn Term. 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 support. Your Diocesan School Effectiveness Officer will also broker support from the rest of the team as a part of your entitlement. This includes 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 free 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 remains good value for money as well as expressing our commitment to each other within our family of church schools. Schools easily recoup the annual subscription cost through services they access throughout the year. However, 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 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, resources are becoming more restricted and we will have to be monitoring the services available to schools that do not subscribe more carefully.

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, including one half day introductory visit in the Autumn term from a School Effectiveness Officer, from which a report will be sent to the school.

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, from which a report will be sent to 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.	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
Administration and coordination of SIAMS inspection arrangements	No charge.	No charge.
Diocesan representation at SIAMS feedback meeting	No charge- High priority for officers.	No charge- subject to officer availability.
School specific guidance and advice for 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 2020-21 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, such as legal, insurance, trust, consents, procurement, charity requirements	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.

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 reduced rates and free 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.

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 2020-21

	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 2020-21

	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 2020- August 2021 are based on the following factors:

- There is a minimum cost to the Diocese of supporting your school, there is therefore a **basic membership rate set at £500. For schools with less than 150 pupils, this has been set at £350 for 2020-21 in recognition of the budgetary challenges faced by smaller schools.**
- Pupil numbers on role in each school
- Higher pupil number cap of £2000 for larger primary and secondary schools

The per pupil charge this year has been set at **£1.60 per pupil.**

Your school will be charged £500 (£350 for schools with less than 150 pupils) plus the per pupil rate as above, up to a maximum of £2000 per school, based on your number on roll as at January 2020.

An invoice based on numbers on roll as at January 2020 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.

We are able to offer the following reductions for federated schools and multi-academy trusts:

Federated Schools with Executive Headship and one Governing Body

- **£750 basic rate per federation, made up of 2 schools.**
- **£1000 basic rate per Federation, made up of 3-5 schools.**
- **£1500 basic rate per federation, made up of 6+ schools.**
- **Per pupil rate of £1.60 per pupil on the total number of pupils within the federation, to a maximum of £2000 per school.**

This reduction is based on the assumption that all church schools in the Federation sign up to the Partnership Agreement. If only one school signs, no reduction will apply.

One invoice will be issued to the Governing Body of the Federation.

Multi Academy Trusts (including Diocese of Chichester Multi Academy Trust)

- **£1000 per MAT with up to 5 schools (over 5 schools please contact us)**
- **£1500 per MAT with 6- 10 schools (over 10 schools please contact us)**
- **Per pupil rate of £1.60 based on the total number of pupils within the MAT, up to a maximum of £2000 per school.**

This reduction assumes that all schools in the Trust sign up to the partnership agreement. If only one school signs, no reduction will apply.

One invoice will be issued to the Multi Academy Trust.

Summary of Provision

All Church Schools and Academies can expect the Chichester Diocesan Board of Education to:

Have a pastoral concern for all staff, pupils and governors of the school;

Brief schools on important matters relating to Church of England schools;

Represent Church Schools on regional groups such as SACRE, Schools Forum, Scrutiny Committees, LA School Strategy Support meetings etc;

Liaise with statutory bodies at local, regional and national level on behalf of Church Schools, to include Department for Education, Regional School Commissioners, Education and Skills Funding Agency, OFSTED, The National Society, Teaching Schools Alliances and other Professional Organisations;

Advise schools when issued with a Local Authority Warning Notice and represent schools on Interim Executive Boards, where appropriate;

Provide guidance, model procedures and other resources on request ;

Be responsive to the needs of individual schools and their distinctive ethos;

Act with discretion, therefore safeguarding confidentiality;

Respond to all schools professionally.

In addition, all Church Schools can access the following 'gifted' services at no additional cost:

Administration of Section 48 SIAMS Inspection process;

Attendance at School Leavers Services;

Representation to the Diocesan Board of Finance in relation to land/buildings/trust issues for VA, VC schools and academies;

Regular updates from the Education Department with relevant information about wider services available to schools, news affecting schools and upcoming training reminders.

Useful Contacts

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