Partnership Agreement for Church Schools

September 2026 - August 2027

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 legal 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 Director sees a diocese as having responsibility for the whole performance of VC, VA and academy schools in partnership with 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
- coordinating 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 as prescribed by the DBE Measure 2021 and various education acts.

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. A significant proportion of the costs to the Diocese relating to our team is met from substantial financial support from the wider church membership. The Partnership Agreement charges enable us to provide services to schools over and above the statutory minimum that is required.

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 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 remains good value for money as well as expressing our commitment to each other within our family of church schools. 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, resources are becoming more restricted and we will have to be monitoring 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 can be purchased separately to the Partnership Agreement. 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.

Up to three half-day visits per year, including one half day introductory visit in the Autumn term from a School Effectiveness Officer.

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 £484

Half Day £242

Twilight £181.50

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 £660

Half Day £423.50

Twilight £302.50

Leadership Support

New to Being a Church School Headteacher	No charge	£181.50
Head Teacher Performance Management	Small Schools (less than 150 pupils) £330 All other schools £440	£550
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 £242 per half day visit.	£423.50 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 £242 per half day visit.	£423.50 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 £242 per half day visit.	£423.50 per half day visit.
Post Ofsted support	You may use your second visit for this purpose. Any additional day is charged at £242 per half day visit.	£423.50 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

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 £242 per half day visit.	£423.50 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 £242 per half day visit.	£423.50 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 £242 per half day visit.	£423.50 per half day visit.
Attendance at RE Network meetings	No charge.	No charge.
RE Resource box hire	No charge.	£60.50 per resource box.

Governance

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 £242 per half day visit.	Full Day £660 Half Day £423.50 Twilight £302.50
External Review of Governance	POA	POA
Attendance at Governor Training	No charge.	See the Training Programme for prices.
Governor Training: Bespoke school based delivered by our School Effectiveness Officers	Full Day £484 Half Day £242 Twilight £181.50	Full Day £660 Half Day £423.50 Twilight £302.50

Admissions

Advice on admissions arrangements	No charge.	£85 per hour.
Annual admissions training	No charge.	£176

Buildings, Land and Trusts

Advice on land and building assets[1]	No charge.	£105 per hour.
Advice on school building maintenance and planning places	No charge.	£105 per hour.
Advice regarding expansion, improvements, closures and new schools	No charge.	£105 per hour.
SCA Projects (VA schools only)	2% of project cost less fees.	3% of project costs less fees.

[1] Should 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 reduced rates and 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.

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. 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 2026 to August 2027 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 £575. For schools with less than 150 pupils, this has been set at £400 for 2025-26 in recognition of the budgetary challenges faced by smaller schools.**
- Pupil numbers on role in each school
- Higher **pupil number** cap of £2200 for larger primary and secondary schools

The per pupil charge this year has been set at **£2.20 per pupil.**

Your school will be charged £575 (£400 for schools with less than 150 pupils) plus the per pupil rate as above, up to a maximum of £2200 per pupil element per school, based on your number on roll as reported to us in July 2026 or as shown on Get Information About Schools (**https://get-information-schools.service.gov.uk/**) if you did not provide numbers. If this number is incorrect you must tell us no later than 30th September 2026 in order for the invoice to be adjusted.

An invoice based on numbers on roll as outlined above will be sent separately from our accounts system, XLedger. Payment terms are outlined on the invoice.

Subscription Costs contd.

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

- **Federated Schools with Executive Headship and one Governing Body:**
- **£900 basic rate per federation, made up of 2 schools.**
- **£1200 basic rate per Federation, made up of 3-5 schools.**
- **£2400 basic rate per federation, made up of 6+ schools.**
- **Plus a per pupil rate of £2.20 per pupil on the total number of pupils within the federation, to a maximum of £2200 per school.**

This reduction is based on the assumption that all church schools in the Federation sign up to the Partnership Agreement, if not, no reduction will apply.

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

Multi Academy Trusts

- **£1200 per MAT with 2- 5 schools**
- **£2400 per MAT with 6- 10 schools**
- **£3750 per MAT with 10- 15 schools**
- **£6050 per MAT with 15-20 schools**
- **Plus a per pupil rate of £2.20 based on the total number of pupils within the MAT, up to a maximum of £2200 per school.**

This reduction assumes that all Church of England Schools within the Diocese of Chichester in the Trust sign up to the partnership agreement, if not, no reduction will apply.

One invoice will be issued to the Multi Academy Trust.

Useful Contacts

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Web Address	**https://schools.chichester.anglican.org**
Twitter	**@DioChiEducation**

Appendix A

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**

• 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	• 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	• 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

• POAP • SDP • SEF • 360 set of papers – MRE system	• Formal observation – Ofsted link • Informal observation • Work scrutiny • Staff view • School summary sheet • CW MRE sheet • Matrix • Pupil questionnaire • SL Deep Dive Questions	• 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

• Diocesan requirements • JD/ Person specification • Sample questions • Sample activities • **Briefing pack** • **Interview pack** • HT Standards 2020 • Sample schedules	• MRE • Matrix • SDP • SEF Ofsted • S48 SEF 'Audit tool' • SIAMS headline sheet Distinctive Christian school? • ML pro forma for MRE • 360 set of papers – MRE system • Year at a glance • HT report to FGB	• HT Standards 2020 • Prep sheet for HT • SIAMS headlines • Ofsted judgements • Ofsted grades • Sample KPIs • Spreadsheet to track reports

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