

Welcome to governors from the Diocese of Chelmsford & Chichester - joint training session

Board of Education
Diocese of Chelmsford

Governance Training

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Preparing for the new Framework

SIAMS 23+
Statutory Inspections of Anglican and Methodist Schools Framework from September 2023

Education Department
DIOCESE OF CHICHESTER
KNOW LOVE FOLLOW

GOVERNANCE TRAINING

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GOMikeS

Chelmsford Diocesan Board of Education


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THE CHURCH OF ENGLAND

SIAMS 23+

Education Department
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Camera

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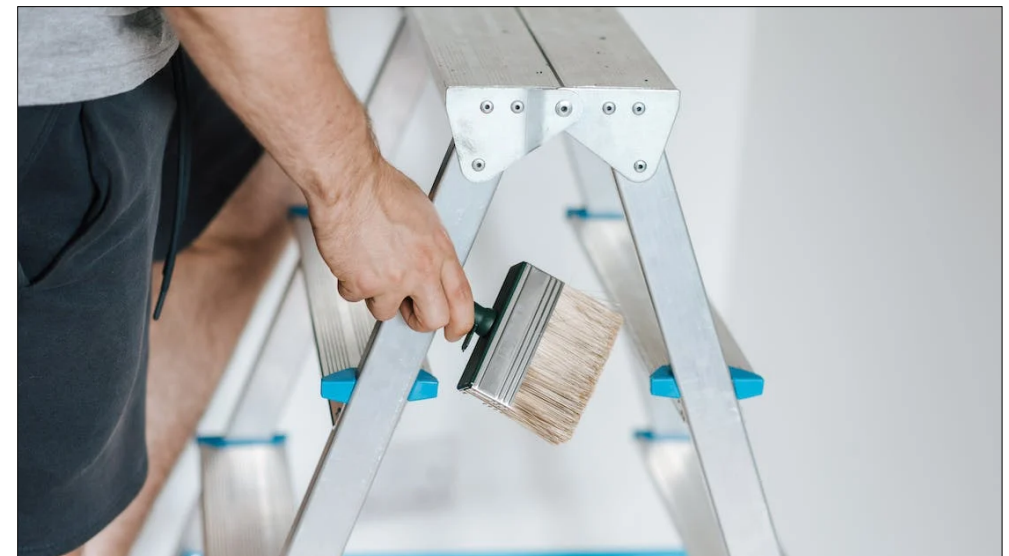
Chat

Learning Page

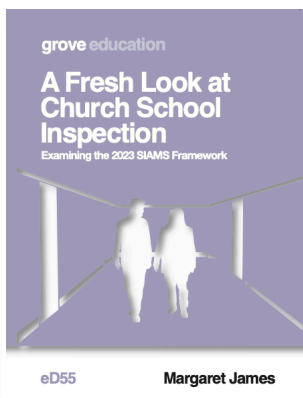
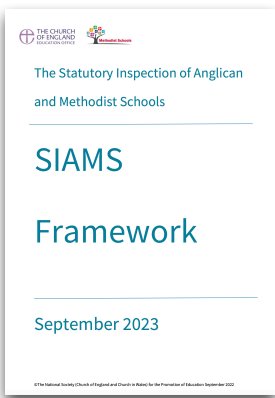
Slides

Downloads

Feedback



MUST READS



Inspection...



is accountability and developmental



through a series of conversations



in a Christian manner



domino effect



of the schools Christian vision



judgments to enable improvement



focused on the context



reports as a narrative



SIAMS 23+

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SIAMS 23+

Inspection Question

How does the school's theologically rooted Christian vision enable pupils and adults to flourish?

You did not choose me, but I chose you and appointed you so that you might go and bear fruit - fruit that will last - and so that whatever you ask in my name the Father will give you. John 15:16



is accountability and developmental





A snapshot of the lived experience of your Christian vision

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- A legal requirement
- An experience for change and improvement
- An opportunity for reflection



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A snapshot of the lived experience of your Christian vision



- An opportunity reflect and advocate

A theologically justifiable experience



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A snapshot of the lived experience of your Christian vision

An ongoing culture and practice of robust and rigorous self-evaluation is strongly recommended for the principal benefit of the school. There is an expectation that school leaders and other members of the community have evidence-based knowledge of the impact of the vision, policy, and practice of the school and this can only be achieved by means of effective self-evaluation.

SIAMS Summary Self-Evaluation Template



is accountability and developmental



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A snapshot of the lived experience of your Christian vision

- ▶ An evidence-based process
- ▶ Categorisation against a norm
- ▶ Bridge with the 'centre'
- ▶ Objective *and* subjective
- ▶ Quantitative *and* qualitative
- ▶ Relational *and* fleeting
- ▶ Formative



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A snapshot of the lived experience of your Christian vision

1. SIAMS relies on a wide range of people working together effectively and with honesty, within a relationship of trust that needs to be rapidly established. Therefore, **SIAMS is relational.**
2. It prioritises people's interpretation of eg, Christian vision, values, spirituality, flourishing, belonging. This interpretation is complex, multi-layered, and essential to SIAMS. Therefore, **SIAMS is interpretive.**
3. The inspector's understanding and interpretation of people's experiences, feelings, impressions, and views are key because they form part of the evidence base. No two people will ever experience an experience identically and evaluation of it cannot be described as objective. Therefore, SIAMS is **subjective.**



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SIAMS 23+

A snapshot of the lived experience of your Christian vision



- ▶ Advisory
- ▶ Punitive
- ▶ Invested
- ▶ Partisan
- ▶ Fearful
- ▶ The agenda-setter
- ▶ The final word



is accountability and developmental



SIAMS 23+

A snapshot of the lived experience of your Christian vision



- SIAMS 23+** content remains virtually the same as in the past
- SIAMS 23+** is *not* reimagining what it means to be a Church school.
- SIAMS 23+** is reimagining **how** it inspects VA & VC Schools.



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Even if you want to 'disagree agreeably' (with the principle and/or the new Framework) why should we embrace SIAMS as a means of improving our Church Schools?



is accountability and developmental



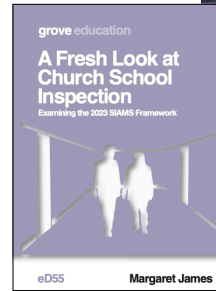
SIAMS 23+



in a Christian manner



Chelmsford Diocesan Board of Education



in a Christian manner



An expectation from Dr Margaret James

Chelmsford Diocesan Board of Education



Inspection in a Christian manner will always be **respectful**; it will always honour and dignify those involved; it will always be **compassionate and take context** into account; and it will always **seek to understand the truth**. Those carrying it out will always be cognisant of their status as fleeting guests within schools. They will be **kind, open-minded, fair, expert and approachable**, whilst simultaneously being **determined, rigorous, challenging, authoritative and evidence-led**.



Dr Margaret James - Grove Book



in a Christian manner



SIAMS inspection must bear the imprint of the touch of Christ. (Dr M James)

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John 1:14

The Word became flesh and made his dwelling among us. We have seen his glory, the glory of the one and only Son, who came from the Father, full of **grace and truth**.

Some keywords and phrases

Approachable
Discursive
Beneath the surface
Expert
Collaborative
Firm yet flexible



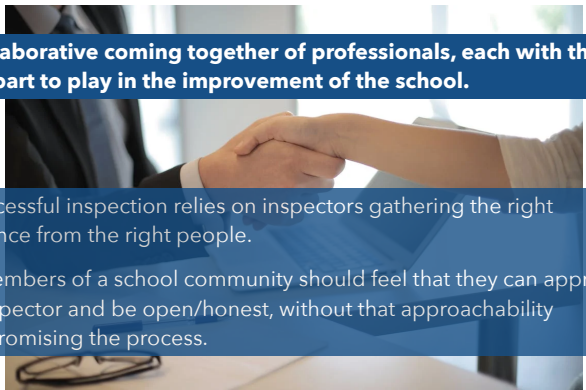
in a Christian manner



A collaborative coming together of professionals, each with their own part to play in the improvement of the school.

A successful inspection relies on inspectors gathering the right evidence from the right people.

All members of a school community should feel that they can approach an inspector and be open/honest, without that approachability compromising the process.



in a Christian manner



Aim: to leave the school knowing that they will be represented accurately and that they are in a better place to move forward



in a Christian manner



Inspectors are not theology detectives

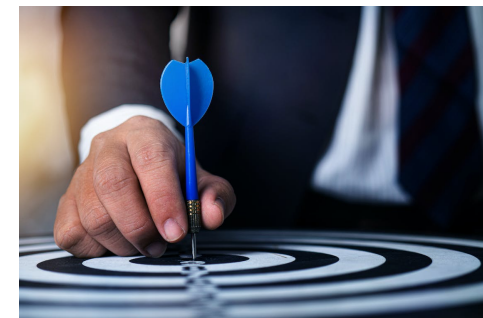


in a Christian manner



- SIAMS 23+ is relational
- SIAMS 23+ is about kindness
- SIAMS 23+ is empowerment
- SIAMS 23+ is discursive
- SIAMS 23+ is interpretative
- SIAMS 23+ is subjective
- SIAMS 23+ is intended to be fair

A process and evidence that is relational, interpretative, and subjective can be described as qualitative.



in a Christian manner





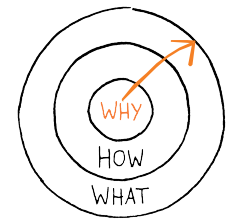
SIAMS 23+

of the schools Christian vision



Leaders and organisations with the capacity to inspire all think, act and communicate from the inside-out. They start with their Why. When they communicate their purpose or cause first, they communicate in a way that drives decision-making and behaviour. It literally taps the part of the brain that influences behaviour.

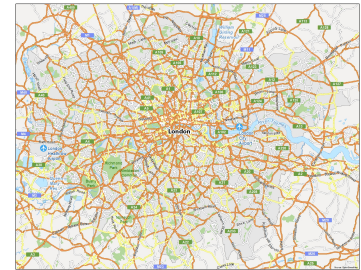
The Golden Circle



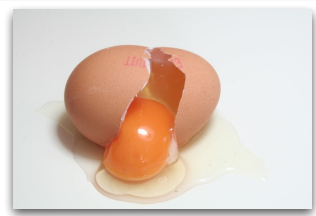
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of the schools Christian vision



of the schools Christian vision



Spur yourself on with a ridiculously large vision of how things could be: one that is beyond human imaginingone that is for ever drawing on the talents and abilities of those involved..."

(Hit the Ground Kneeling, Stephen Cottrell, 2009, pp. 50 – 51)



of the schools Christian vision



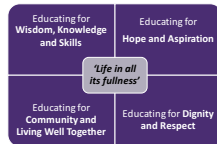
Not Christian schools for the few but Church of England Schools for all

SIAMS 23+

School's theologically rooted Christian Vision

He will be the sure foundation for your times, a rich store of salvation and wisdom and knowledge; the fear of the Lord is the key to this treasure.
Isaiah 33:6

Church of England Vision for Education
Deeply Christian, Serving the Common Good



Governing bodies must set the school's vision:

- in line with the school's mission, which is set by the relevant religious authority
- jointly with the relevant religious authority
- in accordance with any trust deed, as applicable

The governing body should ensure that it fulfils its functions in line with the mission set.

Maintained Schools Governance Guide (March 2024)



of the schools
Christian vision



Inspectors will expect schools to have a **theologically rooted Christian vision**

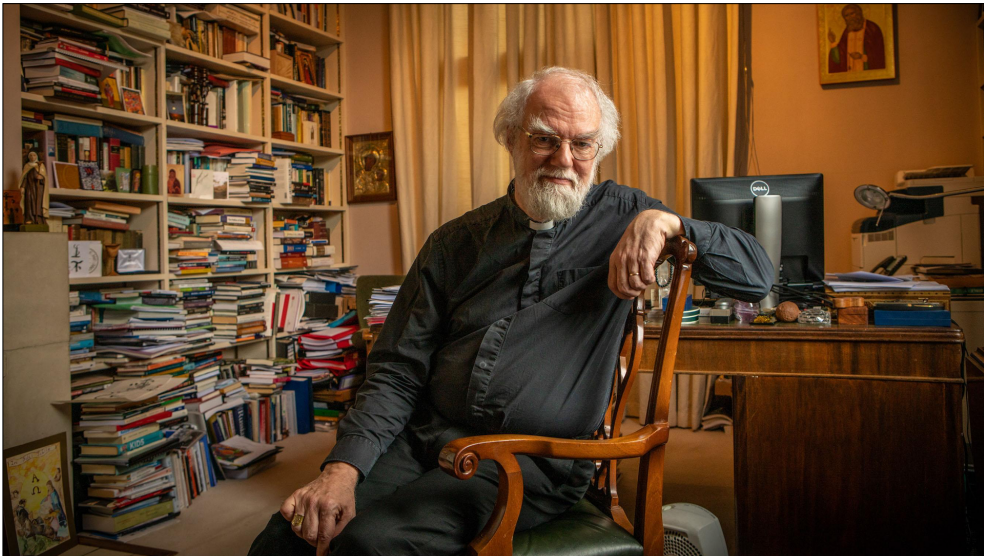


of the schools
Christian vision



THEOLOGY?






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EVERYONE'S A
Theologian

Everyone is a theologian, either conscious or unconscious, in the sense that everyone has some conception of the nature of reality, of the demands of reality, and of those elements in reality that support or threaten meaningful existence.

James Luther Adams

 **SIAMS**
23+

 **of the schools
Christian vision**

 **GOVERNANCE
TRAINING**

Church of England Vision for Education
Deeply Christian, Serving the Common Good

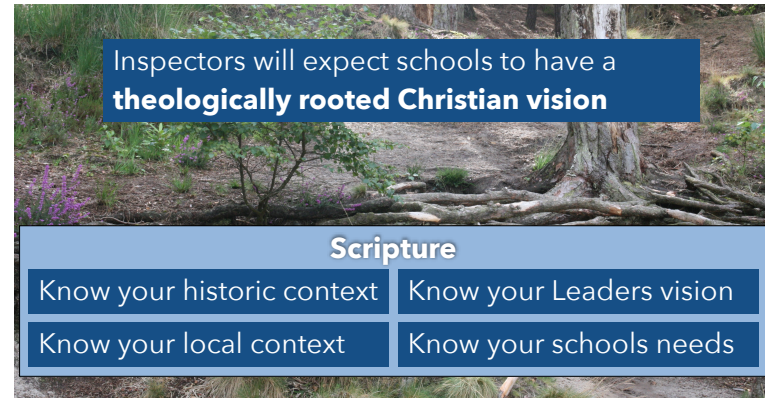
'characteristic of Christianity rather than distinctively Christian.'

"be congruent with the ends of Christianity, with the end that is Christ.. But to qualify as Christian education it must retain some contact with its centre. The enterprise, in its furthest reaches, must somewhere bear the imprint of his touch, something of the whorls and configurations of his mark."

iii J Astley, & D Day, (eds.), The Contours of Christian Education (Southend: McCrimmons, 1992), p 16, 21.



**of the schools
Christian vision**



Inspectors will expect schools to have a **theologically rooted Christian vision**

Scripture

Know your historic context

Know your Leaders vision

Know your local context

Know your schools needs



**of the schools
Christian vision**



Inspectors will expect schools to have a **theologically rooted Christian vision**

Not about a set of values

Not simply a Bible verse

Not simply the CofE Vision

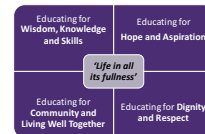


**of the schools
Christian vision**



The Church of Englandin a deeply Christian way, it offers its schools freely to local communities for the common good, welcoming people of all backgrounds, faiths, cultures, and beliefs. Church schools invite the local community in; they accept people as being made in the image of God; and they seek to enable each one to flourish by developing their gifts and talents. They do this for the **theological reasons** contained within the four strands of the Church of England's Vision for Education.

Dr Margaret James - Grove Book



Deeply Christian, Serving the Common Good



**of the schools
Christian vision**



A Church school's theologically rooted Christian vision builds on this overarching aim. Its vision will be rooted in an understanding of what the community needs (its context) and in what the Christian faith teaches about that need .

Dr Margaret James - Grove Book



Can you explain your vision using any of these words?

- | | |
|----------------|----------------|
| Grace | Kingdom of God |
| Repentance | Hope |
| Mercy | Sin |
| Forgiveness | Light |
| Reconciliation | Wisdom |
| Salvation | Redemption |
| Righteous | Atonement |
| Justification | Transformation |

Inspectors will expect schools to have a theologically rooted Christian vision



Inspectors will not expect everyone in the school community to 'recite' the vision. BUT they will expect:

- ▶ evidence (discursive evidence is fine) of how school leaders created the vision and that it has theological roots that they understand
- ▶ to see evidence of the vision in action, enabling pupils and adults to flourish.

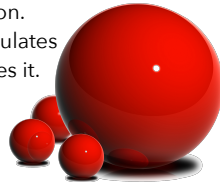


A theologically rooted Christian vision

Seeing the masterpiece whilst you mix the paints.



The leader is the guardian and the herald of the vision.
The leader not only articulates the vision but embodies it.



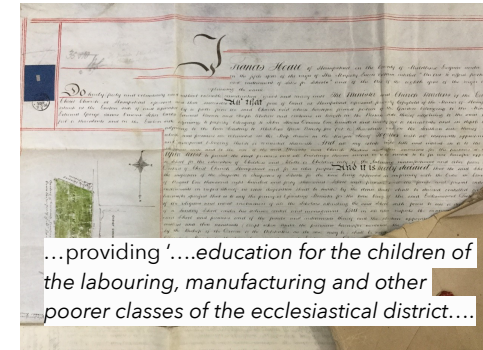
of the schools
Christian vision



of the schools
Christian vision



Vision is about the school setting out its stall about its Christian foundation and its purpose in meeting the needs of the community..... firmly grounded in each school's understanding of its own mission and purpose



...providing '...education for the children of the labouring, manufacturing and other poorer classes of the ecclesiastical district....'



of the schools
Christian vision



SIAMS 23+



focused on the context



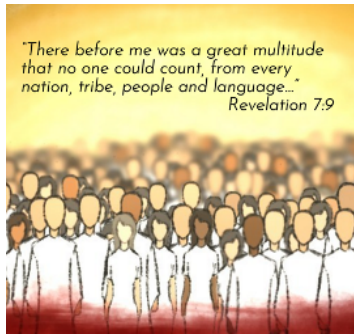
Context of the school 1: Who are we?

The connection between the Christian vision, the local context, the church(es), the Diocese and the work of the school



focused on the context





Pupils
Parish
Staff
Governors

Diversity and Inclusion must be intentional

focused on the context



Affinity Bias

Feeling a connection to those similar to us



Perception Bias

Stereotypes and assumptions about different groups



Halo Effect

Projecting positive qualities onto people without actually knowing them

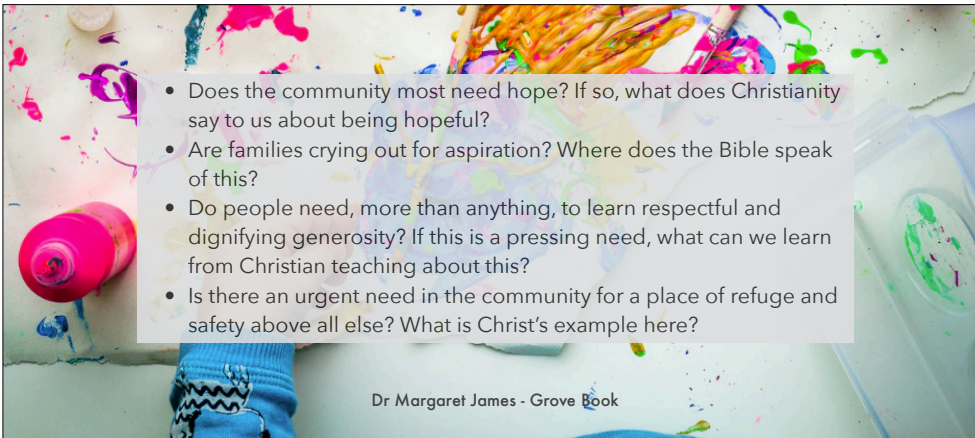


Confirmation Bias

Looking to confirm our own opinions and pre-existing ideas.



focused on the context



- Does the community most need hope? If so, what does Christianity say to us about being hopeful?
- Are families crying out for aspiration? Where does the Bible speak of this?
- Do people need, more than anything, to learn respectful and dignifying generosity? If this is a pressing need, what can we learn from Christian teaching about this?
- Is there an urgent need in the community for a place of refuge and safety above all else? What is Christ's example here?

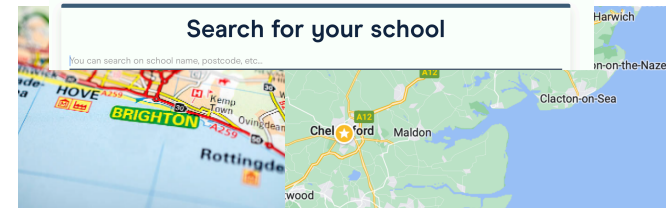
Dr Margaret James - Grove Book

focused on the context



Community Insights

Search for your school

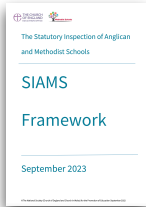


<https://governorhub.com/insights>



FOCUS ON TRUSTS

Under current legislation, SIAMS remains an inspection of an individual school



The 2023 Framework involves trust leaders and evaluates ...

- ▶ how the trust vision resonates with the school's theologically rooted Christian vision and whether it is effective
- ▶ whether school/trust governance are appropriate and effective
- ▶ how church and Diocese partnerships are evident, meaningful, relevant
- ▶ how being part of the trust enhances the school as a Church school



focused on the context



Context of the school 1: Who are we?

Does the school understand its context?

Do I understand the school's context?

Does the school know how to respond theologically to its context?

Is the vision enabling the school to live up to its foundation?

What does this mean for me as an inspector and for my inspection practice?



focused on the context



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<https://tinyurl.com/SIAMSlearning>

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Now

Add a question for Session 2

Download slides and any of the resources listed



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through a series of conversations



domino effect



judgments to enable improvement



reports as a narrative

Thursday 2nd November at 10am

Next Time



Chelmsford Diocesan Board of Education 



GOVERNANCE PODCAST
FOR GOVERNORS OF CHURCH SCHOOLS
with
Mike Simmonds and **Dawn Harrison**
For information: mike.simmonds@chichester.anglican.org.uk



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Church School Governance
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Governance in a Christian Manner
eD59 Mike Simmonds

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A Fresh Look at Church School Inspection
Examining the 2023 SIAMS Framework
eD55 Margaret James

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Next Week, same time, same link

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THANKS!






THE CHURCH OF ENGLAND

Preparing for the new Framework

SIAMS 23+

Statutory Inspections of Anglican and Methodist Schools
Framework from September 2023

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