



Statutory Inspection of  
Anglican and Methodist  
Schools

**SIAMS Framework**

Revised September 2024



**VISION**  
Lived Reality

With  
Governance Consultant  
MIKE SIMMONDS

**WEDNESDAY 4th DECEMBER 2024**



Board of Education  
Diocese of Chelmsford



GOMikeS  
@ChelmsDiocEd



HEARTS ACADEMY TRUST

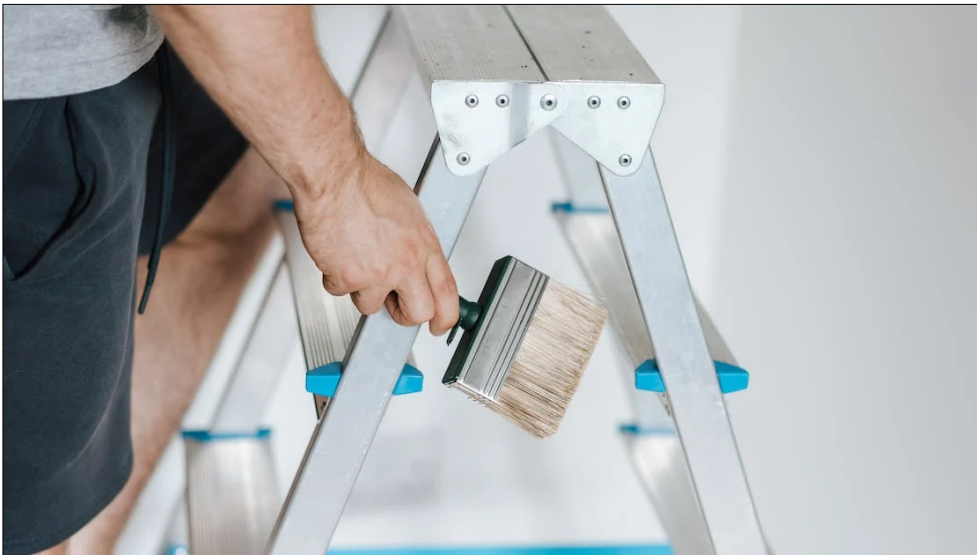


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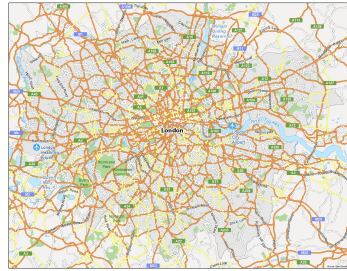

**Strategic v Operational**



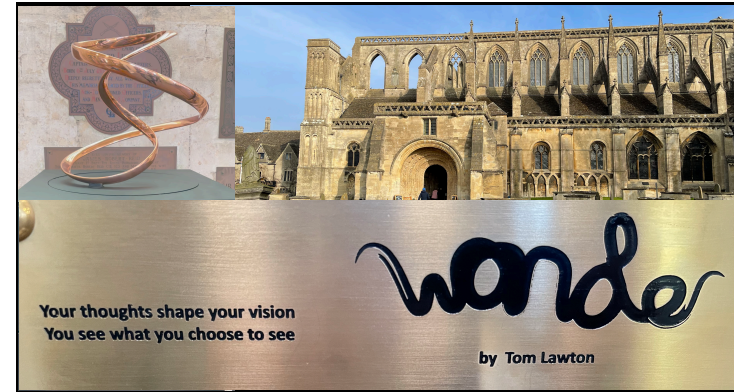
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Your thoughts shape your vision  
You see what you choose to see

words

by Tom Lawton



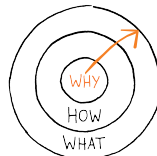
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Leaders and organisations with the capacity to inspire all think, act and communicate from the inside-out. They start with their **Why**. When they communicate their purpose or cause first, they communicate in a way that drives decision-making and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

Simon Sinek

### The Golden Circle



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## The Golden Circle

### WHAT

Every organization on the planet knows WHAT they do. These are products they sell or the services

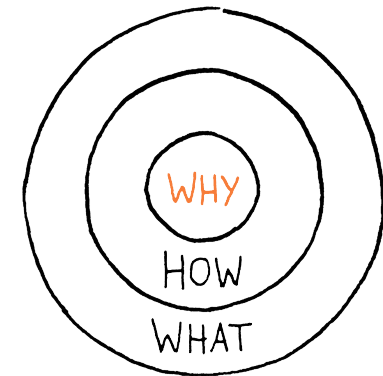
### HOW

Some organizations know HOW they do it. These are the things that make them special or set them apart from their competition.

### WHY

Very few organizations know WHY they do what they do. WHY is not about making money. That's a result. WHY is a purpose, cause or belief. It's the very reason your organization exists.

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## Theologically rooted Christian vision

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)



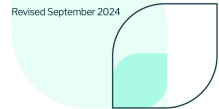
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**SIAMS Framework**

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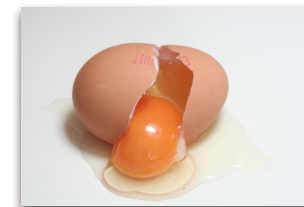


How does the vision of the trust resonate with the school's theologically rooted Christian vision in a way that enhances the work of the school and its Christian foundation?

What is the relationship between the school/trust and the DBE? How do these relationships enhance the school's ability to live out its Christian vision and to live up to its foundation as a Church school, enabling people to flourish?



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

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



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**School's theologically rooted Christian Vision**

Statutory Inspector of England and Methodist Schools  
SIAMS Framework  
March/September 2020

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

Educating for Wisdom, Knowledge and Skills	Educating for Hope and Aspiration
'Life in all its fullness'	
Educating for Community and Living Well Together	Educating for Dignity and Respect

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**VISION Lived Reality**

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## Church of England Vision for Education

### Deeply Christian, Serving the Common Good

The Church of England Vision For Education

The Church of England ...in 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

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**Theologically rooted Christian vision**

The conversations about 'theological rootedness' could establish a firm foundation upon which to build

Scripture

Know your historic context	Know your Leaders vision
Know your local context	Know your schools needs

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**Theologically rooted Christian vision**

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

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

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Seeing the masterpiece whilst you mix the paints.



## Governors

are the GUARDIANS and HERALDS of the vision...  
ARTICULATE and EMBODY the vision

Cottrell, S. Hit the Ground Kneeling page 37



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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.



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Keep straight the path of your feet, and all your ways will be sure.  
Proverbs 4:26

the vision, ethos and strategic direction of the school are clearly defined

the headteacher performs their responsibilities for the educational performance of the school

the sound, proper and effective use of the school's financial resources

Securing the Christian Character

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

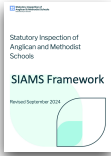
strategic oversight for the school's safeguarding arrangements.

Maintained Schools Governance Guide (March 2024)



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### Inspection Question

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

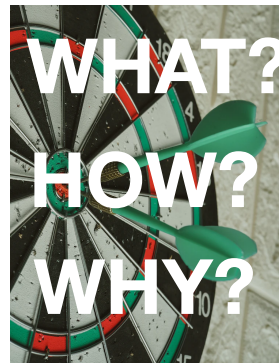
How does the trust contribute to and enhance the school's worship and spiritual life?

How does the trust contribute to and enhance the inclusion and wellbeing of pupils and adults, ensuring that all are treated well?

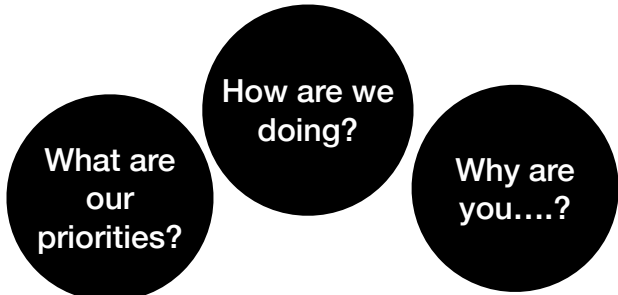
How do school and trust leaders ensure that religious education is well-resourced, and that continuing professional development for staff has an impact on the effectiveness of the curriculum?



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### STRATEGIC QUESTIONS

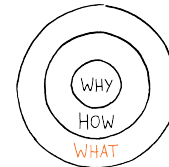


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### VISION MATTERS

**Excellence is for those who...**



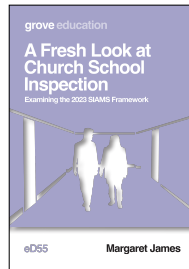
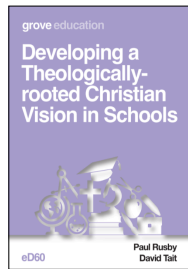
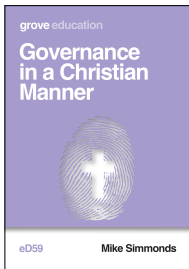
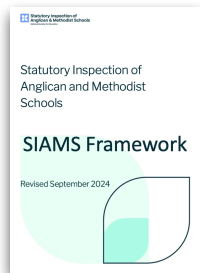
Blatchford, R. (2014) The Restless School.



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## 'MUST' READS



[grovebooks.co.uk/series/education/](https://grovebooks.co.uk/series/education/)



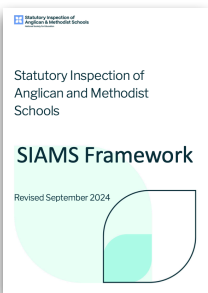
<https://governancepodcast.buzzsprout.com>



**Learning Page**  
<https://tinyurl.com/HeartsVision>



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Governance Consultant  
**MIKE SIMMONDS**

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