



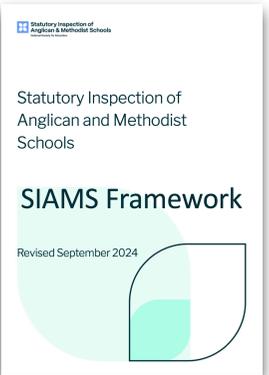
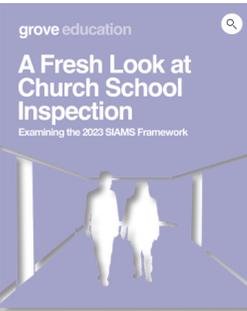
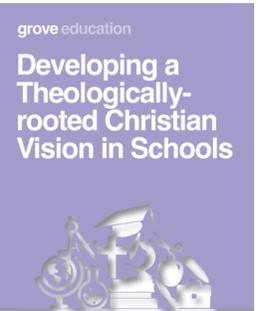
# SIAMS For Governors

Statutory Inspection of Anglican & Methodist Schools

with  
**Mike Simmonds**  
Governance Consultant




**MUST READS**


# Inspection...

-  **is accountability and developmental**
-  **in a Christian manner**
-  **of the schools Christian vision**
-  **focused on the context**
-  **through a series of conversations**
-  **domino effect**
-  **judgments to enable improvement**
-  **reports as a narrative**



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**is accountability and developmental**

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**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*



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**A snapshot of the lived experience of your Christian vision**

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**

A theologically justifiable experience



**BEST**

An opportunity reflect and advocate



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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




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## A snapshot of the lived experience of your Christian vision



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




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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.**

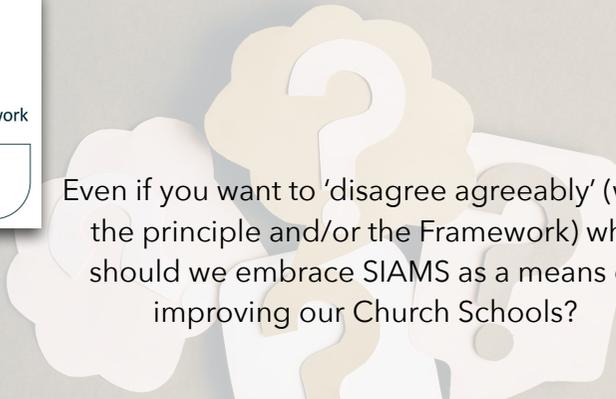



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## SIAMS Framework

Revised September 2024



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




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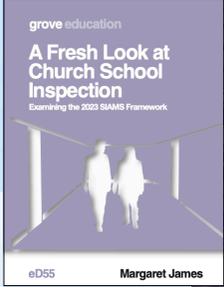
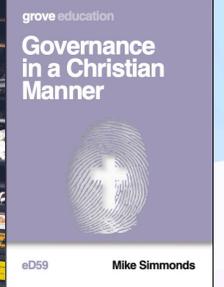

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National Society for Education

## in a Christian manner

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

grove education  
Governance in a Christian Manner  
eD59 Mike Simmonds

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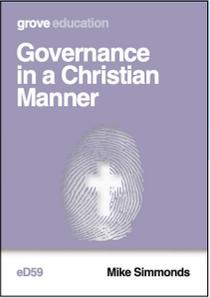
### A definition for governors



Governance that is:

Congruent with the ends of Christianity, with the end that is Christ... The enterprise, in its furthers reaches, must somewhere bear the imprint of his touch, something, of the whols and configurations of his mark"

J Astley in The Contours of Christian Education



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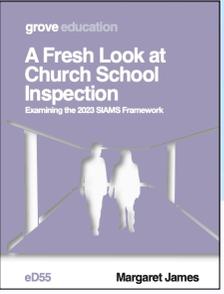
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### An expectation from Dr Margaret James (Director of SIAMS)

#### SIAMS inspection must bear the imprint of the touch of Christ.

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**.



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A Fresh Look at Church School Inspection  
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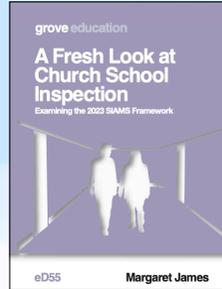
**SIAMS inspection must bear the imprint of the touch of Christ.**

John 1:14

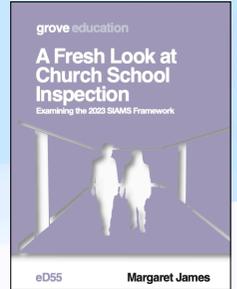
The Word became flesh and made his dwelling among us. We have seen his glory, the glory of the one and only Son, who came from the Father, full of **grace and truth.**

Some keywords and phrases

Approachable  
Discursive  
Beneath the surface  
Expert  
Collaborative  
Firm yet flexible



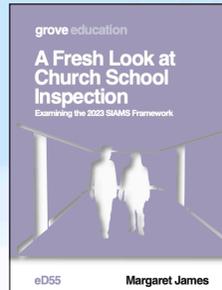
**A collaborative coming together of professionals, each with their own part to play in the improvement of the school.**



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



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



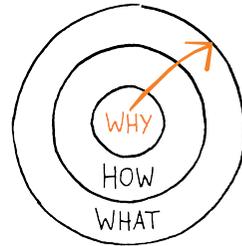
**3**

**of the schools  
Christian vision**

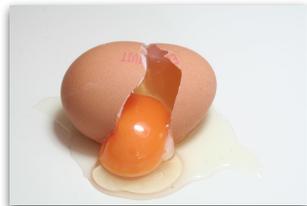
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## The Golden Circle

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.



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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)



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)



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

### Church of England Vision for Education

Deeply Christian, Serving the Common Good

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



### School's theologically rooted Christian Vision



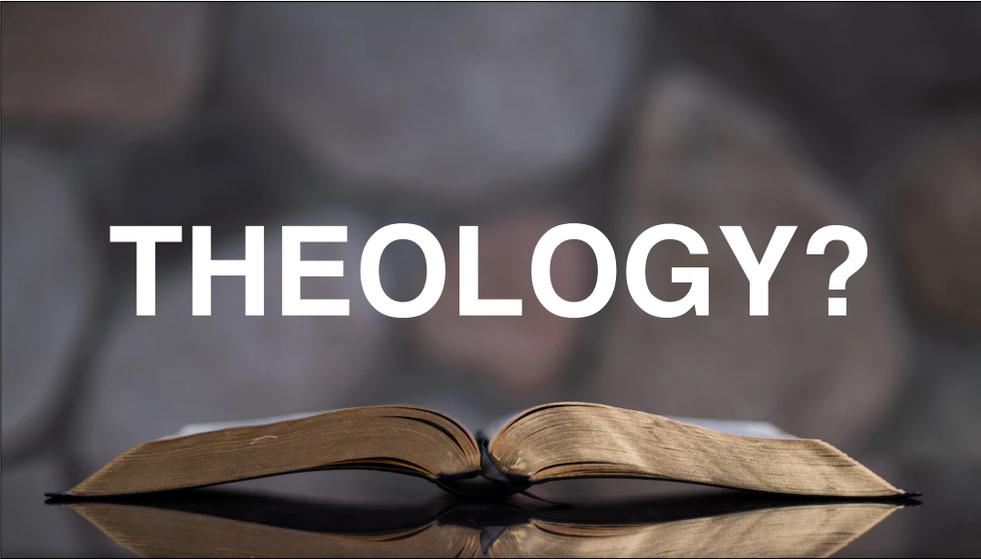
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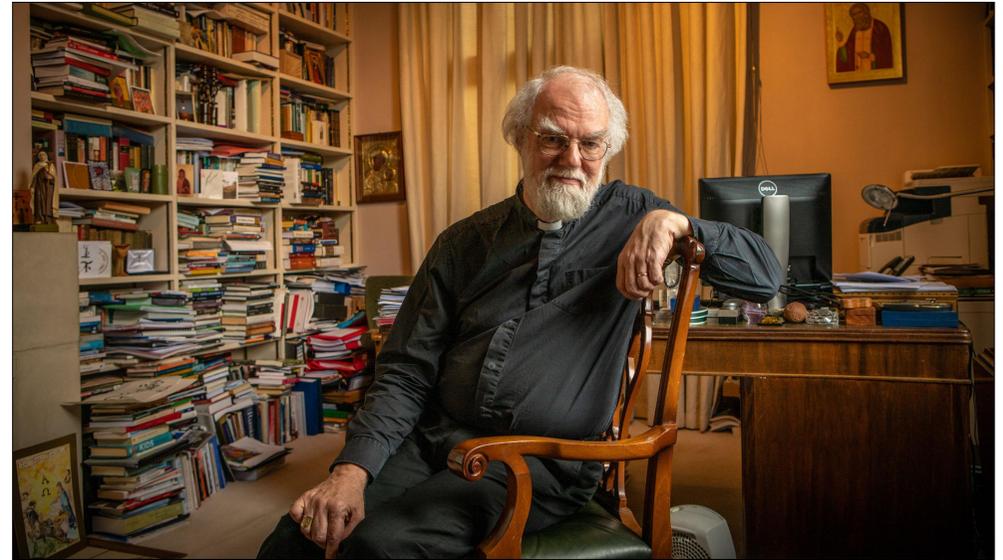


Inspectors will expect schools to have a **theologically rooted Christian vision**

Inspectors are not theology detectives

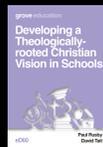
# THEOLOGY?





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



Theology is the attempt to think and speak about the nature and activity of God in as authentic and consistent a way as human words will allow



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



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



### Church of England Vision for Education

Deeply Christian, Serving the Common Good

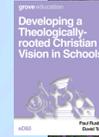
A Church school's theologically rooted Christian vision builds on this overarching aim. Its vision will be rooted in an understanding of what the community needs (its context) and in what the Christian faith teaches about that need .

Dr Margaret James - Grove Book



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



In church schools this theological understanding is often linked with a biblical quotation that encapsulates the theological teaching in a memorable way.

### Scripture

Know your historic context

Know your Leaders vision

Know your local context

Know your schools needs



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Can you explain your School's vision using any of these words?



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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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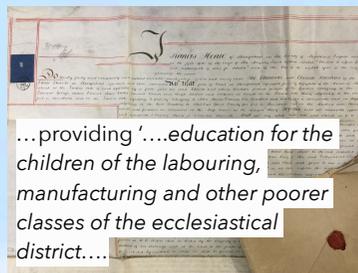


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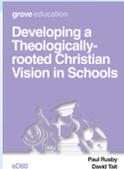
## focused on the context

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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....'



Do I understand the context of my school, and do I know, from this deep understanding, how to respond to it theologically (that is, grounded in Christian beliefs about the nature of God and God's relationship to the world)?



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### Context of the school

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

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**Context of the school**

**Context of the school**

**Diversity and Inclusion must be intentional**



There before me was a, great multitude that noone could count, from every nation, tribe, people and language...

Revelation 7:9





**Context of the school**

**Diversity and Inclusion must be intentional**



			
<b>Affinity Bias</b>	<b>Perception Bias</b>	<b>Halo Effect</b>	<b>Confirmation Bias</b>
Feeling a connection to those similar to us	Stereotypes and assumptions about different groups	Projecting positive qualities onto people without actually knowing them	Looking to confirm our own opinions and pre-existing ideas.





**Context of the school**



<https://governorhub.com/insights>





## Context of the school

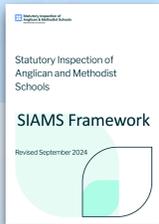


# FOCUS ON TRUSTS

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

### The 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



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## Context of the school

grove education  
Developing a  
Theologically-  
rooted Christian  
Vision in Schools

"A school's contextually appropriate, theologically rooted Christian vision is the driving force for all inspection activity and conversations."



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?



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Board of Education  
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present  
**GOVERNANCE PODCAST**  
FOR GOVERNORS OF CHURCH SCHOOLS  
with

**Mike Simmonds**      **Dawn Harrison**

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**Church School Governance**  
e051      Mike Simmonds

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**Governance in a Christian Manner**  
e059      Mike Simmonds

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**A Fresh Look at Church School Inspection**  
e055      Margaret James

grove education  
**Developing a Theologically-rooted Christian Vision in Schools**  
e060      Paul Rusby David Ikin



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Next Week - Same time - Same Link

# SIAMS for Governors

**DO KEEP IN TOUCH**

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**Mike Simmonds**  
Governance Consultant

