**Witness to the Word: School Bulletin 24.06.20**

Dear Colleague in Catholic Education,

The Education Service *every* Wednesday provides schools with a wide variety of materials, resources, advice and updates

on all matters relating to our schools and colleges. The content of these Bulletins are for Headteachers, Senior Leaders,

Teaching Staff, Governors, Clergy and anyone who you feel would benefit from them. Please feel free to share widely.

**Objectives of the Education Service during Coronavirus (Covid-19) pandemic from June to July 2020**

* To support and training for Headteachers, Heads of RE, RE Coordinators, Governors and the wider school community to cope at this time of unprecedented challenge;
* To provide the updates from the UK Government, DfE, CES and the Diocese of Westminster on all aspects of the Coronavirus Covid-19 relating to schools and colleges;
* To provide resources and advice relating to the Teaching and Learning of RE;
* To provide resources and advice relating to Mental Health issues;
* To provide resources and advice relating to Spiritual support and renewal.

**Subject Content Today**

1. [**Prayer & Worship Resources …………………………………………………………………………………………………………………… Page**](#_Prayer_&_Worship) **2**
2. [**Mental Health: focus Staff Wellbeing ………………………………………………….…………………………………………………… Page**](#_Mental_Health_-) **3**
3. [**Personnel Updates …………………………………………………………………………………………………….……………………………. Page**](#_Personnel_Updates) **4**
4. [**Capital and Pupil Placement Planning Updates ………………………………………………………………………………………... Page**](#_Capital_&_Pupil) **5**
5. [**UK Government & DfE Updates ……………………………………………………………………………………………………………….. Page**](#_UK_Government_&) **7**

Thank you for all you are doing for your school community and for Catholic education.

## **Prayer & Worship Resources**

The Year of the Word: The God Who Speaks – New Website

There is a newly developed The Year of the Word: The God Who Speaks website from the Bible Society.  It contains some exciting new features, including a section on Education that contains ideas for primary and secondary schools and students.  Please [click here](https://www.godwhospeaks.uk) to access.

Mass for Schools

The Mass for Schools celebrated by Cardinal Vincent Nichols in Westminster Cathedral was a wonderful occasion to join together in faith, and to listen to the Cardinal’s message for both students and for staff. If you were unable to join the online celebration you are still able to watch online or download [here](https://www.churchservices.tv/westminster/archive/recordings/vjhZmVeux4RpaE9)

Weekly Rosary

Please join us each week as we pray a decade of the Rosary together. This Friday, June 26th, we recite the First Joyful Mystery: The Annunciation. You can join via YouTube [here](https://www.youtube.com/watch?time_continue=2&v=2F94DjjmzZY&feature=emb_logo) or alternatively download the powerpoint [here](https://education.rcdow.org.uk/pandemic-support-the-rosary-resources-new/)

Weekly Beatitude Assembly

Please click [here](https://education.rcdow.org.uk/pandemic-support-the-beatitudes-resources-new/) for a Primary and a Secondary Powerpoint resource that can be used with students

Westminster Cathedral Resource

Please click [here](https://education.rcdow.org.uk/pandemic-support-resources-new/) for an interactive Animal Trail resource for Primary Schools to use when they visit Westminster Cathedral with children. The resource can also be used as part of home learning. Children can read all about the cathedral and complete the activities. The resource also links to the Beatitude (Righteous) this week too through St John Southworth, whose remains are in the cathedral. His feast day is on 27 June.

Professional Development Opportunities

For a list of our upcoming training opportunities, please see attached document.

Outreach to the faithful

* Diocesan Masses for live streaming or download [Click Here](http://www.churchservices.tv)
* The Jesuit Pray as You Go site [Click Here](https://pray-as-you-go.org)
* Pope’s Prayer Intention for June [Click Here](https://rcdow.org.uk/news/popes-prayer-intention-for-june-the-heart-of-jesus/)
* The Examen [Click Here](https://www.pathwaystogod.org/my-prayer-life/examen)

No Place for Racism

[Click here](http://www.rcsouthwark.co.uk/media/No_Place_for_Racism-17_June_2020.pdf) for a link to a letter written by the Bishops of Southwark Archdiocese to students in Catholic schools. This is a letter you may wish to share with your students. Please also note the CES Response: “*The Black Lives Matter movement is rightly shining a light on the injustices that those from ethnicity minorities sadly still face in society. As the second largest provider of schools in England we know the invaluable contribution schools make in shaping the lives and attitudes of generations of children. Catholic schools must be places where all pupils and staff can flourish therefore, it is right that Catholic schools make all possible steps to further racial justice*.”

## **Mental Health - The theme this week is Staff Wellbeing**

Mental Health at Work [Click Here](https://www.mentalhealthatwork.org.uk/toolkit/supporting-staff-wellbeing-in-primary-schools/#:~:text=Positive%20staff%20wellbeing%20can%20increase,can%20do%20to%20promote%20this.) (A range of resources and links to charities that support staff well-being in schools.)

Young Minds [Click Here](https://youngminds.org.uk/resources/school-resources/caring-for-the-wellbeing-of-teachers-and-school-staff/) (Caring for the well-being of teachers and school staff)

[Click Here](https://youngminds.org.uk/resources/school-resources/wellbeing-tips-for-school-staff/) (10 Well-being Tips for staff)

Education Support [Click Here](https://www.educationsupport.org.uk/teacher-wellbeing-help-support?gclid=EAIaIQobChMI_pPyua2W6gIVF-DtCh1EGgebEAAYAiAAEgLBxvD_BwE) (Includes an overview and help for teaching and support staff as well as support for the school organisation. They have a help line and can offer grants to those struggling at this time.)

Anna Freud Centre [Click Here](https://www.annafreud.org/media/11242/looking-after-each-other-ourselves-final.pdf) (Looking after yourselves and others – A guide to mental health and wellbeing)

NEU [Click Here](https://neu.org.uk/coronavirus-what-you-need-know-staff-mental-health-and-wellbeing) (Help and advice from the NEU on supporting mental health and well-being of teachers)

[Click Here](https://neu.org.uk/media/10046/view) (10 points on how to protect staff mental health during the Covid-19 crisis)

NASUWT [Click Here](https://www.nasuwt.org.uk/advice/health-safety/coronavirus-guidance/mental-health-advice-teachers-working-from-home.html) (Help and advice on mental health and well-being for teachers working from home)

TES [Click Here](https://www.tes.com/news/hub/teacher-wellbeing)  Various articles about supporting the wellbeing of teachers

The Examen [Click Here](https://www.pathwaystogod.org/my-prayer-life/examen) Various themes, including an Awareness Examen and a Collective Examen to be prayed as a community

*For other resources linked to Staff Well-being refer to Week 3 of the Mental Health Resources on our website* [*here*](https://education.rcdow.org.uk/pandemic-support-resources-mental-health/)

Mental Health and Wellbeing Teacher Training Module

The RSHE Mental Wellbeing teacher training module has been published as part of the Department for Education’s wider package of support offered to support pupil and teacher mental health and wellbeing.

The module can be accessed [here](https://www.gov.uk/guidance/teaching-about-mental-wellbeing). The landing page for the module links to a series of short filmed recordings of lessons and resources produced by the Tenax Schools Trust. It also links to additional support for teachers during the Coronavirus Covid-19 pandemic.

The CES has also produced a list of resources for Catholic schools on the topic of Mental Health and Wellbeing which can be found [here](https://www.catholiceducation.org.uk/schools/mental-health-resources).

## **Personnel Updates**

Consultation on Employment Procedures

Recently we have circulated information about the revised Appraisal and Capability procedures from the CES. Some Heads have contacted us alarmed that they now include the phrase:

“THIS POLICY MUST BE CONSULTED ON IN ACCORDANCE WITH LOCAL CONSULTATION REQUIREMENTS AND ADAPTED ACCORDINGLY”

The assumption has always been that the CES consult with the unions nationally and, therefore, there was no need to consult locally. Several expressed concern that the procedure may be deemed invalid if they had not consulted with the unions before ratifying the policy. We have, therefore, sought clarification from the CES solicitor.

Please note the following response:

*Some schools (mainly large MATs) have processes in place for consulting with local union representatives and they will need to follow the usual processes that they follow. Where there are no pre-existing processes for consulting with unions, then schools should consult with their staff on the new policies following any usual consultation processes that they have. If they have not routinely consulted staff then they should make sure that they start to do this. It doesn’t need to be a complex process. It can simply be a case of sending the draft policy to all staff and giving them an opportunity to comment and raise questions/concerns within a specific timeframe. Schools could also provide a summary of the changes that have been made to assist employees in understanding the revised policies. If there are union representatives on school staff they may ask their unions for comment or individual members of staff may ask their unions for advice if they feel that they need to and this may bring unions into the conversation. The aim is to have a dialogue with staff and to demonstrate that the employer has taken the views of staff into account, it is not necessary to reach an agreement with either staff or unions. Schools should also seek advice from their HR advisers as to what a suitable consultation process would look like. It is worth noting that unions are not able to state that policies are invalid due to lack of consultation.*

Research Paper on BAME Teacher Progression in England: Towards a Conceptual Model – Paul Miller.

As discussed at our recent Headteacher Discussion Forum, please find attached paper from the Journal of the Commonwealth Council for Educational Administration and Management.

Teaching Vacancies Service

Last year the Teaching Vacancies website was launched. The Secretary of State for Education called on all state funded schools to sign up to the service to reduce the £75 million that schools spend each year to advertise teaching posts. The CES has been in discussion with the DfE for some considerable period about the possibility of making improvements to the service by including a search function to enable those using the service to search for jobs specifically in the Catholic sector. We are pleased to be able to report that this search function for the Teaching Vacancies service has now been built in to the website and can be accessed via this [link](https://analytics-us.junglemail365.com/link/?c=75e2da98-80f2-487a-a019-d2ac77241bb3&j=0fd64ce1-5fda-4336-951d-4cef5dc82555&l=dac0354c-454e-4d8a-a9ab-ddbeda0f1e7c&e=677e1402-3f99-44cf-8bbe-882b1cdf6c84&p=0). It is important to note that you search by inputting “Catholic” in to the “Keyword” search bar, rather than there being an advanced search option with titled options. This will then bring up any teaching roles within the specified geographical area of a Catholic school.

## **Capital & Pupil Placement Planning**

**Pupil Placement Planning**

**1st Planner – Demographic Survey**

Phase 2 of this project is now underway. As advised, an introduction for school leaders and governors has been recorded for private viewing. The link to this resource is: <https://www.1stplanner.com/aowwinwin>

Colleagues from RBKC have been invited to engage with 1st Planner. A meeting between the respective school leaders, Diocesan colleague and 1st Planner is imminent.

Meetings for school leaders in Camden, LBTH and Westminster will take place this term. If deanery conveners are invited to propose meeting dates (Meetings on Zoom or Teams)

**Capital**

**VASCA 2020/21**

31 Projects are now live on Statlog. School Leaders and Governors from those schools, with the support of their Building Consultants, are fully engaged in the process of scoping and procuring the essential work approved by the education Commission.

Only 8 schools remain in the early engagement phase and they are receiving support and encouragement from Diocesan Colleagues and their respective retained Buildings Consultant.

**Statlog**

To ensure that school condition data is correctly entered into Statlog, the retained building consultant for each school will need to conduct Condition Survey. Diocesan Colleagues are working with the Building Consultants to ensure that the same pricing schedule is used by all companies.

Training opportunities for Consultants with fewer schools will be offered by Statlog. If you retained Consultant has not been trained in the use of the system, please encourage them to contact Statlog as a matter of urgency. Please remember, If you are hoping for VASCA Funding in the future, you need to ensure that the needs of your school are correctly recorded in Statlog. If they are not in the system by January 2021, you will not be eligible for VASCA funding in 2021/22.

**Priority School Building Programme**

Project managers continue to monitor the progress of schools in this scheme. Some contractors can make headway whilst ensuring social distancing.

**School Business Managers**

**Diocesan Trust Protocols** – During a recent SBM forum is was clear that many SBMs are unclear about the Protocols issued by the Diocese of Westminster and how that affect many of the decisions taken by schools and academies. The Protocols relating to School Land and Buildings can be found on the DOWES Website: <https://education.rcdow.org.uk/school-capital-and-pupil-placement-planning/capital-strategy/>

**Capital de Minimis** – Legal advice on this matter has been received. We can confirm:

The de minimis level is set by the Diocese and is in accordance with agreement with the Secretary of State for Education is £2,000.00

Governing Bodies can adopt the de minimis set by their local authority if they soe choose. We have been advised that, in some local authority areas, the de minimis is £10,000.00

**Whatever the de minimis, Catholic School Governors/Directors can only designate work as capital if the net value of the work (the price charged by the contractor before tax) is above the de minimis.**

## **UK Government & DfE Updates and links;**

Please see below DfE guidance that has been issued recently which you may have missed:

* Teachers Pension Fund: Supplementary Grant – Updated 22 June 2020

<https://www.gov.uk/government/publications/teachers-pension-grant-supplementary-fund>

* Education Secretary’s Statement on Coronavirus – 19 June 2020 – Updated 22 June 2020

<https://www.gov.uk/government/speeches/education-secretarys-statement-on-coronavirus-covid-19-19-june-2020>

* Attendance in Education and Early Years Settings during the Coronavirus Outbreak – Updated 22 June 2020

<https://www.gov.uk/government/statistics/announcements/attendance0>

* Vulnerable Children National Charities Strategic Relief Fund – Update 19 June 2020

<https://www.gov.uk/government/publications/vulnerable-children-national-charities-strategic-relief-fund>

* What parents and carers need to know about Early Years providers, schools and colleges during the Coronavirus outbreak – Published 18 June 2020

<https://www.gov.uk/government/publications/what-parents-and-carers-need-to-know-about-early-years-providers-schools-and-colleges-during-the-coronavirus-covid-19-outbreak>

* Supporting children and young people with SEND as schools and colleges prepare for wider opening – Updated 18 June 2020

<https://www.gov.uk/government/publications/coronavirus-covid-19-send-risk-assessment-guidance>

* School Reports on Pupil Performance: Guidance for Headteachers - Updated 18 June 2020

<https://www.gov.uk/guidance/school-reports-on-pupil-performance-guide-for-headteachers>

* Student Number Controls – Updated 18 June 2020

<https://www.gov.uk/government/publications/student-number-controls>

* Local Authority Children’s Services: Coronavirus – Published 17 June

<https://www.gov.uk/government/collections/local-authority-childrens-services-coronavirus-covid-19>

Asthmatic guidance from Asthma UK:

Please see FAQs for some of the most popular queries: [www.asthma.org.uk/about/media/news/advice-for-parents](http://www.asthma.org.uk/about/media/news/advice-for-parents)

Please follow government guidance and advise parents who are worried about sending their child back to school to contact their GP. Please see the below link which can be provided to parents to advise how they can prepare their children for going back to school including tips to cut the risk of them having an asthma attack: [www.asthma.org.uk/advice/child/back-to-school](http://www.asthma.org.uk/advice/child/back-to-school)