



# WITNESS to the word



FOLLOW US!

15<sup>th</sup> September  
2021

Autumn Term

Dear Colleagues in Catholic Education

Every second Wednesday, the Education Service 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 may benefit from them.

Please feel free to share.

## SUBJECT CONTENT IN THIS ISSUE

Information about upcoming CPD and Training is [here](#)

Religious Education and Catholic Life resources are [here](#)

Inspection Update is [here](#)

Racial Justice, Equality and Diversity updates are [here](#)

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Mental Health and Wellbeing Resources are [here](#)

Caritas Updates are [here](#)

SPEC Updates are [here](#)

Capital Projects and PPP Updates are [here](#)

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

# Upcoming Training Opportunities

## Autumn Term 2021 CPD programme – Bookings now open!

We are delighted to share our Autumn term CPD Programme. Please find a link to the full programme on our website [here](#). You will find an interactive PDF you can download and use to make bookings via our course booking site

Please direct any queries to Linette Blackmore, Events Coordinator  
[eduemc@rcdow.org.uk](mailto:eduemc@rcdow.org.uk)



## Upcoming CPD Courses

<a href="#">New and Developing RECs (2 part course)</a>	16 <sup>th</sup> September 3.30pm – 5pm (Part 2 14 <sup>th</sup> October 1pm – 4.30pm)
<a href="#">Role of Governors in Monitoring RSE</a>	21 <sup>st</sup> September 6-7pm
<a href="#">ECT Part 1: Working in a Catholic School</a>	22 <sup>nd</sup> September 4-5pm
<a href="#">RSE Discerning Resources</a>	28 <sup>th</sup> September 3.30-5pm
<a href="#">RJED Unconscious Bias</a>	29 <sup>th</sup> September 3.30 – 5pm
<a href="#">Secondary RE ECT Course</a>	5 <sup>th</sup> October 9am-12pm
<a href="#">Creativity in RE</a>	5 <sup>th</sup> October 3.30-5pm
<a href="#">New to Catholic Education (3 part course)</a>	6 <sup>th</sup> October 3-5pm (Part 2 & 3 Monday 11 <sup>th</sup> and 18 <sup>th</sup> October)

## CCRS

In the CES Census return, some schools have recorded a low number of staff with CCRS or they have recorded that TAs are teaching RE lessons. The CCRS may be able to help you upskill staff for the important role of teaching RE. It will give them a basic theological knowledge and is suitable for all staff. We are a supportive and encouraging learning community.

A new group is starting on Saturday 25<sup>th</sup> September, 10am - 4pm. There are also a couple of places in a group running on a Thursday, 4-6pm, who are mid-cycle.

Please contact Margaret Hanley [ccrs@rcdow.org.uk](mailto:ccrs@rcdow.org.uk) if you are interested in joining, have any questions or just want to know more about what is involved.



THE CHURCH  
OF ENGLAND  
EDUCATION OFFICE

FOUNDATION FOR  
EDUCATIONAL  
LEADERSHIP

All Saints  
Catholic Academy Trust



THE CARDINAL VAUGHAN  
MEMORIAL SCHOOL

## National Professional Qualifications

Study for the full suite of new National Professional Qualifications with the Church of England working in partnership with the Catholic Education Service.

From September the full suite of the new National Professional Qualifications will be delivered nationwide in an exciting new partnership between Catholic and Church of England schools, MATs/ CATs and Teaching School Hubs working with the Church of England Education Office and the Catholic Education Service.

Included in the network of Delivery Partners for the London and South East areas are two of our own Catholic organisations from the Diocese of Westminster: The All Saints Catholic Academy Trust (ASCAT) and The Cardinal Vaughan Memorial School. ASCAT will be taking the lead in the delivery of the NPQLT and will also be supporting delivery of the NPQH, NPQLBC and the NPQEL in the South East area. Cardinal Vaughan will be leading in the delivery of the NPQH and the NPQLT for the London area.

Not only has the content and delivery methods of the qualifications been changed to reflect the challenges of teaching and learning in faith schools in the 21<sup>st</sup> century but we expect the funding mechanism for these to change also with the National Professional Qualification for Headship (NPQH) and the National Professional Qualification for Leading Teacher Development fully funded for all schools. In addition to this, the DfE have indicated that all NPQs will be fully funded for all schools ranked in the top 30% of schools by Pupil Premium allocation.

Please follow the link [here](#) to find out more about the new NPQs including details of the new courses and how to apply for these.

## New Online Foundation Stones Course - September 2021

A new online Foundation Stones Course will be starting next Monday the 20<sup>th</sup> September between 3.30-4.45pm. This course introduces participants to the Catholic faith and aids in the effective teaching of RE. It takes place online after school making it accessible to all staff. This new course will be running each Monday for 10 weeks. NQTS, non-Catholic staff and anyone wanting to improve their knowledge of Catholicism will benefit greatly from this CPD opportunity.

The flyer contains more information and you can book [here](#)



**FOUNDATION STONES ONLINE COURSE**

**12 HOUR INTRODUCTORY COURSE TO CATHOLICISM**  
3.30PM TO 4.45PM

Participants learn about the key Catholic beliefs and practices and the course is structured to allow participants to ask questions and discuss ideas so they can gain insights into the Catholic faith. This in turn aids the teaching of RE and understanding of the Catholic Life of each school.

Excellent CPD for non-Catholic teachers or those who are not confident teaching RE. The online structure of this course enables schools across the Diocese to access the course and it means a group of teachers can take part without needing to leave school.

**TO BOOK YOUR PLACE**  
**CLICK HERE**  
[WWW.COURSES.RCDOW.ORG.UK](http://WWW.COURSES.RCDOW.ORG.UK)

<b>20 SEPT</b>	Introduction of participants to the Catholic Faith.
<b>27 SEPT</b>	Introduction of participants to God's Revelation and God the Father and Creator.
<b>04 OCT</b>	Introduction of participants to God the Son: Jesus Christ.
<b>11 OCT</b>	Introduction of participants to God the Holy Spirit, Mary and the Saints.
<b>18 OCT</b>	Introduction of participants to the Church and to the Liturgy, Liturgical Year and the Seven Sacraments.
<b>01 NOV</b>	Introduction of participants to the Sacraments of Baptism and Confirmation.
<b>08 NOV</b>	Introduction of participants to the Sacrament of the Eucharist.
<b>15 NOV</b>	Introduction of participants to the Sacrament of Reconciliation and Anointing of the Sick.
<b>22 NOV</b>	Introduction of participants to the Sacrament of Marriage and Ordination.
<b>29 NOV</b>	Introduction of participants to Living a Christian Life and Prayer.

Another

Foundation Stones course will begin in January 2022 and will run over two terms. If you are interested in that course please email [elainearundell@rcdow.org.uk](mailto:elainearundell@rcdow.org.uk)



# RE and Catholic Life Resources

## Pope Francis Prayer Intentions: September

Intention for evangelisation - An Environmentally Sustainable Lifestyle

We pray that we all will make courageous choices for a simple and environmentally sustainable lifestyle, rejoicing in our young people who are resolutely committed to this. For more from Pope Francis including a short video and extract see [HERE](#).



## September: Season of Creation, the Environment and Noah Day



Christians all over the world celebrate the Season of Creation, from the *Day of Creation* on **1 September** till **4 October**, Feast of Saint Francis of Assisi. During September the focus for The Year of the Word is **Scripture and the Environment** as it is also Creationtide season and in preparation for COP26. This year, a special Noah Day has been created. For more details on Creation and Noah from the God Who Speaks website see [HERE](#).

The Education Service has created resources to support child-led liturgical prayer in the primary classroom which can complement the **Acts of Worship Toolkit** which a number of schools are already using. For this free resource as well as other resources from the God Who Speaks website to support primary and secondary schools see [HERE](#).

For CAFOD's Season of Creation resources (Care of Creation Rosary, Novena to St Francis, Prayer Service and Climate Sunday Mass) see [HERE](#). For reflections on living Laudato Si and what the bishops have to say about care for the planet see [HERE](#). To visit the Laudato Si platform see [HERE](#). This is for families, parishes, dioceses, educational institutions and others. For more about the environment in our diocese, see the Justice and Peace website where there is a video about the road to carbon neutrality and key climate dates and events [HERE](#).

### Season of Creation Video Competition

The Westminster Justice and Peace department would love to know how the Season of Creation is being celebrated in every parish and school in the Diocese. We are therefore inviting you to record a short three-minute video to showcase how you look after nature in any way you wish.

You can include:

- film or pictures of your grounds, flower arrangements or pot-plants!
- text
- talking heads
- interviews
- music, drama, dance or animation



Prizes of £500, £250 and £100 garden centre vouchers to be won in Primary, Secondary and Sixth Form categories. Deadline 1<sup>st</sup> October 2021. [Full Details](#)

For further ideas on how to celebrate the Season of Creation in school see [here](#)

Join CAFOD for a [Global Day of Action on the Climate](#) on Saturday 6<sup>th</sup> November 2021, starting 11am at St Mary Moorfields Church.

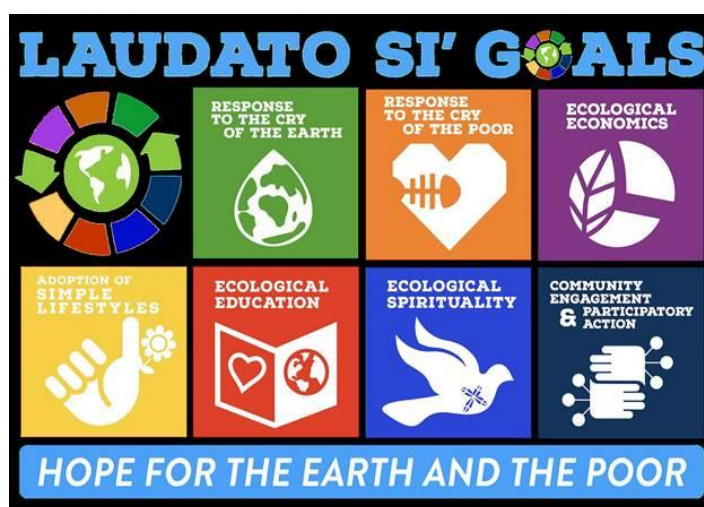
PRAYER INTENTIONS FROM DAY AFTER Pentecost Until First Day of Advent (Based on the Liturgical Year)	Liturgical Colour
Deeper Understanding Between Christians and Jews	GREEN
Those Who Suffer Persecution	
Those Who Suffer Oppression	
Those Who Suffer Denial of Human Rights	
Europe	
Human Life	
Seafarers	

## A Prayer by Raymond Friel

Creator God

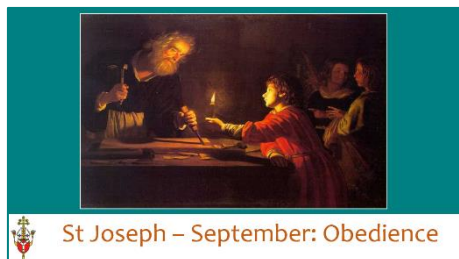
Thank you for your abundance,  
diversity and beauty of creation,  
given to us to reveal your love  
and to invite us to become your images  
on this earth, creatures who reflect  
your care and compassion  
for all created things.

Give us the wisdom  
to understand that the goods  
of the earth are to be shared by all.  
Give us the courage to examine  
our own lifestyles and habits,  
to see that to have more than we need  
is to deprive our sisters and brothers  
of a dignified life



LITURGICAL YEAR	NATIONAL AND INTERNATIONAL DAYS
<b>September</b> <ul style="list-style-type: none"> <li>Our Lady of Sorrows (15<sup>th</sup>)</li> <li><b>Korean Martyrs (20<sup>th</sup>)</b></li> <li><b>St Matthew, Apostle and Evangelist (21<sup>st</sup>)</b></li> <li>Our Lady of Walsingham (24<sup>th</sup>)</li> <li>St Vincent de Paul (27<sup>th</sup>)</li> <li>St Jerome (30<sup>th</sup>)</li> </ul>	<b>June</b> <ul style="list-style-type: none"> <li>International Day of Democracy (15<sup>th</sup>)</li> <li>World Ozone Day (16<sup>th</sup>)</li> <li>International Day of Peace (UN) (21<sup>st</sup>)</li> <li>International Day of Sign Language (23<sup>rd</sup>)</li> <li>Maritime Day (26<sup>th</sup>)</li> <li>World Tourism Day (27<sup>th</sup>)</li> <li>International Translation Day (30<sup>th</sup>)</li> </ul> <p>4<sup>th</sup> Sunday – World Rivers Day (26<sup>th</sup>) Last week – Day of Deaf</p>

## The Year of St Joseph



This began on 8 December 2020 and will conclude in December this year. Each month, the Education Service has created a PowerPoint concentrating on a different virtue of St Joseph and the resources can be amended for collective worship in both primary or secondary schools. Content for these resources has been taken from the St Joseph Novena written by Evangelisation and the original can be found [HERE](#).

## Welcome Handbook – Catholic Education in Westminster Diocese

We have created a Welcome Handbook that can be downloaded from our website [here](#). This can be useful for introducing those new to the diocese to Catholic education within Westminster.



## Religious Education Coordinator Toolkit

If you are a new (or even experienced) REC in a primary school then you will likely find our toolkit helpful. It is designed to be a supportive, practical document to help ensure the role is tackled with confidence and enthusiasm and that effective systems are in place in relation to Religious Education and the Catholic life of the school. You can find a downloadable copy of the toolkit on our website [here](#)

## Prayer and Worship Support

You can find [here](#) a document summarising the prayer and worship resources and support available to you.

## Grief in the Classroom Podcast-

It has been a very strange 18 months for young people – not just at home but in our schools too. The pandemic has reminded us all of the nearness of death and how we as a society look after ourselves and each other. How often do we hear the wisdom “children are resilient”? But coping with death and dying as a young person is not easy – especially the first time they experience the death of a loved one or friend. How does this play out in the classroom? How can our teachers equip themselves to best support their pupils going through such a trauma? That’s the focus of the podcast! You can listen [here](#)



## The Oscar Romero Award

The Oscar Romero Award will recognise the school's commitment to Catholic Social Teaching. The Oscar Romero Award will support your school in realising and living the unique calling of a Catholic school to become an evangelising centre by empowering young people and staff to become true agents of the change they want to see in the world by putting their faith into action; especially now as schools respond to the challenge of the Coronavirus pandemic. You can find out more details and how to apply to become a Romero school [here](#)



The Oscar Romero Award is available at 3 levels:		
<b>PARTICIPATOR</b> LEVEL	<b>DEVELOPER</b> LEVEL	<b>INNOVATOR</b> LEVEL

## United Nations International Peace Day - 21st September

Many nations and religious groups celebrate by organising events and activities to promote a culture of peace. In 2015, The UN Member States adopted 17 Sustainable Development Goals, which covered a wide range of issues, including poverty, hunger, health, education, climate change, gender equality, water, sanitation, energy, environment and social justice. For fun and creative peace activities and books see [HERE](#). For more activities and resources see [HERE](#).

## Mark 10 Mission Update

The Mark 10 Mission is back for the new school year. Every week they will post a new episode. Each one contains a ready-to-go classroom liturgy. Their great prayer is that children encounter Jesus in their classrooms and grow in relationship with him. We hope you can join each week to listen to the Word of God, pray and worship together. Episodes can be accessed [here](#)

## CAFOD resources update

Join our *Harvest national assembly on 16 September* and find out how your school can Go Green this Harvest.

Free resources to learn, pray and fundraise: [cafod.org.uk/primary](https://cafod.org.uk/primary)

*Go green for Harvest Family Fast Day: 1 October 2021*

This year *Brighten Up* goes green to support communities protecting the Amazon and to stand up for people dealing with the climate crisis. Book a CAFOD visitor to run a Harvest assembly at your school. Email: [schools@cafod.org.uk](mailto:schools@cafod.org.uk)

*The Eyes of the world climate campaign*

The eyes of the world will be watching world leaders at COP26 in November. Raise your voice with Catholic schools across England and Wales and tell the Government that we're watching and calling on them to put the world's poorest communities at the heart of their decisions: [cafod.org.uk/EOTWchildren](https://cafod.org.uk/EOTWchildren)

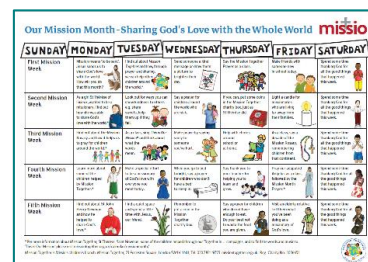


Join CAFOD for a [Global Day of Action on the Climate](#) on Saturday 6<sup>th</sup> November 2021, starting 11am at St Mary Moorfields Church.



## Mission Together resources update

In the Catholic Church, October has long been associated with mission. Pope Francis reaffirmed this by designating Oct'19 an **Extraordinary Month of Mission (EMM)**. Schools rallied to the call, helping pupils to become mini-missionaries. Following this success, we're encouraging schools to celebrate part or all of Mission Month, Oct 2021. Click [HERE](#) for resources and ideas.



A great introduction to **Mission Month** is, **Little Way Week** (Sept 27-Oct 1st). Little Way Week presents an opportunity to celebrate the patron of mission, St Thérèse of Lisieux. Thérèse was a child supporter of Holy Childhood, known to us as Mission Together! Thérèse was also an advocate of *the little way* – that through small, loving actions, everyone, young or old, can share God's love with the world.

## Catholic Children's Society - Advent Carol Service

Please click [here](#) to book your place at the CCS annual Carol service, scheduled to take place on Wednesday 1<sup>st</sup> December. As always there are two services, 11am and 2pm.

## ATCRE National Conference - Saturday 2nd October 2021

Blessed Thomas Holford Catholic College, Urban Road, Altrincham, Greater Manchester, WA15 8HT (A five-minute car journey from Junction 7 on M56.)

A thought-provoking and practical day designed to support you in your classroom:

- Stimulating keynote speakers
- Choice of 12 seminars to choose from
- A range of exhibitors
- Networking and connections
- Lunch and refreshments included

Cost £60 **Book your ticket now at** <https://www.atcre.co.uk/events>

## Inspection Update

After an eighteen-month suspension, diocesan inspections have resumed. The DfE has confirmed the **inspection cycle will be extended to 8 years** from the previous inspection for the first inspection after 1 September 2021. Once a routine inspection takes place after 1 September 2021, the school's next inspection will revert to the standard five-year interval.

As you know, **the new national Framework comes into place from September 2022** and to ensure we provide clarity for schools about what framework they will be inspected under, the date of the previous inspection has been the deciding factor. In practice this means -

- Schools judged to be good or outstanding that were inspected between 1 September 2014 and 1 March 2016 will be inspected this academic year (September 2021 - July 2022) under the existing framework.
- Schools judged to be RI and that are overdue will be inspected this academic year (September 2021 - July 2022) under the existing framework.
- Schools that were inspected between 2 March 2016 and 15 July 2016 will be inspected under the new Catholic School Inspectorate framework from September 2022 onwards.
- Schools inspected after 15 July 2016 will be inspected under the new Catholic School Inspectorate framework from September 2022 onwards.

Work continues on Westminster's fully revised cycle which will be shared in due course.

The Catholic Schools Inspectorate has provided us with the Grade Descriptors/Evaluation Schedule and a draft of the Inspection Handbook, both of which have been emailed to schools.

### CSI Inspector Applications

Applications are open. If you are already an inspector, you will have to reapply as it is effectively a new role. To be eligible to apply you have to:

- Be a practising Catholic
- Be a qualified teacher
- Work in a school that is good or better - Ofsted and Sec 48
- Be a reserved post holder or Asst Head
- Hold a current DBS
- Have the permission of your employer
- Be proposed by the Diocese

Our service has always been successful because we have had serving teachers and school leaders. It is a fantastic opportunity and serves as great professional development, so please explore this with your leadership teams and RE Leads. The **deadline for applications is 31 October 2021.** If you would like some further information, please contact Nancy Conoboy [nancyconoboy@rcdow.org.uk](mailto:nancyconoboy@rcdow.org.uk)

Link to the Application Form:

<https://catholicschoolsinspectorate.org.uk/apply-to-be-an-inspector>

# Racial Justice, Equality and Diversity Update

## Racial Justice CPD Programme - Next session Wednesday 29th September 3.30-5pm

Title: Unconscious Bias

Speaker: Orlene Badu

Date: 29th September 2021

Time: 3:30-5pm

Audience: Teachers, leaders, governors, parents, clergy, members of diocesan departments (in Westminster and beyond)

Aim: Participants will learn and understand why and how unconscious bias can affect the decisions we make about others and the impact it has on productivity and outcomes.

Content:

- An introduction to what unconscious bias is (and what isn't).
- An understanding of how to create greater awareness of our own unconscious biases and manage them effectively.
- Identify how unconscious bias affects your school's performance.
- Understand how all staff can apply bias awareness in their roles.
- Reflection on how your own biases may positively support you but can negatively impact others.

To book please [click here](#)

To save your school money book the package and have access to all the upcoming RJED talks [click here](#)



## CARJ - School Exclusions - Wednesday 13 October (4:00 – 5:30)

'Lord, who shall we go to? You have the message of eternal life.' (John: 6, 68)

The seventh workshop in the Series organised by the Catholic Association for Racial Justice (CARJ) on *Diversity, Inequality and Racism in the UK – A Challenge for Catholic Education*:

The Workshop will include a main presentation by Asha Sidhu, examining the *Timpson Review* (May 2019), ethnic minorities, alternative provision, and the impact of exclusion on pupils, families and communities. A second speaker will reflect briefly on how the Catholic community might support all concerned. These presentations will be followed by ample time for questions, comments and discussion. The Session will be followed by a CARJ working group on exclusions and alternative provision.

For further information and to register for the Workshop please contact CARJ, 9 Henry Rd, London N4 2LH. 020 8802 8080. [info@carj.org.uk](mailto:info@carj.org.uk). All those who register will be acknowledged and will be sent a link a few days prior to the event. Participation is free of charge.

## Diocesan Racial Justice Equality and Diversity CPD Programme

2022

2021

**29 SEPT** UNCONSCIOUS BIAS

Participants will learn and understand why and how unconscious bias can affect the decisions we make about others and the impact it has on productivity and outcomes.

**Speaker:** Orlene Badu  
**Audience:** All staff, parents, clergy, Diocesan staff.  
 Wednesday 29th September | 3.30 to 5.00pm

**RACIAL JUSTICE, EQUALITY AND DIVERSITY IN SACRED SCRIPTURE** **25 NOV**

To explore the themes of racial justice, equality and diversity in the light of Sacred Scripture.

**Speaker:** Father Victor Darlington  
**Audience:** All staff, governors, parents, clergy and Diocesan staff.  
 Thursday 25th November | 3.30 to 5.00pm

**TO BOOK PLEASE VISIT [WWW.COURSES.RCDOW.ORG.UK](http://WWW.COURSES.RCDOW.ORG.UK)**



**18 JAN** DIVERSIFYING, DECOLONISING AND INCLUSIVISING THE CURRICULUM

To support participants in understanding conceptual differences in terms of what a diverse, decolonised and inclusive curriculum means.

**Speaker:** Professor Paul Miller  
**Audience:** All staff, parents, clergy, Diocesan staff, Non Diocesan staff.  
 Tuesday 18th January | 3.30 to 5.00pm

**RETHINKING THE CURRICULUM: SCHOOLS' WORKSHOP** **22 FEB**

To support participants in rethinking an inclusive curriculum.

**Speaker:** Alexandra Brown and representatives from three Diocesan schools.  
**Audience:** All staff, school leaders, governors in primary and secondary schools.  
 Tuesday 22nd February | 3.30 to 5.00pm

**11 MAY** CHALLENGING RACIAL INJUSTICE IN THE CHURCH

To challenge racial injustice in the Church.

**Speaker:** Father Richard Nesbitt  
**Audience:** All staff, parents, clergy, Diocesan staff.  
 Wednesday 11th May | 3.30 to 5.00pm

**SOLIDARITY IN THE FACE OF ADVERSITY** **20 JUN**

To develop advocacy in schools for racial justice, equality and diversity.

**Speaker:** Susan Elderfield  
**Audience:** All staff, governors, parents, clergy and Diocesan staff.  
 Monday 20th June | 3.30 to 5.00pm

**AN ADDITIONAL SESSION TITLED 'PRIMARY ANTI-RACIST RE' WITH OUR GUEST SPEAKER LAT BLAYLOCK IS AVAILABLE VIA OUR BOOKING SITE ON THE 24TH MARCH 2022**

**ALL SESSIONS CAN BE PURCHASED INDIVIDUALLY HOWEVER WE HAVE CREATED A PACKAGE WHICH PROVIDES AN AFFORDABLE BOOKING OPTION FOR YOUR SCHOOL, CLICK THE ICON BELOW.**

**TO BOOK PLEASE VISIT [WWW.COURSES.RCDOW.ORG.UK](http://WWW.COURSES.RCDOW.ORG.UK)**

**CLICK HERE**





# Governance Update

## School Admission Appeals Arrangements

As you may recall, in April 2020, temporary regulations (The School Admissions (England) (Coronavirus) (Appeals Arrangements) (Amendment) Regulations 2020) (the “Temporary Regulations”) and accompanying guidance were introduced which gave admission authorities, local authorities and admission appeal panels more flexibility when dealing with admission appeals during the COVID-19 pandemic.

The Temporary Regulations provide flexibility which enable appeals to go ahead where it is not reasonably practicable to follow the normal process in accordance with the School Admission Appeals Code, for a reason relating to the COVID-19 pandemic. These flexibilities include holding appeal hearings by telephone or video conference or enabling appeals to be decided on the basis of written submission only. Statutory timescales were also revised.

The Temporary Regulations were extended in January 2021 by The School Admissions (England) (Coronavirus) (Appeal Arrangements) (Amendment) Regulations 2021 and they are due to expire on 30 September 2021. Following a review of the Temporary Regulations with a range of stakeholders, the Department has proposed a further extension to the Temporary Regulations beyond the end of September 2021. The School Admissions (England) (Coronavirus) (Appeal Arrangements) (Amendment) (No.2) Regulations 2021 (the “2021 (No.2) Regulations”), further extending the Temporary Regulations, were laid before Parliament on 8 September. Subject to Parliamentary approval, these regulations will come into force on 30 September 2021 and will have the effect of extending the Temporary Regulations for a further year until 30 September 2022. No other policy changes have been made.

The Department also plans to update the current published guidance to reflect the change of the expiry date. This will become available on 30 September, subject to Parliament approving the 2021 (No.2) Regulations.

We will update you on the outcome of the Parliamentary process as soon as we receive further information.

## Process for appointing foundation governors / directors

1. We ask that your school appoints a Nominated Person (either the Clerk to Governors or perhaps, someone in the School Office) who will administer this process.
2. The Nominated Person should download the suite of forms [available [here](#)] and personalise them to the school, including the email address of the nominated person.
3. The Nominated Person will send the application to and receive the application from the applicant.
4. The Nominated Person will seek the references and the DBS certification. (Note: the parish priest may wish to return the reference directly to the diocese; if they wish to do this, they have been asked to let the nominated person know).
5. When all references and Clearances are available, the Nominated Person will upload all documents to the Diocese using this secure link [here](#). A receipt will be sent to the Nominated Person and the Applicant on submission.
6. The Diocese will determine the complete application within 21 days, either with a letter and deed of appointment, or other communication.

If you have any questions about how the system will work or difficulty in downloading the materials, please contact Carol Campbell ([governors@rcdow.org.uk](mailto:governors@rcdow.org.uk))

## Upcoming CPD Opportunities for Governors

**Role of Governors in Monitoring RSE**- Tuesday 21st September: 6.00pm to 7.00pm [Click here to book](#)

**Unconscious Bias** - Wednesday 29<sup>th</sup> September: 3.30 – 5pm [Click here to book](#)

**New Chair of Governors Training Course (2 Sessions)** – Monday 11th October & Wednesday 13th October  
[Click here to book](#)

**New or Aspiring Foundation Director of an Academy Trust** – Tuesday 12th October: 5.30pm to 7.00pm  
[Click here to book](#)

**Complaints Procedures Online Course** – 18th October: 6.00pm to 7.00pm [Click here to book](#)

**Introduction to Governorship Training Course (3 Sessions)** – 10th, 15th, 17th November: 5.00pm to 7.00pm  
[Click here to book](#)

**Financial Accountability for Catholic Academy Trusts** – Tuesday 16th November: 5.30pm to 7.00pm  
[Click here to book](#)

**Admissions** – Monday 22nd November: 6.00pm to 7.00pm [Click here to book](#)

**Presenting Officers Online Course** 22nd November: 6.00pm to 7.00pm [Click here to book](#)

**Diocesan Inspection for Governors** - Wednesday 24th November: 5.00pm to 7.00pm [Click here to book](#)

**Racial Justice, Equality and Diversity in Sacred Scripture Online Course** - 25th November 2021: 3.30pm – 5pm  
[Click here to book](#)

# Mental Health Update – Resilience

## The importance of building resilience in children and young people in supporting their mental health and well-being

### Resilience and its importance to well-being

Having a positive sense of well-being enables children and young people to function in society and meet the many demands that they face each day. Having a good mental health also enables them to recover from illness, change and adverse experiences that they may encounter. Wellbeing is all about our holistic health, including the physical and emotional. When children and young people have good levels of wellbeing they feel that life is in balance and that they can generally cope well. They also feel motivated and engaged. They are resilient and able to deal effectively with daily troubles, as well as 'bounce back' from life's challenges. Resilience is therefore described as the capacity to 'bounce back' from adverse experiences, and succeed despite adversity. In order for children to cope with life's challenges, and retain a positive sense of well-being, children need to develop and maintain this ability to 'bounce back'.

### Risk factors that impact on resilience in children and young people

Many children and young people experience a wide range of challenges that can impact on their ability to be resilient and therefore having a negative effect on their well-being and ultimately adversely affecting their mental health. Some threats or risk factors are very serious, such as maltreatment and neglect, but young people also have to be resilient in the face of more ordinary everyday pressures such as family disruption and academic stress. Threats/risk factors to a child or young person's well-being come in many forms including:

Poverty and deprivation; Maltreatment and neglect; Parental mental health problems or addiction; Long term health conditions of parents or self; Family disruption, or pressures of caring for others; Bullying and social media issues; Peer problems, relationship stresses, or pressures from substance use; Pressures on body confidence

However, this is not an exhaustive list and there are many physical and environmental factors that can impact on a child or young person. Risk factors can be categorised into five areas. These include family; the individual, their peers, their school. It is therefore of great importance to support and aid children in developing and maintaining these coping strategies and building their resilience to adverse experiences.

### Building a child or young person's resilience

The aim is to support successful coping or 'bouncing back'; adaptation to life tasks in the face of any kind of disadvantage or adversity, and schools and colleges have an important part to play in this, supporting children and young people in building their resilience. For other everyday stresses and pressures there are a wide range of strategies that schools can adopt.

Qualities of Resilience	
Resilience doesn't develop in isolation. There are many other qualities which impact on and affect resilience - the main ones can be summarised as follows:	
<b>Self-esteem</b>	Being accepted by people whose relationship you value, and from completing tasks you value.
<b>Self-efficacy</b>	Having the qualities of optimism; 'stickability' and believing that one's own efforts can make a difference.
<b>Trust</b>	Experience people as reliable, value them and expect them not to betray your confidence.
<b>Attachment</b>	A secure attachment relationship creates a secure base from which a young person feels safe to explore the world.
<b>Secure Base</b>	The provision of a consistent and stable place to live and continuity of wider relationships which then allow the maintenance or development of attachment relationships
<b>Meaningful Roles</b>	Provide a sense of positive identity and a source of self-esteem as well as a source of enjoyment and distraction
<b>Autonomy</b>	Make decisions and know that it is OK to make mistakes and that you can learn from mistakes.
<b>Identity</b>	Young people need to know and understand who they are, where they belong and to whom they are important.
<b>Insight</b>	Helps people to take appropriate actions and make appropriate choices. It is therefore linked to self-efficacy and to initiative.
<b>Humour</b>	Can help young people to distance themselves from, and therefore reduce, emotional pain and it can also help them make and sustain relationships.
<i>(Source: Resilience Toolkit, NHS Glasgow <a href="#">Click here</a>.)</i>	

There are a wide range of ways to build and develop children and young people's resilience, and are dependent of the various risk factors that they are exposed to. Here are a few tips that seek to aid a child or young person's resilience. [Click here for a toolkit for building resilience in children and young people](#)

**Dr Alex George** (Mental Health Ambassador) YouTube clips on mental health and wellbeing.

- [Click here](#) Five top tips for good mental health
- [Click here](#) Learning from the low points of my life: Mental Resilience



## Mental Healthy Schools

- Advice and resources on building children's resilience [Click here](#)
- Video on how resilience works [Click here](#)
- Coronavirus Toolkit – Building Resilience [Click here](#)

**Young Minds** - [Click here](#) Beano Resilience lesson plans for teachers

**BoingBoing** [Click here](#) Resources for schools on developing academic resilience

**Samaritans** - [Click here](#) DEAL (Developing Emotional Awareness and Listening) A resource for teachers designed to help develop resilience in young people. The resource includes lesson plans, activities, hand-outs, DEAL digital resources, teachers' notes and staff training materials.

**NHS Glasgow** – Resilience Toolkit [Click here](#)

**Stem4** [Click here](#) Advice and tips for teenagers on building general, academic and digital resilience

**Family Lives** [Click here](#) Tips and advice for supporting/building children and young people's resilience

**ParentKind** [Click here](#) Advice for parents on supporting/developing their child's resilience.

**Public Health England** – Paper entitled "Building children and young people's resilience in schools." [Click here](#) - Guidance and advice for teachers on building resilience.

**Young People's Health (AYPH)** – Paper entitled "A public health approach to promoting young people's resilience." [Click here](#) Guidance and advice for teachers on building resilience.

**Sesame Street Communities** - [Click here](#) A series of short video clips on the theme of resilience

# Caritas Update

## A Culture of Encounter

It is through encounter that we improve our understanding. Watch this [video](#) to meet four refugees and hear their stories; their journey to the UK, their experience of the UK asylum system and their successes, dreams and aspirations.

Bishop Paul McAleenan used Catholic Social Teaching to reflect on how we as people of good will can respond, especially in light of the **Afghanistan** crisis and the new **Nationalities and Borders Bill** which we can join together to influence as it goes through parliament.



Diocese of Westminster

A Culture of Encounter  
with Refugees and Asylum Seekers

All Welcome

Welcome  
Protect  
Promote  
Integrate



Hosted by:  
**Caritas**  
Westminster

### Nationality & Borders Bill

Write to your MP today!

- Scrap the two tier system
- Person-centred Asylum System
- Safe routes



[www.jrsuk.net/new-plan-for-immigration-resources](http://www.jrsuk.net/new-plan-for-immigration-resources)

There were two clear calls for action from the meeting; for participants and viewers to contact their MPs to help influence the Nationalities and Borders Bill as it goes through the committee stage of parliament, and a call for volunteers, including school groups, to be active in the longer-term resettlement of refugees in their local communities.

Let's use our strong network of parishes, schools, Catholic institutions, charities, projects and enthusiastic volunteers to be more welcoming to our brothers and sisters from around the world.

## Afghan Refugee Response

Caritas Westminster is coordinating the Afghan Refugee Response in the Diocese of Westminster.

Anyone interested in welcoming and supporting refugees from Afghanistan, can sign up on [here](#)

If your school is involved in a project interested in being represented, please [Email: Caritas Volunteer Service](#) or call 077 3818 3833

### Afghan Refugee Response

#### Immediate:

- Pashtu, Dari & Farsi Speakers
- Accommodation
- ESOL volunteers
- Responding to local, specific needs

#### Longer-term:

Coordinated resettlement plans by parishes, schools and organisations, working closely with the Local Authority.

## Diocesan Meeting of Food Relief Projects

If your school is involved with a food relief project in the Diocese, or would like to be, please join us to meet, share ideas, hear from experts, and develop your project. Our next meeting will look at how we can support people out of food poverty in the long term and suggest practical ways to do so. The meeting will take place online on **23<sup>rd</sup> September at 11am**, please [sign up to attend here](#).

## Introduction to Volunteering

With children going back to school, some parents may be looking for a meaningful volunteering role during school hours. Caritas Westminster will be running an online 'Introduction to Volunteering' session on Tuesday 21 September, for anyone thinking about or just starting out in volunteering. This informative and practical workshop will cover all the basics to help them get started. It can help prospective volunteers explore their options, understand the application process, ask questions and leave with an action plan.

Please include a short notice in your bulletin:

*Thinking of volunteering? Caritas Westminster is running a free, online 'Introduction to Volunteering' event on 21 September 2021, 10 – 11:30 am. From finding a suitable role to your first day, we will cover all you need to know to get started. For more information and to register, please visit [www.caritaswestminster.org.uk/events](http://www.caritaswestminster.org.uk/events) or email [cvs@rcdow.org.uk](mailto:cvs@rcdow.org.uk).*

Parents will find a range of volunteering opportunities on our website [www.caritasvs.org.uk](http://www.caritasvs.org.uk).

## Keep the Lifeline

In March 2020, at the start of the pandemic, the Government made an important decision to give an extra £20 a week to those receiving Universal Credit, helping those on the lowest incomes to continue paying their bills and feeding their families during an uncertain time. At the beginning of October 2021 the Government is planning to cut this £20 a week overnight, **leaving six million families £1,040 worse off a year**. For many, this money is the difference between keeping afloat and falling into serious poverty.

At Caritas Westminster we work with hundreds of social action projects and see the real problems people are facing daily to get by. We know as teachers you will also be very familiar with the challenges people are facing and the difference this cut to their income will make. We want the Government to understand how hard this cut will hit those we work with and reverse their decision to take away £20 a week from those on the lowest incomes.

Please join us by using [this template letter and guide](#) to write to your MP and ask them to stop the cut and **#KeepTheLifeline**. By sharing your knowledge of how people in their constituencies will be affected you can really put pressure on the government to reverse the cut and stop people being pulled deeper into poverty. You can also use [this spreadsheet](#) to see how many families will be left worse off in your constituency and include this figure in your letter to make sure your MP knows too!

## Firm Foundations

Firm Foundations is a yearlong bespoke programme designed to support churches, schools and community projects to build financially resilient communities through sustainable initiatives, and to reach those who are most marginalised. Participants will become part of a wider network able to share information and provide support, and benefit from 1:1 mentoring and support.

As we know all too well, the pandemic has impacted many people in our communities. Families and individuals have lost income, many are in debt and are struggling to survive. This is affecting their mental health and their relationships, but it doesn't have to be that way. Join this introductory online session to learn how you can make a difference in your parish, school or project, one guided step at a time. This session is being held twice, on Monday 20 September 6:30-8.00pm, and Tuesday 21st September 10:00-11:30am. Please click on your preferred date to register to attend.

Please see [the Caritas Website](#) for other upcoming events.

# *SPEC and Youth Ministry Update*

## Online Training Session

On the 7<sup>th</sup> of October from 9.30am-12.30pm, Westminster Youth Ministry will be joined by Brenden Thompson (of Catholic Voices) for a session entitled 'Public Speaking 101'. During our mornings training we will look at how our delivery of content can be improved to best impact those we work with both theory and practical activities. If you would like to join us, please email [youth@rcdow.org.uk](mailto:youth@rcdow.org.uk).

**YOU'RE INVITED!**  
**TO AN ONLINE SESSION**  
**WITH: Brenden Thompson**

**PUBLIC SPEAKING**

**:101**



for more details or to book on  
email : [youth@rcow.org.uk](mailto:youth@rcow.org.uk)

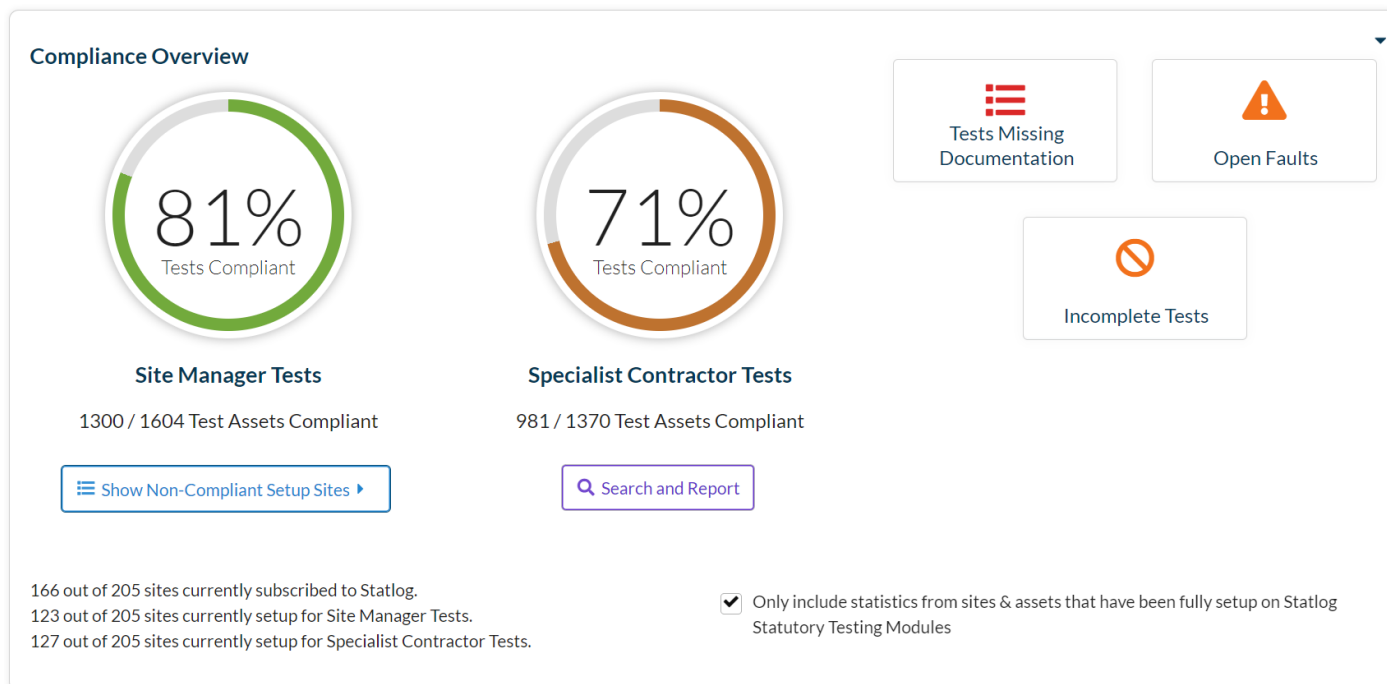
**07.10.21**  
**9:30 - 12:30**



# Capital and PPP Update

## Capital

### Statlog Engagement – Statutory Compliance



Many schools are now making good use of this facility. Insurers and the Health and Safety Executive are currently seeking verifiable evidence of compliance management, and thanks to the engagement of our schools, we are in a strong position to provide such evidence.

Governors are advised to check that the Statlog Statutory Compliance Module is being fully utilised in their school(s). The Diocesan Trustees has confirmed to Insurers and the HSE that all school occupying land owned by, or otherwise controlled by them are directed to use Statlog. Failure to provide evidence of use on demand may compromise insurance claims or HSE investigations.

### Project Manager Lite (Change Affecting Many Schools)

All schools with a Statlog Licence now have full access to this module. Shortly, we will be writing to all local authority auditors to confirm that only works sanctioned through Statlog can be recorded as bonafide Capital Works.

Similar correspondence with the DfE/ESFA is anticipated regarding academies.

### Priority School Building Programme

Project managers continue to monitor the progress of schools in this scheme.

## Pupil Placement Planning

### 1<sup>st</sup> Planner Project

<https://www.1stplanner.com/aowmajorprojectsmmap>

## Archdiocese of Westminster Major Projects Development Plan Maps

[Click here to access AoW Potential Partners Briefing Video](#)

### Guidance

Download Site List

By clicking on the white boxes to the left, you can download an excel spreadsheet detailing the list of schools and a KMZ file, which provides boundaries for each of the sites that can be viewed in Google Earth. By clicking on the white boxes to the right, you will be able to view detailed visualisations of the proposed primary and secondary models, that demonstrate the standardised approach for the AoW multi-use redevelopments for each phase of education.

2FE Primary Example

Download Site KMZ

Please click on the blue buttons below to access the draft major project redevelopment plans by Local Authority. As more plans are completed, they will be added when signed off by the Archdiocese of Westminster which should be completed by mid-October 2021. Please regularly check back to access more sites. By clicking on the grey boxes below you will be able to view the site boundaries whilst the development plans are in production.

8FE Secondary Example

1. Barnet

15. Hounslow

2. Brent

16. Islington

3. Broxbourne

17. Kensington & Chelsea

4. Camden

18. North Hertfordshire

5. Dacorum

19. Richmond Upon Thames

6. Ealing

20. Spelthorne

7. East Hertfordshire

21. St Albans

8. Enfield

22. Stevenage

9. Hackney

23. Three Rivers

10. Hammersmith & Fulham

24. Tower Hamlets

11. Haringey

25. Watford

12. Harrow

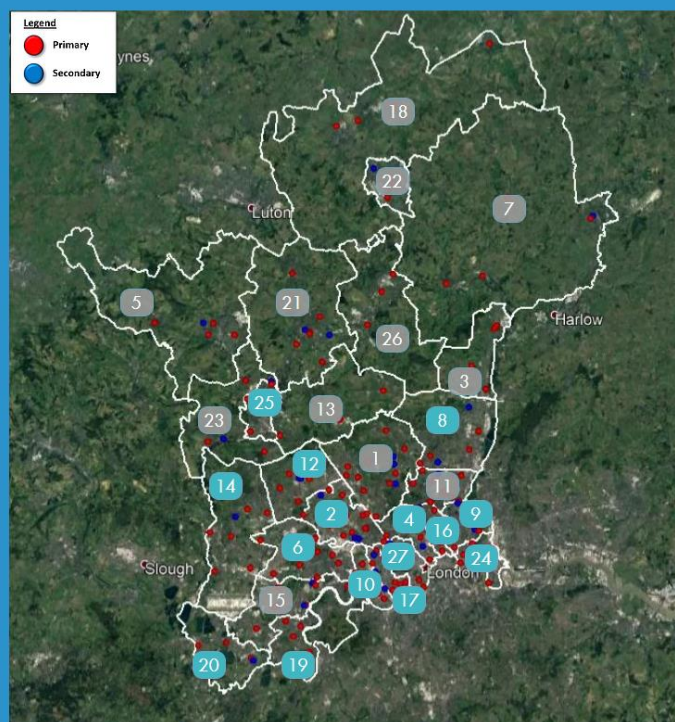
26. Welywyn Hatfield

13. Hertsmere

27. Westminster

14. Hillingdon

Last Updated @ 07/08/21



To express an interest in any of the sites above, please download the excel spreadsheet by clicking on the white Site List box above and identify which sites are of interest. Please email the completed spreadsheet to [enquiries@1stplanner.com](mailto:enquiries@1stplanner.com) for the attention of Rebecca Butler who will arrange a conference call to discuss your requirements.



Over the summer, the project team has been looking at options for presenting data and options in a palatable way. The portal has been expanded to allow for the significant amount of new data we have secured. Schools will be provided with access to the data that is specific to their situation. The process for accessing the secure datasets within the portal will be confirmed shortly.

### Decarbonisation

Using data from Statlog and 1<sup>st</sup> Planner, the Zeco, on behalf of the Diocese, submitted a proposal to secure funding for the development of Heat Decarbonisation Plans we expect to hear the outcome of our application shortly.