



WITNESS to the word



FOLLOW US!

13th October
2021

Autumn Term
Issue 3

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](#)

Governance Updates are [here](#)

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

Caritas 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!*

23
NOV
ONLINE EVENT


CALLING ALL CATHOLIC TEACHERS

THE DIOCESE OF WESTMINSTER EDUCATION SERVICE IS HOSTING AN EVENING TO ENGAGE WITH CATHOLIC TEACHERS AND LEADERS CURRENTLY WORKING OUTSIDE OF CATHOLIC EDUCATION.

**DATE: 23RD NOVEMBER
TIME: 6.00 TO 7.30PM**

TO BOOK YOUR PLACE

CLICK HERE

This occasion is designed to provide information about how best to prepare for a role in a Catholic school and an opportunity to meet with current Catholic school leaders. We will also provide an opportunity to register for a mentoring programme for those who wish to be accompanied and supported on their journey into Catholic education.

Modern man listens more willingly to witnesses than to teachers, and if he does listen to teachers, it is because they are witnesses.
Pope Paul VI

WWW.COURSES.RCDOW.ORG.UK

Upcoming Training Opportunities

Autumn Term 2021 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



Upcoming CPD Courses

13th October: 3.00pm to 5.00pm	Celebrating Catholic Social Teaching Session 1 – (13th, 20th October, 3rd, 10th, 17th November): 3.00pm to 5.00pm	Booking Link
18th October: 6.00pm to 7.00pm	Complaints Procedures Online Course	Booking Link
20th October 3.00pm to 5.00pm	Celebrating Catholic Social Teaching Session 2 – (13th, 20th October, 3rd, 10th, 17th November)	Booking Link
Thursday 21st October: 1.30pm to 5.00pm	Spirituality and Pupil-led Worship Online Course	Booking Link
Tuesday 2nd November: 3.30pm to 5.00pm	Reinvigorating Classroom RE Online Course	Booking Link
Thursday 4th November: 3.30pm to 5.00pm	Advent Online Course	Booking Link

(Please click on the ticket link to book)

Foundation Stones Course - January 2022

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

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 started in September, running online on Saturdays from 10am - 4pm but it is possible to join for Module 2 and catch-up on Module 1 at a later date. Module 2 starts on 6th November. Dates can be found on RCDOW Education website, choose Events and Courses and CCRS has its own section.

There are also a couple of places in a group running on a Monday, 4-6pm, who are mid-cycle and will begin Module 4 on 8th November.

We hope to start a new group in February, online, on a weekday, 4-6pm., Wednesday (TBC)

Please contact Margaret Hanley 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 Vaughn 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 Vaughn 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 21st 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.

RE and Catholic Life Resources

Pope Francis Prayer Intentions: October

Intention for evangelisation - **Missionary Disciples**

We pray that every baptised person may be engaged in evangelisation, available to the mission, by being witnesses of a life that has the flavour of the Gospel.

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	

LITURGICAL YEAR	NATIONAL AND INTERNATIONAL DAYS
October <ul style="list-style-type: none"> St Edward the Confessor (13th) St Theresa of Avila (15th) • St Luke, Evangelist (18th) St John Paul II (22nd) • Ss Simon and Jude (28th) • Blessed Martyrs of Douai College (29th) 	October <ul style="list-style-type: none"> UN National Disaster Reduction Day (13th) International Day of Rural Women (15th) World Food Day (16th) International Poverty Eradication Day (17th) UN day (24th) Black History Month One World Week (varies) 1st Monday – World Habitat Day 2nd Monday – World Sight Day

The Year of St Joseph

See our November Prayer and Liturgy resource [HERE](#).. Please note that this can be amended for use by primary or secondary pupils as it includes the Gather, Listen, Respond, Mission format. This is the penultimate resource as The Year of St Joseph is due to end in December 2021.



St John Paul II Feast Day

We celebrate the feast of **St John Paul II** on 22nd October. For an entertaining animation on the life of this great saint see [here](#). Some of St John Paul's own prayers including the one below can be found [here](#):

*Mother Mary,
Be with us more and more.
Meet us more and more often because we need it so much.
Speak to us by your motherhood, by your simplicity and by holiness.
Speak to us by your Immaculate Conception!
Speak to us continually!
And obtain for us the grace—even if we are distant—
of not becoming insensitive to your presence in our midst. Amen*

A message from Bishop Paul McAleenan - Little Amal

Little Amal, a 3.5m puppet of a refugee girl, is walking from the border of Turkey / Syria to Manchester, 8000km, in search of her mother. On her journey she will visit Westminster Cathedral on Monday 25th October at 2pm, where she will be welcomed by Cardinal Vincent. You and the families you serve are invited to join Cardinal Vincent for this Welcome Liturgy and to learn more about migrants and refugees. It is during half term week, an opportunity for families to come together. Further information about Little Amal's journey click [here](#). Please be seated by 1.45pm.



Diocesan Competitions

These competitions will be run during the autumn term and all pupils in primary and secondary schools are welcome to enter. However, please send only one entry per key stage to elainearundell@rcdow.org.uk For practical reasons, the piece of work should be sent on a PowerPoint slide with the child's first name, key stage, school and deanery provided (typed only) on the same slide. You may wish to discuss the following themes with your pupils so that some of these may be reflected in their creations: welcome, journey, migrants, diversity. We really hope that your pupils enjoy participating in these competitions. All work shared will be celebrated on our website and entrants will receive a certificate. Work may also be shared in our newsletter and on Twitter.

The Year of St Joseph

Write a poem (any style) about St Joseph. This may be handwritten or typed and may also be illustrated. Please ensure the photo/image or typing of poem is of high quality (no crossing out or incorrect spellings). Return by Thursday 21st October by 5:30pm in an email clearly labelled ST JOSEPH POETRY COMPETITION.

Christmas card

Design a Christmas card with the theme of family (as this is The Year of the Family as well as The Year of St Joseph). Any media may be used but please ensure the picture is high quality and does not include writing. Any words may be typed on the PowerPoint slide instead. Return by Friday 3rd December by 5:30pm in an email clearly labelled CHRISTMAS CARD COMPETITION.

All Saints and All Souls

In preparation for these special feasts, see the assemblies/ liturgies created by Missio [here](#)

Mark 10 Mission updates

The new liturgy 'Looked and Loved Him' is now available for you on their website: [New Liturgy - Looked and Loved Him](#). Fr Columba, who's Monk Song has made him a firm favourite in classrooms across the UK recently, returns to lead worship with the beautiful song 'Holy and Anointed One'.



It is the feast day of St Teresa of Avila on Friday 15th and this resource may be a good addition to an assembly or classroom worship that day: [St Teresa of Avila — The Mark 10 Mission](#).

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](#)



Year of the Word - The God who Speaks

Our **October Focus is on St Luke** as we celebrate his Feast Day on 18th October [HERE](#)

We've created the following **Luke resources**:

An exciting new 'Serve with Luke' Poster - [HERE](#)

A Whistlestop Tour of Luke's Gospel Poster - [HERE](#)

A Day by Day Family Reading Plan with Luke's Gospel - [HERE](#)

St Luke's Feast day celebration idea - [HERE](#)

A special edition Luke's Gospel with discounts on bulk buys - [HERE](#)

Fr Michael Hall continues his super Between the Testaments series with 3 new Creation Commandments:

Creation Commandment No 4 – [HERE](#)

Creation Commandment No 5 – [HERE](#)

Creation Commandment No 6 – [HERE](#)

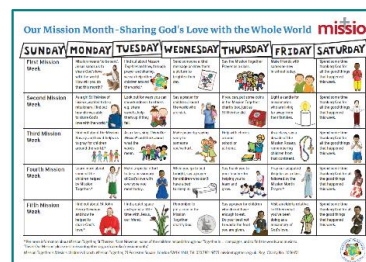
School of Wisdom social media posts – super wisdom by pupils for our Proverbs School Challenge - [HERE](#)

Join Mauro Iannicelli online for the **Bible Timeline** worldwide-famous course - [HERE](#)

Have a look at **Christmas resources**, including new children's booklets, cards, stickers and other great resources. - [HERE](#)

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.



- [What is mission?](#) An assembly explaining the meaning of mission and the many ways we are called to share God's love with everyone, everywhere.
- [Mission Month Liturgical Prayer](#): A ready-to-deliver Collective Worship designed to maximise pupil involvement.
- [Sunday Activity Sheets](#): Incorporating abridged versions of October's Sunday Gospel readings, simple literacy tasks, and a brief profile of an overseas missionary.
- [Mission Month Classroom Calendar](#): Including daily actions and prayers.
- [Sing with Mission Together](#): A webpage of sing-a-long mission hymns and worship songs.

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 1st December. As always there are two services, 11am and 2pm.

Eyes of the world campaign

There's still time to join over 29,000 children and young people from across England and Wales in telling the UK government that the eyes of the world are on them this autumn. In November, governments from across the world gather to discuss how to tackle the climate emergency at COP26. It's vital for the Catholic community to demand that our leaders act now to protect our common home. By joining CAFOD's Eyes of the World campaign you and your students can put your faith into action, show your support for our common home and make a real difference to the future of our planet.

Primary resources: <https://cafod.org.uk/Education/Primary-teaching-resources/Eyes-of-the-world>

Secondary resources: <https://cafod.org.uk/Education/Secondary-and-youth-resources/Eyes-of-the-World>

Please let CAFOD know that you have taken part by completing this **simple online form** so the government can see how many pairs of eyes in our Catholic community are watching: <https://cafod.org.uk/Education/Eyes-of-the-world-form>

CAFOD updates



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

Aid to the Church in Need

Aid to the Church in Need (ACN) is delighted to be working with a growing number of schools in the Diocese of Westminster! ACN works every day to support the Church wherever there is persecution, oppression or pastoral need. With the help of schools, parishes and individual benefactors all over the UK, we give hope to suffering Christians in nearly 140 countries. We'd love to work with your school to raise awareness of issues surrounding religious intolerance and Christian communities living in poverty or extreme isolation. Your prayers and fundraising will mean everything to those who receive them!

ACN's Resources Officer, Marie Fahy, will be presenting ACN's resources at the REC Conference on 19th November. This session will introduce some of our current initiatives for primary schools and unveil exciting plans for the future. ACN resources encompass a wide range of topics supporting Classroom RE, CST, the Catholic ethos of your school and British Values

Marie Fahy, Resources Officer at Aid to the Church in Need, devises inventive resources for primary and secondary schools. A former Lay Chaplain and experienced RE teacher, Marie has appeared on the BBC's 'Sunday Morning Live', 'The Big Questions', Sky News and LBC radio advocating for Catholic schools.



1 Million Children praying the Rosary – 18th October 2021

"When one million children pray the rosary, the world will change."
Saint Padre Pio

We invite you and your school communities to take part in the International ACN campaign, 1 million children praying the Rosary on October 18th. It is a special time to come together with not only children in the UK, but all around the world. There are resources and further information available [here](#) or you can email the Schools team on Schools@acnuk.org for more information.

Red Wednesday – 24th November 2021

The aim of Red Wednesday is to highlight the plight of those who suffer for their faith around the world. It is a time to promote freedom, democracy and tolerance across the world. ACN is asking schools, if they can be a voice for those who are suffering the effects of religious persecution, and inviting young people to be an ally to those who are suffering.

Keep an eye on our Red Wednesday campaign page [here](#) or sign up to receive our schools e-newsletter, by emailing schools@acnuk.org for more information.

#RedWednesday

The date for this year is 24th November!

www.acnuk.org/our-campaigns/red-wednesday/

Contact: Schools@acnuk.org for more information or to register interest.

 Aid to the Church in Need
ACN UNITED KINGDOM

Westminster Justice and Peace - COP

A day of action will take place on 6th November at 11am. Gather together at St Mary's Moorfields and walk together to Trafalgar Square with CAFOD, Westminster Justice and Peace and many other civic groups. You can register with CAFOD beforehand or show up on the day. All are welcome so please share this message. If you cannot attend, you can still support and follow CAFOD's campaign: Eyes of the World [here](#)

Inspection Update

CSI Inspector Applications

The application **deadline of 31 October 2021** is fast approaching. Please note that 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. If you would like some further information, please contact Nancy Conoboy nancyconoboy@rcdow.org.uk. Link to the Application Form [here](#)

Diocesan Inspection

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.

Information Sessions on the New National Framework

An information session on the new National Framework will be available to headteachers after the October half term. If headteachers are not able to attend, they can nominate one person to attend in their place. The intention is to provide an overview of the new Framework whilst highlighting how it differs from the existing one. There will also be an opportunity to ask questions. The same session is being offered times via Zoom to provide flexibility. Separate sessions for subject leads, chaplains and governors are planned for later in the academic year. If you have any queries please get in touch.

Please note that you must register in advance for these sessions. After registering, you will receive a confirmation email containing information about joining the meeting

Option 1: Tuesday 9 November 2021 9.30am - 10.30am [Apply Here](#)

Option 2: Wednesday 10 November 2021 12.30pm - 1.30pm [Apply Here](#)

Option 3: Thursday 11 November 2021 3.00pm - 4.00pm [Apply Here](#)

Racial Justice, Equality and Diversity Update

Racial Justice Equality and Diversity Mission Statement

“By this everyone will know that you are my disciples, if you have love for one another.” John 13:35

The above verse, taken from the Gospel of John, is central to Westminster Diocese's mission to promote racial justice, equality and diversity. The command to love our neighbour extends to all human beings irrespective of race, ethnicity, culture, or background. As an expression of that love, we envision a vibrant community with full equality, that embraces diversity and allows for equality of opportunity for all. We aim to challenge bias, discrimination or stereotyping that can lead to racial injustice or inequality and will work to embed anti-racist practice into all areas of our work. We aim to address the cumulative effects of past and present inequities to eliminate disparities and enable all our members to flourish. We believe that this can be achieved through the education of the whole person throughout the whole curriculum with Christ at the centre.

As servants of Christ, we assert the primacy of love, the uniqueness of the person, the importance of solidarity, the pursuit of academic excellence and our commitment to equality, social justice and the common good as the visible fruits of the faith. The Gospel is at the heart of the work of the Diocese and we serve one another in the knowledge that we only have one teacher, Jesus who prayed, “that we may all be one” (John 17:11).

Racial Justice Equality and Diversity Vision Statement

“By this everyone will know that you are my disciples, if you have love for one another.” John 13:35

As Christ's disciples, our love for one another will ensure that all members of our community are held to be equal and are treated with dignity and respect. Through challenge and guidance for our schools, we will overcome bias and discrimination to create a more equal and inclusive society. We will offer support for those who have been ignored, oppressed, abused or persecuted due to their race, ethnicity, culture or background. Together we celebrate the diversity that enriches our community.

Black History Month

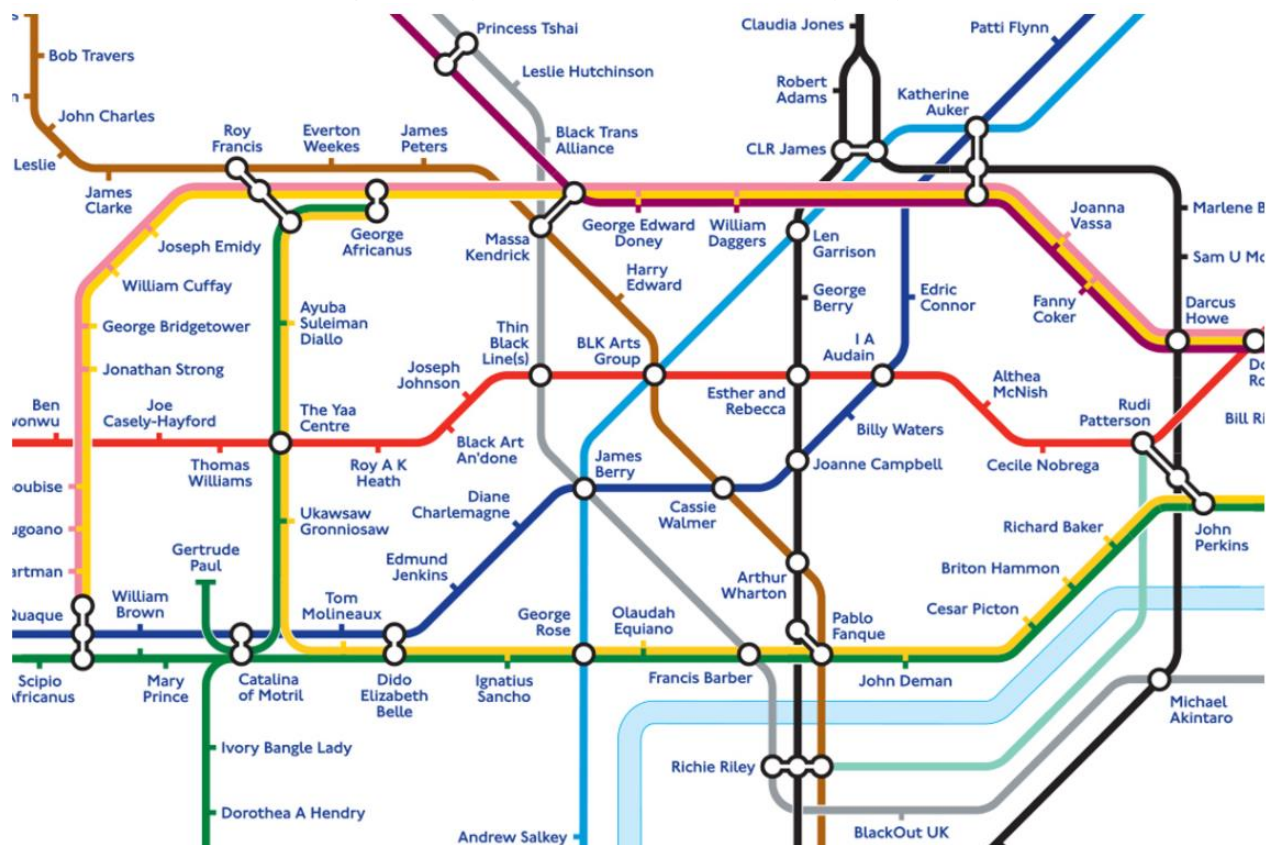
This is traditionally celebrated in October however we are very keen that the teaching about Black History and other cultures is not limited to this month but is done throughout the year. Please see our Racial Justice Equality and Diversity CPD for further information.

Black History Tube Map

Transport for London have teamed up with the Black Cultural Archives to launch the first ever Black History Tube map, celebrating the rich and varied contribution Black people have made to London and the UK from Pre Tudor times to the present day.

The Black Cultural Archives is the home of Black British History, conceived in 1981 as a monument to hold space and collect, preserve and celebrate the histories of people of African and Caribbean descent in the UK to inspire and give strength to individuals, communities and society.

From the woman who both founded Britain's first major Black newspaper and co-founder of Notting Hill Carnival, to London-based Georgian entrepreneur Cesar Picton. There's plenty to be seen across all lines!



For more Black History Month prayers by Jesuits, see [here](#)

For a reflection on Catholic Social Thought and Racial Solidarity with words from St John Paul II see [here](#)

A Prayer of Empowerment

Most Loving and Merciful God,

In whose law we find our guidance, in whose Love we find our healing and joy, and in whose will we find our peace, rule over our spirits in this hour that we will go from this worship with the freedom of those who trust you and need have no anxiety for themselves. Empower us, O God to be open to the seasons of life and give of our hearts Love generously to all in need. Grant us the silence of heart so that we can grow in your word.

As we go through this worship today and culminate what we call "Black History Month", help us to never forget our history and instil in us the willingness to share our history with our youth and others throughout the year.

Now Lord God, fill us with the solemnity of the faith of the great commission; but also provide us with the means and the will to stay in Loving and Joyous relationships with one another and the world.

Lord, we praise and adore you and we thank you for the joy we have in worshiping you in spirit and in truth.

In your name we pray,

Amen.

NATRE: anti-racist RE resources

For **FREE primary and secondary resources** for you to use with your pupils in the classroom click [here](#). These project materials are designed to help teachers of RE plan and provide excellent learning in the classroom that encourages pupils to learn about religion and beliefs, racism and prejudice in challenging ways that promote the well-being of all in our richly plural communities.



Recommended Reading for Racial Justice.

Click on the books for further details

- [The Inner Work of Racial Justice: Healing Ourselves and Transforming Our Communities Through Mindfulness](#)
- [Racial Justice and the Catholic Church](#)
- [White Fragility: Why It's So Hard for White People to Talk About Racism](#)
- [Becoming Brave: Finding the Courage to Pursue Racial Justice Now](#)
- [Uprooting Racism - 4th Edition: How White People Can Work for Racial Justice](#)

Show Racism the Red Card – Friday 22nd October

Talk at London Jesuit Centre CATHOLICS IN THE STRUGGLE FOR RACIAL JUSTICE IN THE UK (1970-2021): <https://londonjesuitcentre.org/black-history-month-lecture> 25th October 7-9pm

Looking ahead

The next Racial Justice Sunday for Catholic Churches is 13 February 2022 [3 Sundays before 1st Sunday of Lent].

BAME Saints

There are a number of inspirational BAME saints and holy men and women with which our communities are not familiar. Why not encourage your pupils to find out more about the following:

1. Venerable Pierre Touissant a Haitian Slave
2. Mary Elizabeth Lange founder of the Oblate Sisters of Providence
3. Venerable Henriette De Lille Sisters of the Holy Family
4. Venerable Augustus Tolton
5. Sr Thea Bowman Franciscan

Some other examples include: St Anthony the Great of Thebes, St Anthony Veira SJ, St Augustine, St Benedict the Moor, St Bakhita, St Bessarion, St Felicitas, St Katherine Drexel, St Martin de Porres, St Monica of Tegaste, St Moses the black and St Perpetua.

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. 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

2021



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

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



2022

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.

CLICK HERE

TO BOOK PLEASE VISIT WWW.COURSES.RCDOW.ORG.UK



Governance Update

School Admissions

When changes are proposed to admission arrangements, all admission authorities must consult on their admission arrangements (including any supplementary information form) that will apply for admission applications the following school year. Where the admission arrangements have not changed from the previous year there is no requirement to consult, subject to the requirement that admission authorities must consult on their admission arrangements at least once every 7 years, even if there have been no changes during that period.

Please click [here](#) for the Consultation Timetable for 2023-2024 and [here](#) for the Guidance on Admission Policy Consultation

CES Policies

Now that the consultation window has opened for Admission Policies for the year 2023/24, we would like to emphasise to all schools the importance of using and following the model admissions policies from the CES that are on the Diocesan website, remembering that if you make any changes to the oversubscription criteria, you should retain, as far as possible, the order as set out in the model policies. Model policies are available for primary & secondary and for schools using the CCP and not.

We would also like to recommend the importance of using the CES staffing policies available on their website – Sickness Absence, Disciplinary, Grievance, and Capability. Whilst these policies are available in an amendable format on the CES website, we would strongly advise that you only amend to include your school details and leave the rest as set out by the legal team at the CES. In doing this we are better able to support you in the event of finding yourselves needing support and guidance because of a staffing issue.

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)

Upcoming CPD Opportunities for Governors

Complaints Procedures Online Course

18th October: 6.00pm to 7.00pm [Click here to book](#)

The AIM of the course is to enable those dealing with complaints to do so in line with the law and diocesan protocols.

COURSE CONTENT:

- Knowledge and understanding of the Complaints Procedures.
- An exploration of frequently asked questions.
- Sharing of best practice.

Introduction to Governorship Training Course (3 Sessions)

10th, 15th, 17th November: 5.00pm to 7.00pm [Click here to book](#)

The AIM of this course to address the main issues that will be faced by a new (or nearly new) governor. This course takes place over three sessions.

COURSE CONTENT:

- Governance in a Catholic context.
- Understanding the language of governance.
- Committees and school visits. Legal duties and responsibilities.
- Strategic v Operational issues.

Financial Accountability for Catholic Academy Trusts

Tuesday 16th November: 5.30pm to 7.00pm [Click here to book](#)

The AIM of this course is to develop an understanding of the fiscal responsibilities of the Trust Board, systems of control and risk identification and management across the Trust.

COURSE CONTENT:

- Participants will gain confidence and knowledgeable in their role as a Foundation Director by being able to set and articulate a clear strategic direction for their Trust by focusing on:
- Roles and responsibilities of the Trust Board.
- Financial management of the Trust.
- Statutory Compliance and Risk Management.

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

The AIM of this course is to enable governors/schools/academies to act confidently in the context of the School Admissions Code and Diocesan Guidance on admissions and for governors to understand the new annual timescales for consultation and determination of admission policies.

COURSE CONTENT:

- An update on recent legislation and guidance.
- Admission policies in the context of the School Admissions Code.
- The Diocese as religious authority and the Certificate of Catholic Practice.
- In-Year Admissions.
- The role of the Admissions Committee.

Presenting Officers Online Course

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

The AIM of the course is to provide knowledge and understanding of the presenting processes.

COURSE CONTENT:

- Knowledge and understanding of the role of the Presenting Officer.
- An exploration of frequently asked questions.
- Sharing of best practice.

Diocesan Inspection for Governors

Wednesday 24th November: 5.00pm to 7.00pm [Click here to book](#)

The AIM of this course is to gain a greater knowledge and understanding of the role of governors in relation to Classroom RE and the Catholic Life of the school.

COURSE CONTENT:

- Examining diocesan expectations.
- The distinctive nature of Catholic education.
- Diocesan expectations in relation to Classroom RE.
- Diocesan expectations in relation to Catholic Life.
- The diocesan inspection process.

Role of Governors in Monitoring RSE

Tuesday 21st September: 6.00pm to 7.00pm [Click here to book](#)

The AIM is to provide guidance for Governors relating to the monitoring of RSE.

COURSE CONTENT:

- Provide current guidance for Governors relating to RSE.
- Provide guidance on monitoring RSE.
- Explore using the RSE audit tool to monitor RSE.

Spotlight on Mental Health

St Mary and St Michael Catholic Primary School



This Sunday, 10th October marked World Mental Health Day, a time to reflect, and put the spotlight on the issue of mental health and well-being. In recognition of need to promote positive mental health and wellbeing across the schools in the Diocese, the Education Service are keen for schools to share the wonderful work they do in supporting their communities, including pupils, parents and staff alike

One such school, prior to the lockdown, won the biennial Place2Be Well-being in Schools Award in the category of Champion Head. Mrs Mahon, Headteacher at St Mary and Michael Catholic Primary School in Stepney, along with her dedicated team, have been awarded this prize in recognition of the sterling work that they do to support their school community. In summary, this stems from her compassionate understanding of the challenges her community faces, and how this informs her of their needs on a daily basis. This is demonstrated in the school's ethos, which believes in developing the whole child and the school's core values of compassion, collaboration, perseverance, respect and self-worth. This ethos and the core values are reflected in the school curriculum, and the promotion of well-being and emotional literacy for children. Under Mrs Mahon's leadership, the school has adopted a personal approach, investing in various initiatives that support both pupils and parents. Bespoke support is also given to families according to their level of need. An example of the many things the school does in the promotion of positive mental health and well-being are:

- Earmarking a substantial proportion of the school's budget to maintaining an in-house Place2Be service.
- Pupils receive weekly PSHE lessons that focus on emotional literacy, social skills and spiritual development.
- Timetabled art, drama and music ensure that children have an opportunity to express themselves.
- Key dates in the school calendar include Mental Health Week and Anti-Bullying Week, and pupils are selected each year as Anti-Bullying Ambassadors
- The school trialled a new parenting programme to help vulnerable parents and carers develop a healthy family life.
- The headteacher is present in the playground every morning to greet families at the school gate and a listening ear to their concerns
- One morning during winter there was a snowstorm and the playground was carpeted in snow. The headteacher instructed her staff to cancel lessons and send the children outside to play, promising a prize for the best snowman. "Most of them have nowhere at home to play outdoors," she explained.

Caritas Update

Sight Loss Sunday

Did you know that 17 October is Sight Loss Sunday?

The Torch Trust is running online taster sessions on how to be a Sight Loss Friendly Parish – is this something your school could work on with your local parish? – see [here](#) for more details.

World Day of the Poor

This falls on Sunday 14th November. Caritas Westminster is urging people to get involved in the following ways

1. Schools Resources. CSAN have developed resources for schools, which can be found here:

<https://www.csan.org.uk/worlddayofthepoor/>

2. Vinnie Pack packing. We will once again be supporting the SVP and encouraging school pupils to have a day of solidarity and action, as they pack essentials for Homeless people into “Vinnie Packs”. To get involved contact Rosa: rosalewis@rcdow.org.uk

3. Community Action. Find a day in the week leading up to the World Day of the Poor, to invite those you serve through social action projects to a community building and listening event. Our social action work can sometimes feel separate from the rest of parish life. Let's take this opportunity to welcome those we serve into our Catholic Community, and show that we are putting them first by listening to them. If appropriate this can form part of your response to the Synod, or at least, be preparation for the listening exercises you will be undertaking in coming months. To find out more please email caritaswestminster@rcdow.org.uk

Financial Resilience

Families and individuals have lost income, even those who remain in work are finding themselves in debt and are struggling to survive. Schools have been at the front line in the fight against poverty. Many starting or growing foodbanks during the pandemic. We know that money worries affect mental health and relationships and directly impacts learning.

Caritas Westminster is offering **free training** to any member of staff, a governor, parent or volunteer who is interested to learn how the school might go that extra step further to help families become more financial resilient. We will start our next **Firm Foundations** course very soon. Please email caritaswestminster@rcdow.org.uk to find out more

The Why – “Preferential Option for the Poor” - Monday 15th November, 2-4pm

The Why is a periodic, online invitation from Caritas Westminster to parishes, schools and projects to pause, reflect on their outreach, and discern the next steps together. The day after we keep World Day of the Poor (this year on Sunday 14th November) it's especially good to come together to reflect on how we can give radical priority to the needs and hopes of those we call "the poor".

How are you welcoming Afghan Refugees?

There are about 1500 Afghan families currently in bridging hotels waiting onward resettlement. Many have 5 or more children, which means suitable accommodation is hard to find. Until then, they will be stuck in limbo with little idea of what comes next.

- Can any of your staff or parents help with teaching English?
- Can you offer a family day out to visit your school in half term?
- Are you aware of any properties where large families could be relocated?
- Search [here](#) and/or speak to your council to understand what they need.

If you would like more information on welcoming and supporting refugees from Afghanistan, please register [here](#)

This may also be a time for you to consider if your school could get involved in **Community Sponsorship of Refugees**.

Our **next Network Meeting for those involved with Refugees and Migrants is on Thursday 9 December** and will focus on Community Sponsorship. All are welcome, even if your school is not yet involved in any refugee project. If you want to know more about this in the meantime, please contact Meriel merielwoodward@rcdow.org.uk



Diocese of Westminster

A Culture of Encounter
with Refugees and Asylum Seekers

All Welcome

Welcome
Protect
Promote
Integrate



Hosted by:
Caritas
Westminster

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.

Nationality and Borders Bill

We continue to be extremely worried about the Nationality and Borders Bill which is currently going through parliament. Do read our response to this Bill [here](https://www.caritaswestminster.org.uk/nationality-and-borders-bill-caritas-westminster-response-1232.php) if you haven't already.

<https://www.caritaswestminster.org.uk/nationality-and-borders-bill-caritas-westminster-response-1232.php>

It is vital that people write to their MPs on this matter – this Bill would create an even more hostile culture towards those who come to our shores seeking safety, would not help combat the issue of people-trafficking, and would punish those who have had the hardest journeys.

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

Capital and PPP Update

Capital

Statlog – Statutory Compliance

Compliance Overview



Site Manager Tests

1276 / 1658 Test Assets Compliant

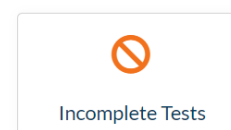
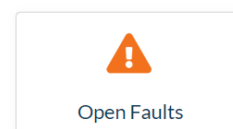
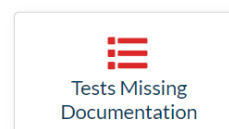
[Show Non-Compliant Setup Sites ▶](#)



Specialist Contractor Tests

1067 / 1405 Test Assets Compliant

[Search and Report](#)



167 out of 205 sites currently subscribed to Statlog.
126 out of 205 sites currently setup for Site Manager Tests.
129 out of 205 sites currently setup for Specialist Contractor Tests.

☒ Only include statistics from sites & assets that have been fully setup on Statlog Statutory Testing Modules

One school has registered as a Statlog user since my last update.

The use of Statlog is required for a) Schools and Academies occupying Diocesan Trust Land and b) any other Catholic VA School seeking access to potential Grant Funding via VASCA.

Academies occupying Land and Building owned by Religious Orders are not compelled to use Statlog. However, the facility is available to every Catholic School in the Diocese. The Education Service is regularly asked to represent the needs of the Catholic School in the Diocese at meetings with Government Departments. Unfortunately, the lack of strategic data from some schools will mean that the team is unable to properly represent the needs of those schools.

145 surveys are now complete or nearing completion. This leaves 21 surveys to be completed before all licenced schools are surveyed. As indicated later in this bulletin, Statlog Data is used to bid for funding on behalf of schools and, until your school's survey is uploaded, you may be missing out on grant opportunities.

Project Manager Lite (Change Affecting Many Schools)

All Statlog Schools have full access to the Project Manager module. Please ensure that all capital work planned for your school is processed using this tool.

Access to the Matched Funding School (VA Schools) terminates on December 31st.

Priority School Building Programme

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

Pupil Placement Planning

Registered Pupils Return – October 2021

Thank you to those school that have already submitted the October Return. Please remember that it is due in before half-term. Access to the Diocesan Data Sorting Tool is available via the Education Service website:



Pupil Placement Planning

If you need further information on Pupil Placement Planning, please contact Nigel Spears.

Registered Pupils - Data Submission Date

To facilitate the Pupil Placement Planning process as directed by the Diocesan Education Commission, the "PPP Data Sorting Tool" below must be returned to the Education Service by:

• **The Last working day of October**

Policy and Guidance Documents

Issued by the Diocese of Westminster

- See Diocesan Protocol (Below)

Issued by the Government

- None To Date

PPP Data Sorting Tool

This tool has been developed, with the assistance of colleagues from St Mary's, Bishop's Stortford, to support the processing of PPP data. Please click on the link below and complete as directed:

• **PPP - Data Sorting Tool**

1st Planner Project

No colleagues have secured access to the 1st Planner Project Data relating to their School/Academy

If you would like access to the data, please register for access at: www.1stplanner.com/datarequest. The system administrator will validate your application and create a secure link.

Decarbonisation

Salix – Heat Decarbonisation Plans

The following is a list of the schools we intend prioritise for the production of Heat Decarbonisation Plans. Those in the GREEN sector have a strong probability for engagement. Those in the AMBER sector will only be engaged if a school in the green sector fails to engage with the Zeco Team.

The cost of producing each Heat Decarbonisation Plan will be paid from the Salix Grant. Schools and Academies will not be asked to pay for this work. Please ensure that you provide any information required and facilitate site access as necessary. All reports must be submitted to Salix by 31st March 2022.

The following list has been generated created using data from Statlog. It is priority order:

Prioritised Order	Site URN	School Name	Nr of Boiler Replacement Projects Identified
1	100355	St John XXIII Catholic Primary School	1
2	100264	Our Lady and St Joseph Catholic Primary School	1
3	100502	Saint Thomas More Language College	2
4	101137	St. Mary of the Angels Catholic Primary School	2
5	101143	St Vincent's Catholic Primary School	1
6	117454	St Thomas of Canterbury Catholic Primary School	1
7	125311	St Paul's Catholic College	3
8	101542	St Mary Magdalen's Catholic Junior School	1
9	102036	St Mary's Catholic Primary School	1
10	102142	Our Lady of Muswell Primary School	1
11	101133	St Joseph's Catholic Primary School	1
12	101331	Our Lady of Lourdes Catholic Primary School	1
13	101334	St Vincent's Catholic Primary School	1
14	102527	St Lawrence Catholic Primary School	1
15	137569	Holy Family Catholic Primary School	1
16	133669	St. Dominic's Catholic Primary School	1
17	125215	Our Lady of the Rosary Catholic Primary School	1
18	117492	St Paul's Catholic Primary School	1
19	101564	Newman Catholic College	1
20	100059	La Sainte Union Catholic Secondary School	1
21	138316	St John Catholic Primary School	1
22	117436	St Joseph's Catholic Primary School	1
23	100357	St Thomas of Canterbury Catholic Primary School	1
24	117438	St Augustine Catholic Primary School	1
25	117470	St Adrian Catholic Primary School	1
26	125233	St Michael Catholic Primary School	1
27	117425	St Joseph's Catholic Primary School	2

28	102144	St Ignatius RC Primary School	1
29	117594	Saint Mary's Catholic School	3
30	101555	St Joseph's Catholic Primary School	2
31	102423	St Bernadette's Catholic Primary School	2
32	146178	St John Fisher Catholic First and Middle School	1
33	101544	Convent of Jesus & Mary Infant and Nursery School	3
34	101920	Our Lady of the Visitation Catholic Primary School	1
35	137995	St Mark's Catholic School	1
36	102149	St Francis de Sales Catholic Infant & Junior School	1
37	102053	St Anne's Catholic High School for Girls	1
38	117464	Our Lady Catholic Primary School	1
39	125214	St Ignatius Catholic Primary School	3
40	101924	St Joseph's Catholic Primary School	1
41	143082	Bishop Douglass School Finchley	1
42	117495	St Anthony's Catholic Primary School	1
43	101539	St Joseph Catholic Junior School	1

Approved Initiatives

Condition Data Collection (CDC)

The Government has commenced the latest round of its Condition Data Collection process. Schools will be contacted by surveyors appointed by the Government. This process is monitored by the Education Service, but we do not normally attend any of the engagement sessions. The surveyors are expected to contact you in advance of any proposed site visit. Please contact nigelspears@rcdow.org.uk if you have any questions about this process. If we receive advanced notification of a block of visits, we will publish that list in the bulletin.

Land and Buildings Collection Tool (LBCT)

This initiative affects Academies only. The LBCT is live and closes in early November. Please ensure that nigelspears@rcdow.org.uk is registered as the Diocesan Checker on your return to avoid any delay in the processing of your submission.

Please note: You must upload a copy of the Land Registry Title (and Plan) for every parcel of land owned by the Church (Diocese or Religious Order).

Insurance Validation

The Catholic Insurance Service and Zurich have commissioned an audit and appraisal of schools insured via the CIS. The Diocesan Trustees are paying for this initiative and targeted schools will be approached by a company called Charterfields. If your school is targeted during this initiative, please supply Charterfields with the data and access they required.