

SERVICES FOR SCHOOLS

Including Networks, Events
and Training Courses

2025/2026

EXETER DIOCESAN BOARD OF EDUCATION VISION

To enable all, through the love of God in Jesus Christ, to 'live life in all its fullness' (John 10:10b)

Nurture vision-inspired education,

Nourish personal and spiritual growth,

Enable connected communities that Flourish

THE EDUCATION TEAM



Sue Lockwood



Christina Mabin



Jo Hunter



Paul Stock



Michala Firth



Marilyn Pearce



Alex Mihnovits



Grace Stanhope

For all Education enquiries: education@exeter.anglican.org

For all Governance enquiries: governance@exeter.anglican.org

For all EDEN enquiries: eden@exeter.anglican.org

Sue Lockwood: Diocesan Director of Education
sue.lockwood@exeter.anglican.org

Christina Mabin: Senior Education Adviser for School Organisation, Governance and Admissions
christina.mabin@exeter.anglican.org

Jo Hunter: Senior Education Adviser for School Effectiveness: Church Schools Flourishing
jo.hunter@exeter.anglican.org

Michala Firth: Education Adviser for School Effectiveness: Christian Distinctiveness
michala.firth@exeter.anglican.org

Paul Stock: Education Adviser for School Organisation, Governance and Admissions
paul.stock@exeter.anglican.org

Marilyn Pearce: Education Administrator
marilyn.pearce@exeter.anglican.org and education@exeter.anglican.org (for General enquiries / correspondence)

Alex Mihnovits: Education Administrator and Clerk to the Diocesan Board of Education
alex.mihnovits@exeter.anglican.org and governance@exeter.anglican.org

Grace Stanhope: Communications Support
grace.stanhope@exeter.anglican.org

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exeter.anglican.org/schools



The Old Deanery, The Cloisters, Exeter, EX1 1HS



facebook.com/ExeterDioceseEducationTeam



@EdCofEDevon

Dear Colleagues,

It is a pleasure and privilege to work with you and your teams as you serve the children and young people in our Church of England Schools (approximately 26, 500), our families and the wider community to enable all to 'live life in all its fullness' (John 10:10).

Our church schools are part of our wider diocesan family which includes community schools who share foundation governance. By working in partnership with you all, our reach has the potential to indirectly support over 62,500 children and young people. We are humbled by this and aim to serve you well.

We recognise that the strength in our diocesan family of schools comes when we all work together, sharing expertise, experience and build together a strong offering for our schools. Your skilled and dedicated leadership, along with that of your governance team and staff, is greatly appreciated. As the Diocesan Education Team, we wish to add value to what you do and therefore offer the services, training, networks and events included in this brochure for your consideration.

Following a successful trial in the academic year 2024/25, we have again presented our Services to Schools and Programme of Networks, Training and Events, in one brochure so to aid your easy navigation of what is on offer. As ever, we offer a significant range of funded – free to you – courses and networks in addition to bespoke 'pay-as-you-go' services. We encourage you to add things of interest to your diary now and to book early. We hope as a minimum that all heads of schools, headteachers and executive heads will attend the free virtual Leadership Forums (1 hour) and the Time to Recharge sessions (20 minutes). Much of our offering is now online however we really value our face-to-face time with you and together as a group* of Church school leaders – please do consider prioritising our annual School Leaders' Gathering: Flourishing. Coming together engenders a sense of connection and belonging and whilst many of you belong to a multi-school grouping, I genuinely believe our diocesan family is precious and I encourage you to pro-actively engage.

We look forward to continuing our work with you.

Thank you for all you give.

Sue Lockwood
Diocesan Director of Education

*The collective nouns for groups of animals include a consortium of crabs, a flamboyance of flamingos, a murder of crows, and a mob of kangaroos. What might the collective noun of church school leaders be? There is a free copy of Flourishing Together by Andy Wolfe and Lynn E Swaner for the 'best' answer (as judged by diocesan staff). Please send your thoughts to Marilyn at education@exeter.anglican.org

AS IT IS,
THERE ARE
MANY PARTS,
BUT ONE
BODY.

1 CORINTHIANS 12:30



DIOCESAN FUNDED CORE OFFER

The DBE, through its Education Team, provides all its church schools and/or church groupings with a range of services which form the core level of support. This support is paid for by the Exeter Diocesan Board of Finance and is summarised as follows:

- ✓ Initial telephone or video-conferencing support from the Education Team, when you need it
- ✓ Leadership forums and Governance forums
- ✓ Regular 'Flourish' newsletter mailings with up-to-date advice, guidance and signposting
- ✓ Hub meetings for Christian Distinctiveness and/or SIAMS leads
- ✓ RE update meetings, including the highlighting and signposting of best practice and any changes
- ✓ Contact from the Education Team at the time of SIAMS Inspection notification, support during the SIAMS inspection process, and attendance at SIAMS Inspection feedback
- ✓ Support and furthering of links with clergy and church teams in your locality, as we seek to further enhance the mutual benefits these afford
- ✓ Support for the recruitment of CEOs, Executive Heads, Headteachers and Heads of School in Church schools or groupings within which there are church schools
- ✓ Support with the recruitment of other key roles such as a secondary school Religious Studies Department Lead or a school grouping central team's Christian Distinctiveness Lead
- ✓ Induction session, at the Old Deanery, for all new Church school / school grouping senior leaders
- ✓ Clerk's advice to support compliance with statutory responsibilities
- ✓ Support and advice with the recruitment of Foundation representation on Governing Boards



DIOCESAN FUNDED CORE OFFER

Continued

- ✓ Admissions advice to support compliance with statutory responsibilities
- ✓ Central Admissions training for staff and Governing Boards involved in admissions
- ✓ An annual admission update meeting for all 'own' admission authorities
- ✓ Signposting to, and/or brokering for, peer to peer support in an area of agreed identified need
- ✓ Signposting of resources
- ✓ Attendance at Ofsted feedback as agreed or requested
- ✓ General support, advice and church school representation for buildings and land issues*
- ✓ Reacting to unexpected/disastrous occurrences where building premises are involved by providing practical, financial and moral support to the Church schools as required
- ✓ Support for VA Governing Bodies in fulfilling their duties in property matters (development, servicing and maintenance and compliance); during critical incidents affecting the premises (e.g. flood and fire) and in progressing emergency repairs
- ✓ Technical updates and guidance on changes in premises matters and capital grant funding opportunities that may be available to Church Academies at that time
- ✓ Represent the interests of Church schools with the Department for Education (DfE), DfE Regions Group, Local Authorities, and within the Diocese of Exeter, and for our locality with the National Society (Church of England Education Office)
- ✓ Advocate and act on behalf of our Diocesan family of schools
- ✓ Support at times of vulnerability
- ✓ Responding to and offering support at times of crisis to offer pastoral support

** Please note, specific projects, such as capital projects and supporting resolution of land issues for conversion to academy, will be charged a professional fee*



PAY-AS-YOU-GO OFFER

We recognise there are times when schools and school groupings will wish to draw on the extensive expertise and wisdom of the Diocesan Education Team and its consultants. We encourage this so you can be assured that you are receiving high quality input for your leaders, including those involved in governance, and for your wider teams.

Pay-as-you-go support is available to meet your school or school grouping's specific needs and as such can be tailored to your requirements. Below are some examples of the sort of activities you may wish to consider:

- ✓ Support with establishing, reshaping or developing your theologically rooted Christian vision
- ✓ Developing a programme or the confidence of staff to lead inclusive, invitational and inspiring Collective Worship
- ✓ Training and guidance for your Ethos group or committee to support their monitoring and evaluation
- ✓ Creating a shared understanding and language for spiritual development and embedding across the curriculum
- ✓ Planning advice tailored to the implementation of units from the locally agreed RE syllabus
- ✓ Effective Governance training for all levels of governance
- ✓ Review of your school's Christian distinctiveness
- ✓ SIAMS SEF writing and review
- ✓ Support for Early Career Teachers, new Heads or leads in areas of Christian distinctiveness
- ✓ Equality, Diversity and Inclusion awareness training, including drawing on 'Flourishing for All'
- ✓ Improvement planning in areas of Christian Distinctiveness
- ✓ Joint lesson observations or work scrutiny
- ✓ Governance arrangements and/or effectiveness including Schemes of Delegated Authority (SODA), monitoring and evaluation, and post review action planning
- ✓ A deep dive into an aspect of Church school provision, for example RE or Collective Worship
- ✓ A department, academy trust or federation wide RE review
- ✓ Enhanced engagement with staff recruitment



PAY-AS-YOU-GO OFFER

Pay-as-you-go services are available at the following rates. This includes the team member or diocesan consultant's preparation, attendance and provision of a note of the visit (NoV).

Cost (excluding VAT) based on face-to-face delivery time per session per adviser/consultant (to include preparation and follow up NoV)		
Up to 1 1/2 hour	3 hour	5-6 hours
£195	£345	£595

Cost (excluding VAT) based on virtual delivery time per session per adviser/consultant (to include preparation and follow up NoV)		
Up to 1 hour	2 hours	3 hours
£120	£225	£320

Core working hours are Mon–Fri, 9:00–17:00, however we are happy to discuss providing training and support outside of these times should you require it and it is mutually agreeable. If a centrally provided course is available in the area in which you are requesting support, you may be directed to this in the first instance. We believe there is value in coming together with other diocesan schools.

N.B. Please note the support for academisation charges are calculated differently due to the volume of work behind the scenes. Should your school be seeking to move to academy status, please speak to us directly to establish charges. Should you wish for any premises support, you should liaise directly with richard.power@exeter.anglican.org. Richard is the diocesan surveyor for church schools and will advise on what support is available and of any charges.

PAY-AS-YOU-GO BOOKING FORM

You can book for your training by speaking directly to one of our adviser team or by emailing education@exeter.anglican.org. We will endeavour to respond to any request within a week of the request being received (term-time) and confirm dates. **To fill in the booking form, [click here](#). Please return completed forms to: education@exeter.anglican.org**

CALENDAR OF DIOCESAN NETWORKS, EVENTS AND TRAINING OPPORTUNITIES

For full event details, please see descriptions which follow the calendar (arranged alphabetically)

Autumn Term 2025

Date	Time	Network/Course title	Venue	Charge
Tuesday 16 th September 2025	10:00-11:00	Admissions Update	Virtual	Free
Wednesday 17 th September 2025	9:30-16:00	Exeter Flourishing Partnership	Lifton	By invitation only
Tuesday 23 rd September 2025	10:00-15:30	Preparing for SIAMS Inspections and the SIAMS Framework	Old Deanery, Exeter	£100 per person*
Wednesday 24 th September 2025	16:00-17:00	Admissions Update (repeat)	Virtual	Free
Tuesday 30 th September 2025	9:30-11:00	EDIJ Network	Virtual	Funding secured
Tuesday 7 th October 2025	16:00-17:00	Climate Action Plans for Schools	Virtual	Free
Wednesday 8 th October 2025	14:00-16:00	Governor Refresher	Virtual	Free
Monday 13 th October 2025	9:30-14:45	Governor/Director Induction Training	Old Deanery, Exeter	Free
Tuesday 14 th October 2025	16:00-17:00	Christian Distinctiveness and RE Hub	Virtual	Free
Friday 17 th October 2025	9:30-15:30	Learn Teach Lead RE Conference	St Mellion	£80 per person
Tuesday 4 th November 2025	16:00-17:00	Exeter Flourishing Partnership Network Hub	Virtual	By invitation only

Autumn Term 2025 *continued*

Date	Time	Network/Course title	Venue	Charge
Wednesday 5 th November 2025	10:00-11:00	School Leadership Forum	Virtual	Free
Wednesday 5 th November 2025	16:00-17:00	Governance Forum	Virtual	Free
Tuesday 11 th November 2025	16:00-17:00	Exeter Flourishing Partnership Network Hub	Virtual	By invitation only
Tuesday 18 th November 2025	10:00-15:30	Understanding Christianity	Old Deanery, Exeter	£100 per person*
Wednesday 19 th November 2025	9:30-16:00	Exeter Flourishing Partnership	Lifton	By invitation only
Wednesday 19 th November 2025	16:30-18:00	Governor/Director Induction (sessions 1 of 2)	Virtual	Free
Thursday 20 th November 2025	16:00-17:00	EDIJ Peer Support Network Hub	Virtual	Funding secured
Monday 24 th November 2025	9:30-16:00	Exeter Flourishing Partnership	Old Deanery, Exeter	By invitation only
Wednesday 26 th November 2025	16:30-18:00	Governor/Director Induction (session 2 of 2)	Virtual	Free
Thursday 27 th November 2025	10:00-15:00	New to Headship	Old Deanery, Exeter	Free
Tuesday 2 nd December 2025	16:00-16:30	Time to Recharge	Virtual	Free
Tuesday 9 th December 2025	10:00-11:00	Clerks Update	Virtual	Free
Wednesday 10 th December 2025	16:00-17:30	Academy Trust Members Training	Virtual	Free

Spring Term 2026

Date	Time	Network/Course title	Venue	Charge
Wednesday 14 th January 2026	9:30-16:00	Exeter Flourishing Partnership	Old Deanery, Exeter	By invitation only
Tuesday 27 th January 2026	9:30-15:30	Christianity as a Global World Faith	Old Deanery, Exeter	By invitation only
Wednesday 28 th January 2026	16:00-18:00	Governance Refresher	Virtual	Free
Monday 9 th February 2026	9:30-16:00	Exeter Flourishing Partnership	Lifton	By invitation only
Tuesday 10 th February 2026	16:00-17:00	Clerks Forum	Virtual	Free
Wednesday 11 th February 2026	16:00-17:00	Christian Distinctiveness and RE Hub	Virtual	Free
Tuesday 3 rd March 2026	16:30-18:00	Governor/Director Induction (session 1 of 2)	Virtual	Free
Wednesday 4 th March 2026	16:00-17:00	Exeter Flourishing Partnership Network Hub	Virtual	By invitation only
Tuesday 10 th March 2026	16:30-18:00	Governor/Director Induction (session 2 of 2)	Virtual	Free
Wednesday 11 th March 2026	9:30-16:00	Exeter Flourishing Partnership	Old Deanery, Exeter	By invitation only

Spring Term 2026 *continued*

Date	Time	Network/Course title	Venue	Charge
Tuesday 17 th March 2026	10:00-14:00	EDIJ Network	TBC	Funding secured
Wednesday 18 th March 2026	TBC	School Leaders' Gathering	Tiverton Hotel Lounge & Venue EX16 4DB	£125 per person

Summer Term 2026

Date	Time	Network/Course title	Venue	Charge
Tuesday 28 th April 2026	9:30-15:30	Christianity as a Global World Faith	Old Deanery, Exeter	By invitation only
Thursday 30 th April 2026	16:00-17:00	EDIJ Peer Support Network Hub	Virtual	Funding secured
Wednesday 6 th May 2026	16:30-18:30	Governance Refresher	Virtual	Free
Wednesday 13 th May 2026	9:30-16:00	Exeter Flourishing Partnership	Lifton	By invitation only
Tuesday 19 th May 2026	9:30-11:00	EDIJ Network	Virtual	Funding secured
Tuesday 2 nd June 2026	10:00-11:00	School Leadership Forum	Virtual	Free
Tuesday 2 nd June 2026	16:00-17:00	Governance Forum	Virtual	Free
Tuesday 9 th June 2026	16:00-17:00	Exeter Flourishing Partnership Network Hub	Virtual	By invitation only
Wednesday 10 th June 2026	14:00-15:00	Clerks Forum	Virtual	Free
Monday 15 th June 2026	9:30-16:00	Exeter Flourishing Partnership	Old Deanery, Exeter	By invitation only
Tuesday 16 th June 2026	10:00-15:30	Preparing for SIAMS Inspections and the SIAMS framework	Old Deanery, Exeter	£100 per person*
Tuesday 16 th June 2026	16:30-18:00	Academy Trust Director training	Virtual	Free
Wednesday 17 th June 2026	16:00-17:00	Christian Distinctiveness and RE Hub	Virtual	Free

Summer Term 2026 *continued*

Date	Time	Network/Course title	Venue	Charge
Tuesday 23 rd June 2026	9:45-14:45	Governor/Director Induction Training	Old Deanery, Exeter	Free
Wednesday 24 th June 2026	10:00-11:00	MAT Leadership Forum	Virtual	Free
Thursday 26 th June 2026	16:00-17:00	EDIJ Peer Support Network Hub	Virtual	Funding secured
Monday 29 th June 2026	9:30-15:30	Christianity as a Global World Faith	Old Deanery, Exeter	£100 per person*
Tuesday 30 th June 2026	10:00-12:00	Governance Reaffirmation and Thanks	Bishop's Palace Garden Marquee, Exeter, EX1 1HY	Free
Wednesday 8 th July	10:00-15:30	Supporting Spiritual Development through Collective Worship, curriculum and wider opportunities	Old Deanery, Exeter	£100 per person*
Wednesday 8 th July 2026	16:00-17:30	An Introduction to Schools Admissions and Appeals	Virtual	Free
Thursday 9 th July 2026	16:00-16:30	Time to Recharge	Virtual	Free

*Additional school staff member at £25 for refreshments/administration

DIOCESAN NETWORKS, EVENTS AND TRAINING OPPORTUNITIES

N.B.: Please note these descriptions are arranged alphabetically by network/course title

An Introduction to Schools Admissions and Appeals

Audience: All governance and staff involved in schools and trusts that are their own admissions and authorities

This workshop will comprehensively cover the development of high-quality admission arrangements and the specific content required by statute. The aim is that each attendee will leave the training with a clear understanding of admission arrangements and procedures, the procedure to follow for changing arrangements and a measure of the likely challenge. This training has been specifically organised with timings so that governors/directors wishing to review and revise their admission arrangements will have time to prepare the documentation and consult during the statutory timeline. The training will also explain the admission appeals process.

Christian Distinctiveness and RE Hubs

Audience: SIAMS leads, plus staff and Governance

These are informal update meetings to support Church of England schools in the development of their Christian distinctiveness. This could include discussions about RE, collective worship, courageous advocacy, vision, wellbeing, spirituality and much more. Come along and share your ideas and good practice; and hear updates and new ideas from colleagues and the education team. It is not all about SIAMS however this will form part of the updates too, with opportunity for the exploration and discussion of any challenges.

Christianity as a Global World Faith

Audience: RE teachers, RE subject leaders, Headteachers, Heads of School, Foundation Governors, Ex-Officio Foundation Governors

This is an exciting opportunity to spend the day with colleagues exploring the new Christianity as a Global World Faith resource. This resource has been produced to support primary and secondary colleagues to enhance engagement with Christianity as a global world faith by incorporating a variety of 'ways of knowing' as part of the RE curriculum. These resources will help broaden pupils' understanding of Christianity within and beyond a localised perspective and embrace its diverse expressions within the UK and worldwide. Training on 27th January and 28th April will be with pilot schools and by invitation only. 29th June will be open to all schools.

Clerks Forum/Update

Audience: Clerks of maintained schools including federations, and clerks/governance professional of Academy Trust Boards / Local Governing Boards

These information sharing sessions for clerks and governance professionals aim to give opportunities for attendees to explore key areas, ensure all are up to date with the latest developments and best practice, and develop support networks across our Diocesan family of schools.

Climate Action Plans for Schools

A session looking at Climate Action Plans for Schools. Helping you to produce an action plan that meets the DfE requirements and will provide a framework for your school community to take meaningful action'

Equity, Diversity, Inclusion and Justice (EDIJ) Peer Support Network

Audience: Senior Leaders, including those involved in governance, of MATS, federations and schools

The Equity, Diversity, Inclusion, and Justice Peer Support Network seeks to establish a strong connection with the principles outlined in the Church of England's documents, "Called, Connected, Committed" and "Our Hope for a Flourishing Schools System." This network's primary objective is to delve into the intricate facets of equity, diversity, inclusion, and justice and how societal and theological theories influence and mould them.

By examining the historical underpinnings of the hierarchical structures around all the protected characteristics, including but not limited to race and the dynamics of equity and justice, the network aims to shed light on the contemporary manifestations of these concepts in our schools. Furthermore, it strives to understand the profound impact of equity, diversity, inclusion, and justice on individuals' personal and professional behaviours.

The ultimate goal is to empower educational leaders to collaboratively shape school environments where every member of the community can have self-awareness and cultivate a profound sense of equity, diversity, inclusion, and justice. In aligning with the Church of England's vision for education, this network seeks to foster an inclusive, nurturing, and supportive educational ecosystem that reflects the values of "Called, Connected, Committed" and "Our Hope for a Flourishing Schools System."

See Appendix 3 for more details.

Flourishing School Leaders Gathering 2026

Audience: School/School Grouping Leaders, including those involved in Governance

This event will be held at the Tiverton Hotel with keynote speakers Dr Margaret James, the National Director of SIAMS, David Wells, Education Adviser and National Speaker, and Lorraine Prince, Head of Networks/National Society for Education. We hope also to be joined by the new Bishop of Crediton. Coming together as a diocesan family of schools we aim to inspire and nourish you in your leadership and sustain and strengthen you in your roles.

See Appendix 1 for more details.

Governor / Director Induction (and useful as refresher training)

Audience: New Governors/Directors (open to all categories of Governors/Directors)

The Diocese of Exeter really values those involved in governance and wishes to ensure all those who take on this role have the appropriate knowledge and know when and from where they can seek support. As such, it is a requirement that all newly appointed Foundation Governors and Directors attend an induction session within twelve months of their appointment. The course provides an overview of the following:

- The roles and responsibilities of those involved in Church school governance
- The requirements and role of governance in relation to setting, monitoring and evaluating the vision;
- Monitoring and evaluating Christian Distinctiveness, and SIAMS inspection;
- Monitoring and evaluating the impact of Religious Education and Collective Worship and improvement areas;
- The role of governance in new staff appointments, school admissions, and buildings;
- Relationships, connectivity and opportunities to partner with the Diocese and your local church community;
- Opportunities to network with other church school governors/directors and share good practice.

Governance Forum

Audience: Governors, Directors, Trustees and Clerks

At each forum we focus on governance in Church of England Schools to share good practice, to highlight local and national initiatives, to highlight opportunities and offer support and guidance. This forum is an opportunity to network with the Diocesan Education Team staff and others involved in governance as we come together as a diocesan family of schools.

Governance Reaffirmation and Thanks

Audience: All those involved in Governance, including School Leaders

Join the Education Team in the Bishop Palace's Garden where a marquee and light refreshments await us. We wish to thank you and reaffirm you in your roles of Foundation Governors/Directors, clerks/governance professionals and school leaders. Please do hold the date.

Governance Refresher Training

Audience: Governors/Directors reappointed to a Church school/Trust

This training is a refresher event for foundation governors/directors that have been re-appointed for a further term as an alternative to revisiting the governance induction training. Topics covered will include updates on RE, Collective Worship, SIAMS and school admissions.

Leadership Forum for School Staff

Audience: All School Leaders (staff)

Join with the Education Team and other school leaders in this virtual network. At each meeting our aim is to provide a focused and relevant specialist input session; to share diocesan updates, priorities and opportunities; to hear the things that are on your mind; and to signpost good practice and possible avenues of support.

MAT Leadership Forum

Audience: CEOs or their representative

The Diocesan MAT Leadership Forum meets to build our collective capacity to improve and serve our learners and families more effectively. Every Academy Trust (AT) is encouraged to attend so that collectively we can:

- Create a strong and flourishing Church of England AT network through identifying and sharing best practice;
- Exercise our moral responsibility and our Christian duty to work in the best interests of all learners and their families as they experience education for wisdom, hope, community and dignity and discover life in all its fullness;
- Strengthen every AT through peer support and challenge;
- Advise the Diocese of Exeter on matters relating to system leadership.

SIAMS – Preparing for SIAMS Inspections and the SIAMS Framework

Audience: School Leaders, Teachers, Governors and Directors

This course is intended for headteachers and senior leaders, teachers, and those who lead on the Christian Distinctiveness of the school or aspects of the SIAMS framework. The focus of the day will be to update you on the 2023 SIAMS framework as well as the opportunity to focus on your school's Christian vision and the self-evaluation documents. It will offer guidance on what is inspected and how to prepare fully for your future SIAMS inspection. It is aimed at all staff and governors and will be interactive and informative and include time for questions and discussion. The course has been costed to encourage more than one member of staff/governor to attend and lunch and refreshments will be provided.

Supporting Spiritual Development through Collective Worship, Curriculum and wider opportunities

Audience: Collective worship leads in all schools, Headteachers, Heads of School

Come along to a day where you can focus on what inspiring, invitational and inclusive collective worship could look like in your school. This is an opportunity to evaluate your own collective worship and to consider how it supports the spiritual development of pupils and adults. A day of ideas, reflection and the opportunity to ask questions too.

Time to Recharge – Spiritual Refreshment

Audience: School staff, those involved in governance and regular school volunteers

Time to Recharge sessions aim to give you time, as spiritual leaders in your schools, for your own spiritual refreshment and nourishment. This inclusive (and non-threatening) virtual session seeks to give you space to reflect, pray and be refreshed as a valued member of our diocesan family. The sessions last no more than 20 minutes.

Understanding Christianity and New RE Agreed Syllabus

Audience: RE leaders and teachers, Headteachers, Heads of Schools

This one-day course will provide RE leaders and those that are interested in leading and teaching RE in primary, infant and junior schools with an overview and introduction to the Understanding Christianity resource. Additionally, there will be opportunity to unpick aspects of the New RE Agreed Syllabus, including the new units and the approach to RE teaching through the lens of Religion and Worldviews.



Booking

A booking form can be found on our website [here](#). If you need any assistance, please contact Marilyn at: education@exeter.anglican.org

Invoicing and Cancellation Policy

All courses will be invoiced at the time of the booking.

Where there is a charge for one of our training events, we will unfortunately need to charge 100% of the cost of the event for participants who do not show up to the event or who cancel within 1 week of the event.*

Where there is a second place, at a charge of £25, we will charge the full £25. Cancellation notifications should be emailed to:

education@exeter.anglican.org

**unless notified of Ofsted or it is an inspection day for an Ofsted or SIAMS inspection.*



Our commitment to you

We look forward to continuing our work together and to serving your school(s) community in the most appropriate way. School, federation or academy trust support and visits will be undertaken by one of our team or by an Associate. As the Diocesan Education Team, we have extensive experience and knowledge of church schools including in leadership, governance matters, SIAMS, Collective Worship, Religious Education and school organisation. Our Associates are all current school leaders or will have recent relevant experience.

Schools, federations and academy trusts are entitled to expect the Education Team and Associates to:

- Deliver the services to a high professional standard
- Respond promptly and courteously to requests for assistance
- Act with discretion and safeguard confidentiality
- Be responsive to individual schools and considerate of their distinctive ethos
- Act with integrity and in accordance with Christian beliefs and values
- Come alongside schools and leaders who are experiencing times of particular challenge
- Listen to any feedback given, and use this appropriately
- Respond promptly and courteously to any complaints about the level of service provided

Appendices

Please see pages below for:

***Appendix 1: Flourishing School Leaders
Gathering 2026 Programme***

Appendix 2: Exeter Flourishing Partnership

***Appendix 3: Equity, Diversity, Inclusion and
Justice Peer Support Network details***

Appendix 4: Cultivate

***Appendix 5: Signposting to external training
opportunities***



Flourishing

School Leaders' Gathering

Wednesday 18th March 2026

Tiverton Hotel Lounge & Venue

Blundells Road, Tiverton

Devon EX16 4DB



Programme

09:00 Registration and Refreshments

09:20 Welcome from the Director of Education, Sue Lockwood, and the Archdeacon of Totnes and Chair of Diocesan Board of Education Committee, the Venerable Douglas Dettmer

09:35 Opening Worship with Bishop Moira

10:00 **David Wells: “Rejoice always, pray continually, give thanks.”
How’s that going?**

When parents are complaining, inspection criteria is changing, your best staff are telling you that they are pregnant, your data is waning, covid is back, the boiler is broken and a child has just swallowed green face paint because a friend told him it was a smoothie. How are we supposed to Rejoice Always? In this short session we will enjoy some Biblical reflections on Leadership. The Scriptures offer tremendous wisdom about the nature of leadership and what it means to lead effectively. This session includes antidotes to cynicism, indifference and resentment that you might like to offer to your staff, especially the mood hoovers and finger pointers!

11:15 Coffee Break

11:40 **Margaret James: Vision: getting to the heart of the matter**

SIAMS puts vision at the heart of its work with Church schools. But why does vision matter so much? And what has inspection got to do with it anyway? Isn't it a personal thing? In this session, we will look together at what can happen if there is no vision – might the people, indeed, perish?

(continued on the next page)

(continued)

Exploring the thinking behind SIAMS' emphasis on vision is designed to help school leaders not see it as an added extra, something required by the Church, but rather as the expression of the beating heart of a school. We will look at some of the academic thinking connected with inspection and vision, some reasons why such a focus might immediately benefit your school community, as well as some of the nitty gritty of vision into practice.

12:40 **Lunch**

13:40 **Lorraine Prince: Leadership for Belonging**

This session will enable participants to reflect on how navigating difference with empathy and courage can strengthen relationships and create the psychological safety needed for honest, transformative conversations. Together, we'll explore how a deep sense of belonging enables communities to pursue justice not as an abstract ideal but as a lived practice—expressed through our actions, language, and partnerships that honour the dignity and inclusion of all.

14:40 **Bishop James: Holy Heroes or Flawed Leaders?**

If I'm honest I can find the heroes of the Bible leaving me feeling more guilty than inspired. For example David stands up to a giant and I'm intimidated by the 4 foot 6 granny at the school gate. Yet the Bible is actually full of leaders God seems to call in spite of their failures rather than because of their immense faith. My hope is that this time us see that the Bible is full of leaders just like you and me, and the children and young people we are called to serve.

15:40 **Closing Reflection and sending**

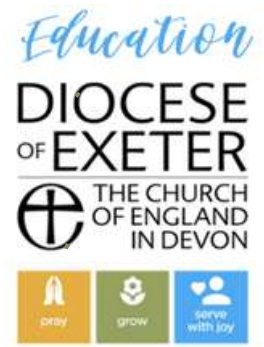
15:50 **Departure**





Flourishing

School Leaders' Gathering



Speakers

David Wells, Education Adviser



David Wells began his teaching career with disillusioned teenagers. Since then he has worked primarily as an Education Adviser speaking at teacher conferences around the world. He has guest lectured in many Universities and worked with charities, volunteers, prisoners, young people and clergy. He is the author of four books and has contributed to many national working parties. He is married to Alison and has three grown up children and a badly behaved dog. He lives in Exmouth, Devon. To find out more look at David's website: www.davidwellslive.com

Lorraine Prince, Head of Networks, National Society for Education



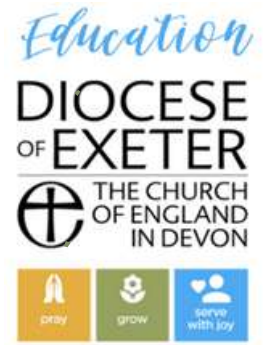
Lorraine Prince is the Head of Networks at the National Society for Education, where she plays a pivotal role in facilitating professional development and fostering connections across various educational networks. Her expertise centres on Equity, Diversity, Inclusion, and Justice (EDIJ), focusing on Special Educational Needs and Disabilities (SEND), Trauma, and Justice and Courageous Advocacy.

In addition to her leadership within the NSE, Lorraine actively supports the Archbishop of Canterbury's Reconciliation Network on Difference, helping to promote peacebuilding and reconciliation in schools. She co-leads the Difference Course, which aims to equip young people with the skills to bridge divides and engage in meaningful dialogue and peacemaking.



Flourishing

School Leaders' Gathering



Speakers

Dr Margaret James, National Director of SIAMS

Margaret is the first National Director of SIAMS and she has been in the role since March 2021. For the five years before that, she was the Director of Education for the Diocese of Worcester. She is an experienced leader within Church of England education and has worked in school, local authority, diocesan, and national educational leadership roles for approximately twenty years.

Margaret has spent almost two decades involved in SIAMS leadership. She is dedicated to ensuring that inspection has a deeply rooted cohesion and integrity, thereby enabling it to make a significant and positive contribution to the development of high-quality Church school education.

The Bishop of Plymouth, the Rt. Rev'd James Grier

James has been the Bishop of Plymouth for over 3 years. It's the greatest privilege a Plymouth lad could have! James has been ordained for 27 years and wherever he has been he has always prioritised work with young people. In 2007 he returned to Devon to start a church in Exeter reaching young people who had little or no experience of Christian faith or church. Alongside spending many many hours providing hot chocolate in their church café, whether in afternoons or the middle of the night, he spent a lot of time in secondary schools. He's also been a Youth Advisor for the Diocese and a governor of a village primary school and a school for 5-18 year olds.

James is married to Liz, who is also ordained and helps train the clergy of the future. They have two sons, who they are relieved have made it through school and out the other side. They also have two cats, who are beyond educating!

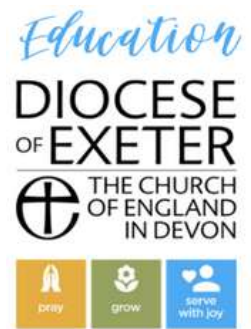


Appendix 2

Exeter Diocesan Board of Education Committee

To enable all, through the love of God in Jesus Christ, to 'live life in all its fullness' (John 10:10b)

Nurture vision-inspired education; **Nourish** personal and spiritual growth; **Enable** connected communities that flourish



Exeter Flourishing Partnership

The Exeter Flourishing Partnership (EFP), inspired by our vision, demonstrates a shared commitment to flourishing church schools across the Diocese of Exeter. It is intended to be a deep, collaborative and beneficial relationship and nourishing partnership between the Diocesan Education Team, the Exeter Diocesan Board of Education Committee (EDBE) and academy trusts/federations. EFP provides rich, meaningful and formative opportunities for engagement to enrich church school distinctiveness.



It will enable those involved to be increasingly effective in upholding the Christian Foundation of their Church of England Schools by equipping leaders with enhanced understanding, skills and knowledge with which to develop and enable all schools in their care to flourish.

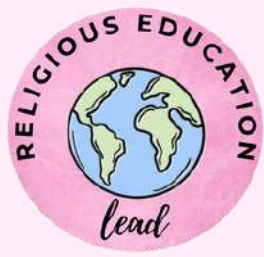
The programme will develop four (or five) EFP strategic lead roles (individuals identified by the academy trust/federation), who will be trained and supported by the Diocesan Education Team to take-on the following lead roles as they work in partnership across the trust/federation:



- Lead for Exeter Flourishing Partnership
- Religion and Worldviews Lead (this could be combined with Collective Worship Lead)
- Collective Worship Lead
- Recruitment and Induction Lead
- Governance Lead

The **Lead for Exeter Flourishing Partnership** works at a strategic level to ensure the church schools within the academy trust/federation are effective as church schools, embracing their original Anglican foundation. They will ensure that the distinctive Christian vision is established and promoted by leadership at all levels, enabling pupils and adults to flourish. The Lead is the main point of contact with the Diocesan Education Team. They are responsible for supporting the other Exeter Flourishing Partnership trust/federation Leads, in partnership with the diocese.





The role of **Religion and Worldviews Lead** can be combined with the **Collective Worship Lead**. These roles represent the axis around which strong Religion and Worldviews (RW) and Collective Worship (CW) in church schools and community schools is built and sustained across the whole academy trust/federation. This Lead works with existing leaders of RW and CW, to ensure that all schools are effective.



The **Recruitment and Induction Lead** will ensure that the academy trust/federation vision and the individual distinctively Christian church school's vision and values are embedded and lived out through recruitment and induction. They will advocate for church school flourishing.



The **Governance Lead** works across all tiers of governance to support those involved in knowing, understanding and fulfilling their responsibilities. This includes ensuring the academy trust/federation is conducted in accordance with the principles, practices and tenets of the Church of England, and is enabling pupils and adults to flourish.

The Exeter Flourishing Partnership is part of our evolving work and relationship with academy trusts and federations where we both recognise your own expertise and seek to add deeper and more impactful value to our joint work. The Diocesan Education Team will offer initial training for the Exeter Flourishing Partnership, lead and sustain networks for ongoing learning and updates, and provide partnership support visits to acknowledge strengths and identify areas for further growth in these areas. The rich evidence gathered through these visits will ensure the Diocesan Education Team and the EDBE have a deeper understanding of the character and work of academy trusts/federations, and in particular of our church schools.

See below details of Lead Partner Training and Hub Networks:

	Day 1	Day 2	Day 1 and 2
Lead Partner	Wednesday 17 th September 2025	Monday 24 th November 2025	Day 1: Lifton Community Centre, PL16 0LA Day 2: Great Hall, Old Deanery, Exeter, EX1 1HS Time: 9:30-16:00
RE & Worldviews Collective Worship	Monday 9 th February 2026	Wednesday 11 th March 2026	Day 1: Lifton Community Centre, PL16 0LA Day 2: Great Hall, Old Deanery, Exeter, EX1 1HS Time: 9:30-16:00
Recruitment and Induction	Wednesday 19 th November 2025	Wednesday 14 th January 2026	Day 1: Lifton Community Centre, PL16 0LA Day 2: Great Hall, Old Deanery, Exeter, EX1 1HS Time: 9:30-16:00
Governance	Wednesday 13 th May 2026	Monday 15 th June 2026	Day 1: Lifton Community Centre, PL16 0LA Day 2: Great Hall, Old Deanery, Exeter, EX1 1HS Time: 9:30-16:00

	Online	Online	Online	In person Full day
Lead Partner	Tuesday 4 th November 2025	Wednesday 4 th March 2026		Flourishing School Leaders Gathering 18 March 2026 Tiverton Hotel Blundells Road Tiverton EX16 4DB
	16:00-17:00	16:00-17:00		
RE & Worldviews Collective Worship	Tuesday 14 th October 2025	Wednesday 11 th February 2026	Wednesday 17 th June 2026	
	16:00-17:00 Christian Distinctiveness Hub then 17:00-17:30 Hub	16:00-17:00 Christian Distinctiveness Hub then 17:00-17:30 Hub	16:00-17:00 Christian Distinctiveness Hub then 17:00-17:30 Hub	
Recruitment and Induction	Tuesday 11 th November 2025	Tuesday 9 th June 2026		
	16:00-17:00	16:00-17:00		
Governance	Wednesday 5th November 2025	Tuesday 2 nd June 2026		
	16:00-17:00 Governance Forum then 17:00-17:30 EFP Hub	16:00-17:00 Governance Forum then 17:00-17:30 EFP Hub		

For more information, please contact: education@exeter.anglican.org

With thanks to the Diocese of Salisbury and the development of the Programme for Church School Flourishing (PCSF) which has informed and helped to shape the Exeter Flourishing Partnership. Thank you also to the South West Diocese Group for their ongoing support enabling cross-diocesan working for the benefit of all schools.



FOUNDATION FOR
EDUCATIONAL
LEADERSHIP

Education

DIOCESE
OF EXETER



Nurture vision-inspired education,

Nourish personal and spiritual growth,

Enable connected communities that Flourish

Equity, Diversity, Inclusion and Justice Peer Support Network

Partnership between the Exeter Diocesan Board of Education and CEFEL, in support of our Diocesan Family of Schools

Equity, Diversity, Inclusion, and Justice Peer Support Network

The Equity, Diversity, Inclusion, and Justice diocese peer support network seeks to establish a strong connection with the principles outlined in the Church of England's documents, "Called, Connected, Committed" and "Our Hope for a Flourishing Schools System." This network's primary objective is to delve into the intricate facets of equity, diversity, inclusion, and justice and how societal and theological theories influence and mould them.

By examining the historical underpinnings of the hierarchical structures around all the protected characteristics, including but not limited to race and the dynamics of equity and justice, the network aims to shed light on the contemporary manifestations of these concepts in our schools. Furthermore, it strives to understand the profound impact of equity, diversity, inclusion, and justice on individuals' personal and professional behaviours. The ultimate goal is to empower educational leaders to collaboratively shape school environments creating a culture of belonging where every member of the community can perceive themselves and cultivate a profound sense of equity, diversity, inclusion, and justice. In aligning with the Church of England's vision for education, this network seeks to foster an inclusive, nurturing, and supportive educational ecosystem that reflects the values of "Called, Connected, Committed" and "Our Hope for a Flourishing Schools System."

For more details please email: paul.stock@exeter.anglican.org

Introduction

The Diocese of Exeter has a racial justice charter which includes the following anti-racism statement:

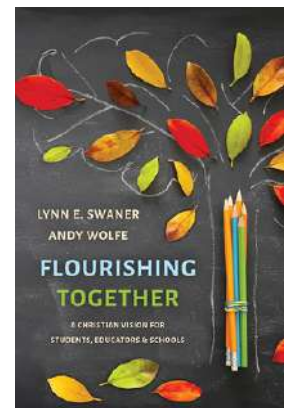
“Racism and other forms of discrimination are wholly incompatible with Jesus’s command that we ‘love one another’ (John 15:12) and his promise of ‘life in all its fullness’ (John 10:10). As part of our Diocesan Vision and Strategy, we commit ourselves to being actively anti-racist. We recognise that we have significant opportunities in our network of mission communities and organisations to combat racism in all its guises and build a better future for all.”

The charter draws on the Church of England’s From Lament to Action report and includes practical steps to tackle racism and improve diversity, including improving the diversity of participation in church life, education, training and mentoring, and addressing history and memory.

The Exeter Diocesan Board of Education Committee (EDBE) is committed to supporting our Diocesan family of schools in their work on Equity, Diversity, Inclusion, and Justice (EDIJ) and has secured funding from the St. Wilfrid’s Trust (to whom we give thanks) to enable this peer support network to be established. The Education Team will work with National Education Leads for Racial Justice from the Church of England Education Office to build on earlier work, including the Peace Feast, our contextual statistical analysis and your feedback to develop this 3 year programme. We invite those leading organisations (CEOs, Executive Heads, Headteachers and those involved in governance) and/or their representatives to join with us as we all prioritise this work and learn together.

Network Overview

There will be three sessions a year – two 90 minute virtual sessions and one face to face day. Each session will be led by a member of Church of England Foundation Educational Leadership (CEFEL’s) Curriculum and Inclusion team, sharing thinking and research around the leadership, theology and pedagogy of inclusive practice including Racial Justice. This will be supported and facilitated by the Exeter Diocesan Education Team with the main link being Paul Stock. Following each teaching session, there will be the opportunity to further and deepen understanding through a termly book club where we will explore together latest research and stories of real lived experiences to learn from.



An outline of the 3 years is as follows however we aim to be flexible to the needs of the group and, as the network develops, to respond to emerging needs. In all sessions there will be content delivery and plenty of time for discussion around key questions so that learning can be turned into action.

Sessions will focus on a Leadership Practice from Called, Connected, Committed (www.cefel.org.uk/ccc/), from 'Flourishing Together' and

from 'Our Hope for a Flourishing School System', enabling us to reflect on what this means specifically for our own contexts and with consideration of the Church of England’s Vision for Education. This will allow some deep reflection while exploring the rich theological underpinnings that guide all our work in creating equitable, diverse, inclusive, and just school communities.



Three Year/Phase Overview

This network is aimed at those who have the influence and desire to make change happen. We invite those leading organisations (CEOs, Executive Heads, Headteachers and those involved in governance) and/or their representatives to join with us in this Equity, Diversity, Inclusion and Justice Network. Whilst the programme is outlined below there is a degree of flexibility so that the programme can be adapted to meet emerging needs. It is intended that you will leave sessions with enriched knowledge and practical ideas of how you can progress this work in your settings and with new resource ideas or signposting.

Called- Exploring Vision (Year/Phase 1)

When called to remove disadvantage, we need to seek reconciliation through exploring honestly and openly our personal Diversity, Equity and Inclusion journey, defining our current reality and considering what needs to change - both within our own organisations/schools/contexts and more widely. We will look at what has hindered change from happening in the past and what is needed to truly heal our communities and pursue the reconciliation required to be able to move forward.

Session Date, Time and Location	Session Theme	Trainers/Facilitators	Attendees
<p>Wednesday 12th February 2025 10:00-14:30 (Core) 14:30-15:30 (Extended time with diocesan team)</p> <p>Face to Face at The Old Deanery</p>	<p>Creating psychologically safe spaces</p>	<p>Lorraine Prince, CEFEL</p> <p>Sarah Lakey, Diocesan Adviser</p>	<p>Academy trust, federation and school leaders, or their representatives, including those involved in governance</p>

Session Date, Time and Location	Session Theme	Trainers/Facilitators	Attendees
Thursday 13th March 2025 16:00-17:00	EDIJ Network Book Club	Sarah Lakey Diocesan Adviser	Academy trust, federation and school leaders, or their representatives, including those involved in governance
Thursday 15th May 2025 13:30-15:00	Faith and EDIJ - connecting the church, school and community	Krys McInnis and Alysia- Lara Ayonrinde Sarah Lakey Diocesan Adviser	
Thursday 5th June 2025 16:00-17:00	EDIJ Network Book Club	Sarah Lakey Diocesan Adviser	

Connected- Engaging with the Vision (Year/Phase 2)

Leaders in education cherish diversity, recognising that their school communities are inherently better and richer if their doors are open to people from all different backgrounds and traditions. Leaders will unlock opportunities for their children to flourish in a wide variety of disciplines, not simply those measured. What changes do we need to make so that all students can flourish in our schools? A chance to explore these ideas with school leaders from different contexts.

30 th September 2025 9:30-11:00 Virtual	What does justice work look like for you?	Krys McInnis, CEFEL Adviser Paul Stock, Diocesan Adviser	Academy trust, federation and school leaders, or their representatives, including those involved in governance
20 th November 2025 16:00-17:00 Virtual	EDIJ Peer Support Network Hub	Paul Stock, Diocesan Adviser	
17 th March 2026 Face to Face	What does justice look like in collaboration with your parish?	Lorraine Prince, CEFEL Adviser Paul Stock, Diocesan Adviser	
30 th April 2026 16:00-17:00 Virtual	EDIJ Peer Support Network Hub	Paul Stock, Diocesan Adviser	
19 th May 2026 9:30-11:00 Virtual	TBC	CEFEL Adviser Paul Stock, Diocesan Adviser	
26 th June 2026 16:00-17:00 Virtual	EDIJ Peer Support Network Hub	Paul Stock, Diocesan Adviser	

Committed - Sustaining the Vision (Year/Phase 3)

Leading in education is grounded in a picture of the future that inspires passion that lasts. While good leaders create a vision, great leaders sustain it. Leaders demonstrate that HOPE is sticking around to provide consistency and dependability for the long term. Teams who sustain visions can still see where they are going in the dark times, and they grow through the difficulties they face together. How do we embed these changes for the long term, making them future proof?

TBC	Do with us, not for us (Pupil Justice Leaders)	CEFEL Adviser(s) Paul Stock, Diocesan Adviser	Academy trust, federation and school leaders, or their representatives, including those involved in governance
TBC	Good Leaders Create Vision, Great Leaders Sustain it	CEFEL Adviser(s) Paul Stock, Diocesan Adviser	
TBC	Embedding Practices as a Leader for Justice	CEFEL Adviser(s) Paul Stock, Diocesan Adviser	

Payment

This Network is being provided to schools by the EDBE with no charge due to the generosity of St. Wilfrid's Trust in providing grant funding. No payment is required for participation. We are unable to assist with costs of any necessary cover for release from schools.

Commitment

We would be delighted to have you join us as part of this Equity, Diversity, Inclusion and Justice (EDIJ) Peer Support Network. Please consider whether attending with a colleague is possible as it may allow you to plan together, and enable you to consider how your learning and reflections can be used to move things forward or enact change.

Although the network has started it isn't too late to join, please email Paul Stock at paul.stock@exeter.anglican.org

Contacts

If you have any queries about this Network, please email Paul Stock at paul.stock@exeter.anglican.org who is the link Diocesan Adviser for this Network.



Cultivate

Appendix 4

Cultivate

Cultivate is a training and development programme offered by the Diocese of Exeter which offers expertise, the relationships and experiences to cultivate your gifts and callings. The courses are for both ordained and lay people, and all diocesan events are offered free. Events offered by other organisations may have a small charge.

[Click here to read the Cultivate 2025-2026 brochure.](#)

Appendix 5

Signposting to External Training Opportunities

Leaders Like Us

Leaders Like Us is a multi-faceted programme for aspiring senior leaders from UKME/GMH



THE CHURCH
OF ENGLAND
EDUCATION OFFICE

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EDUCATIONAL
LEADERSHIP

backgrounds, throughout the country, with the aim of enabling them to progress to headship. It is open to teachers and leaders in all schools in England, not just Church of England schools. You can find out more via this short video: Leaders Like Us.

The Leaders Like Us Programme is an 18-month learning journey, which supports you as a leader to develop your knowledge and skills in order to prepare you for headship in the next 2 – 5 years. The four elements interweave to give you a broad range of experiences and opportunities for learning, based on the research around what we know works with regards to UKME/GMH school leader progression and recruitment (e.g. Miller 2020).

The four elements are:

Training: Supporting you to find the right accredited training to enable you to progress to the next stage of your leadership (including NPQ courses such as NPQSL or NPQH, as well as bespoke training offered through our partners, Aspiring Heads). CEFEL's Racial Justice Team will be able to find the right fit for your career progression and we will track you through the programme to ensure it is fully meeting your needs.

Shadowing: Linking you with a similar school in a contrasting location to give you the experience of seeing headship close-up and the understanding of what working in a different context might be like. The headteacher you shadow will then become a mentor to you throughout the duration of the programme. Your mentor, school and their diocese/ trust will undergo training and oversight from the CEFEL Inclusion team to ensure this is an experience which enables you to thrive.

Mentoring: Your mentor Headteacher will support you as you seek to progress in your career, helping to prepare you for job applications and interviews as well as supporting your personal development as a leader. The mentors will be trained and overseen by experienced UKME school leaders, within MATs or dioceses that are fully engaged in our Diversity, Equity and Inclusion work.

Appendix 5

Signposting to External Training Opportunities

Continued

Networking: You will form a cohort group with the other leaders on the programme and work together to find collective solutions to school leadership issues, to celebrate one another's successes, to learn from each other's stories and to advocate and encourage one another. These networks will be led by the CEFEL Curriculum and Inclusion Team, with a mix of virtual and face to face events – regionally and nationally.

To find out more, as a potential participant or host, please contact:

- Alysia-Lara Ayonrinde: alysia-lara.ayonrinde@churchofengland.org (Primary)
- Elizabeth Olulari: elizabeth.olulari@churchofengland.org (Secondary)

Centre for Chaplaincy in Education, in partnership with Newman University, Birmingham

The Centre for Chaplaincy in Education seeks to work in partnership with everyone committed to Chaplaincy in Education.



In partnership with Newman University, they are currently offering an induction programme for Chaplains across the UK. The course will:

- Develop a new Chaplain's knowledge of their context and ability to analyse this.
- Develop a new Chaplain's core skills and ability to deepen these.
- Develop a new Chaplain's ability to fulfil the role and be able to access and create resources.
- Develop a new Chaplain's engagement with the wider school/College Chaplaincy network.

For information on the course, the costs and bursaries please visit [here](#).

LTLRE (Learn, Teach, Lead RE)

[Click here](#) for details of LTLRE events and local hub meetings.





Nurture vision-inspired education
Nourish personal and spiritual growth
Enable connected communities that **flourish**

*To enable all, through the love of God in Jesus Christ,
to **'live life in all it's fullness'***

John 10:10