

GENERAL SYNOD

The Development of Teaching and Educational Leadership Partnerships

1. The Church of England Education Office supports the Archbishops Council and National Society in offering a compelling vision for the transformative purpose of lifelong education (both statutory and voluntary) in the mission of the Church of England, with a focus on wisdom for living and the spiritual, intellectual and emotional development that leads to the flourishing of every person.
2. In order to make this vision a reality, the Church needs to foster vocations to teach, lead, serve and govern in the whole range of educational contexts so that those engaged in this work understand how it is valued by the Church as part of its on-going commitment to contributing to the common good, facilitating the numerical and spiritual growth of the Church and reimagining the Church's ministry.
3. This paper outlines exploratory thinking around a new formal partnership for the training and development of people working in the Church's education network in order to enable them to share in making this vision a reality. It is the result of substantial consultation across the Church of England's education network, including:
 - Diocesan Directors of Education and the Chairs of the Boards of Education;
 - Approximately 800 head teachers of Church of England schools;
 - Close engagement with Vice-Chancellors and Deans of Education at the 11 Anglican-foundation universities;
 - The Anglican Academies and Secondary Schools Headteachers Association;
 - Leaders of Church of England Teaching Schools
 - The House of Bishops
 - Archbishops' Council
4. The consultation has demonstrated both the need and appetite for a nationally coordinated programme of training and development opportunities from Initial Training to Executive Leadership development (including those working in less formal settings), and designed specifically for promoting an Anglican vision for education.
5. Much of the concept is still in development and will evolve in the light of continuing consultation and feasibility work. However, what is clear at this early stage is that this project could address a number of problems faced by our network, as well as seizing unique opportunities.

Scope

6. The Church of England's network in education is a unique asset for the Church and for the nation. For the purposes of this project we have identified six principal groups of people, but acknowledge that this list is not exhaustive:
 - a. **Teachers**
There are 135,000 teachers in Church of England schools, but many more Christians sharing our vision for a rounded education and teach in other schools. The 11 Anglican-foundation universities train roughly 20% of all

teachers in England, irrespective of whether they go on to teach in a Church of England school.

b. School leaders

Headteachers and Deputy Headteachers are crucial agents for establishing the identity of a school, and shaping the kind of education they offer.

c. Governors

Roughly 22,500 school governors are directly appointed by dioceses. Many more Christians are responsible for the strategy, vision and ethos of other schools.

d. Lay and ordained ministers

The relationship between schools and local ministers is crucial for growing the links with the parish.

e. Children's and Youth Workers

The networks of Children's and Youth Workers are vital leaders for shaping the development of children and young people in non-formal settings.

f. Diocesan Educational Leadership

Directors of Education and their teams providing leadership and strategic vision for the Church's educational work in their diocese.

7. Each of these groups has a particular role to play in ensuring that every child has access to the rounded education which will enable them to flourish. This project will explore ways the training and development for each of these groups can more effectively harness the power of our network.

The Challenges

8. There are currently very few opportunities for teachers and educational leaders to equip themselves to deliver the particular kind of education espoused by the Church (see point 1 above).
9. Increases in pupil populations nationally will require a significant increase in the numbers of teachers who will need to be trained. These increases come at a time of significant teacher shortage which is affecting Church of England schools disproportionately, probably because of the rural nature of many Church schools and the additional need for teachers to share a Christian vision for education.
10. Changes in government policy have diminished the role of universities in providing strategic oversight for the training of teachers.
11. The role of Diocesan Leadership has changed significantly in the past ten years, and there are few opportunities to develop the unique set of skills required by our professional diocesan leadership teams.

The Opportunities

12. The Church is uniquely resourced with very significant but as yet under exploited assets for the betterment of education in England. This national network means that

the Church is well placed to offer leadership to the whole sector in the context of a public discourse about education inclined against utilitarianism.

13. The fragmentation of the education system in England over the last 5 years presents an opportunity for the Church of England to lead the way by providing coherence, bringing dioceses, schools and universities together in dynamic partnerships.
14. Public discourse around education is increasingly looking to develop a deeper and more rounded sense of development for children and young people (e.g. Character Education). This is an area where the Church has a valuable perspective to offer.

The Solution

15. Looking at these challenges and opportunities, consultation has shown that the Church's education network stands ready to develop a bold and imaginative solution.
16. To this end the Education Office is exploring how a formal partnership of schools, universities, dioceses and national bodies could not only offer a counter-cultural approach to teaching and education, but also the means of implementing it across the country.
17. This partnership would form a key element of that work to ensure that discipleship, vocation and education are at the heart of the Church's reform and renewal programme.

Further Development

18. Further work is required to develop a more rigorous theological basis for our vision of education. This will involve continued engagement with Chairs of Diocesan Boards of Education, the House and College of Bishops, the Faith and Order Commission, Ministerial Education and others. This work will be led by a Theological Reference Group chaired by Professor David Ford.
19. A Steering Group is being established to oversee the development of the project and is being chaired by Professor Joy Carter, Vice-Chancellor of University of Winchester.
20. A small project team has been established in order to continue the work to map and audit current provision whilst developing appropriate pathfinder projects for the next phase. These pathfinder projects will enable us to offer a range of high-quality professional development, teacher training, leadership development and governor training programmes and evolve our thinking about the future shape of any formal partnership in the future.

Bishop of Ely
Chair of the National Society
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