

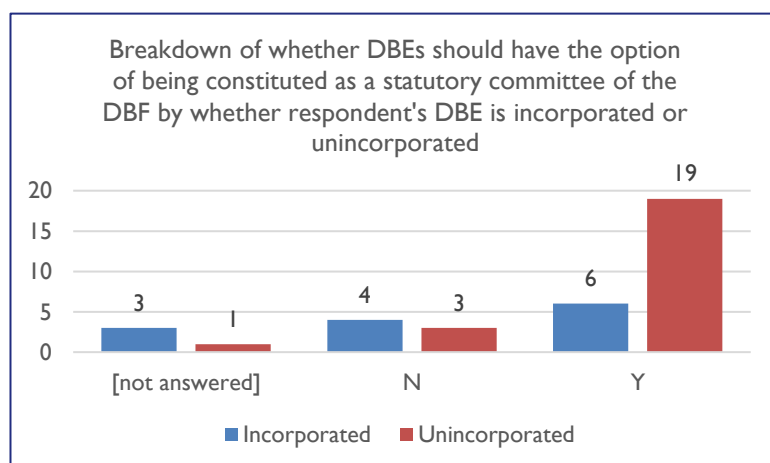
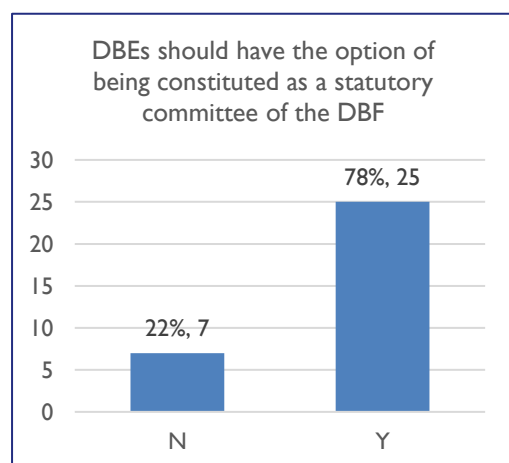
ANNEX B

CONSULTATION RESPONSE JULY – OCTOBER 2018

Below is a summary of the consultation questions asked and the responses received. Three¹ of the Dioceses did not respond at all. Several did not respond to the questions directly but wrote a response that did not follow the format requested by the consultation and did not address the questions directly. Some dioceses submitted more than one response from different members of the diocese. Taking all of these factors into account there were 36 responses from individual dioceses and 41 responses when including dioceses that submitted responses from different members.

1. Should DBEs have the option of being constituted as a statutory committee of the DBF?

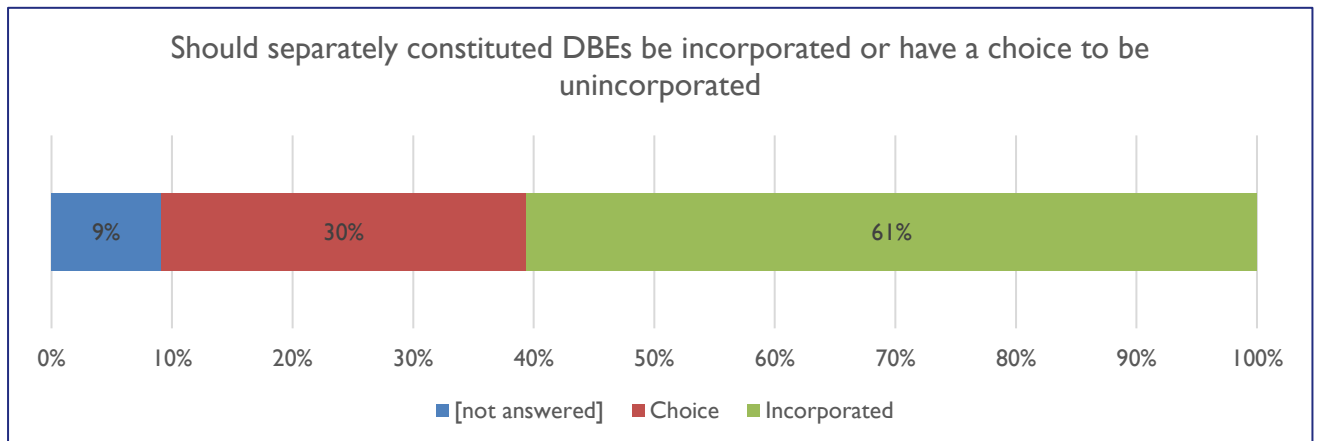
Excluding those who did not answer the question, 25 respondents (78%) were in favour of DBEs being constituted as a statutory committee of the DBF. Seven (22%) respondents were not in favour of this option. Some of the respondents did not agree because they considered the DBE being an incorporated entity as the best option and did not consider it necessary to have an alternative option of a statutory committee.



¹ The Isle of Man, which did not respond to the consultation, was initially included as a non-responding diocese in the consultation response summary provided at the February 2019 Synod (GS Misc 1215). However, as the Isle of Man is not within the extent of the draft Measure (unless an Act of the Tynwald so provides), the non-response from this diocese has now been discounted.

2. If DBEs are separately constituted from the DBF should they be required to be incorporated entities, or should there should be a choice as to whether a separate DBE is incorporated or unincorporated?

21 respondents said incorporated was the best option but with a considerable minority (10 respondents) in favour of choice. Four dioceses did not answer the question. Two dioceses considered remaining unincorporated to be the best option, which is the constitution of their DBE. This was for reasons of cost, administrative burden and integration.



3. Do the current employment arrangements for the DDE and other DBE staff work well in the diocese and are there any concerns with the current arrangements?

Main points raised by respondents:

(a) Unincorporated DBEs:

- Structure allows for connectivity, support and greater capacity through the DBF.
- Flexibility for employees to be employed part-time by the DBE and part-time in other diocesan roles, which is helpful for smaller dioceses.
- Line management can be inconsistent and relies on good relationships rather than clear policies.

(b) Incorporated DBEs:

- Better recruitment and retention
- Greater control of staffing structure, policies and processes
- Can have line management structures that lead to diocesan integration, 'holding accountability to the DBF and the diocesan synod.'

4. Should the functions and powers of a DBE include a power to enable a DBE to intervene where the standards of education in a Church school are a cause of concern.

The main issues raised were:

- (a) The importance of clearly defining intervention
- (b) The extra cost of intervention and where extra funding would come from
- (c) Managing the increased accountability that comes with increased powers
- (d) The challenge of not always having access to school performance data in a timely way

5. Are there any specific areas on which you would find it helpful to have guidance from the Archbishops' Council?

Areas suggested by respondents were broadly as follows:

- (a) Legal/Structure/Funding
- (b) Relationships with church schools and other internal and external stakeholders
- (c) Staffing