



## EDUCATION TRAINING AND SUPPORT PARTNERSHIP AGREEMENT FOR SCHOOLS & ACADEMIES

Academic Year

# 2025/2026

SEPTEMBER 2025 - AUGUST 2026

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*Information regarding our Statutory Services are detailed on our website rather than in this document.  
For **Statutory Services** ([click here](#))*



Inspiring *each* Generation

## Foreword

On behalf of the Hereford Diocesan Board of Education (HDBE), we are delighted to offer you and your school team the opportunities that are contained within the Training and Support Partnership Agreement for academic year 2025-26.

In response to local and national developments and your feedback, we have continued to review, refine and develop our offer to support the continued development of church schools around the Diocese of Hereford, ensuring the flourishing of children and adults alike. We are delighted to work as your partners to realise your Christian vision within your unique and special contexts.

This document sets out both the core services that are available to all church schools, as well as details of the enhanced support that we can offer to those schools that take advantage of the purchasable Training and Support Partnership Agreement. This year, we are pleased to be able to further expand our training programme. We are offering additional courses, including in person workshops for both school leaders and governors in supporting the mental health and wellbeing of others, SIAMS SEF writing workshops in both north and south locations and support in the leading of sustainability in our church schools.

We are also pleased to be able to continue to provide an offer of support for school leaders' mental health and wellbeing this year, as we recognise the pressures that you face in leading your schools and the challenges of the ever-changing educational landscape.

Our full suite of SIAMS-related training courses will of course continue to be on offer, having been revised and updated to reflect the most up to date inspection framework.

We very much hope that the offer available through the Training and Support Partnership Agreement can provide much needed support to you and your wider leadership teams. All schools that purchase this Partnership Agreement have access to 4 hours of bespoke support, focusing on your school's identified priorities. Please do try to book bespoke hours in good time to secure your preferred dates. Please note, multi-academy trusts and federations have access to a discounted and adapted charging model.

Our training and support services are open to all who work as part of your school community – Early Career Teachers (ECTs), class teachers, aspiring leaders, senior leaders, headteachers, clergy, and governors. All are welcome!

We look forward to working with you and your wider teams as we move into the next academic year and thank you for your continued and unwavering dedication to the children and young people in your school communities.



**Canon Tim Reid**  
**Executive Diocesan Director of Education**



**Gemma Martin**  
**Diocesan Director of Education**

## The Diocesan Education Team

The Education Team is made up of the following members, all of whom have distinct areas of expertise and therefore deliver varying aspects of our offer.



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01432 373341



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Education Adviser



**Ian Hill**

Net Zero Project  
Manager – Schools

**Email contact for the Education Team: [education@hereford.anglican.org](mailto:education@hereford.anglican.org)**

## Entitlement for all Church Schools & Academies - Core Services

Our Core Christian Distinctiveness, Leadership and Management Service is subsidised by the Board of Finance. Our Core Services enable all of our Church of England schools and academies to access quality support.

### Leadership & Management

- ✓ Initial telephone and email advice and support as required, from 9.00am – 4.00pm, Monday to Friday (please see above for contact details)
- ✓ Weekly information from the Education Team via the publication of the E-bulletin and access to information on the diocesan website
- ✓ Free attendance at termly leadership online briefings
- ✓ A diocesan 'keeping in touch' meeting – an annual meeting with a member of the Education Team to discuss your school's current context and priorities (two-year cycle of in person and online)
- ✓ School organisation advice and support (academisation, change of age range etc.)
- ✓ Professional support for the recruitment of all Headteacher posts including recruitment information pack and planning visit with the Governing Board from a member of the Education

Team. Attendance\* at a day of interviews to support the appointment of a Headteacher/Head of School. Support through Headteacher appointment processes (interviews and preparation meetings). *\*Subject to appropriate consultation and agreement of dates with the Diocese*

- ✓ Attendance of one day welcome, induction and training for newly appointed *Headteachers to Church Schools*
- ✓ Conversation with SIAMS and Ofsted Inspectors during their visit
- ✓ Attendance at SIAMS and Ofsted feedback by a member of the Education Team
- ✓ Attendance of a one-day welcome and induction day for of all newly appointed *Early Career Teachers to Church Schools* and those *New to Teaching in a Church of England School*
- ✓ Update briefings relating to local and national policy as required
- ✓ Pastoral support.

### **Governors and Governance**

- ✓ Free attendance at termly leadership briefings *for Governors and Governance Professionals*
- ✓ Governance Professionals' advice and support sessions (statutory responsibilities, drop-in sessions and annual planning)
- ✓ Training for Governors and Directors/Trustees on what it means to be a Governor/Director in a church school
- ✓ Access to half termly podcasts specifically for church school governors
- ✓ Administration and support with foundation governor/trustee appointments
- ✓ Annual Governance Audit Report – desktop analysis of school's published governance data
- ✓ Liaison with LAs, governors and clerks on the Instrument of Government (maintained schools)
- ✓ Liaison with Members and Directors within Academy Trusts in regard to Articles of Association
- ✓ Supporting schools on responding to legislation and government initiatives
- ✓ Policies and guidance on governors, particularly Foundation Governors
- ✓ Advice relating to the Diocese of Hereford Academisation Strategy and related academy conversion guidance.

### **Property (Estate Management)**

- ✓ Initial telephone/email advice regarding church school property/buildings, site ownership and trust deeds
- ✓ Access to virtual forums supporting net zero carbon awareness and school estate support/management
- ✓ Initial guidance on sources of funding available for buildings projects
- ✓ Capital programs and work with maintained schools to participate in the relevant programmes
- ✓ Land & Building Collection Tool Authorisation for Academy Trusts
- ✓ Working with DfE, National CE office, Local Authorities, SALIX and DBE Services to achieve Carbon Zero for schools
- ✓ VA School Condition Allocation (CAPITAL) projects: Management fee of 2% of total project cost (max £1,200) for School Condition Allocation (SCA) projects for all VA schools (all payments and grants will be administered through the Diocesan Board of Finance not in the school)
- ✓ Where considerable further support is required the Diocesan Education Team reserve the right to charge an agreed hourly fee in advance of the work being carried out.

### **Church School Distinctiveness**

- ✓ Initial telephone, email advice and online support on relevant issues
- ✓ SIAMS SEF desktop review with written feedback for schools listed on the current year's SIAMS inspection list

- ✓ SIAMS updates and updates in education law relating to RE and Collective Worship
- ✓ Programme of support for J2 SIAMS judgements
- ✓ Invitation to Year 6 celebration service with free attendance for all church schools
- ✓ School Worship training for clergy and lay leaders
- ✓ Weekly prayers for individual schools across the course of the year shared on Facebook/X.

## Service Charter

**Those schools and academies within our diocese are entitled to expect members of the Diocesan Education Team to:**

- Have a pastoral concern for the staff, governors and pupils of the school or academy
- Provide professional and expert information, advice and assistance
- Deliver the services listed, upon request, to a high standard
- Respond promptly and courteously to requests for assistance
- Act with discretion and confidentiality
- Be responsive to individual schools and academies and their distinctive ethos
- Act with integrity and in accordance with Christian beliefs and values
- Promote, at all times, the Christian foundation and ethos of the school or academy
- Deal promptly and courteously with any complaints regarding the level of service provided
- Represent the interests of Church of England schools and academies with partner Local Authorities (LAs), the Department for Education (DfE), Standard Advisory Councils for RE (SACREs), Regional Director (previously known as Regional Schools Commissioner), the Church of England and Church of Wales National Society for Education and other appropriate bodies.

**In return, schools and academies subscribing to the agreement are expected to:**

- Keep the Diocesan Education Team informed of any changes in relation to the service required
- Keep the Diocesan Education Team informed of any developments at the school or academy
- Be available, given adequate notice, for meetings and / or visits
- Give adequate and appropriate notice when requesting or postponing visits, meetings, bespoke training sessions etc where possible giving at least 24 hours' notice for any cancellations. For the cancellation of training course places, please see our booking and cancellation policy detailed on our Training and Events Schedule
- Pay invoices promptly.

### **Complaints**

Any complaints should, in the first instance, be directed to the Diocesan Director of Education. The Diocesan Director of Education will arrange for another officer to investigate and respond. If the matter is not resolved at this stage, the issue will be referred to an appropriate member of the Diocesan Board of Education.

# The Training and Support Schools Partnership Agreement – Offer and Charges

The Training and Support Partnership Agreement offers a wide range of training sessions and events to support your work in schools. In addition, 4 hours of online bespoke support is available as part of the agreement for individual schools, multi-academy trusts and federations to enable you to work on your key priorities.

## Training and Events Schedule

The schedule of training and events is outlined in a separate document. However, the content is categorised into key areas as follows:

- Church School Leadership (including Admissions, Property and Sustainability)
- Governance
- SIAMS
- Religious Education and Collective Worship
- Christian Distinctiveness and Spirituality.

Partnership Schools can book an unlimited number of places on all courses included in their Partnership Agreement for 2025/26 and also have priority access to our additional events. Additional RE and Worship resources will be available to partnership schools via a secure link.

## Weekly Collective Worship Videos



Every week a video and related half termly activity sheet will be sent to all Partnership schools; each video is suitable for both classroom and whole school worship.

## Mappa Mundi In-School Workshops



The Hereford Mappa Mundi is the largest medieval world map to survive and is an outstanding treasure in Hereford Cathedral. In-school workshops are now available and can be customised depending on the wishes of the school (age of the pupils). Groups can explore the myths and mysteries of Hereford's map of the Middle Ages using detailed photography alongside a life size facsimile. These workshops are only available for Partnership Schools and are at a subsidised cost of £2.00 per child, with a minimum charge of £60. Use our [online form](#) to make an enquiry, or email on [education@hereford.anglican.org](mailto:education@hereford.anglican.org) or call 01432 373341.

## Bespoke Support

Your bespoke support is available for use in a range of ways, and this is detailed on the following page. When schools or academies are working in multi-academy trusts or federations, where possible, we will seek to conduct any training and support across the included schools.

## Bespoke Support

**Single schools and academies can fulfil their entitlement of 4 hours of remote support from the following options (hours can be upgraded to in person support):**

*For Federations and Multi-Academy Trusts hours will be pro-rated and this is reflected in the chargeable cost (i.e. 4 hours for the first school and 2 hours per school thereafter).*

**Your 4 hours of bespoke virtual/online training or support can include, but is not limited to the following topics (number of hours to be agreed with Diocesan Officer):**

<b>Religious Education (RE), Collective Worship (CW) &amp; SIAMS</b> <ul style="list-style-type: none"> <li>✓ SIAMS online consultation to include a review of your SEF, in academic year prior to when SIAMS inspection is due and/or academic year of SIAMS inspection</li> <li>✓ Facilitating a theologically-rooted Christian vision</li> <li>✓ Key aspects of training and development detailed in the 2025-26 Training Schedule is available on a bespoke basis</li> <li>✓ Collective Worship training for staff and pupil-led worship teams</li> <li>✓ Provide advice for school policy documents reflecting a distinctive Christian ethos e.g. SRE</li> <li>✓ RE curriculum design support</li> <li>✓ Member of Education Team leading bespoke virtual collective worship for your school</li> <li>✓ 'Understanding Christianity' (RE resource) training for your school</li> <li>✓ RE subject review (in person only)</li> <li>✓ Collective Worship and Spirituality review (in person only)</li> <li>✓ Website review for SIAMS (off-site)</li> <li>✓ Equity, Diversity, Inclusion and Justice (EDJI) training/support</li> </ul>	INSET: <b>4 hours</b>
	INSET: <b>2 hours</b>
	Twilight or Staff meeting: <b>1.5 hours</b>
<b>Leadership and Management</b> <ul style="list-style-type: none"> <li>✓ Discussion of church school priorities and a creation of a church school development plan and church school Carbon Action Plan</li> <li>✓ Vision and Values: a leadership coaching conversation</li> <li>✓ Preparing governors for school inspections, Ofsted and SIAMS</li> </ul>	

**Partnership Schools can upgrade to the 'Plus Option' (+£200) to convert all hours to in person and can also purchase additional hours for bespoke support:**

	Online Support/Training	In person Support/Training
<b>Inset (4 hours)</b>	£300	£400
<b>Inset (2 hours)</b>	£150	£250 (min 2 hours)
<b>Hourly rate</b>	£75 per hour	

**Schools/Academies without a Partnership Agreement can purchase bespoke hours for any of the services listed at the above quoted rates.**



<b>Training and Support Partnership Agreement Charges (Remote Bespoke Support) for Academic Year 2025/2026</b>	
NOR (as at October 2024 census):	Cost for Training and Support Partnership Agreement:
0-100	£700.00
101-200	£900.00
>201	£1200.00
<b>Federations and Multi-Academy Trusts:</b> Please calculate the cost for each school within the federation (based on pupil numbers at the October 2024 census) and then apply a discount of 20% to the total.	

<b>Training and Support Partnership Agreement Fees for Academic Year 2025-26 Plus Option: <i>upgrade to use your 4 bespoke support hours in person for additional fee of £200.00</i></b> Please note a minimum of 2 hours will be allocated for face-to-face sessions.
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<b>Multi-Academy Trusts – Additional Central Support Offer: (4 hours remote support) additional fee of £300.00</b>
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## Links to Partnership Agreement Sign up Forms

Single School	<a href="#">click here</a> to sign up to the Training and Support Partnership Agreement
Federation/Multi-Academy Trust	<a href="#">click here</a> to sign up to the Training and Support Partnership Agreement

VAT at the standard rate is applicable to all services offered but will be recoverable by the school.



## Charges for “Pay as You Use” Services for all schools/academies

In addition to the support listed in our Core Services, the following support services are available from the Diocesan Education Team:

<p><b>Property (Estate Management) and Trust Deed Issues</b></p> <p><i>Note: when support and guidance is agreed to be in addition to core services, the number of hours are to be agreed with the Diocesan Officer.</i></p> <p><b>Academies only:</b></p> <ul style="list-style-type: none"> <li>✓ Reviewing and providing Trustee consent: for Condition Improvement Bids and MAT SCA works for any building/capital work undertaken on the Trustees Land &amp; Buildings</li> <li>✓ Academies: reviewing and providing Trustee consent: for Condition Improvement Bids to the DfE for each scheme submitted</li> <li>✓ any building/capital work undertaken on the Trustees building</li> <li>✓ Facilitating the Trustee consent for Land and Buildings including any Trustee consent to third party occupancy under terms of a TOCA, License or a Lease</li> </ul> <p><b>Voluntary Aided &amp; Voluntary Controlled:</b></p> <ul style="list-style-type: none"> <li>✓ Advise governors/directors of their responsibilities in the development of premises onsite support</li> <li>✓ On-site visits (and virtual meetings) with principal designer/contractors'/ governors/directors</li> <li>✓ Advice and guidance on following the DfE Good Estate Management (GEMS)</li> <li>✓ Academy conversion relating to Trustee Land and Buildings – DBE set fee + Solicitor costs</li> <li>✓ Advice on sustainability and energy efficiency to reduce carbon emissions and lower energy bills</li> <li>✓ Advise to school's sustainability lead</li> <li>✓ Compliance in relation to insurance</li> <li>✓ Support and works in relation to applications for Salix grants (Public Sector Decarbonisation Scheme PSDS and Low Carbon Skills Fund)</li> </ul> <p><i>Please note all Voluntary Aided schools who have School Condition Allocation (SCA) project will pay a 2% fee per project – to a maximum of £1200 (based on total contract cost. This is subject to VAT chargeable at the standard rate.</i></p>	<p>Virtual support @ £75.00 per hour</p> <p>Face-to-Face support @ £125.00 per hour</p>
<p><b>Other additional charges:</b></p> <ul style="list-style-type: none"> <li>✓ DBE costs for academy conversions</li> <li>✓ Trustees and DBE Solicitors costs are extra for academy conversions</li> <li>✓ 3rd Party Licences/Leases for occupancy/Transfer of Control agreements of Site Trustee Land and Buildings</li> </ul>	<p>£2,500 At cost</p> <p>Legal costs + DBE charge of £250 - £500</p>

<b>Governance and Admissions</b> <ul style="list-style-type: none"> <li>✓ Head Teacher/Governor relationships</li> <li>✓ Attendance of a DBE representative at up to one online Governing Board/Academy Trust meeting per year</li> <li>✓ Academy Trust Articles of Association</li> <li>✓ Conversion to academy status</li> <li>✓ Advice and support in relation to Admissions compliance linked to the Admissions Code. (including Age Range Change)</li> </ul>	<p>Virtual support @ £75.00 per hour</p> <p>Face-to-Face support @ £125.00 per hour</p>
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VAT at the standard rate is applicable to all services offered but will be recoverable by the school.