



# LEADERSHIP PROGRAMME

## A Leadership Programme 2022-2023 Religion and Worldviews Stage 1 Guide



CHARTERED  
COLLEGE OF  
TEACHING



Registered  
Learning  
Partner 2022

## Helping you find your voice as a leader

This programme was developed after consultation within and outside the Religion and Worldviews (R&W) Community in 2019-2020. It was piloted between March 2020 and March 2021, and a full cohort are currently on the programme (2021-22). The programme aims to help key influencers in the R&W community to find their voice and to shape a leadership community for the future to help bring about systemic change.

The programme helps Culham St Gabriel's fulfil three of its current strategic objectives and therefore as a charity fulfil its obligations to the public benefit:

- Advocating for the importance of a high-quality education in religion and worldviews within the education world
- Developing excellent leadership and teaching of religion and worldviews
- Facilitating the Religion and Worldviews community to work more cohesively

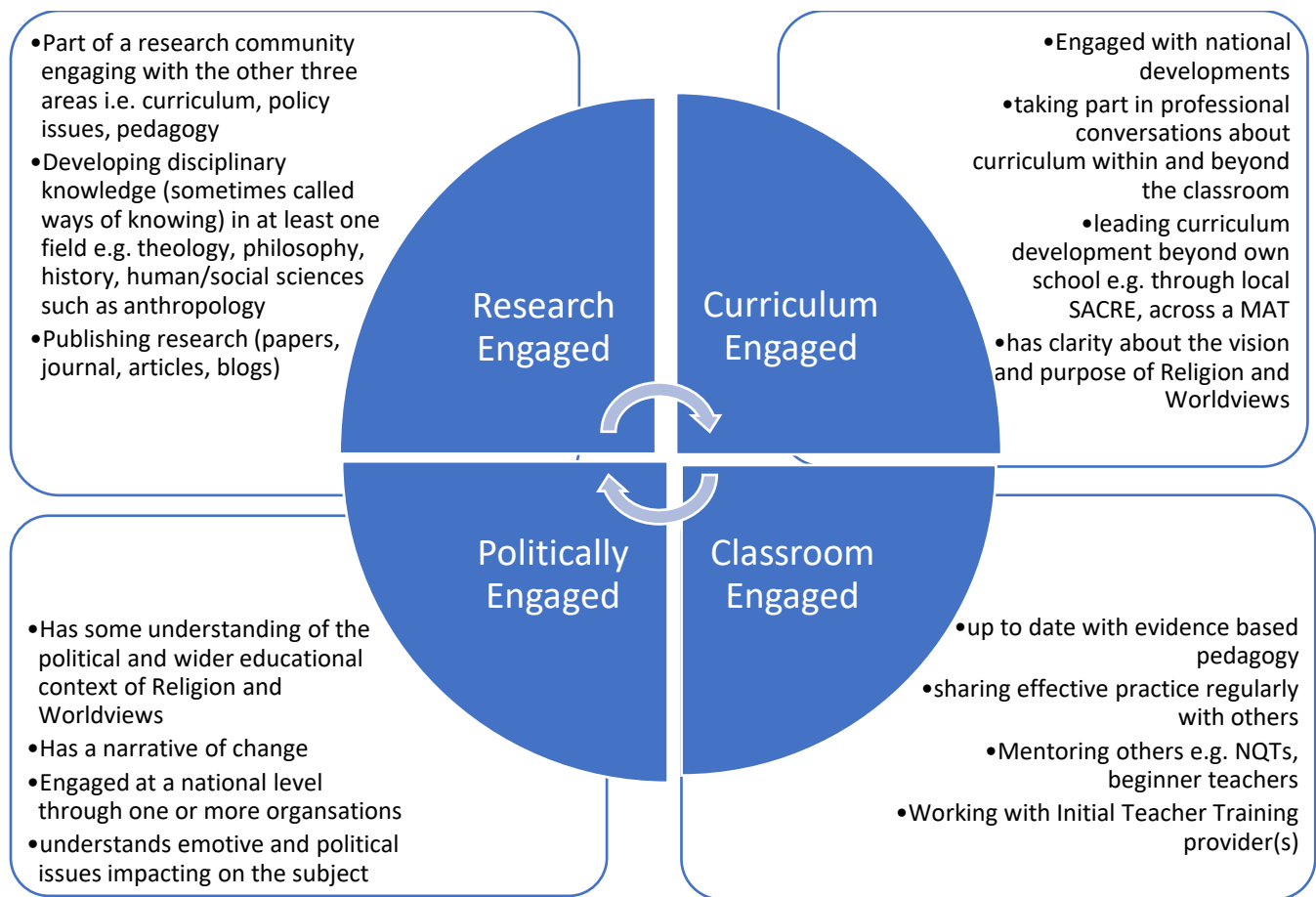
There is an awareness amongst advisers that the next generation need equipping as significant numbers are currently near retirement. Within the RE professional community there are two particular gaps in current leadership development and support.

In particular, there is a gap between what we might call 'national conversations' and classroom practice. There is a need for mediation between the two and for in-depth conversation to take place in this space. There is also an awareness that teachers are not able to get out of school to attend training on a regular basis, and that use of technology and virtual learning may be needed to support this change.

In some areas of the country potential leaders are well supported, but overall, there is a lack of joined up strategic thinking, and there is a need to develop pockets of success into a leadership community for the subject. This would bring together the different RE professional organisations.

This programme not only equips leaders but builds a leadership community. The programme takes into account the following four areas of leadership:

- Research engaged: The power of knowledge
- Curriculum engaged: The power of the subject
- Classroom engaged: The power of practice
- Politically engaged: The power of influence



The programme enables teachers/advisers to become skilled in all four areas but acknowledges that each leader may have one or two areas of passion and expertise. Teachers would bring these areas of focus to the leadership community of practice. The aim is that the leadership community of practice effectively utilises the expertise of each leader to bring about systemic change.

### **What are the aims of the programme?**

To provide opportunities for emerging R&W leaders to expand and deepen their reflections on educational leadership in the subject, through receiving mentoring, structured challenges, research insights, inspirational networking events, and experience of professional development delivery.

### **How is the programme managed?**

The programme is led and managed by Claire Clinton, with support from a small steering group. The steering group includes key people from each of the following organisations: NATRE, LTLRE, AULRE, AREIAC, RE Council and NASACRE. The current steering group members are:

- Claire Clinton (NASACRE Exec, also AREIAC)
- Justine Ball (AREIAC Chair)
- Sean Whittle (AULRE Exec, also ACTRE)
- Ed Pawson (REC Board, LTLRE and Culham St Gabriel's Trustee)
- Fiona Moss (NATRE Chief Executive, also RE Policy Unit)
- Kathryn Wright (Culham St Gabriel's Trust, also a member of the REC Board, co-opted on NATRE Exec and AULRE Exec)

The steering group meet approximately once a half term. They also review and agree all new applicants for the programme.

### **Leadership Programme Stage 1: Who is this stage for?**

This stage is for those local or regional leaders who are beginning to work across more than one school. For example, leading Religion and Worldviews across a MAT or supporting other schools in a Federation and/or leading a local group or hub. Some NATRE Regional Ambassadors, SLEs, REQM Gold award RE leads or LTLRE Hub leads might find this Stage of CPD helpful. The programme is primarily focused on leadership of RE regionally and nationally, **not** on leading RE within a school.

### **Leadership Programme Stage 1: What is involved in the programme? What am I committing to?**

- You will be allocated a mentor/tutor who is already an adviser and/or national leader in the RE Community. You are expected to meet regularly with your mentor as part of this programme.
- You will complete an audit of need with your mentor/tutor and a development plan created which you will use as a focus for 12 months
- You will undertake at least one Culham St Gabriel's Professional Development Course of your choice which will be linked to your development plan. Your mentor/tutor will support you through the course (s). *Please note the courses are currently being updated and a new e learning platform developed. Details of this element of the programme will not be available until after the closing date. In addition, as a Chartered College Learning Partner we are exploring ways in which you can link your studies to the Chartered Teacher Programme provided by the Chartered College.*
- Mentoring will take place equivalent to one day (8 hours) during the year. The time can be split in any way the mentee/mentor choose. Supporting you with your courses/professional development will be in addition to this time. These sessions will take place via Zoom or equivalent.
- You will take part in a virtual Community of Practice. This Community of Practice will include being part of a WhatsApp group and taking part in a series of four virtual meetings during the year.

- The Community of Practice may agree to hold further virtual conversations as a group to share course outcomes and present work or ideas to one another.
- You will have the opportunity to attend three local SACRE and/or AREIAC meetings across the year.

We are currently exploring the possibility of working with the Chartered College as a Learning Partner to help you work towards CTeach (Chartered Teacher Status) if you would like to as part of this programme. More details will be given to successful applicants.  
This would be an optional part of the programme in 2022-23.

### **Leadership Programme Stage 1: What are the expected outputs?**

- Successful completion of at least one Culham St Gabriel’s Professional Development course
- Completed actions against bespoke development plan
- A blog about innovative classroom practice and/or classroom based research for RE:ONLINE or another blog space
- Sharing of new knowledge with at least two different professional groups e.g. a local network, SACRE, AREIAC meeting, national conference
- A report to CSTG about the impact of the programme on your leadership development.

### **Leadership Programme Stage 1: What are the expected outcomes? What will I get out of it?**

By the end of this programme we expect you to have:

- Enhanced your regional or national profile
- Increased confidence to lead RE beyond your own school
- Increased your contribution to national events
- Widened your horizons beyond the ‘classroom’ e.g. thinking beyond own circumstances
- Increased your ambition for what is possible professionally
- Increased your forward-facing communication in one or more of the following areas of RE: pedagogy research, policy development, curriculum.
- Increased your authoritative voice on R&W speaking into the public space

### **Leadership Programme Stage 1: Timeline**

January/February 2022: Applications open. Deadline 31<sup>st</sup> March 2022.

April 2022: Steering group decide on who will participate in the programme and notify applicants accordingly.

May/June 2022: Allocation of mentors/tutors to participants

July or Early Sept 2022: Virtual welcome gathering for participants

September 2022: Participants begin the programme. They undertake the audit with their mentor, create a bespoke development plan and begin their course(s). A schedule will be created with you to include output deadlines, meetings

October- Dec 2022: First virtual community of practice, attend local SACRE/AREIAC.

Jan- March 2023: Second and third virtual community of practice session, attend local SACRE/AREIAC, complete first Culham St Gabriel's Professional Development Course, work on other outputs.

April to June 2023: Fourth Virtual community of practice, attend AREIAC/SACRE meeting, complete second Culham St Gabriel's Professional Development Course, ensure all other outputs are completed.

July 2023: Submit report to Culham St Gabriel's. Attend 'virtual graduation'!

### **Leadership Programme Stage 1: What is expected from your school?**

The programme needs the agreement of your headteacher and line manager. We want to ensure that your school is fully supportive of all parts of this programme and that it is formally agreed to. There is money available for cover (when you bid for it) to allow for you to attend AREIAC meetings for example as part of the programme and it is important that your school is agreeing to that.

Your tutor will also contact your line manager to have a conversation about the programme and your bespoke development plan at the start and towards the end of the programme.

### **Leadership Programme Stage 1: How much does it cost?**

Culham St Gabriel's covers the cost of mentoring/tutoring, and adviser time to lead each community of practice session.

Culham St Gabriel's holds a supply cover fund for this programme which participants can apply to on a first come, first served basis.

AREIAC provides membership free for one year.

There is no financial cost to your school, however, it is expected that you may need to join virtual meetings during or after the school day. You may also wish to attend a SACRE or AREIAC meeting during school time, for which supply cover cost can be claimed. Therefore, we ask for agreement from your headteacher when you apply.

The total cost of the programme for Culham St Gabriel's Trust is approximately £1740 per participant.

### **Leadership Programme Stage 1: How do I apply?**

Places on the programme are limited. We expect there to be ten spaces for 2022-23

Complete the online application form available [here](#)

Ask your headteacher to sign the undertaking available [here](#) and return via email. If you are an adviser or self-employed you do not need to obtain this undertaking.

The deadline for applications is **31<sup>st</sup> March 2022**.

Applicants will be notified of the Steering Group decision by end of April 2022

A virtual welcome meeting will take place in July or Early September

The programme will begin on 1<sup>st</sup> September 2022.

**Appendices:**

Application Form for drafting purposes only and Headteacher undertaking/information for your headteacher- also available online as separate document

**Appendix 1**  
**Application Form Questions (Please apply online [here](#))**  
**A word version of this form is available to download [here](#)**  
**The application deadline is 31<sup>st</sup> March 2022.**

You can use this page to **draft your responses** before completing the form online.

- Your experience working beyond your own school (200 words)
  
  
  
  
  
  
  
  
  
  
- Which of the four leadership areas do you think is a strength for you and why? (100 words)
  
  
  
  
  
  
  
  
  
  
- Which of the four leadership areas do you most want to develop and why? (100 words)
  
  
  
  
  
  
  
  
  
  
- Explain why you should be chosen to become a participant on the leadership programme (200 words)
  
  
  
  
  
  
  
  
  
  
- What was the last book, blog or article you read about education and what impact did it have on your practice?
  
  
  
  
  
  
  
  
  
  
- In terms of your career, where do you see yourself in five years time?

Please note your headteacher will be required to sign an agreement regarding your participation on the programme before your application is considered. The agreement can be found on our website and should be emailed to [deborah@cstg.org.uk](mailto:deborah@cstg.org.uk)

You are also required to name a referee on the application form who should ideally be someone outside of your school. E.g. a SACRE member, RE adviser, MAT CEO...



## **Appendix 2**

### **Headteacher Information Sheet (Downloadable [here](#))**

We are delighted that one of your teachers is interested in our Stage 1 national funded leadership programme. We hope your teacher has shared with you the vision and aims of the programme and the benefits for them and your school. This short information sheet explains the commitment required from your teacher and your school, as well as the funding that is being offered.

#### **Teacher/School Commitment required:**

- The teacher is required to complete at least one Culham St Gabriel's course. This may be equivalent to an hour a week of study time for some or part of the year. We would largely expect a teacher to undertake this study in their own time.
- The teacher is required to attend 8 hours of mentoring over a 12 month period. As this takes place largely via Zoom or equivalent, we would expect this to occur after the school day in most cases. However, schools may wish to provide release time for a teacher to attend these sessions.
- The teacher is required to attend three local SACRE or AREIAC meetings. In most cases these are half days, some are held in evenings.
- The teacher is required to take part in four virtual community of practice events over 12 months. These are usually held after school as twilights.
- The teacher will write blogs and articles over the year in discussion with their tutor/mentor. They would largely do this in their own time.

#### **Funding provided:**

- The cost of the programme for a Stage 1 Participant is £1740 per person. This is fully covered by Culham St Gabriel's Trust and includes:
  - The cost of the courses is covered.
  - The cost of mentoring/tutoring is covered.
  - The cost of the professional learning community is covered
- Your teacher can apply to Culham St Gabriel's for supply cover to attend three meetings.

#### **Benefits for your school:**

- Increased understanding of subject leadership
- Enhanced regional or national profile for your teacher and your school
- Increased confidence to lead RE in your school and beyond
- Widening of horizons beyond the 'classroom' e.g. thinking about local context, Ofsted, Ofqual, DfE
- Increased ambition for what is possible professionally within and beyond RE as a curriculum subject

Headteachers are required to sign an agreement before an applicant is offered a place on the programme to acknowledge these commitments

**Headteacher Agreement (This is downloadable [here](#))  
Leadership Programme**

To: Culham St Gabriel's Trust and Leadership Steering Group,

I, \_\_\_\_\_ (first name and family name)

confirm that I am happy for \_\_\_\_\_ (name of applicant) to take part in the Leadership programme 2022-2023.

I confirm that I understand the commitment that the named teacher and the school are making to this programme.

Name: \_\_\_\_\_

Signature (can be electronic, but not typed): \_\_\_\_\_

Position/Role: \_\_\_\_\_

Date: \_\_\_\_\_

**Please return this agreement [deborah@cstg.org.uk](mailto:deborah@cstg.org.uk)**

If you have any questions about the leadership programme please contact Kathryn Wright,  
Chief Executive, Culham St Gabriel's Trust [ceo@cstg.org.uk](mailto:ceo@cstg.org.uk)