

Flourishing Schools Programme

Induction Programme for Schools and Trusts

Introduction

A strong induction process for all colleagues in a school or trust is essential. This is particularly so in the context of church schools and through this induction programme, we aim to inform, encourage and enable everyone in their roles within our family of schools here in our diocese. We seek to help everyone understand the part they play in our mutual and faithful work. We aim to help colleagues understand what it means to be a church school and gain a clear understanding the role we all play alongside the Diocesan Board of Education in our shared mission to enable all those in and around our schools to flourish.

Our induction programme offers time for new and existing colleagues to be part of an induction programme suited to their role. Effective induction not only allows for colleagues to be clear on policy and process but for us, it helps with understanding the importance and foundations of a school's Christian vision and values. Induction forms the start of a powerful partnership where staff can confidently contribute to living out a school's vision and enabling pupils and colleagues to flourish.

In a church school, where community, dignity, wisdom, faith and service are central, a thorough induction helps staff embody and model these principles from the very beginning of their journey.

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Induction of Headteachers and Executive Trust Leaders

A strong induction is key for senior leaders in schools and trusts to ensure a strong working relationship between the Education Team and school and trust teams. Induction for senior leaders is presented in the following structure. Times

	First half term following appointment	Second half term following appointment	Second term following appointment	Third term following appointment
Trust Executive - CEO / DCEO / SI Lead	In a meeting with the DDE: <ul style="list-style-type: none"> • Orientation with the DBE • Who's Who in the Education Team and wider Diocese • Flourishing Schools Programme overview • CPD opportunities • Spiritual Leadership • Vision – trust, school, Diocese and CofE • Leading Worship • SIAMS in my context and role • Church School Governance – <i>meeting with Education Team Governance Officer</i> 	<ul style="list-style-type: none"> • Visit a church school within the MAT to see the work of a CofE school in action • Introduction to local clergy. • CEO of trust invited as appropriate. 	1:1 with DDE/CEO as part of regular pattern of termly meetings starts.	Visit to a school within the MAT to allow for follow-up, support and guidance.
Headteacher / H o S / Exec	In a meeting with the DDE: <ul style="list-style-type: none"> • Orientation with the DBE • Who's Who in the Education Team • Flourishing Schools Programme overview • CPD opportunities • Spiritual Leadership • Vision – trust, school, Diocese and CofE • Leading Worship • SIAMS in my context and role • Connecting with local clergy • Church School Governance – <i>meeting with Education Team Governance Officer</i> 	In a meeting with the DDE: <ul style="list-style-type: none"> • Effective and compliant Collective Worship • Exploring my school's vision and values • Spiritual development • Introduction to local clergy. • CEO of trust invited as appropriate. • Introduction to local clergy. • Visiting a school for networking with another head in a school visit (outside of MAT if a MAT headteacher/HoS) <p><i>RE and worship sessions can be jointly held with the trust's FSP leaders</i></p>	In a meeting with the DDE or FSP Leads in a MAT/Federation <ul style="list-style-type: none"> • Effective RE • Sustaining the vision • Advocacy through worship • Worship and wider church links <p><i>RE and worship sessions can be jointly held with the trust's FSP leaders</i></p>	<ul style="list-style-type: none"> • Visit to the school by DDE

‘Iron sharpens iron, as one person sharpens another.’
Proverbs 27:17

Induction of School-Based Staff

This programme of induction is new. Therefore, we realise that those already working in our schools might, or might not, have an awareness and knowledge of their role in the context of a church school. As well as those already working in our schools, new colleagues will be welcomed throughout the year and therefore, we are approaching this in a way that enables everyone to engage in this programme of induction at a time that is suitable.

Induction – the structure

Our induction programme for school staff is structured around two sessions, as detailed below, providing colleagues with an overview of the distinctively Christian work of a church school, aspects of worship, RE and SIAMS. A focus throughout both sessions is the importance and place of each school’s vision and how we make these a lived reality in our schools.

These sessions will be delivered online. We know that in person training is often preferred and if you’d like a trust or school input during a training day or a specific staff meeting for your team, we will do our very best to facilitate this. Similarly, if one of the aspects we discuss is something on your development plan and you’d like a more detailed focus on something, we can accommodate that to support you.

Session 1	Session 2
<ul style="list-style-type: none">• What is, and underpins, a church school?• What is ‘flourishing?’• The place of vision in my school, trust, diocese and the wider church.• What do I bring to our shared mission? What are my God-given talents?• What’s SIAMS?	<ul style="list-style-type: none">• Leading collective worship, the structure and the 3 I’s of worship.• What’s spiritual development – developing and enabling spirituality.• What is effective RE?

Induction – new and existing colleagues

Throughout the year, there will be opportunities to sign up to both sessions 1 and 2. We anticipate that this academic year (25/26), all schools will join the sessions online to ensure that all staff are fully trained. As new colleagues are welcomed into schools, we ask that they are signed up to the next available session (attending these in order with Session 1, first as this introduces the next).

Just as a body, though one, has many parts, but all its many parts form one body, so it is with Christ.
Corinthians 12:12

Commissioning Service

Each year, we hold a special service – our Commissioning Service - in which we recognise and celebrate the work of those who serve in and around our schools. We come together, with God, in our cathedral to give thanks for all that the adults in our schools give so that every pupil in every school might live **life in all its fullness**.

The verb ‘commission’ can be traced back to its Latin origin of ‘commissio’. This word is a joining of ‘com-’ meaning ‘together’ and ‘missio’ meaning to send or dispatch. Unpacking this word helps us understand exactly what this service is about; it’s a service when we send colleagues and volunteers back to our schools and trusts as part of a huge number of people who, together, serve the children and young people of our diocese.

The date of our annual Commissioning Service is included in our training, development and worship programme and can be found on our website.

Contacting the Diocese of Truro Education Team

All general questions and queries can be directed to our main e mail address. This is monitored by the team and we aim to respond to you within 48 hours of your message.

Contact us at education@truro.anglican.org.uk

Individual members of the team can also be contacted for specific queries:

Diocesan Director of Education, Lee Moscato: lee.moscato@truro.anglican.org

Education Administration Officer, Helen Petty: helen.petty@truro.anglican.org

Governance and Operations Officer, Clare Kendle: clare.kendle@truro.anglican.org

Creation Care Officer for Schools, Clare Green: clare.green@truro.anglican.org

Cut Carbon Officer for Schools, Tom Mainwaring-Evans: tom.mainwaring-evans@truro.anglican.org

If you have any **safeguarding concerns** that relate to the work of the Diocese of Truro, our churches or parishes, please contact: safeguarding@truro.anglican.org