

# Training, Development, Induction and Worship Programme

*Truro Diocesan Board of Education*

Version 1. Updated July 2025

## WELCOME!

Welcome to this year's **Training, Development, Induction and Worship programme**. Our programme is designed to support those working in and with all schools as we work as a **Powerful Partnership**, to enable our schools, those in them and their communities to flourish. Just like the Church of England's Vision for Education, this programme, whilst of course in many ways is tailored to support our Church Schools, is for all schools.

Within the programme, you will see some key events which take place each year such as our **Leaders' Development Day**, acts of **worship** and our popular sessions for those teaching and leading **RE**. We continue to offer **Heads' Huddles** to bring school leaders together as we **Join the DoTS** and support for those who are new to teaching and working in and with Church Schools.

Most events are free and all are accessible to our Church of England schools across the Diocese of Truro, as well as to all schools in our partner trusts with Church of England schools in them. **To book a place** on any of the events listed please click on the **title** and this will take you to the booking form. We will send a reminder and appropriate links to you shortly before the event.



## Contents

WELCOME! .....	1
WORSHIP .....	2
NETWORKS.....	4
FLOURISHING SCHOOLS PROGRAMME .....	5
GOVERNANCE TRAINING .....	7
INDUCTION .....	8
SIAMS (Statutory Inspection of Anglican and Methodist Schools) .....	9
RELIGIOUS EDUCATION TRAINING .....	10
TRAINING & DEVELOPMENT EVENTS .....	11
NEW TO CHURCH OF ENGLAND SCHOOL HEADSHIP .....	12

## WORSHIP

Coming together to worship as a family of Church Schools is important and we're delighted to share these opportunities to do just that. These special times to worship together allow us to connect in, out and up! We look forward to seeing you and your schools join us...

Event	Date and time	Location	We welcome...
<p><u><b>A Service of Commissioning for Church School Leaders and Governors</b></u></p> <p>This is always a special part of our year, and this sees us come together to celebrate our work. At the service, Bishop David will commission all those working in our schools and all are invited to come!</p>	Thursday 18th September Commences at 10.30am	<u><b>Truro Cathedral</b></u> 14 Saint Mary's Street Truro TR1 2AF	All heads, CEOs, teachers, governors, trustees, support staff, clergy and families of those working within our Church of England schools. To book email <a href="#">Helen</a>
<p><u><b>Creation Care School Worship</b></u></p> <p>This is a new part of our worship offer and will see us come together online in this act of worship. During the worship we will celebrate the work of our schools in all that they do to cherish God's creation. It's also an opportunity to officially commission all those in schools' Eco Councils and Committees - come and celebrate with us!</p>	Thursday 2 <sup>nd</sup> October Commences 10am	A virtual service via Zoom for all schools from across the diocese.	All school children, staff and volunteers are welcome to join us for a virtual service as we celebrate Creation. To book email <a href="#">Helen</a>
<p><u><b>Christmas Service with schools</b></u></p> <p>A very special part of our year! Join us online in this act of collective worship for all schools with prayers and carols. This years' service is led by Bishop David - come and join us and praise God at this special time of year.</p>	Wednesday 10 <sup>th</sup> December Commences at 10am	A virtual service via Zoom for all schools from across the diocese.	All school children, staff and volunteers are welcome to join us for a virtual service as we approach Christmas. To book email <a href="#">Helen</a>

Event	Date	Location	We welcome...
<p><u><b>Easter Service with schools</b></u></p> <p>Easter is a special time for us and this service sees us come together and worship with Bishop Hugh. Join us online and enjoy prayers and songs with schools from across the diocese.</p>	<p>Wednesday 25<sup>th</sup> March</p> <p>Commences at 10am</p>	<p>A virtual service via Zoom for all schools from across the diocese</p>	<p>All school children, staff and volunteers are welcome to join us for a virtual service as we approach Easter.</p> <p>To book email <a href="#">Helen</a></p>
<p><u><b>Pentecost Service with schools</b></u></p> <p>Pentecost is a special time for us and this service sees us come together and worship. Join us online and enjoy readings, prayers and songs with schools from across the diocese.</p>	<p>Thursday 21<sup>st</sup> May 2026</p> <p>Commences at 10am</p>	<p>A virtual service via Zoom for all schools from across the diocese</p>	<p>All school children, staff and volunteers are welcome to join us for an online service as we celebrate Pentecost. Join us as we worship and learn more about this special time which celebrates the descent of the Holy Spirit on Jesus' disciples.</p> <p>To book email <a href="#">Helen</a></p>
<p><u><b>Endings and Adventures</b></u></p> <p>This online service sees us pause and reflect on all that we have achieved this year and what lies ahead for us all as we approach the end of the school year. Join Bishop Hugh for this special act of worship.</p>	<p>Thursday 16<sup>th</sup> July 2026</p> <p>Commences at 10am</p>	<p>A virtual service via Zoom for all schools from across the diocese.</p>	<p>All school children, staff and volunteers are welcome to join us for a virtual service as we celebrate the end of the school year and look forward to new beginnings.</p> <p>To book email <a href="#">Helen</a></p>

## NETWORKS

These sessions are designed to support, connect and share together. Join us for online as we Join the DoTS!

*Unless otherwise stated, all network events will be held virtually on zoom. Please book to register for each group and receive the links. Also, look out for reminders in newsletters and emails closer to each network date.*

Network	Date and time	Location	Focus
<p><u><b>Heads Huddle</b></u></p> <p>Our Heads' Huddles are a time to come together as school leaders to share, collaborate, ask questions and simply connect. It's an important part of our work in Joining the DoTS.</p> <p>Led by Nicola Bray, School Improvement Officer and School Based Lead.</p>	<p>Thursday 27<sup>th</sup> November 25</p> <p>Thursday 12<sup>th</sup> February 26</p> <p>Thursday 11<sup>th</sup> June 26</p> <p>10 to 11am</p>	Online	<p>Informal support for Heads and Executive Heads of Church of England schools to share ideas, best practice and news.</p> <p>To be held via Zoom</p>
<p><u><b>ECT / NPQ Club</b></u></p> <p>These sessions are a great way for early career teachers to connect. It's a time to share, signpost, support and celebrate. Sign up your ECTs now!</p> <p>Led by Nicola Bonell, RE Lead and School Based Lead.</p>	<p>Tuesday 18<sup>th</sup> November 25</p> <p>Tuesday 17<sup>th</sup> March 26</p> <p>Tuesday 16<sup>th</sup> June 26</p> <p>3.45 to 4.45pm</p>	Online	<p>Informal support for early career teachers in Church of England schools to include updates, training and signposting to other support available</p> <p>To be held via Zoom</p>
<p><u><b>Climate Action Plan Support</b></u></p> <p>Join these online workshops delivered by Tom Mainwaring-Evans with <i>Lets Go Zero</i> to support schools development of Climate Action Plans, which are a requirement for each school by end of 2025. Sessions are being focused on groupings of schools - such as a single MAT - or a group of Stand-Alone schools.</p>	<p>Wednesday 3<sup>rd</sup> September</p> <p>Thursday 4<sup>th</sup> September</p> <p>September (TBC)</p> <p>October (TBC)</p> <p>3.45 to 4.45pm</p>	Online	<p>Suitable for Estates Managers, Net Zero Action Planners, COOs, MAT CEOs, and Heads of Schools.</p> <p>Each group will have two online sessions aimed at enhancing their awareness of Climate Action Plans and then helping them to draft their own plan.</p>

## FLOURISHING SCHOOLS PROGRAMME

We're delighted to be entering our second year of this exciting programme! This section of our training programme is split into two groups. Cohort 1 for those trusts who have already joined this programme and Cohort 2 for those who are new in this academic year (25/26).

The online Huddle events are for BOTH cohorts and is a way to grow this exciting programme and Join the DoTS! Those joining Cohort 2 are welcome to join the Huddles before your on-boarding.



Event	Date and time	Location	We welcome...
<u>Flourishing Schools Programme - Leads</u> (Cohort 2)	Wednesday 17 <sup>th</sup> September 0930 - 1600	Lifton Community Centre, PL16 0LA	This is our 'on-boarding' day for those who are new to this joint programme with the Diocese of Exeter. This training is for those <b>leading the programme</b> across their trust or federation.
<u>Flourishing Schools Programme - RE and Collective Worship Leads</u> (Cohort 2)	Monday 9 <sup>th</sup> February 0930 - 1600	Lifton Community Centre, PL16 0LA	This is our 'on-boarding' day for those who are new to this joint programme with the Diocese of Exeter. This training is for those <b>leading the RE and Collective Worship</b> aspects of this programme across their trust or federation. FSP Leads are also invited to join this session.
<u>Flourishing Schools Programme - Recruitment and Induction Leads</u> (Cohort 2)	Wednesday 19 <sup>th</sup> November 0930 - 1600	Lifton Community Centre, PL16 0LA	This is our 'on-boarding' day for those who are new to this joint programme with the Diocese of Exeter. This training is for those <b>leading the Recruitment and Induction</b> aspects of this programme across their trust or federation. FSP Leads are also invited to join this session.
<u>Flourishing Schools Programme - Governance Lead</u> (Cohort 2)	Monday 15 <sup>th</sup> June 0930 - 1600	Lifton Community Centre, PL16 0LA	This is our 'on-boarding' day for those who are new to this joint programme with the Diocese of Exeter. This training is for those <b>leading the Governance</b> aspect of this programme across their trust or federation. FSP Leads are also invited to join this session.

## FLOURISHING SCHOOLS PROGRAMME- ONLINE LEADER HUDDLES

Invitations to these meetings will be sent to those on our database at the start of the school year. If you'd like an invite to join one of these huddles, please email [education@truro.anglican.org](mailto:education@truro.anglican.org)



Flourishing Schools Programme Roles	Autumn Term Huddle	Spring Term Huddle	Summer Term Huddle
<b>FSP Leads</b>	Thursday 23 October 2025 4pm - 5pm	Thursday 12 March 2026 4pm - 5pm	Thursday 21 May 2026 4pm - 5pm
<b>FSP - RE and Collective Worship Leads</b>	Thursday 13 <sup>th</sup> November 2025 3.45-4.45pm	Thursday 26 <sup>th</sup> February 2026 3.45-4.45pm	Thursday 11 <sup>th</sup> June 2026 3.45-4.45pm
<b>FSP - Recruitment and Induction Leads</b>	Wednesday 5 November 2025 3.30pm - 4.30pm	Thursday 26 March 2026 4pm - 5pm	Thursday 7 May 2026 4pm - 5pm
<b>FSP - Governance Lead</b>	Thurs 13 <sup>th</sup> November 2025 1pm - 2pm	In person Wednesday 18 <sup>th</sup> March as part of the Church School leaders Development Day. (Governance session in the morning - lunch provided.)	Thursday 13 <sup>th</sup> May 2025 1pm - 2pm

## GOVERNANCE TRAINING

Event	Date and time	Location	We welcome...
<p><u><b>The Role of a Member in an Academy Trust</b></u> Join the Confederation of School Trusts and our Education Team as they deliver a bespoke session on being a Member in the Diocese of Truro and our Academy Trusts.</p> <p>Led by Clare Kendle, Education Governance and Operations Officer</p>	On request	Virtual / in person	<p>This session is designed for those who are Members and those who work with Members i.e. CEOs, Chairs and Governance Officers/Clerks</p> <p>To book please contact <a href="#">Clare</a></p>
<p><u><b>Governor Monitoring and Challenge</b></u> Workshops on how to effectively monitor and challenge as a governor/trustee</p> <p>Led by Clare Kendle, Education Governance and Operations Officer</p>	On request	Virtual	<p>Informal support for all those involved in governance of Church of England schools - governors, trustees and members</p> <p>To book please contact <a href="#">Clare</a></p>

## INDUCTION

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 your trust or school to have 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.

<b>Session 1</b> <ul style="list-style-type: none"> <li>• What is, and underpins, a church school?</li> <li>• What is 'flourishing'?</li> <li>• The place of vision in my school, trust, diocese and the wider church.</li> <li>• What do I bring to our shared mission? What are my God-given talents?</li> <li>• What is SIAMS?</li> </ul>	<b>Session 2</b> <ul style="list-style-type: none"> <li>• Leading collective worship, the structure and the 3 I's of worship.</li> <li>• What is spiritual development? Developing and enabling spirituality.</li> <li>• What is effective RE?</li> </ul>
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	Autumn Term	Spring Term	Summer Term
<b><u>Session 1</u></b>	Wednesday 24 <sup>th</sup> September 3.30pm - 4.30pm Monday 29 <sup>th</sup> September 3.30pm - 4.30pm	Thursday 15 <sup>th</sup> January 2026 3.30pm - 4.30pm Monday 19 <sup>th</sup> January 2026 3.30pm - 4.30pm	Monday 27 <sup>th</sup> April 2026 3.30pm - 4.30pm Tuesday 5 <sup>th</sup> May 2026 - 3.30pm - 4.30pm
<b><u>Session 2</u></b>	Tuesday 4 <sup>th</sup> November 3.30pm - 4.30pm Monday 17 <sup>th</sup> November 3.30pm - 4.30pm	Monday 2 <sup>nd</sup> March 2026 3.30pm - 4.30pm Tuesday 10 <sup>th</sup> March 2026 3.30pm - 4.30pm	Monday 1 <sup>st</sup> June 2026 3.30pm - 4.30pm Tue 23 <sup>rd</sup> June 2026 3.30pm - 4.30pm



## SIAMS (Statutory Inspection of Anglican and Methodist Schools)

Event	Date and time	Location	We welcome...
<p><b><u>SIAMs - Support and Advice</u></b>            Preparing for SIAMS inspection or revisiting your SIAMS action plan?            Join Lee Moscato for support and practical advice from the viewpoint as a Head, DDE and SIAMS inspector.</p>	<p>Thursday 25<sup>th</sup> September            4.00pm to 5.00pm</p>	<p><b>Zoom</b>            A link will be provided on booking</p>	<p>This session is ideal for those who want a refresher to the expectations of the SIAMS inspection or those who might be revisiting action plans for this or the coming year. The session covers each of the IQs and the sorts of things you might want to share with an inspector.</p>
<p><b><u>SIAMS Update for Governors and Trustees</u></b>            An update on SIAMs planning and preparation. Whether you are expecting an inspection or just need to update your school action plan, this session will share best practice.</p>	<p>On request</p>	<p>Virtual / in person</p>	<p>This session is designed for those who are Members and those who work with Members i.e. CEOs, Chairs and Governance Officers/Clerks            To book please contact <a href="#">Helen</a></p>
<p><b><u>SIAMS inspection ‘We’re on the List’ update</u></b>            These sessions are designed to be run as staff meetings for staff teams and are planned for the period after the annual list of inspections for the coming year is published.            Sign up to one of the three available slots and use this as one of your staff meetings to support teams in understanding what will happen and what’s expected of them during the inspection.</p>	<p>Mon 18<sup>th</sup> May 2026            Tue 19<sup>th</sup> May 2026            Wed 20<sup>th</sup> May 2026            3.30 - 4.30 pm</p>	<p><b>Zoom</b>            Details of these sessions will be shared with those on the published list at the time of publication.</p>	<p>Schools on the 26/27 inspection list and those who are expecting to be inspected in the following year and/or wish to provide training to staff teams.</p>

In preparation for SIAMS, and as part of our continued cycle of monitoring and school improvement support, schools receive a visit from the Education team to monitor, review progress and provide a report reflecting the work of the school. In addition to this, we will lead regular virtual sessions and training events as listed above covering all areas of work in our Church of England schools, enabling flourishing for all.

## RELIGIOUS EDUCATION TRAINING

Event	Date and time	Location	We welcome...
<p><u><b>New to Becoming an RE Coordinator?</b></u></p> <p>This session offers support, guidance and resources to those new to RE teaching. Led by Nicki Bonell, School Based Lead &amp; LTLRE Hub Leader</p>	<p>Thursday 9<sup>th</sup> October 1 to 3pm</p>	<p>Zoom A link will be provided prior to the event</p>	<p>New RE Leads and Coordinators who would like to network with other RE Leads and learn from each other.</p>
<p><u><b>Understanding Christianity</b></u></p> <p>Join Nicki Bonell and Felicity Henchley (LTLRE) for our online Understanding Christianity course. Held over 3 sessions, the Cornwall Agreed Syllabus Christian units are directly supported by this resource. This course covers the theological underpinning of the teaching resource, the core concepts, the Big Freeze and much more.</p>	<p>3 x 3.5 hour sessions plus practical sessions in classroom.</p> <p>Thursday 20<sup>th</sup> November Thursday 15<sup>th</sup> January Thursday 12<sup>th</sup> March 1 to 4.30pm</p>	<p>Zoom A link will be provided prior to the event</p>	<p>Anyone who hasn't previously completed the 3 session course and will benefit from enhancing their knowledge of the Cornwall Agreed Syllabus for RE. You will need to be able to commit to completing the full course.</p>

## TRAINING & DEVELOPMENT EVENTS

For 2025-26 we continue to offer a wide range of CPD options, enabling us to share practice, resources and encouragement. An important and special part of this programme includes our Church School Leaders' Development Days (previously Heads Reflection Days) in support of our leaders. We look forward to welcoming as many of you as we can to these events. Some events with external speakers do have a cost attached, but we are committed to subsidising these enabling us to offer them at reduced rates.

Event	Date and time	Location	We welcome...
<p><u><b>Collective Worship: Entitlement, Theory and Practical Ideas</b></u></p> <p>We are again offering this popular informative session to cover the statutory and practical aspects of worship as well as sharing ideas and encouragement with each other. Led by Lee Moscato, DDE.</p>	<p>Thursday 29<sup>th</sup> January 2026 4.00 to 5.00pm</p>	<p>Zoom</p> <p>A link will be provided on booking</p>	<p>All those who lead collective worship in schools</p>
<p><u><b>The Liturgical Year in School</b></u></p> <p>As this session has been so popular, we are again offering this overview of the liturgical year with some practical guidance around how to mark seasons and events in your school. Led by Lee Moscato, DDE</p>	<p>Tuesday 21<sup>st</sup> October 4.00 to 5.00pm</p>	<p>Zoom</p> <p>A link will be provided on booking</p>	<p>All those keen to build their understanding of the liturgical year in school.</p>
<p><u><b>Church School Leaders' Development Day - In Out Up!</b></u></p> <p>We always look forward to these days! They're a time of connection, inspiration and reflection. We will be welcoming guest speaker Paul Rusby who will be sharing all things <b>Spiritual</b>, along with additional In Out Up themed presentations. Come along and meet other Church School Leaders. Lunch and a cream tea provided as usual!</p>	<p>Friday 21st November 2025 9.30 to 3.30pm</p>	<p><b>In person</b> The Old Cathedral School Cathedral Close Truro TR1 2FQ</p>	<p>School leaders - head teachers, CEOs, senior leaders and Chairs are all very welcome.</p>

Title	Dates and Times	Location	Suitable for...
<p><b><u>Church School Leaders' Development Day - PSHE &amp; Wellbeing.</u></b></p> <p>Come and connect, get inspiration and enjoy time for quiet reflection at this second full day event of the year. We will be welcoming guest speakers to explore the Mental Health Kit and Psychological Safety. Lunch and a cream tea provided.</p>	<p>Wednesday 18<sup>th</sup> March 2026 9.30 to 3.30pm</p>	<p><b>In person</b> The Barn Trelissick Gardens Feock Truro TR3 6QL</p>	<p>School leaders - head teachers, CEOs, senior leaders and Chairs are all very welcome.</p>

## NEW TO CHURCH OF ENGLAND SCHOOL HEADSHIP

All new school heads / heads of schools, when appointed are contacted by the Education Support Officer from our Team and begins the process of organising/offering:

- Welcome meeting with DDE
- Offer of mentor - serving Church of England head either within or out of the diocese
- Termly check in with DDE
- Bursary of £250 towards personal development, study or resources with focus on leadership in a Church of England school