



**Edition 64**  
**September 2018**

**W**elcome... *The Maximilian* is a monthly newsletter from the Education Commission to all categories of governors in our schools, highlighting changes in legislation and other news which will be of help to governing bodies.

Dear Governors,

A very warm welcome back to the new school year 2018/19. Congratulations to all our many young people who did well in their examinations, achieving outcomes that will help them move on to the next stage of their life, education, employment or training. I am sure that they would want to join with me in thanking all the teachers and their assistants whose commitment and dedication has helped prepare them for the next steps. I would like to take this opportunity to thank all governors for your hard work and dedication to our schools, academies and colleges.

This is, of course, the first newsletter from the Education Commission since I took up my appointment as Director of Education on 30th July 2018. It is a great privilege and honour to be appointed to this role. I pray that I will live up to the expectations and trust placed in me by the Archbishop and trustees of the Archdiocese.

The purposes of this edition are to thank the many of you who have extended a warm welcome to me already, to set out some short-term opportunities to meet more of you formally and to make some announcements about longer term planning.

I am very grateful for the generous and enthusiastic messages of support received since my appointment was announced. Colleagues have been similarly welcoming during the visits made to a few schools over the last few weeks. Members of staff at the Commission, and in the Finance Office, are to be commended for the patient way in which they have inducted me to life in the Archdiocese and enabled me to get up and running relatively quickly. I have made use of some time to meet partners in the Catholic Education Service and Dioceses of Westminster and Brentwood, as well as Christine Gilbert who wrote the Gilbert Review of the Commission. Each of these encounters has added to my thinking about how I lead the strategic development of the Commission, and our services to the schools in Archdiocese, over the next few years.

Chairs of governors, please also keep the afternoon of 4th October 2018 free. We have invited chairs of governors to come and meet me properly in a mini-conference lasting two hours from 14:00. Archbishop Peter will introduce the mini-conference. I am expecting to share the initial outputs of my time at the Commission. I also intend to give you an opportunity to discuss the findings of the Gilbert Review and to gather your views on how the Commission can best serve you and your schools in the future. The latter part of the afternoon will be conducted in cross-phase discussion groups. Please respond to the formal invitation as quickly as possible so that we can make the necessary arrangements.

The Commission also needs time to consider fully the findings of the Martin Review of the denominational inspection process in Southwark. Again, we will use the Headteachers conference in March 2019 as a timely opportunity to share with colleagues any changes we are considering as a result. We are mindful of the need to align our inspection policy and practice with the emerging national framework for denominational schools and any revised procedures. Holding the conference in the spring will allow both sufficient time to present coherent outputs from these processes and for schools to make any adjustments in time for the new school year. Our findings will subsequently be shared with governors and other stakeholders.

Finally, I would like to pay tribute to the team that kept the Commission running during the 'interim' period. Our thanks are due to Jane Overbury, Tom Gibson and Grainne Grabowski who supported Stephen and colleagues admirably. I would also like to thank publicly Oona Stannard for her extensive contribution to the Archdiocese's educational work over a much longer period. Oona will continue to work on specific projects for the Archdiocese as we develop the new strategic plan, and an adjusted structure, to help us achieve a renewed set of objectives.

Loving God, bless all those who work and learn in our schools as they begin a new school year. Help all who strive to build your Kingdom through education to be witnesses to your Gospel and to enable young people to grow in truth, justice and compassion.



Dr Simon Hughes  
September 2018

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## **Keeping Children Safe in Education (2018)**

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The main changes in this update are the following;

1. The flowchart on page 13 in Part 1 is a 'neater' copy of the flowchart to improve readability. (No change)
2. The second change is to replace 'the Childcare (Disqualification) Regulations 2009' for 'the 2018 Childcare Disqualification Regulations.' in paragraph 132. (Which is really just a typo)
3. The more important clarification is in paragraphs 158 and 159 about when schools should refer a (former) staff member to the DBS for possible disqualification.

[Download the Guidance here](#)

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## **Relationships (and sex) education and health education**

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DfE is seeking views on draft regulations, statutory guidance and a regulatory impact assessment for relationships and sex education and health education.

[Please click here for the consultation](#)

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## Working Together to Safeguard Children (2018)

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Working Together has now been updated to reflect changes in the law, including the Children and Social Work Act (2017). From a school perspective the most relevant change is the requirement for local safeguarding partnerships which will replace Local Safeguarding Children Boards. These partnerships are made up of the local authority, health commissioners and the police.

In the consultation, schools were disappointed not to be identified as statutory partners, but the guidance says that 'local safeguarding partners should make arrangements to allow all schools in the local area to be fully engaged, involved and included in the new safeguarding arrangements'. (Working Together (2018) paragraph 26, page 77)

The new local safeguarding partnerships must publish their plans for the new arrangements.

[Download the Guidance here.](#)

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## Information Sharing (2018)

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The 2015 version of the information sharing guidance has been updated in response to the General Data Protection Regulations (GDPR) and Data Protection Act 2018, and it supersedes the HM Government Information sharing: guidance for practitioners and managers published in March 2015.

The GDPR and Data Protection Act 2018 do not prevent, or limit, the sharing of information for the purposes of keeping children and young people safe. (Information Sharing (2018) Page 5)

'Where possible, share information with consent, and where possible, respect the wishes of those who do not consent to having their information shared. Under the GDPR and Data Protection Act 2018 you may share information without consent if, in your judgement, there is a lawful basis to do so, such as where safety may be at risk.

A useful myth-busting guide can be found on page 13 and 14.

[Download the Guidance here](#)

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## Disqualification under the Childcare Act 2006

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From 1st September 2018, schools will no longer have to ask staff questions about cautions or convictions of someone living or working in their household.

The Childcare (Disqualification) and Childcare (Early Years Provision Free of Charge) (Extended Entitlement) (Amendment) Regulations 2018, Part 2 Childcare (Disqualification) Regulations 2018, section 9, states that such a disqualification applies only to 'work in domestic premises'.

[Download the Guidance here.](#)

[The legislation is here](#)

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## **CES Application Forms, Policies & Procedures**

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Disiplinary policy & procedures  
Grievance policy & procedures  
Sickness policy & procedures  
Appraisal policy & procedures  
Capability policy & produres

The CES has updated its policies, procedures and application forms. They are GDPR compliant. Please ensure that the policies adopted by your governing board are GDPR compliant.

[Please click here to visit the CES website.](#)

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## **Appointments of Headteachers, Deputy Heads, Heads of RE and Chaplains**

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Please contact the Education Commission, who should be part of the shortlisting and interviewing process, as these positions preserve and develop the Catholic character of the school in relation to the appointment of staff.

[Please click here to visit the CES website](#)

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## **Bespoke Training**

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The Education Commission is offering bespoke training to governing bodies. Please contact [yvonneepale@rcaos.org.uk](mailto:yvonneepale@rcaos.org.uk) for further information on any training required.