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**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.

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## Easter Message

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Living Holy Week following Jesus means learning how to come out of ourselves to reach out to others, to go to the outskirts of existence, to be the first to move towards our brothers and sisters, especially those who are most distant, those who are most forgotten, those who are the most in need of understanding, consolation and help. There is so much need to bring the living presence of Jesus, merciful and full of love.

-Pope Francis, March 27, 2013

### Message from the Director of Education

Dear all,

It was very good to see so many at the headteachers' conference and to make some new acquaintances. It was also good to put some names to faces. Thank you sincerely for your contributions to the ongoing development of the Education Commission strategy for the next ten years. A full draft for consultation will be published in May and we will gather further views via the Education Commission's website.

As we approach the end of term and conclude our preparations for Easter, it is very encouraging to hear of the many celebrations of this most holy time going on in school. I hope that the Easter liturgies and passion plays that are taking place this week go well and fill you, staff and governors, the pupils and their families with the joy of the resurrection. It was a pleasure, and a privilege, to share with the community of St Bartholomew's in Swanley, the celebration of fifty years of Catholic education in that part of North West Kent. Congratulations to Kevin McPartland and his staff on this notable achievement and the inspiring singing of the children.

As always, all at the Education Commission wish you and your families a relaxing break over the vacation period. For those of you taking holiday or visiting relatives, travel safely. Above all we pray that the resurrection of Christ will fill you with renewed inspiration and sense of mission for the term ahead.

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# Brexit

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The Government has published guidance on workplace rights in the event of a no-deal Brexit. The information can be found by [clicking here](#).

## 1.School trips

### a) Passports

Ensure that all staff and pupils going on any trip after a no-deal Brexit have a minimum of six months left on their passport.

### b) EHIC- European Health Insurance Card

These medical insurance cards will no longer be valid.

### c) Travel Insurance

Ensure that there is appropriate cover for medical and other cover.

Check current travel policy as some Insurance policies will no longer be valid if they have been underwritten by Insurance companies based in Europe.

## 2.Kent County Council

Kent County Council has published guidance for Kent Schools to plan for any logistical and organizational challenges. Some of these challenges may also apply to schools in London.

[Please click here to view the guidance](#)

## **3.Teachers' rights in the event of a 'no-deal' Brexit**

On 31st January, the Department for Education issued updated advice for schools and teachers regarding Brexit. The advice clarifies that although government policy is to leave the EU with a deal, the Department is making preparations for every eventuality, including a no-deal Brexit.

This advice can be found on the [DfE website](#).

Key issues include:

### a) EU/EEA teachers gaining QTS - 12th April deadline

Currently European Union, European Economic Area, European Free Trade Area and Swiss-qualified teachers have the right to have their professional status and qualifications considered for the award of Qualified Teacher Status in England. EU, EEA, EFTA and Swiss professionals whose qualifications have been recognised before 12th April 2019, or who have applied for a recognition decision before that time, will retain this status in a no-deal Brexit.

After 12th April, in a no-deal scenario, the current system of reciprocal recognition of professional qualifications between the EU, EEA, EFTA, Switzerland and the UK will not apply and a new system will be introduced.

More information is available by [clicking here](#)

### b) EU Teachers working in the UK

If you are a citizen of the EU, EEA, EFTA or Swiss-national teacher working in the UK before 12th April 2019 and you are planning to continue living in the UK after December 2020, you will be required to sign up to the EU Settlement Scheme. The scheme will be open until 31st December 2020.

The details of the scheme can be found by [clicking here](#)

The scheme will be free to apply after 30th March 2019; however, those who apply in the 'test phase' before 30th March will have to pay £65 which will be refunded.

Irish citizens will be able to continue living in the UK and will not have to apply for the EU Settlement Scheme; however, family members who do not have British or Irish passports will be required to apply.

#### **c) Advice for School Leaders**

DFE advice suggests that schools can play a role in signposting the EU settlement scheme to staff members who are from the EU, EEA, EFTA or Switzerland. A toolkit for employers is available by [clicking here](#)

Schools could encourage all EU or EEA staff who have not applied for QTS to do so by 12th April 2019.

#### **d) UK Teachers' rights in the EU**

UK Teachers currently working in the EU, or considering working in the EU or EEA after 12th April, should visit [www.gov.uk/uk-nationals-living-eu](http://www.gov.uk/uk-nationals-living-eu) Your status will depend on the country you are working in or intend to work in. Bilateral arrangements have been made with a number of EU countries.

### **4. The DFE EU Exit guidance further advises on:**

- Teachers arriving in the UK after 12th April
- School places for EU pupils
- Further advice for employers including checks for EEA regulating authority teacher sanctions or restrictions
- Travel to the EU
- Data Protection
- Food Supplies
- Erasmus

Disruption to schools in the vicinity of Channel ports following a 'No-Deal' Brexit

The Department for Education is working with local authorities in order to make contingency plans for any disruption to schools, including the provision of food supplies to schools.

Ofqual have published advice regarding possible disruption to exams, including the risk of travel disruption, the advice can be view by [clicking here](#)

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## **Report: Vulnerable Children in a Digital World (Internet Matters/Youth Works)**

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In a joint collaboration, Internet Matters and consultancy, Youthworks have published a new report into internet use and risks for vulnerable children. Researchers, Adrienne Katz and Dr Aiman El Asam say, 'Although it is readily accepted that some children and young people are more vulnerable than others [online] we must now systematically and thoroughly consider the digital dimension in their lives to ensure we can better protect them from online risk.'

Risks are often raised for vulnerable children because 'Vulnerable children miss out on online safety education or find it does not seem relevant, given their concerns. They point out it is often given 'too late'.

- Lack of training and assessment tools for use in cases with a digital component, among agencies who work with vulnerable children

- Exposure to harmful content such as pro- anorexia, self-harm or suicide sites could be a greater risk than social media and is increasing'

[Download the report here](#)

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## New email addresses

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As some of you may already be aware, we have new email addresses which you can find by [clicking here](#).

The email addresses ending in educationcommission.org.uk are no longer in use.

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## Teacher Pension Contributions

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As a result of a recent treasury review of public sector pension schemes, teacher pension contributions will rise from 16.48% in 2018/19 to 23.6% for the period 1st September 2019 to 31st March 2023. The Government estimates that, for 2019/20, this increase will cost state-funded schools £830M and Further Education institutions £80M.

The DfE is proposing to “provide funding towards” the £830M and the £80M for state-funded and FE institutions respectively for the costs incurred in 2019/20. However, funding beyond 2020 would be dependent on the Government’s spending review scheduled for next year. Without targeted funding support, this increase in teacher pension contributions will further squeeze already stretched school budgets.

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## School Complaints Procedures

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January 2019 saw the DfE publish its Best Practice Advice for School Complaints Procedures 2019. The guidance, which includes a model complaints procedure can be accessed in full [here](#), but key points include:

This guidance is for maintained schools, including nurseries, only. That said, whilst the guidance is not directly applicable to academies and free schools, due to the differing governance layers, the guidance is still worth reading by academy and free school Boards to ascertain the key principles. The expectation is that schools should adopt the best practice recommendations, only applying alternative processes if they have a good reason to do so and can demonstrate this reason. Schools must have a complaints procedure, tailored to the specific school – a guidance document is not legally enough.

That procedure should also be followed for complaints against the Head, Chair of Governors and the whole of the Governing Board.

\*Whilst the school is free to choose how many stages are included in their complaints procedure, the DfE recommends two, with the second being the Governor Review Panel.

\*Legal representation is not recommended for either party although the DfE acknowledges that there may be instances where legal representation may be needed.

\*Guidance is provided on the audio recording of proceedings, other than by the Clerk.

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## Increase to the Living wage from April 2019

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### Why is the Living Wage a Catholic concern?

£9.00 per hour across the UK and  
£10.55 per hour in London

In November 2012 at their plenary meeting in Leeds, the Catholic Bishops' Conference of England and Wales passed this resolution on the Living Wage: The Bishops' Conference recognises that fair wages are essential to the common good of our society. In accordance with Catholic social teaching, and as part of its mission to support the poor and vulnerable, the Bishops' Conference fully endorses the principle of the Living Wage and encourages Catholic organisations and charities in England and Wales to work towards its implementation.

Catholic Bishops' Conference of England & Wales, Plenary Meeting (November 2012)

The Living Wage embodies the mission of the Church to the poor and encompasses a range of Catholic Social Teaching themes of Solidarity, Subsidiarity and the importance of Human Dignity. This invitation from the Bishops of England and Wales for Catholic organisations to consider the Living Wage is both part of the Church's mission to the poor and also a way for all Catholics to put their faith into action.