

## Frequently Asked Questions



### **How will being a Church School strengthen Trinity Academy Sowerby Bridge's (TASB) relationship with the Diocese of Leeds?**

Designation as a Church School will enable the Anglican Diocese of Leeds to provide support to the school in relation to governance, both in terms of skilled and committed individuals making themselves available to sit on the Trust at Member and Trustee level, and through a dedicated Diocesan Education Team who can support governance through training and development. The Diocesan Education Team can also provide support around key areas of Church School distinctiveness and effectiveness. In addition, TASB will have access to a national network of educational professionals working within Church School education.

### **Will TASB have to do anything additional as a Church School?**

Church of England schools are subject to an additional inspection regime, which judges the extent to which they fulfil the requirement of being a Church School. The national inspection framework for the inspection of Church of England and Methodist Schools is called SIAMS: 'Statutory Inspection of Anglican and Methodist Schools'. The framework focuses on areas including ethos, community cohesion, support for all, promotion of values and virtues – all areas that Trinity Academy Halifax excels at through its support of children and young people and can provide models of good practice to TASB. There will be training and advice provided by the Diocese of Leeds for the SIAMS inspection.

### **Will children applying to TASB have to be adherents of the Christian religion?**

No. Church of England schools are not 'faith schools,' that is they are not established to nurture a specific faith in the children who attend. The Church of England establishes schools for children from any faith background or none as part of the Church's historic and ongoing commitment to local communities and the promotion of the common good. Church Schools are schools where difference and diversity are celebrated. The admission arrangements for a religiously designated TASB can include faith based admissions if it is deemed appropriate. This can include Christian as well as other faith backgrounds.

### **Will staff employed at TASB have to be adherents of the Christian religion?**

No. Recruitment arrangements will remain the responsibility of the Trust and there is no expectation that Person Specifications include a genuine occupational requirement (GOR) for staff to be adherents of any religious tradition. Church Schools are allowed by law to include GORs and some schools in the Diocese do, but that is a decision for governors/trustees, in consultation with the Anglican Diocese of Leeds. Church Schools in the Diocese are staffed by people of different faiths and of no faith, including head teachers. Most Church Schools include a reference in job descriptions to the school being a Church School and that staff appointed would show due regard and a willingness to support the underlying ethos of the school, and not a requirement that they would have a personal religious commitment.

**Do Church Schools have to appoint any specialist members of staff to promote the Christian ethos of the school?**

No, although most secondary Church Schools will appoint a Chaplain. Secondary Church Schools already in the Trinity MAT have Chaplains and they all engage with the Diocesan Chaplains' Network. TASB will need to decide if it has a Chaplain. As a Church School, more support can be provided to the Chaplain and other key staff involved in the promotion of school ethos and character.

**Will the Anglican Diocese of Leeds provide additional funding to TASB if it becomes a Church School?**

No, the Diocese does not have any additional funding that it can provide to its schools. However, as a Church School, TASB can access a range of advice and support from: the Diocesan Board of Education; the Diocesan Education Team; the national Church of England Education Office (CEEEO); the Church of England Foundation for Educational Leadership (FEL); other Church linked organisations. Opportunities will also exist for staff and governors at TASB to access training and events provided by the Diocese and the national Church of England. These opportunities include the Church of England Professional Qualification for Headship, which has recently achieved NPQH status, and other professional qualifications provided through the FEL.