



Diocesan Board of Education (DBE) Business Plan January 2025 – December 2027

Key priorities for 2025– 2027

Overarching aim of the business plan: to develop the work of the board further by ensuring that the duties outlined in the ‘DBE Measure 21’, directs the business of the DBE, so that Church schools are able to be sustained and enable children and young people to experience ‘life in all its fullness’ for coming generations.

In particular the key priorities to develop the work of the board further for the next 3 years are:

- Key Priority 1:** Delivering the responsibilities outlined in Measure 2021
- Key Priority 2:** To develop and implement a strategy to support school and adult flourishing
- Key Priority 3:** To ensure the Diocesan Education team is structured to deliver against its core functions
- Key priority 4:** To raise the profile of Schools mission and ministry to support wider Diocesan strategy

Reporting

- Termly written update on action taken against each KP in termly officers report to DBE,
- Yearly Business plan review, written document shared with DBE
- Success criteria reviewed annually

Key Priority 1: To deliver the requirements of the DBE Measure 2021 (Business as usual)

Success Criteria	<ul style="list-style-type: none"> a. Education team continue to provide staff development opportunities for those with protected characteristics. b. 90% of admissions authorities have moved to removing Church attendance as over subscription criteria from their admissions policies c. A spreadsheet is completed showing the Collation of Trust deeds and contains information about the journey of the school (i.e. trustees/date of any academy conversion/land registry information) d. DBE Education team and Schools are engaging with their responsibilities and acting towards the carbon Zero targets. e. The DBE MAT Strategy provides enough scope for schools to academise and a summary of where schools are at is collated. f. A good practice document is produced to support school leaders developing their Christian Vision. g. Training and Materials to support schools develop spirituality and teaching Christianity as a global faith are made available. h. An increased number of Governors are appointed from diverse backgrounds.
-------------------------	--

Actions		Lead Person	Time Frame	Progress
1.1	Recruitment and Retention: Continue to develop the Leading for Equity Programme; identifying opportunities for school-based staff with protected characteristics; ensuring training and resources reflect diversity/working with local dioceses to develop more diversity in school leadership and curriculum opportunities/resources for schools.	SS/BS/KF	On going reporting to each DBE meeting on progress	
1.2	Admissions: To support schools in reviewing and amending their oversubscription admissions criteria against the planned timetable. Including running annual webinars, alerting schools they are in scope and supporting Governing Boards in their delivery	RR (with SS)	Sept 25 Sept 26 Sept 27 (last group of schools)	
1.3	Buildings: To complete data collection of school trust deeds (Ann Richardson)/land and building trustees and other building related information (SS)	SS	On going work to be completed by Dec 27	
1.4	Carbon Zero: Education team to reduce their paper use at training events and live by the DBE environmental policy	EG	On going	
1.5	To support schools in planning for the National net carbon Zero targets by ensuring that regular communications and updates are made to Governing Boards.	BS	Termly Chair briefings or equivalent	

Actions		Lead Person	Time Frame	Progress
1.6	When planning with Building surveyors, ensure funding decisions are made mindful of Carbon Zero targets	SS	Biannual meetings	
1.7	Half termly update meetings with Jill Stolberg to ensure schools are on track to meet her targets *	SS	Half termly progress meetings	
1.8	School structures: Support development of third MAT. Review MAT Strategy. Meet with remaining non academy schools to discuss their options and time frames for academisation. Collate gathered information	SS	July 26.	
1.9	Christian Distinctiveness: Formulate a way to share with schools, good practice in creating a vision including making explicit the difference between Biblical and theological content.	KF	Dec 25	
1.10	Provide sign posting to support training and reading materials to aid schools in developing spirituality strand in their schools.	KF	Dec 26	
1.11	Provide support though training/resource sign posting to ensure teaching of Christianity is viewed as a global faith	KF	Dec 27	
1.12	Governor Support: Recruit more governors from a range of backgrounds: Diverse ethnicities/community's/ businesses by networking through a range of places... i.e. JLR, Chamber of Commerce, Asian and Black business networks, Churches Together	BS	On going	

*The aim for the Net Zero Carbon Schools role (JS) is to:

- Engage all the 'schools in the scope' (SITS) to begin/continue an intentional journey to greater sustainability.
- To move SITS on from the schools' initial audit of engagement to the next stage eg from X to Y and some to Z
- To enable diocesan schools, including SITS, to find resources that they need to shape the culture of their school as places where sustainability and climate care are more embedded.
- For all SITS to have completed a Count Your Carbon audit, a Buildings Audit, to report on emissions to the GB and DBE, by the end of the academic year.
- For all SITS to have begun to create their Climate Action Plan.

This will be achieved by:

- Engaging with each school individually and visiting each site at least twice to meet with key personnel
- Preparing and maintaining a Padlet of resources that will enhance their journey
- Liaising with experts in the field who can support schools wanting to engage pupils on the journey
- Pointing schools towards grants that can help them achieve their aims.

Key Priority 2: To develop and implement a strategy to support school and adult flourishing.

Success Criteria	a. Presentation to DBE on 'Flourishing schools' Document and suggested outline as to future developments for DBE focus. b. Scope of well being work agreed by the DBE and made available to schools.
-------------------------	---

Actions		Lead Person	Time Frame	Progress
2.1	To engage with the National Society's 'Flourishing Schools' Document, discern what is useful, audit Birmingham DBE's work in this area, and draw up a suggested action plan and suggestions for implementation	SS	Sept 25-July 26.	
2.2	To ensure that school staff from global majority heritage backgrounds are identified and offered mentoring/coaching opportunities to support their career flourishing	SS	Every year.	
2.3	Ensure that training delivered by the Education team has representative content of Global Majority heritage leaders and other underrepresented backgrounds.	All Staff	All events	
2.3	To develop a wellbeing strategy for DBE to support schools. Set up a task and finish group. Collate information from other dioceses as to what is provided. Decide on the scope of support that could be available and for whom. Make available for schools	DDE/DDDE	Sept 26-December 27.	

Key Priority 3: To ensure the Diocesan Education team is structured to deliver against its core functions

Success Criteria	<ul style="list-style-type: none"> a. Vacancies that occur in the team are replaced by skilled individuals who through good induction can carry out their duties effectively b. New staff have good induction, supported line management c. All areas of the Education team's work continues to be delivered.
-------------------------	--

Actions		Lead Person	Time frame	Progress
3.1	To support the transition from JS to KF as Church School Distinctiveness Advisor by providing a comprehensive induction programme/regular touch bases/support with relationship with schools.	SS	Jan – April 25	
3.2	Recruit replacement Education Support officer (ESO). Review JD, advertise and recruit amended role to provide meeting and admin support. Be specific in advert that we welcome applications from Global Majority Heritage backgrounds.	SS	By April 25	
3.2	Support the transition from SC to new ESO by providing regular line manager meetings and clear timetable of events and diary commitments.	SS	April 25- Dec 25	
3.3	Review the structure of the Education team to ensure appropriate line manager support for all team members, and to ensure that all aspects of the work streams are being owned and actioned as needed.	SS	April – July 25	

Key Priority 4: To raise the profile of Schools mission and ministry to support wider Diocesan strategy

Success Criteria	<ul style="list-style-type: none"> a. Regular newsletter is sent out with transforming church focus, celebrating school based practice. b. DBE policy is reviewed. c. Chapter and Deanery synod meetings are taking place with a school ministry focus. d. Schools are part of regular conversation when Diocesan strategy is being discussed.
-------------------------	--

Actions		Lead Person	Time frame	Progress
4.1	Develop a regular Monthly/half termly newsletter to connect the 9 principles of transformation with work done in schools. Include good practice suggestions, link to website. Arrange for it to be shared with internal staff and clergy.	EG	End of every month, starting from April 25.	
4.2	Review DBE document 'The contribution of Birmingham Anglican schools to the Mission of Church of England, Birmingham' Use a task and Finish group to do this with key Diocesan staff involved	SS	Sept 25- July 26.	
4.3	Engage with clergy through attending each chapter meeting once a year and speaking at Deanery synods once ever every two year. (Liaise with Area Dean support officers). Agree a short input which is engaging, practical and relevant to role out for each year.	SS/BS/DHB	To be organised by April 25. Dates in the diary for the next three years if possible.	
4.4	Offer clergy the opportunity to pilot a year 6/7 confirmation project for those attending Church schools	DHB/BS	Jan 27.	
4.5	Develop further 'flourish' pilot project (Churches setting up congregation in schools) if the opportunity arises. Write up and share the practice from current pilots with clergy and others.	DHB/SS	On going Sharing information: Sept 25 SL conference March 26.	
4.6	Discuss with national society way of increasing schools training for Clergy. (Can it be made part of the IME) Ensuring Birmingham clergy have access to school's ministry training	SS BS/DHB	Spring 25 (conversations)	

SS: Sarah Smith

BS: Barrie Scott

KF: Keith Farquhar

RR: Rachel Raftery

SC: Susan Crosthwaite

EG: Ellie Gull

DHB: Duncan Hill Brown