Gloucester Diocesan Board of Education

Schools’ Strategy 2022
A Good Home for All Church Schools

With high aspiration for excellence, we are passionate for all within our family of schools to experience God’s love in a culture of care, dignity and hope.
Rationale
The Church of England has a strong and proud tradition of providing education since the introduction of national schools in 1811. We give thanks for our Christian heritage and legacy and continue to desire to see God’s love expressed in our service to children and young people. Our commitment comes from a belief that each child is unique, special, and made in the image of God.

The Gloucester Diocesan Board of Education (GDBE) has developed this school organisation strategy taking into consideration the national educational landscape, including the White Paper – Opportunity for All - and the varied contexts of the schools in this diocese. It is written to provide schools with an understanding of how the GDBE, schools, multi-academy trusts and churches will work together to sustain the family of church schools and ensure that they flourish for the benefit of the children and families they serve. The aim is to enable the maximum number of pupils, students and staff in schools across the diocese to thrive in their education, work and wider lives; that is, to experience ‘life in all its fullness’ (John 10:10).

The GDBE aims to ensure that all children can experience life in all its fullness through high quality provision that enables them to thrive in all that they are and all that they do. This is through an education that is not only academically robust but is distinctive in its care and inclusion of all, underpinned by Christian values that promote the development of character and spirituality.

The DfE White Paper clearly sets out the aspiration for all schools to be part of a strong multi-academy trust by 2030. The GDBE takes seriously the responsibility to ensure there is sufficient capacity to enable this.

In addition, the GDBE is committed to, and welcomes, the ongoing culture change within the national Church which expects that every aspect of mission and ministry is seen through the lens of what it means for schools, churches and households to all grow in faith together, that is the Growing Faith adventure.

Context
The Diocese of Gloucester family of schools spans two local authorities (Gloucestershire and South Gloucestershire), two archdeaconries and nine deaneries. There are a variety of Church Schools across the Diocese, including small rural primary schools with mixed age classes, large city schools, schools with attached nursery provision and wraparound care, as well as All Saints Academy - our only Church of England secondary school. Some schools are maintained by a local authority and are designated as either Voluntary Aided or Voluntary Controlled; some maintained schools have entered into a formal agreement as part of a federation or group of schools. Other schools are part of a multi-academy trust (MAT), including those in the diocesan trust – the Diocese of Gloucester Academies Trust (DGAT). In addition, there are four schools that are standalone academies (SATs). Appendix 1 gives an overview of the organisation of the Church schools within the diocese.

The GDBE values all its schools equally for their individual and unique contribution to education across the diocese, alongside schools that are not designated as CofE. The GDBE encourages schools across the diocese to support one another regardless of their size, location or leadership model.

Do not look out only for your own interests, but take an interest in others, too. Philippians 2:4.
Functions and responsibilities of the GDBE

Every diocese has a statutory Diocesan Board of Education and Director of Education which have a range of advisory and statutory powers with regard to schools, as set out in the DBE Measure. The main functions are:

- to promote or assist in the promotion of education in the diocese, which is consistent with the faith and practice of the Church of England;
- to promote or assist in the promotion of religious education and religious worship in schools in the diocese;
- to promote or assist in the promotion of church schools in the diocese and to advise the governors of such schools and trustees of church educational endowments and any other body or person concerned on any matter affecting church schools in the diocese;
- to promote co-operation between the Board and bodies or persons concerned in any respect with education in the diocese.

The GDBE carries out its functions not only within the national educational landscape but importantly within the visions of the Diocese of Gloucester, the GDBE and the National church.

School organisation

The view of the GDBE is that all Church of England schools should be proactive in planning for their future. The role of the GDBE and the Education Team is to facilitate, advise and support the further development of established multi academy trusts across the diocese that are strong, sustainable and support Church of England Schools, enabling all to flourish. By being part of a strong MAT, our family of schools will be part of a strong school-led education system – with MATs accountable for schools within their local MAT community. The Department for Education White Paper Opportunity for All consolidates the requirement for this. While proactivity is important schools should not rush to decide but rather revisit the following: Who are we? Why are we here? How then should we live?

Informal school partnerships without MAT/ SAT Articles are expected to develop partnership agreements and/or Service Level Agreements with their partner schools (and perhaps churches) to ensure a clear rationale and robust responsibility, timescales and accountability for developing the partnership further.

All church schools are equal in the eyes of the GDBE whether academy, VC or VA. All schools that are not already in long term partnerships are encouraged to explore bespoke solutions that respect their vision, geography and existing links. This includes exploration of formal partnerships between church and non-church schools.

If moving into formal MAT arrangements, there is no requirement for Church schools to be in the majority, and/or the percentage of church school pupils to be in a majority in a MAT. However, the principles of the National Memorandum must be upheld, such as a strong governance framework that brings church governance in the recognised proportions and encourages church and non-church schools to work productively together without compromising strong Christian distinctiveness in the CofE schools. The MAT vision, structures, commitment to training and CPD must support the unique nature of Church Schools within their MAT. To support this, the GDBE will expect every MAT to agree to our Memorandum of Understanding (MoU).

A consideration of the effect of a formal partnership offering service and mission to the wider community and the opportunities that may arise for creating connections should always be made and should ensure that those who will be outside the partnership, but potentially affected by it, are not cast out or excluded.
There is currently a national financial crisis and impending deficit positions for a number of schools, particularly but not exclusively, rural and small schools. The GDBE also recognises and values the role of small schools in community cohesion and living out the CofE Vision for Education, ‘Deeply Christian, Serving the Common Good’. This tension is captured well in national documentation. The GDBE recognises that schools with deficit budgets may feel that they have limited appeal to a MAT as it is the responsibility of the MAT to take on any deficit at point of conversion. As a maintained school, they will be working in partnership with the local authority to ensure a clear deficit recovery plan and should share this information as part of the process of due diligence and conditional consent. Nevertheless, for all schools, where forward plans are weak and viability issues have not been addressed, including falling roll and financial challenges, it must be recognised there is the potential for school failure and even closure if robust partnership arrangements and financial management have not been clearly agreed.

**Academy Status**

In Gloucester Diocese, a separate company, the Diocese of Gloucester Educational Trust (DGET), whose members are appointed from the trustees of the GDBE, fulfils the role of corporate membership of academy trusts.

The National Memorandum of Understanding between the National Society (NS), (the company name of the Church of England Education Office, (CEEO)) and the Department for Education (DfE), April 2016 lays out principles for GDBEs and schools considering academisation, stating it is recognised by the DfE that any judgements as to the religious character of church schools and the sufficiency of any protection of that character are solely for the GDBE.

The expectation is that the model documentation for academisation (articles of association, the church supplemental agreement and the special clauses for the funding agreement and supplemental funding agreement) agreed between the National Society and the department (DfE) will be used for all Church of England schools when they join an academy trust. In this document, the department respects the statutory right and requirement for the consent of GDBEs to be gained to allow a church school to become an academy. This is referred to as ‘conditional consent’.

The GDBE agrees with the MoU that church schools that wish to convert will do so as part of a MAT with governance arrangements that reflect, at member, director and local governance level, no dilution of the level of church governance and involvement as it was immediately prior to conversion. This means that VA schools will join MATs with majority articles and VC schools can join those with minority or majority articles. Any MAT with church schools must be established using Articles of Association that have been approved by the Church of England with the DfE. This safeguards the instrument or Trust Deed that has established the school as a Church School. Only in exceptional circumstances may the GDBE consider different arrangements, for example when a non-Church MAT is the only available sponsor for school with an academy order.

The GDBE recognises the geographical diversity of Church schools within the Diocese of Gloucester and understands that some schools, due to their location, may seek conditional consent to join an academy trust located in another diocese. The GDBE is not, in principle, opposed to such an arrangement but would stand by its expectations for the principles of the National Memorandum of Understanding to be upheld. The GDBE will, through the conditional consent process, seek to secure representation at Member level within the aspirant academy trust. The GDBE expects a Church school and academy trust considering this option to engage, at the earliest opportunity, with the Diocesan Education Team.
Church schools considering academy status should contact the Diocesan Education Team early in their considerations, when having initial discussions as a governing board. The GDBE’s policy on academisation can be found at Appendix 2.

**Current MAT Options for Church of England Schools in the Diocese of Gloucester**

For Church of England Schools in the Diocese of Gloucester the following options are currently available to our schools who are currently maintained or standalone academies (SATs). Trusts that are in green font are proposed MATs or are considering majority or minority Church articles – at various stages from early discussions to finalising the process of adopting Church articles. (Please note this is accurate at time of publication. Please contact education@glosdioc.org.uk to check current available options.)

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<tr>
<th>Current Status</th>
<th>Current Options (June 2023)</th>
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CBAT – Cotswold Beacon Academy Trust  
DGAT – Diocese of Gloucester Academy Trust  
NCSFM – North Cotswold Schools Federation Trust  
SFAT – Severn Federation Academy Trust
Trust Partnership with the GDBE
As part of the process to become an academy/join a Trust all schools must seek conditional consent from the Board of Education before a recommendation is made by the Advisory Board.

The process for conditional consent supports both the Church school and the Trust to help to ensure that due diligence has been completed, consultation has been completed and that all parties are confident that they understand the implications of becoming an academy and joining their MAT of choice. It is essential that a school identifies what they have to offer a Trust as well as recognising how they are going to benefit from being part of that Trust. Foundation Governors must be involved at all stages of the process as they are required to sign a statement of support as part of the application for conditional consent – they are instrumental in always ensuring that the school’s Christian vision and ethos is driving the decisions of the school and are confident that the school’s Christian vision and the MAT’s vision are complementary.

If there is disagreement about the basis of the GDBE consent to an academy proposal or if a school wishes to convert to a MAT, outside the policy of the GDBE or the MoU of the National Society, then the board are willing to meet with governors to consider further their application. The GDBE and Education Team officers will offer support and advice to the school and the MAT throughout the process towards conditional consent.

When a Church school joins a MAT, it does not leave the Diocesan family of schools: the GDBE is still an active and engaged partner providing the same level of support, advice and expertise for the school. The GDBE, through DGET, is also a corporate member of all MATs who have Church of England Schools within their family.

Diocese of Gloucester Academies Trust (DGAT)
Authentically Christian; Boldly passionate about excellence in learning; Relentlessly driven in our aspiration for everyone

As the diocesan multi-academy trust, it is important to understand that the trust is a primary partner of the GDBE and works in tandem with the academisation strategy of the Diocesan Board of Education.

The Diocese of Gloucester Academy Trust (DGAT) is a thriving family of forward-thinking schools based in Gloucestershire whose Christian values underpin all they do.

Established in 2012, DGAT currently have 19 primary schools in their family (including 1 maintained school), located in a mix of rural and urban settings. They are boldly passionate about excellence in learning, for both staff and children, and are firm in the belief that every child has a right to experience success in an aspirational, inclusive, caring and supportive environment.

The drivers for DGAT growth are:
- to support the vision and strategy of the Diocesan Board of Education
- an inclusive vision and values led impetus to have a positive impact on schools and children in a diverse range of contexts
- to raise standards and provide a broad range of opportunities for children – the Trust has a proven track record of doing this
- to provide more comprehensive and integrated services to schools and benefit from greater economies of scale
- to have sufficient capacity within the Trust to be able to provide a broad range of resources, support and challenge to provide the best all round experience for the children
- achieve improvements in teaching and learning through the improved use of progress information, continued professional development and learning and the dissemination of good practice
- improve recruitment, retention, leadership support and career progression- the employer of choice
- generate efficiencies in operations and free up school resources to allow a greater focus on teaching and learning
- to provide long term financial stability for the organisation
- supporting schools that need to be sponsored as a result of a negative Ofsted judgement – the moral imperative
- responding to the need in the Diocese as the political narrative moves towards a fully academised system.

**Trust ‘Homes’ currently available to our family of schools**

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<tr>
<th>Trust</th>
<th>Subtext</th>
<th>Website</th>
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<tr>
<td>DGAT</td>
<td>(majority articles)</td>
<td><a href="http://www.dgat.org.uk/">www.dgat.org.uk/</a></td>
</tr>
<tr>
<td>Primary QuEST</td>
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</tr>
<tr>
<td>NCSFM</td>
<td>(majority articles)</td>
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<tr>
<td>Corinium Education Trust</td>
<td>(minority articles)</td>
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**Sustaining and Developing a Home for all Church Schools**

The GDBE will work with all existing MATs to develop a strategic and coherent plan for MAT growth determined in partnership with the GDBE. The plan will support the establishment of a strong offer for schools. MAT growth needs to be carefully considered and measured with ongoing steady growth. The GDBE is also committed to being proactive in supporting models of organisation and leadership that ensure the best outcomes for all by working with all stakeholders including the two local authorities, neighbouring diocese and the South West Regional Director’s office. The GDBE are open to working with neighbouring diocese and other organisations. MATs that cross diocesan borders can be considered, with the understanding that there will be GDBE corporate membership and adherence to the National Society MoU.

In consideration of the formation of new multi-academy trusts, the trust will have to work closely with the GDBE and fully support the MoU and expectations of the board and be able to show that there is a need for the new MAT which will not disadvantage any existing successful partnerships. New MATs will be expected to apply for sponsor status from DFE and this will be a condition of MAT approval and must adopt majority church articles. The vision and structure of the MAT will be fully investigated.

All MATs will be expected to fully commit to school improvement and academy sponsors must be ready and prepared to admit vulnerable schools to the MAT where and when the GDBE make a request. It is essential that they are secure homes that will support rapid improvement whilst ensuring that the school’s Christian vision is central to their work and approach. The growth of MATs is carefully planned to ensure that there is capacity within the MAT and their schools to provide the necessary support – living out the Christian value of service to others. At different times, some schools will have greater capacity to offer support while others may have need of greater support themselves. The GDBE will encourage all MATs to offer support beyond their family of schools and the diocesan MAT (DGAT) will lead in offering a ‘safe’ home for schools who find themselves with the greatest need.
The GDBE, backed by research and statistics, believe that schools and the education system are best served by being part of a collaborative partnership or arrangement and that MATs provide this for our schools, currently alongside our local authorities. We recognise the strength of both formal and informal partnerships that already exist, including schools that are part of a federation. Federations are in a strong position when considering their next steps and are able to apply for conditional consent from the GDBE to join a MAT as a federation. The board does not recommend schools to enter into new federation agreements at this point, as a move towards academisation, this would only cause additional bureaucracy and workload and with limited benefits; this may also not be considered a feasible option by the Regional Director’s office.

It is no longer an option for maintained schools to become a stand alone trust (SAT). Existing SATs should also consider, in discussion with the GDBE and other partners their future sustainability and how they could enhance the provision of an existing MAT or benefit from a formal partnership with a MAT for the benefit of the education system as well as the individual school.

The GDBE will consider the following options if a Church of England academy, as part of a MAT is underperforming, according to national criteria. This decision will be based on the current context and current track record of school improvement, including SIAMS, of the sponsor academy.

1. DGAT becomes the sponsor
2. Another MAT with majority Church articles that is secure and sustainable and has a proven track record of school improvement, including SIAMS, becomes the sponsor
3. A MAT with minority Church articles that is secure and sustainable and has a proven track record of school improvement, including SIAMS becomes the sponsor (in the case of a formerly VC school)

The GDBE recognises that the picture of leadership and school structures across the diocese will continue to change and evolve during this decade. We are fully engaged with this process – to support, challenge, advise and guide our family of schools into the next stage of their development to ensure that Church School education supports the flourishing of all in all our communities across the Diocese of Gloucester.

This strategy was approved by the Diocese of Gloucester Board of Education and Diocese of Gloucester Education Trust on 15 November 2022 (updated August 2023)
This strategy will be reviewed at least annually and more frequently if there is a significant change either to national or local policies and guidance.

This document will be available to all stakeholders on request and via the GDBE website https://www.gloucester.anglican.org/schools/academy-conversion/ and should not be reproduced, adapted or used without advance permissions.
FURTHER READING

Church of England Vision for Education: Deeply Christian, Serving the Common Good 2016
https://www.churchofengland.org/more/education-and-schools/vision-education

Memorandum of Understanding between the National Society and DfE

Called, Connected, Committed 2020 https://www.cefel.org.uk/ccc/

APPENDIX 1
Church School organisation across the Diocese of Gloucester – June 2023

Maintained Church of England Schools
All Saints’ Secondary
Blockley
Stone with Woodford
St David’s

Standalone Academies
All Saints’ Secondary
Blockley
Stone with Woodford
St David’s

Primary QuEST MAT
(majority articles)
Highnam
Redmarley
Saunton & Corse
Harpbury
Ann Cot

Corinium Education Trust
(majority articles)
Siddington

Severn Education Trust
(majority articles)
Lydneay
Aylburton
Bream
English Kicknor
plus 1 community primary

North Cotswold Schools Federation MAT
(majority articles)
St James and Ebrington
Cold Aston
Swell
Longborough

DBE/DGET – Education Team
Jo Hunter: Interim DDE: Strategic and Operational Lead, SIAMS lead, Bishop’s Visitors, Training, consultants,
Leavers’ Service, HT appointments
Kerry Geddes: School Christian Character incl. courageous advocacy, RSHE, behaviour, SIAMS support and advice
Debbie Heime: School Christian Character incl. spirituality, RE Hubs, RE teaching and learning, Collective Worship
Roland Roberts: Governance incl. future structures and governance support for academies
David Williams: Buildings, Admissions and Trusts

LA: Academic Standards

Trust Board/Trustees: Academic Standards

Cotswold Beacon Academy Trust (CBAT) minority articles – currently no CoE schools

June 2023

Approved
Appendix 2

Gloucester Diocesan Board of Education
Policy on the Academisation of C of E Schools

The view of Gloucester Diocesan Board of Education is that all Church of England schools should be proactive in planning for the future, in developing strong collaborative arrangements, and recognises that for some within the Diocese of Gloucester family of schools this may lead to discussion about conversion to academy status as part of a Multi Academy Trust (MAT).

The DBE remains committed to supporting schools to decide what is best for their school and its community. The Diocese of Gloucester Academies Trust (DGAT) was established in 2012 to provide a home for any CoE school wanting or needing to become an academy. The DBE’s commitment to considering the application of any school from the Diocese of Gloucester to join DGAT remains, however, the DBE acknowledges that there are many Trust models now established within the Diocese and DGAT may not be the most appropriate or commercially viable for all schools.

In the Diocese of Gloucester, there are three options for schools to consider:

- Apply to join the diocesan MAT (Diocese of Gloucester Academies Trust) - any school exploring the possibility of academy conversion is invited to visit The Diocese of Gloucester Academies Trust website.
- Apply to establish their own MAT with other schools in their area
- Apply to join an existing MAT, whether Church of England or “mixed” MAT of Church of England and non-Church of England schools.

In all cases of voluntary conversion, the DBE’s legal consent to proceed is required. This is not automatic and should not be assumed. The DBE will consider each request individually based upon the proposal received. It is important that when schools begin considering academy conversion, they contact the Diocesan Education Team at the earliest opportunity so that we can help, advise and support.

Whether academy conversion and joining the diocesan MAT, setting up a new MAT or joining another MAT is appropriate for a school is very much dependent upon the school’s local context and governing bodies should carefully consider whether academy conversion has the potential to improve sustainable outcomes for the children they serve whilst maintain the school’s ethos and distinctive Christian vision.

Policy and procedure

The DBE will work proactively with the Regional Department of Education (RDE) and its officers (Regional Directors) in strategic planning and determining academy proposals and arrangements within the Diocese.

DBE consent will be required in respect of converter academies i.e., those not forced to become academies by the RDE, and this is not a formality. The DBE will normally grant provisional and conditional consent to conversion to academy status, providing certain conditions are met:

✓ the school consults the DBE as soon as governors begin to discuss the process of academisation
✓ the Memorandum/Articles of Association of the MAT must be approved by the DBE and reflect the agreed ratio of DBE approved (Foundation) members, directors and local governing body members.
   The Parochial Church Council (PCC) will recommend people who it regards as being able to bring
a Christian perspective to the life of the school to the Diocesan Board of Education, for appointment as Foundation members, directors and governors. They will have knowledge of what Christian values might be from their own learning and relationships within the Church. It is preferable that they are a practising member of the Church of England with a commitment to the church school ethos or a member of a Christian church (Churches Together in Britain and Ireland) with a commitment to the church school ethos.

✓ the DBE, through DGET (Diocese of Gloucester Education Trust), becomes a corporate member of the Academy Trust with the ability to appoint an appropriate number of directors
✓ the Academy Trust and the DBE must enter into a Church Land Supplemental Agreement in relation to each school site (excluding any playing field land owned by the local authority, for which there will be a 125 year lease with the LA) in a form approved by all parties, based on the form included in the Model Documents issued by the DfE
✓ the Academy Trust must enter into a Commercial Transfer Agreement for each school with the local authority and the governors in the form included in the Model Documents
✓ the Academy Trust must enter into a Master Funding Agreement with the Secretary of State in a form approved by the DBE, and a Supplemental Funding Agreement for each academy based on the forms included in the Model Documents.
✓ the school pays DBE’s legal fees and a fee for work carried out by DBE officers where necessary
✓ where appropriate, a Members’ Agreement applies (this commits the Members (i.e. legal owners of the MAT) to ensure the implementation of the Church of England objects of any CofE school in the MAT).
✓ The DBE consent to convert may be withheld if it has concerns about the long term sustainability or capacity of any proposed MAT.

The DBE will carry out its own due diligence in respect of requests from CofE schools to convert to academy status. The DBE’s Academisation Committee is delegated responsibility for considering applications for conditional consent. Diocesan Education Team officers will review the submitted application form and provide a summary for the Academisation Committee. If the application provides insufficient information the application will not proceed to the committee for consideration and support will be offered to the applicant school to re-submit the application and proceed through the process.

The committee will invite the school and aspirant trust to a meeting to explore the school’s application for conditional consent to an academy application. This document is the undertaking that governors give to the Diocese that its conditions will be met. Schools seeking to join a MAT should complete the form ‘Application for Conditional Consent to Convert to an Academy and join a Multi Academy Trust’.

**Schools seeking to join DGAT**

Schools seeking to join DGAT should complete the form ‘Application for Conditional Consent to Convert to an Academy and join the Diocese of Gloucester Academy Trust’. As DGAT was set up by the DBE and includes several DBE individual members at Member and Trust Board level, the process for conditional consent to join DGAT is different. The application for conditional consent for schools seeking to join DGAT includes a statement from the Deputy CEO detailing the due diligence undertaken in order for the school to join DGAT. The application for conditional consent is considered by the Chair of the DBE and the Diocesan Director of Education. Any questions or queries arising from the scrutiny of the application form will be made in writing to the Chair of DGAT and lead school contact named on the school’s application. The Chair for the DBE and Diocesan Director of Education will then make a recommendation to the DBE. The final decision for conditional consent lies with the DBE.

**Federations seeking to join a MAT**

For federations seeking to convert all schools within the federation and join a Multi Academy Trust, the form “Application for Conditional Consent to Convert to an Academy and join a Multi Academy Trust: Federations’
should be completed by the federation governing board on behalf of all schools seeking conditional consent. The Executive Leader and Chair of the Federation and aspirant MAT will be invited to the Academisation Committee as part of the conditional consent process.

**VA schools:** in line with national expectations, the DBE, unless there are exceptional circumstances, expects majority church governance to apply within the proposed MAT.

**VC schools:** in line with national expectations, the DBE expects 25% church governance to apply within the proposed MAT.

**This means the DBE will not authorise conditional consent if the above conditions are not met.**

Whilst Church school-only MATs are a sound way for CofE schools to collaborate, this may not always be possible (or desirable), and the DBE will therefore permit “mixed-mode” (Church/Community school MATs) subject to rigorous safeguards about religious character being written into the legal documents, in line with nationally agreed documentation and protocols. For some MATs (especially “mixed-mode” MATs), the DBE may require a Members’ Agreement to be in place.

**Schools issued with an academy order**

Where a CofE school is underperforming according to national criteria and where an academy order is issued, the DBE will consider the following options:

1. DGAT becomes the sponsor and the school is re-brokered as such
2. Another established CofE-based MAT acts as the Sponsor, and the school transfers into that MAT
3. A new MAT is constructed, with DGET as a corporate member. Where this is a “mixed-mode” MAT, the normative Church provisions and the Members’ Agreement will apply
4. The school converts into an existing non-Church MAT, subject to (a) DGET becoming a corporate member of that MAT, with the ability to appoint an appropriate number of directors; (b) the application of the Members’ Agreement; and (c) the application of the normative national model documentation with robust protections for the religious character of the school.

The DBE will not normally permit CofE schools to be sponsored by non-Church (secular) national academy chains. If this is proposed by the RSC, (because no other solution is potentially available), the Board will consider the merits of the case and make a determination, using its statutory powers if necessary.

If there is a disagreement about the basis of the DBE consent to an academy proposal, or if a CofE school wishes to convert into an arrangement outside the DBE policy (or outside arrangements envisaged by the Memorandum of Understanding between the National Society and Secretary of State), then the governors proposing this can make an approach to the Diocesan Board of Education to discuss this. The Board may request that a written case is produced, and that the governors meet with representatives of the DBE before a decision is made.

**This policy was approved by the Gloucester Diocesan Board of Education Standards and Ethos Committee on 11th January 2021**