

# Catholic Education Service Development Plan

April 2003 - March 2006



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PROMOTING & SUPPORTING CATHOLIC EDUCATION IN ENGLAND AND WALES





## Foreword

The tasks of education are vitally important in the Catholic Church. Increasingly we recognise that these tasks are life-long, from 'the cradle to the grave'. At every step the invitation to enter more deeply into the adventure of life and faith asks of the Catholic community an imaginative and worthy response.

The Catholic Education Service has long played a vital role in this task. Constantly that role is changing and evolving as the settings and priorities of education change. This Development Plan for the CES is of great help to all who wish to know more about how that change is taking place and the current scope of the work of the CES.

As this document clearly states, the Catholic Education Service is the principle means in the Catholic Church for engagement with statutory bodies and provision for all stages of education. The CES speaks on behalf of the Church, securing the continued well-being of our efforts and constantly seeking out new possibilities for co-operation with statutory bodies. In recent times, for example, the CES has been instrumental in securing new streams of funding for General RE courses in sixth forms. It has set up Catholic eteach, enabling our schools to join in a tailor made electronic 'market-place' for the recruitment of Catholic teachers. It has gained an increase in the funding that may be claimed for Section 23 inspections carried out by diocesan personnel. It has pursued and protected our interests in new educational developments such as the Connexions service and during the passage of the 2002 Education Act the CES fought vigorously to maintain the foundation governor majority for our schools.

This Development Plan will enable the reader to identify quickly just who is who within the CES and their particular spheres of responsibility. It sheds light on the complex relationships within the Church, between dioceses and the Bishops' Conference, and with the CES which works on behalf of that Conference. It states clearly the areas of priority and development that are currently being pursued and highlights some of the areas of change that will need to be embraced. Obvious among these is the greater accessibility of documents and information via electronic means, gradually removing more costly and cumbersome methods. The continuing development of the CES website as well as the introduction of intranet sites for particular groups shows that the CES is moving with the times.

I thank everyone at the CES for the hard work that has gone into preparing and agreeing this Development Plan. It sets our course for the immediate future. But our basic motivation is the same as it has ever been: to serve the growth in faith of Catholic everywhere in Christ as the Way, the Truth and the Life.

+Vincent Nichols  
Archbishop of Birmingham  
Chairman: Catholic Education Service.  
1 October 2003.





## Introduction

Change is now a constant process in education. If the Catholic Education Service (CES) is to continue to provide an effective service within reasonable budgetary restraints, it needs to take a strategic view of its aims, objectives and activities.

This Plan, which represents an innovative and developmental departure, is designed to provide a three-year overview of the direction of the Service. It has been the subject of constructive discussions with members of the Management Committee, as well as with diocesan colleagues.

It will be underpinned by a one-year Operational Plan, the first of which will relate to April 2003 - March 2004, setting out, for internal management purposes, the activities and tasks to be undertaken in order to deliver the aims and objectives of the Development Plan.





# The Church and the Role of the CES

## The Church's vision for education

*'I have come so that they may have life and have it to the full.'* (John 10:10b)

*'Education has a specific role in the construction of a more united, more peaceful world. It can contribute to the affirmation of an integral humanism, open to the ethical and religious dimension which gives all the importance necessary to knowledge of and respect for the cultures and spiritual values of different civilisations.'*

(His Holiness the Pope, speech in an audience to a congress of Catholic European educators, April 2001.)

The Church has been unwavering in her emphasis upon the importance of, and support for education and lifelong formation:

*'True education aims at a formation of human persons which is directed towards their final end and at the same time towards the good of society, of which they are members and in whose functions, on becoming adults, they will take part.'* (Gravissimum Educationis 1, Declaration on Christian Education, 1965, Vatican II)

Catholic education recognises that learning is a lifelong process. All human living is part of the process of God's self-revelation:

*'Discipleship in the gospel is lifelong, a journey of faith coming to complete fulfilment only in the presence of God in heaven. The entire life of the disciple is marked by learning and growth. Lifelong growth and faith is to be a characteristic of Catholic life. An understanding of the educative task of the Church must start from this perspective and increasingly opportunities for lifelong learning need to be developed for every member of the Church.'*

(Religious Education in Catholic Schools, Bishops' Conference of England and Wales, 2000.)

## The contribution of the CES to the realisation of the Church's vision in England and Wales

The Catholic Education Service was established as an agency of the Bishops' Conference following the recommendations of the committee chaired by Bishop Hugh Lindsey in 1988.

In the process of its fact-finding, the committee identified a need on the part of Catholic schools and colleges of higher education for:

- a voice at national level able to 'speak with authority and with a confidence which is soundly based on representative advice' and
- clear 'policy guidelines from the Bishops' Conference on the Church's view of different aspects of education, schools, and higher education. They look for a more effective communications network.'

The aim was to build on the evolution of the Catholic Education Council to develop a 'central,

integrated education service required by the Catholic Church in England and Wales'. The report identified three main roles:

- Provide full support for Catholic educational establishments;
- Offer advice to and implement the policies of the Bishops' Conference;
- Effectively represent these policies and institutions to the government, to local authority organisations, and to religious bodies.

The proliferation of Government initiatives and agencies in education and expansion of RE have led to a recent review of the work of the Catholic Education Service and the Department for Christian Education and Formation designed to simplify working structures supporting the Bishops' Conference, avoid overlap, use resources effectively and secure consistent and complementary working.

The review acknowledged the valuable work of the CES in protecting and promoting Catholic schools and colleges so that their provision is held in high esteem and the sector's major contribution, as a partner with government, in the provision of schooling has been recognised.

The outcome has clarified the role of the CES as:

'...to support, defend and promote the educational work of the Church in the context of the educational policy framework and provision carried out through the wide variety of government agencies and major non-governmental organisations. The CES acts, on behalf of the Church, at this inter-face.'

In the case of RE, the role of the CES/Department is to be focussed on the place and promotion of RE within the context of the public provision of education at school, in FE/HE and lifelong learning.<sup>1</sup>

National bodies, such as NBRIA, the Diocesan Commissioners, CORAM and the Higher Education Forum would then 'serve as the key points of cooperation and consultation with the CES'.

This represents a robust starting point for strategic planning.

The CES aims to work collegially with colleagues sharing the commitment to Catholic education so that resources are used to most effect and roles are complementary.

## Challenges facing the CES

In a predominantly secular society, where the process of educational change is constant and apparently accelerating, the greatest challenge facing the Service is to ensure that decisions made at national level - whether through 14-19 policy, higher education funding policy or plans for remodelling the teaching profession - should take account of the particular needs of Catholic education and the rich contribution it can make to society.

## CES funding

The CES delivers its work through a fixed annual contribution from each diocese based on pupil numbers.

## Mission of the CES

To seek and exploit opportunities to proclaim the Gospel message through promotion and support for Catholic education in England and Wales, and in doing so, to contribute to the Church's response to the Common Good.

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<sup>1</sup> The development of materials for lifelong learning in the faith is among those things proposed for the new agency for evangelisation: CASE.



# Aims and Objectives of the CES

## Strategic aims

1. To support Catholic education by being discerning to the needs of our time and encouraging debate, stimulating innovation, and prompting evaluation so that Catholic education makes a difference to society.
2. To take lead responsibility for acting as advocate for the Catholic Church nationally on matters of Catholic education and, in doing so, to ensure that the Bishops' education policy is properly represented.
3. To advise the Bishops on the formation and implementation of their education policy through regular mechanisms, but also as the CES identifies as necessary in the light of changing circumstances, such as secular policy direction, and media presentation of issues.
4. To be a source of specialist expertise and advice to dioceses and other agencies and institutions.
5. To maintain and develop effective networks for communication and intelligence-gathering with secular bodies, in particular government and its agencies, and, as a consequence, to be able positively to influence these bodies to recognise the merits of and rights to a Catholic education and act accordingly.
6. To support others in facilitating the development of religiously literate young people, and a mature adult Christian community, through the provision of appropriate learning opportunities from cradle to grave.
7. To work discerningly and collaboratively with other agencies and areas of the Church both nationally and internationally (eg CTS, NBRIA, CEEC, CARITAS, DSCs, ADCAT) and committees of the Bishops' Conference so that we are all better able to deliver the Church's mission in education.
8. To promote Catholic education in the national consciousness eg by collaboration with ecumenical partners and through good public relations.

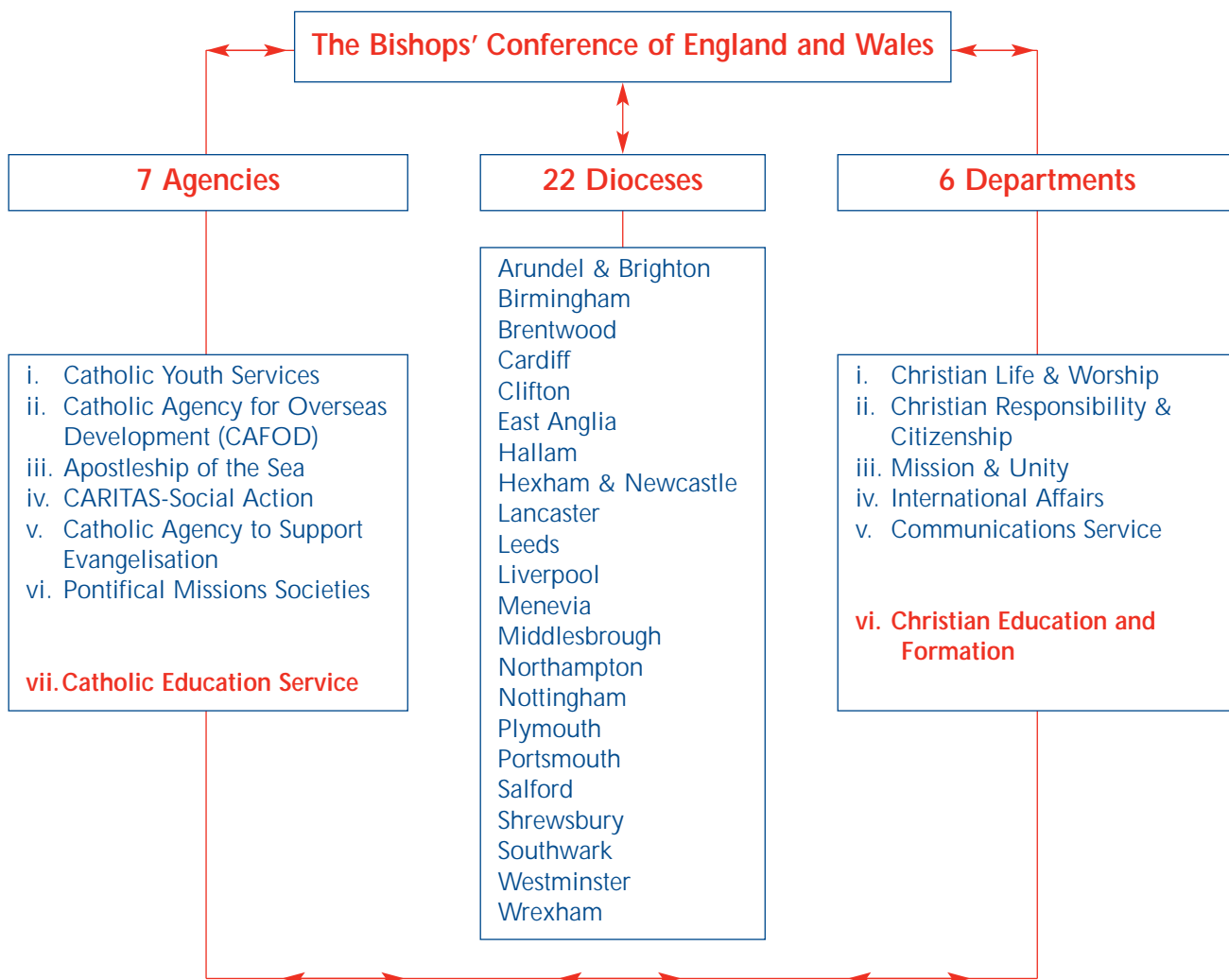
## Objectives

1. To inform and advise the Bishops of England and Wales in the formation and development of their education policy.
2. To provide specialist advice and guidance on statutory and other matters to diocesan teams and Catholic educational institutions.
3. To provide specialist advice and guidance at national level to Catholic sixth form colleges and colleges of higher education to promote their role as providers of further and higher education, including ITT and CPD and support them as members of the Council of Church Colleges and Universities.

4. To ensure that the CES is aware of and in a position to influence national policy initiatives so that Catholic education can maintain its distinctive ethos and is available for those who seek it in schools, further and higher education and through lifelong learning.
5. To secure sufficient, well-qualified leaders, teachers and support staff for Catholic education in schools, colleges, and for parishes and other settings of Lifelong Learning.
6. To influence national policy-makers in relation to recruitment and retention measures (cf TTA's Recruitment Strategy Managers, taster courses, golden hellos etc) to ensure Catholic education secures an equitable share of attention and resources.
7. To promote the development and delivery of high-quality curriculum provision within a Catholic context.
8. To secure that national and EU legislation takes account of the Catholic context and that this legislation is mediated accurately to clients of the CES.
9. To represent Catholic education in England and Wales, as appropriate, within Great Britain and Ireland, in European groupings (such as CEEC) and in the international context.
10. To ensure, through targeted networking, that the CES is aware of and able to contribute to the development of education thinking, whilst promoting the virtues of Catholic education; and that this work is based on a sound understanding of the needs, intentions and desires of the Catholic community for its education work.
11. To ensure that there is a match between the activities in the plan and the overall staff resources, knowledge and skills.

## Annex A: The Catholic Education Service (CES) 2003

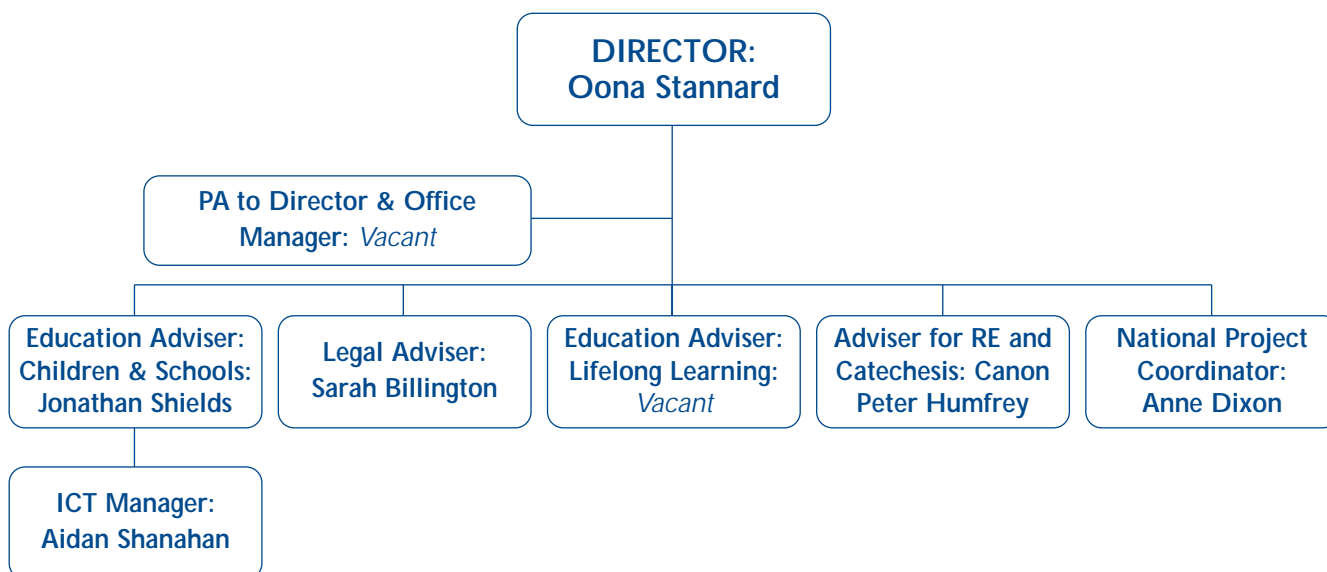
The CES is one of the 11 agencies of the Bishops' Conference of England and Wales. As such the CES is directly answerable to the Bishops' Conference and exercises executive functions in the name of the Conference. The CES has a Chairman or President; Archbishop Nichols as Chairman of the Bishops' Conference Department for Christian Education & Formation, is also Chairman of the CES Management Committee. The CES links with the Conference through the Department for Christian Education & Formation.



The CES works in close collaboration with diocesan directors of education including advisers for RE and schools commissioners. Diocesan officers exercise their responsibilities directly with their schools and other providers of Catholic education. The CES usually communicates with schools and others through their diocesan offices and via the CES website. The CES also has a number of forums and other reference groups through which it is able to communicate directly with other practitioners, eg heads, teachers, CATSC member and college principals.



## Annex B: Who's who at the CES



### **Director: Oona Stannard (Personal Assistant to Director/Office Manager: vacant)**

Strategic planning and resource allocation. Advice to the Bishops' Conference on the formation, development and implementation of education policy. Education policy interface between the Catholic Church in England and Wales, national government, dioceses and other partners.

### **Education Adviser: Children & Schools: Jonathan Shields (Administrative Assistant: Bella D'Souza)**

Policy lead on quality of education in early years and school settings (including nursery and school inspection, school effectiveness and innovation), school curriculum, SRE, PSHE, staffing, behaviour, SEN, access and inclusion, teacher recruitment and retention (including Teacher Registration Forms, eteach, ITT, induction and cpd, diocesan regional management training groups), school workforce (including remodelling), performance management, early years (Early Excellence/Sure Start/Children's Fund/New Deal for Communities funding), and national strategies (including KS3 strategy). Management of the annual Census. Project management of publications.

### **Legal Adviser: Sarah Billington (Personal Assistant: Marian Moynihan)**

Provision of legal advice on education matters to the Director, dioceses and other education partners including on prospective and current legislation, casework and legal requirements on the CES itself. Policy lead in respect of school funding, capital, admissions, transport, governance, freedom of information, trusteeship, child and data protection.

### **Education Adviser: Lifelong Learning: vacant**

Policy lead on the location and organisation of educational provision for 14-19-year olds, Area Inspections and LEA inspections, Strategic Area reviews, the Connexions Service, the LSC, funding, further, higher and lifelong learning (in collaboration with the Adviser for RE and Catechesis), teacher recruitment and retention in FHE and input to work of Education Adviser, Children & Schools in respect of schools.

**Adviser for RE and Catechesis: Canon Peter Humfrey**

Advice on RE and catechesis to the Bishops' Conference and the Director. Development, accreditation and funding of RE provision. Policy lead in respect of S23 inspections and nominated inspectors in sixth form colleges. Advice on the training and development needs of staff in Catholic schools and colleges. Planning and implementation of Education Sunday.

**National Project Coordinator: Anne Dixon**

Analysis of curriculum and resource needs in conjunction with members of NBRIA, the National Adviser for Catechesis and Religious Education, Advisory Committee and the Steering Committee. Writing, editing and evaluating materials and managing the publication process. Inservice training for national advisers.

**ICT Manager: Aidan Shanahan**

Development and maintenance of CES website and ICT, including hardware, software and training. Development of software to carry out school Census, capture, analyse and report on other relevant statistical data, including liaison with schools.

**How to Contact the CES**

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General Office: 0207 901 4880  
Fax: 0207 901 4893  
[www.cesew.org.uk](http://www.cesew.org.uk)

**Artwork**

Artwork by pupils at Sion Manning RC Girls' School, London

