



# LEADERSHIP SCHOLARSHIP PROGRAMME

## A Leadership Programme 2024-25 Religion and Worldviews Participant handbook



CULHAM ST GABRIEL'S



Religious  
Education  
Council  
of England and Wales



Learn Teach Lead RE  
Improving quality, building community

## Helping you find your voice as a leader

The programme aims to help key influencers in the R&W community to find their voice and to shape a leadership community for the future to help bring about systemic change.

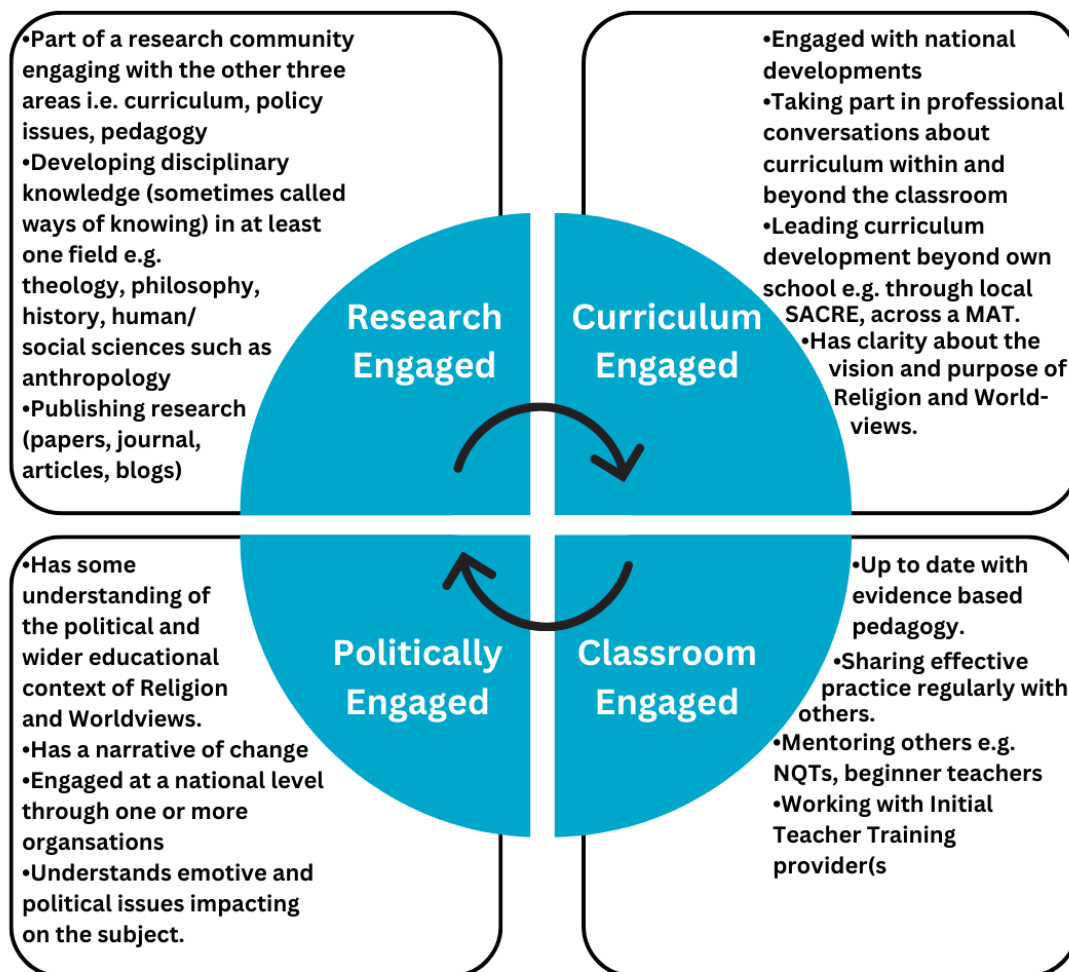
The programme helps Culham St Gabriel's fulfil three of its current strategic objectives and therefore as a charity fulfil its obligations to the public benefit:

- Advocating for the importance of a high-quality education in religion and worldviews within the education world
- Developing excellent leadership and teaching of religion and worldviews
- Facilitating the Religion and Worldviews community to work more cohesively.

This programme not only equips leaders but builds a leadership community. The programme takes into account the following four areas of leadership:

- Research engaged: The power of knowledge
- Curriculum engaged: The power of the subject
- Classroom engaged: The power of practice
- Politically engaged: The power of influence.

The programme enables teachers/advisers to become skilled in all four areas but acknowledges that each leader may have one or two areas of passion and expertise. Teachers would bring these areas of focus to the leadership community of practice. The aim is that the leadership community of practice effectively utilises the expertise of each leader to bring about systemic change.



### What are the aims of the programme?

To provide opportunities for emerging R&W leaders to expand and deepen their reflections on educational leadership in the subject, through receiving mentoring, structured challenges, research insights, inspirational networking events, and experience of professional development delivery.

### How is the programme managed?

The programme is led and managed by Claire Clinton, with support from a small steering group. The steering group includes key people from each of the following organisations: NATRE, LTLRE, AULRE, AREIAC, RE Council and NASACRE. The current steering group members are:

- Claire Clinton (NASACRE Exec, Lead Director for Regional Hubs, AREIAC Regional lead)
- Stacey Burman (Regional Hub Lead: London)
- Sean Whittle (AULRE Exec, also ACTRE)
- Ed Pawson (REC Board, LTLRE and Regional Hub Lead: South West)

- Fiona Moss (NATRE Chief Executive, also RE Policy Unit)
- Kathryn Wright (Culham St Gabriel’s Trust, also a member of the REC Board, observer on NATRE Exec and AULRE Exec)

The steering group meet approximately once a half term. They also review and agree all new applicants for the programme.

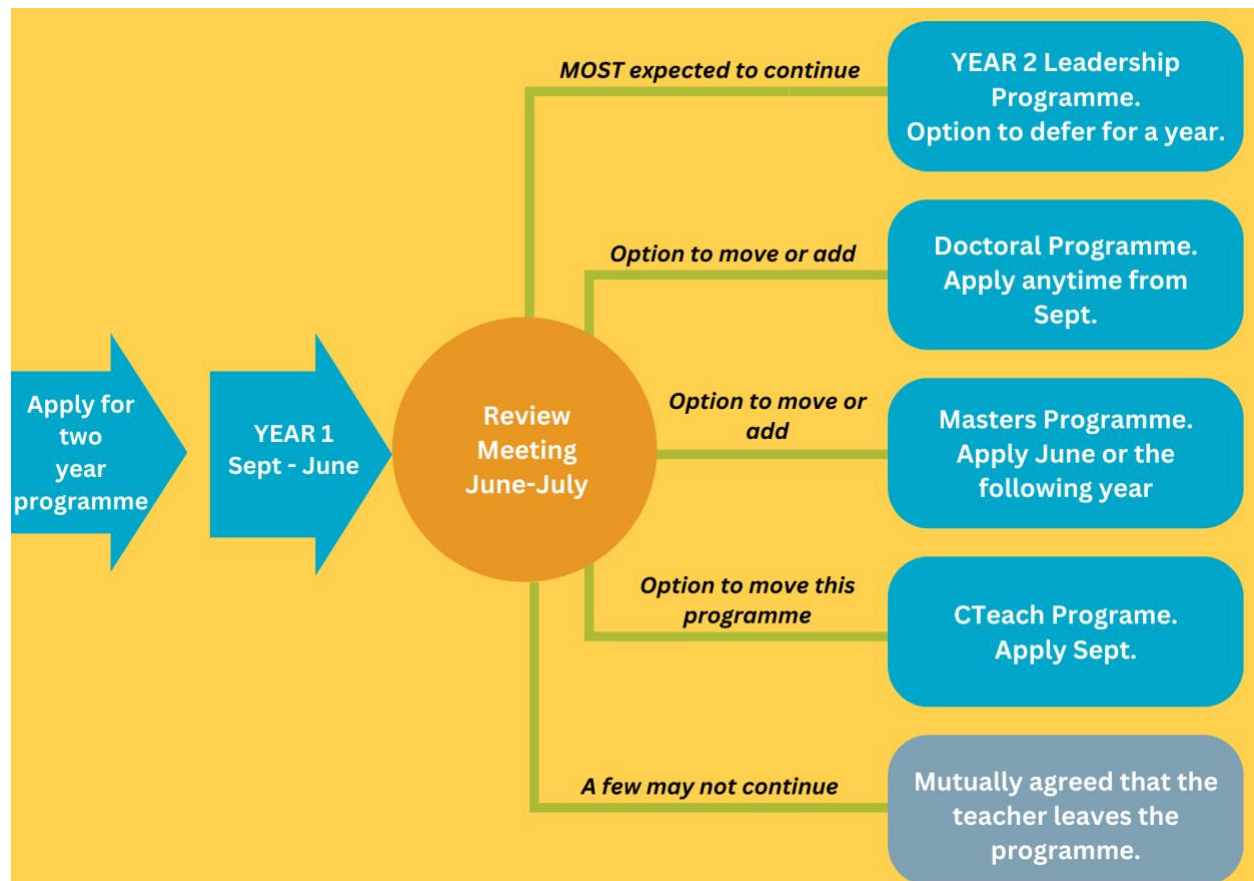
### Who is the leadership programme for?

The programme is for those who are working beyond their own school. It is designed for those who are already working or aspire to work across a MAT, local area, region or in a national capacity. For example, you might run a local group or hub for RE teachers, you might lead RE across a MAT, chair a local SACRE.

The programme is focused on leadership of RE regionally and nationally, **not** on leading RE within a school.

### What am I committing to?

In 2024-25, when you apply you will be signing up with the intention of committing two years to the programme, but with flexibility built in. We have found the majority of our participants benefit from the programme most when they have two years of mentoring. The diagram below explains how the two-year programme process will work, and as you can see there is still an option to finish after one year.



## The Review Meeting

In this meeting you will chat through with your mentor your next steps. This might be:

- Deciding together with your mentor that you will continue on the leadership programme for a second year.
- Taking a 'gap' year (2025-26), and returning to the leadership programme in 2026-27 to do the second year. This might be because you want to consolidate on your learning, and/or because you have change in your personal or professional circumstances.
- Moving to one of CSTG's other programmes, including the CTeach Scholarship Programme or Masters Scholarship Programme.
- Deciding together with your mentor that one year has been of great benefit, but that for good reasons you wish to withdraw from the programme and not take up any of the other opportunities at the current time.
- Your mentor might feel that the second year of the programme is not appropriate and suggests that you end the programme in July 2024.

## What is involved in the programme?

### Mentoring

- You will be allocated a mentor who is already an adviser and/or national leader in the RE Community. You are expected to meet regularly with your mentor as part of this programme.
- You will complete an audit of need with your mentor and a development plan created which you will use as a focus for the first 12 months. You will use progress against this as a basis for your review meeting.
- Mentoring will take place for 12 hours between September and June. The time can be split in any way the mentee/mentor choose. Supporting you with your courses/professional development will be in addition to this time. These sessions will take place virtually.

### E-Learning Courses

- During your first year, you will undertake at least three Culham St Gabriel's Professional Development Short Courses of your choice which will be linked to your development plan. <https://courses.cstg.org.uk> Your mentor will support you through the course(s) providing professional dialogue. You should discuss with your mentor which courses to do and you can discuss your progress in mentor sessions.
- If these courses have already been completed the participant will, with their mentor, find other free on-line courses that will help you in your leadership development.

## **Community of Practice**

- You will take part in a virtual Community of Practice. This Community of Practice will include being part of a WhatsApp group and taking part in a series of four virtual meetings during the year, each taking 1.5 hours. These usually take place as twilights.
- In the Autumn term you will have in your first year an extra meeting with your fellow participants focused on getting to know each other better.
- The Community of Practice may agree to hold further virtual conversations as a group to share course outcomes and present work or ideas to one another.
- There is a final 'end of first year' gathering for feedback about the programme.

## **Research Reading Group**

- You will take part in a virtual research reading group. This takes place over one term in Year 1 (in the summer term), and over two terms in Year 2 (in the Autumn and Spring terms). The sessions are as twilights or evenings.

## **Other Opportunities**

- Membership of AREIAC (Association of RE Inspectors, Advisers and Consultants)

## **In Year 2 the following elements will continue:**

- Mentoring
- Community of Practice
- Research Reading Group
- Other opportunities, including attendance and presentation at national conferences.

In addition in Year 2, you will receive membership of the Chartered College of Teaching and membership of either AULRE (Association of University Lecturers in Religion and Education) or AREIAC. You will also be supported by your mentor to join a research community, and have the opportunity to shadow your mentor for a day.

## **What are the expected outputs?**

Outputs are connected to the four areas of leadership development.

## **Year 1**

- Complete actions against bespoke development plan
- Complete CSTG short course on curriculum
- Complete CSTG short course on research
- Complete one other CSTG short course of own choosing
- Blog about one of the four areas of leadership (curriculum, pedagogy, policy, research) for RE:ONLINE or another website such as NATRE

- Share new knowledge with a least two different professional groups e.g. a local network, SACRE, AREIAC group, conference
- Attend at least one SACRE, RE Council or other meeting which is policy related
- Join in with the WhatsApp group to help colleagues and deepen learning opportunities
- Participate in at least 75% at community of practice sessions and reading group sessions
- Report to CSTG about the impact of the programme on your leadership development.

## Year 2

- Complete actions against bespoke development plan
- Shadow your mentor (or other national leader) for a day and work with them
- Complete an action research project
- Present at a national conference on your research or other new learning
- Write for a national publication or journal e.g. RE Today, Professional Reflection, Chartered College Impact
- Join in with the WhatsApp group to help colleagues and deepen learning opportunities
- Participate in at least 75% at community of practice sessions and reading group sessions
- Report to CSTG about the impact of the programme on your leadership development.

## What are the expected outcomes? What will I get out of it?

By the end of the two-year programme, we expect you to have:

- Enhanced your regional or national profile within and beyond the religion and worldview community
- Increased confidence to lead RE regionally and/or nationally
- Increased understanding of the importance of research, pedagogy, curriculum and political dimensions in leading R&W at a regional and/or national level
- Increased your contribution to national events
- Widened your horizons beyond the 'classroom' e.g. thinking beyond own circumstances
- Increased your ambition for what is possible professionally
- Increased confidence and authority to speak into the public space about R&W e.g. through social media, events
- Increased your forward-facing communication in one or more of the following areas of RE: pedagogy research, policy development, and curriculum.

If you leave the programme after one year, we expect you to have made progress against some of these outcomes.

## Timeline

January 2024: Applications open.

22<sup>nd</sup> March 2024: Applications Close.

April 2024: Steering group decide on who will participate in the programme and notify applicants accordingly.

May/June 2024: Allocation of mentors to participants.

June 2024: Notification of all community of practice and reading group dates for 2024-25.

Early Sept 2024: Virtual welcome gathering for participants.

October- Dec 2024: First mentor session, first virtual community of practice, year 1 participant's complete first CSTG short course.

Jan- March 2025: Mentor sessions, Community of practice sessions, year 1 participant's complete second and third CSTG short course.

April - June 2025: Mentor sessions, community of practice, year 1 reading group sessions

June 2025: Review meeting with mentor and submit report to Culham St Gabriel's Trust.

July 2025: Outcome of review meeting confirmation.

In Year 2, the programme will follow a similar pattern. However, there will be two reading groups' series, rather than one. In addition, the focus will be more on action research of your own choice, rather than the CSTG short courses. If you decided to take a 'gap year' before you begin Year 2 of the programme you will be invited to online keeping in touch sessions.

### **What is expected from your school?**

The programme needs the agreement of your headteacher and line manager. We want to ensure that your school is fully supportive of all parts of this programme and that it is formally agreed to. There is money available for cover (when you bid for it) to allow you to attend AREIAC or SACRE meetings, or a conference for example as part of the programme and it is important that your school is agreeing to that.

Your tutor will also contact your line manager to have a conversation about the programme and your bespoke development plan at the start and towards the end of the programme.

### **How much does it cost?**

Culham St Gabriel's covers the cost of mentoring, and adviser time to lead each community of practice sessions and the reading group. AREIAC provides membership free for one year. Culham St Gabriel's covers the cost of membership of AULRE or AREIAC in Year 2, and the cost of membership for the Chartered College if the participant is not already a member. Culham St Gabriel's holds a supply cover fund for this programme which participants can apply to on a first come, first served basis. There is no financial cost to your school, however, it is expected that you may need to join virtual meetings during or after the school day. You may



also wish to attend a SACRE or AREIAC meeting during school time, for which supply cover cost can be claimed. Therefore, we ask for agreement from your headteacher when you apply. The total cost of the programme for Culham St Gabriel's Trust is approximately £1800 per year per participant.

### **How do I apply?**

Places on the programme are limited. We expect there to be ten places.

Complete the online [Leadership Scholarship application form](#)

Ask your headteacher to sign the [Headteacher Agreement](#) and return via email. If you are an adviser or self-employed you do not need to obtain this undertaking.

The deadline for applications is 22<sup>nd</sup> March 2024

Applicants will be notified of the Steering Group decision by end of April 2024

A virtual welcome meeting will take place in Early September

The programme will begin on 1<sup>st</sup> September 2024

### **Appendices:**

Application form for drafting purposes only and headteacher agreement/information for your headteacher- also available online as separate document

**Appendix 1**  
**Application Form Questions (Please apply online [here](#))**  
**A word version of this form is available to download [here](#)**  
**The application deadline is 22<sup>nd</sup> March 2024**

You can use this page to **draft your responses** before completing the form online.

- Your experience working beyond your own school (200 words max.)
  
- Which of the four leadership areas do you think is a strength for you and why? (100 words max.)
  
- Which of the four leadership areas do you most want to develop and why? (100 words max.)
  
- Explain why you should be chosen to become a participant on the leadership programme (200 words max.)
  
- What was the last book, blog or article you read about education and what impact did it have on your practice? (200 words max.)
  
- In terms of your career, where do you see yourself in five years time? (200 words max.)
  
- Please tell us which organisations in the religion and worldviews community you are a member of. E.g. NATRE, AULRE, AREIAC.

Please note your headteacher will be required to sign an agreement regarding your participation on the programme before your application is considered. The agreement can be found on our website and should be emailed to [enquiries@cstg.org.uk](mailto:enquiries@cstg.org.uk)  
You are also required to name a referee on the application form who **must be** someone outside of your school. E.g. a SACRE member, RE adviser, MAT CEO...

## Appendix 2

The Headteacher Information Sheet is available as a separate document [here](#)

The Headteacher Agreement is available as a separate document [here](#)

### Headteacher Information Sheet

We are delighted that one of your teachers is interested in national funded leadership programme. We hope your teacher has shared with you the vision and aims of the programme and the benefits for them and your school. This short information sheet explains the commitment required from your teacher and your school, as well as the funding that is being offered.

This is a two-year programme, but the teacher's participation is reviewed after the first year. It is then by mutual agreement whether they continue to the second year. We expect most teachers to continue to the second year of the programme.

#### Teacher/School Commitment required:

- During Year 1 of the programme, the teacher is required to complete three Culham St Gabriel's short e-learning courses. This may be equivalent to an hour a week of study time for some or part of the year. We would largely expect a teacher to undertake this study in their own time.
- During both years of the programme, the teacher is required to attend 12 hours of mentoring between September to June. As this takes place largely virtually, we would expect this to occur after the school day in most cases. However, schools may wish to provide release time for a teacher to attend these sessions.
- The teacher is required to attend local SACRE or AREIAC meetings. In most cases these are half days, some are held in evenings.
- During both years of the programme, the teacher is required to participate in four virtual community of practice sessions between September to June. These are usually held after school as twilights.
- During Year 1 of the programme the teacher is required to attend four reading group sessions, and in Year 2 eight reading group sessions. These are usually held after school as twilights.
- The teacher will write blogs and articles over the year in discussion with their tutor/mentor. They would largely do this in their own time.

Please note, a list of all dates will be provided to participants before the start of the academic year to help with planning.

#### Funding provided:

- The cost of the programme is approximately £1800 per participant per year. This is fully covered by Culham St Gabriel's Trust and includes:
  - The cost of mentoring/tutoring
  - The cost of the professional learning community, including speakers
  - The cost of a facilitator for the reading group

- Membership of the Association of Inspectors, Advisers and Consultants (AREIAC) or Association of University Lecturers in Religion and Education
- Membership of the Chartered College of Teaching (if not already a member)
- Administration costs
- Your teacher can apply to Culham St Gabriel's for supply cover to attend a day time compulsory meeting/conference that is part of the programme.

In addition, AREIAC provides free membership for participants in Year 1 of the programme.

**Benefits for your school:**

- Increased understanding of effective middle and senior leadership
- Enhanced regional or national profile for your teacher and your school
- Increased confidence to lead RE in your school and beyond
- Widening of horizons beyond the 'classroom' e.g. thinking about local, regional and national contexts, Ofsted, Ofqual, DfE,
- Increased ambition for what is possible professionally within and beyond RE as a curriculum subject.

Headteachers are required to sign an agreement before an applicant is offered a place on the programme to acknowledge these commitments.

**Headteacher Agreement  
Leadership Programme**

To: Culham St Gabriel's Trust and Leadership Steering Group,

I, \_\_\_\_\_ (first name and family name)

confirm that I am happy for \_\_\_\_\_ (name of applicant) to take part in the Leadership programme 2024-2026.

I confirm that I understand the commitment that the named teacher and the school are making to this programme.

Name: \_\_\_\_\_

Signature (can be electronic, but not typed): \_\_\_\_\_

Position/Role: \_\_\_\_\_

Date: \_\_\_\_\_

**Please return this agreement [enquiries@cstg.org.uk](mailto:enquiries@cstg.org.uk)**

If you have any questions about the leadership programme please contact Kathryn Wright,  
Chief Executive, Culham St Gabriel's Trust [ceo@cstg.org.uk](mailto:ceo@cstg.org.uk)