

# Culham St Gabriel's Leadership Scholarship programme 2025-2027

Thursday 13<sup>th</sup> February 2025

With Fiona Moss &  
present and past mentees and mentors



# How would you define good leadership? How are you leading outside of your school?

- “Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others.” – Jack Welch
- “A leader is one who knows the way, goes the way, and shows the way.” – John C. Maxwell
- “Becoming a leader is synonymous with becoming yourself. It is precisely that simple and it is also that difficult.” – Warren Bennis



Joining Breakout Rooms...

Breakout Room 1

It may take a few moments.



## DEVELOPMENTAL OUTCOMES

### RESEARCH ENGAGED

- You will be part of a **research community**.
- You will develop disciplinary knowledge - which is sometimes called **ways of knowing** - in at least one field eg theology, philosophy or social sciences.
- You will **take part in some small scale action research**. You will have opportunity to share what you find.



### CURRICULUM ENGAGED

- You will be **engaged with national developments** and take part in professional conversations about curriculum within and beyond the classroom.
- You will be **leading curriculum development** beyond your own school and have clarity about the purpose and vision of religion and worldviews education.



### POLITICALLY ENGAGED

- You will gain an understanding of the **political and wider context of religion and worldviews education**.
- You will be **engaged at a national level** through one of more organisations and understand emotive and political issues impacting on the subject.



### CLASSROOM ENGAGED

- You will gain an up-to-date **knowledge of evidence-based pedagogy**.
- You will share effective practice regularly with others.



## Four areas of leadership

The expectation is that you, as a leader, will grow in each of these four areas.

You will be supported to do this by bespoke 1-1 mentoring.

# Steering Group

## Finding your voice



Kathryn Wright –  
Culham St Gabriel's



Fiona Moss



Claire Clinton: NASACRE  
Exec, Lead Director for  
RE Hubs, AREIAC  
Regional lead



Angela Hill: NATRE  
Director, RE Policy  
Unit



Deborah Weston: REC  
Board, Chair REC  
policy unit, NATRE  
research officer



Sean Whittle: AULRE  
Exec, ACTRE



Stacey Burman: RE Hub  
Lead: London, AREIAC  
Exec



Ed Pawson: LTLRE and  
RE Hub Lead: South  
West

## **What is expected?**

- Meet with your mentor regularly –12 hrs of mentoring each year (Sept-June)
- You and your mentor develop a plan
- Do three e-learning courses deepening your knowledge of RE and leadership in your 1<sup>st</sup> year from CStG website or equivalent
- Year 1- Face to face full day meeting in the Autumn term
- Virtual Community of Practice for four virtual meetings during each year (twilights/evenings)
- Virtual research reading group (twilights or evenings)
- Attend local SACRE and/or AREIAC meetings across the year, and receive membership of AREIAC Year 1/ AULRE Year 2
- Year 2 shadowing
- Year 2 small scale action research
- Be enthusiastic and don't worry about experience, we will work with you to gain this!

Outputs are connected to the four areas of leadership development.

## **Year 1 Outputs**

- Complete actions against bespoke development plan
- Complete CSTG short e-course on curriculum
- Complete CSTG short e-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 whats app 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

# Expectations

***Towards the end of year 1 with your tutor you will have a review to decide whether it is right to continue to year 2 of the programme. 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 AULRE (Association of University Lecturers in Religion and Education). You will also be supported by your mentor in your small scale action research, and have the opportunity to shadow your mentor for a day.

## **Expected Outputs from year 2**

- Complete actions against bespoke development plan
- Shadow your mentor (or other national leader) for a day and work with them
- Complete a small-scale 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 whats app 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

# Costs

CSTG invest approximately £2000 per person in the programme per year

Schools: supply cover for face to face day and possibly part funding of attendance at the AREIAC/AULRE conference

Small pot to cover some travel expenses



# My experience of the programme

# Questions



# Final points

- Everything you need is on our website <https://www.cstg.org.uk/scholarship-programmes/leadership/>
- Applications close on 21st March 2025
- You need your head teachers approval for being on the programme – there is a form for them to fill out
- We take references – it is a competitive process – there are 10 places for next year, not everyone makes it on with their first application.
- The programme may be virtually free to you and your school but it does cost in terms of your time and commitment. Your school should recognise the commitment it takes, but also bear in mind the programme has costs to CStG in providing the opportunities to grow leadership in our subject