

## **West Midlands Diocese Regional Racial Justice Programme: Education Context of Dioceses**

This document provides contextual information regarding education in the Dioceses involved in this project. Each Diocese has a unique context that is reflected in individual Diocese information below. In accordance with the DBE Measure legislation, each Diocese has a Diocesan Board of Education, whose duties are laid out within the Measure. In accordance with the DBE measure, each Diocese has a Director of Education, appointed by the Bishop of the Diocese after Consultation with the Diocesan Board of Education.

The 6 Dioceses, are committed to working together to support, enable and guide the work of the Racial Justice Programme in the schools and education context within their Dioceses, through the work of their DBEs and Education Teams. Across the Dioceses we have communities and schools that they serve with widely ranging socio-economic contexts and levels of diversity. We believe that a commitment to Racial Justice within practice and policy and education for pupils on this topic is vital in all these contexts.

### **Individual Diocesan Contexts**

#### **Gloucester**

As a DBE we are passionate for all within our family of schools to experience God's love in a culture of care, dignity and hope. The Diocese of Gloucester family of schools spans two Local Authorities (Gloucestershire and South Gloucestershire), two Archdeaconries (Gloucester and Cheltenham) and nine Deaneries. The Diocese has 116 schools, including Voluntary Aided and Voluntary Controlled Schools, Schools within Multi Academy Trusts and Single Academy Trusts. There are a variety of schools across the Diocese ranging from a significant number of small rural primary schools with mixed age classes and large city schools. The family of schools includes one secondary school. Some schools have very diverse communities, while others serve far less diverse communities. The DBE is committed to the importance of Racial Justice in all these contexts. The Diocesan Director of Education leads an Education Team with 4 Principal Advisors, who lead on significant areas including school governance, buildings, admissions and trusts, RE, Spirituality, SIAMS and Courageous Advocacy. We believe that the consideration of Racial Justice is significant across all these areas of work.

#### **Birmingham**

As a DBE we see Church schools as transforming lives and therefore transforming the world. The Diocese of Birmingham family of schools spans five Local Authorities (Birmingham, Solihull, Sandwell, Warwickshire and Worcestershire), two Archdeaconries (Birmingham and Aston) and six Deaneries. The Diocese has 52 schools, including Voluntary Aided and Voluntary Controlled Schools, Schools within Multi Academy Trusts and Single Academy Trusts. The majority of schools are at least one form entry primary schools in urban settings.

The family of schools includes three secondary schools. The majority of our schools have diverse communities, a number having a high proportion of children from other faith backgrounds. The diocese does include some more rural areas with less diversity, but these are very few. The DBE is committed to the importance of Racial Justice in all these contexts. The Diocesan Director of Education leads an Education Team with 2 further school facing officers who lead on significant areas including school governance, buildings, admissions and trusts, RE, Spirituality, SIAMS and Christian distinctiveness. We have a further associate officer from a Global Majority Heritage background, working one day a week with us to lead on our bespoke 'Leading for Equity' programme with a focus on increasing the number of school leaders from Global majority Heritage backgrounds., The consideration of Racial Justice is a high priority in all we do and is reflected in our ways of working.

### **Coventry**

As a DBE we root our vision in Matthew 5 inspiring our schools to be salt in how they live together and light as they inspire children to change the world. The Diocese of Coventry encompasses 76 schools (74 primary and 2 Secondary) with 18,500 children and young people and over 2,000 staff. Half of our schools are still maintained (10 Voluntary Aided, 28 Voluntary Controlled), with the other schools in 6 Multi Academy Trusts. Our schools span 3 Local Authorities (Coventry City, Warwickshire County and two schools in the old County of Warwickshire which are now part of Solihull). Our smallest school has just 36 pupils on roll and our largest 1670. A third of our schools are less than one form entry, experts in mixed age teaching, serving rural south Warwickshire villages. Coventry City is very diverse with 45% of the population classifying themselves as other than White British, whereas other areas of the Diocese are less diverse with 21% other than White British. There are a number of areas of new large housing developments with inward migration increasing diversity in these areas rapidly. The Diocesan Director of Education leads a team of 4 FTEs who lead on Church School Distinctiveness, Admissions, Governance, Buildings and our Diocesan Service Agreement CPD package. We have an active global links with Kapsabet Diocese in Kenya.

### **Lichfield**

The Lichfield Diocese Board of Education are passionately committed to children of all faiths and none experiencing God's love in our Church of England School's. The LDBE also hope and expect that this impact is felt more widely within the 31 academy trusts we work with, most of which have a mix of Church of England and community schools.

The Diocese of Lichfield spans seven local authorities (Shropshire, Telford and Wrekin, Staffordshire, Stoke on Trent, Sandwell, Walsall and City of Wolverhampton) This is covered by four Archdeaconries (Salop, Stoke, Lichfield and Walsall) and 27 Deaneries. We have 206 schools, totalling 50,000 pupils. This includes Voluntary Aided and Voluntary Controlled secondary, middle, primary, first, infant and junior schools. A significant number of schools at the East and West of the diocese are small rural schools and approximately 50% are academies. Some of our schools have very diverse communities, particularly at the south

and north of the Diocese, while other schools serve far less diverse communities. The LDBE is committed to the importance of Racial Justice in all these contexts.

The Diocesan Director of Education leads an Education Team which includes a Deputy Director, 4 FTE Christian Distinctiveness Advisors, a School Estates Officer and a small Business Management and Administration team; all of which sits within the Board of Finance. As a Diocesan team, we highly support our schools in the ongoing development and enhancement of their Christian vision, ethos and approach alongside support for school governance, buildings, trusts, RE, Spirituality, SIAMS and Courageous Advocacy. We believe that the consideration of Racial Justice is significant across all these areas of work.

## **Worcester**

The Diocese of Worcester Board of Education are committed to their vision: to Love, to Learn, to Serve. This is underpinned by 1 Peter, 4:10, 'Each of you should use whatever gifts you have received to serve others, as faithful stewards of God's grace in its various forms'. The Diocese has 100 schools covering two Local Authorities and two Archdeaconries (Worcester and Dudley). Schools within the diocese serve both the two and three tier education system. There are 14 Voluntary Aided, 40 Voluntary Controlled and 46 formerly VA and VC schools in 15 Multi Academy Trusts with 2 Stand Alone Secondary Academies. Schools have wide ranging contexts from a significant number of small and rural schools to large inner-city primaries and 3 secondary schools. Some schools have very diverse communities, while the others are far less diverse. The DBE is committed to the importance and profile of Racial Justice in all communities and retains this as a standing agenda item on all board meetings. The Diocesan Director of Education leads a team of 5 staff and 3 consultants. The scope of the team's work covers: Training and Support (RE, World Religions, Worship, Spirituality, Courageous Advocacy, Church and School Partnerships and wider aspects of the SIAMS framework), School Effectiveness Support, governance, buildings, admissions and academisation. The Board of Education and Education Team consider Racial Justice in all aspects of their work.

Number of schools: 100

Number of Pupils: 22,500

Names of the MATs we work with: 15 MATS and 2 SATS

- Diocese of Worcester Multi Academy Trust
- Elements Diocesan Learning Trust
- Alvechurch CofE Multi Academy Trust
- Avonreach Academy Trust
- Bengeworth CofE Multi Academy Trust
- The Black Pear Trust
- Central Regions School Trust
- Drb Ignite Multi Academy Trust
- Endeavour Schools Trust
- Hanley and Upton Education Trust
- Mercian Educational Trust
- Severn Academies Education Trust

- Shires Multi Academy Trust
- The Spire CofE Learning Trust
- The Rivers CofE Multi Academy Trust

- Bishop Perowne CofE College (SAT)
- Dyson Perrins CofE Academy