

Peer Support Networks

Partnership Overview for
Dioceses and MATs 2023-24



THE CHURCH
OF ENGLAND
EDUCATION OFFICE

FOUNDATION FOR
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What are the benefits of the Diocesan Peer Support Networks?

1. **Effective Leadership Development:** an effective way of facilitating high-quality leadership development for a strong number of school leaders, complementing the other provision of the Foundation, including for example the Church of England's revised NPQ accreditations and NPQ+ modules (launching in 2022).
2. **High-quality resources:** making use of high-quality resources and a range of current thinking and research about leadership, pedagogy and the theology that underpins our practice, the networks provide highly stimulating and thought-provoking material which enables both personal growth as a leader, and strategies for putting vision into practice.
3. **Deep discussion:** the networks offer a forum for in-depth discussion about school leadership, which is rarely available within the busyness of education, with a group of peers. The key to a successful network is the enabling of affirming, empathetic, stretching *conversations* which impact on our practice and build the long-term relationships which we know sustain leaders long term.
4. **Collaborative learning:** excellent opportunities for sharing good practice, providing peer to peer feedback, self-reflection and building lasting professional relationships to enable 'collective teacher efficacy' (Hattie) in deliberate communities of practice (Wenger).

Peer Support Networks 2023-24

Context

Our Network Participant Commitments

Our mission is to develop **Called, Connected, and Committed** school leaders through:

 Called	<ul style="list-style-type: none"> • Expert research and resources to develop personal VISON • Opportunities to reflect on a personal sense of VOCATION • Local context-specific support for WELLBEING as a leader 	 Connected	<ul style="list-style-type: none"> • Enabling authentic RELATIONSHIPS to sustain leaders long-term • Extensive REGIONAL, NATIONAL & INTERNATIONAL NETWORKS that build community • Collective PROBLEM-SOLVING and encouragement through challenge 	 Committed	<ul style="list-style-type: none"> • Deepening UNDERSTANDING of vision-driven high-quality practice • Safe spaces which enable TRANSFORMATIVE action • Conversations which build RESILIENCE
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The Foundation established Peer Support Networks (PSNs) in 2016, working in partnership to run networks for over 1500 school leaders.

These networks aim to meet the needs of specific school communities and include our National Secondary Leadership Network, Diocesan Peer Support Networks, MAT Peer Support Networks, a MAT Leadership Network and thematic networks on Becoming Trauma Informed and Diversity, Equity and Inclusion – now operating right across the country.

The Diocesan/ MAT PSN seeks to add capacity to local priorities for development through a partnership between CEFEL and the local team.

The Foundation’s vision is to develop Called, Connected, and Committed leaders. Participating in Peer Support Networks enables leaders to feel called to their role, build their connections with others and develop a more profound commitment to school leadership through pedagogy and theology from a wide range of experts based in this country and internationally, thus enhancing retention of quality staff and preparing them for future school leadership roles. Our supportive framework enables conversations amongst leaders to encourage self-reflection, aiding in transformative practices.

The Foundation uses a combination of online and face to face delivery enables the networks to be fully accessible - to meet the needs of school leaders across the country, enabling them to receive support from colleagues, access to fresh ideas and resources, encouragement and empathy, more diverse perspectives and voices and above all, a safe space amongst ongoing challenges.

Who are the Foundation’s Peer Support Networks for?

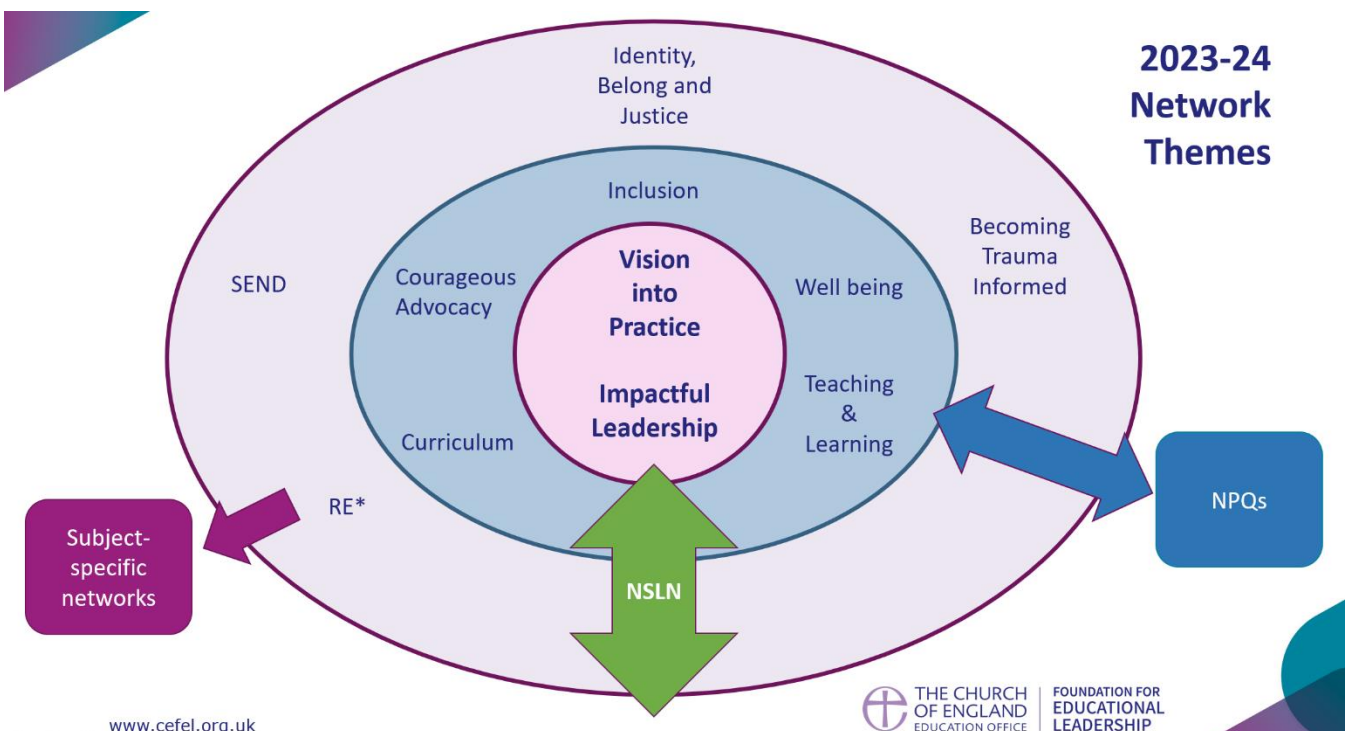
Our Diocesan Peer Support Networks are for any diocese or MAT interested in exploring the Church of England’s vision with its school leaders, considering how that might look in practice.

They can be for primary and nursery school leaders, secondary leaders or a combination. Networks can be used to empower leaders at various levels, including Headteachers, Senior Leaders, Middle Leaders, Clergy and Governors.

The Foundation’s materials are based upon the Church of England’s Vision for Education, which means that network sessions are particularly suitable for schools who wish to understand how this can be applied and embedded within their own context. However, they are open to anyone wishing to engage in conversations of this nature.

They also sit particularly well alongside the delivery of the new NPQs, utilising resources created by the designers of the Church of England’s NPQ curriculum, drawing upon the rich resource base on offer to NPQ participants, and providing the space to explore the faith-based elements of working within a church school context.

What are the 2023-2024 Network Themes?



The Diocesan Peer Support Network model for 23-24 takes into account what we have learnt in the last two years, notably around what works for school leaders. It enables local facilitators to decide the best way to organise network sessions for their schools and leaders. It considers the balance between the need to travel and the need to meet in person and enables the agility to utilise online networking tools in ways that best suit leaders.

We are also conscious of the need to keep the costs of networks as low as possible to enable schools from all over the country to access one near to where they are.

For 2022-23, our Diocesan Peer Support Network will continue to have a hybrid model for delivery. There will be a virtual launch session led by a member of the Foundation team, interim virtual or physical sessions locally throughout the academic year led by the diocese, and a final review, celebration and plenary session led virtually by the Foundation. There is the option to bolt on a face-to-face visit from one of the Foundation’s network facilitators, but to keep the core cost of the network low, this is additionality.

These networks would usually be for groups of 15-20 school leaders. The sessions are based around the Vision Resources produced by the Foundation but also extend to more profound development work about a range of themes pertinent to school leadership.

The network approach means the delivery of the Peer Support Network is undertaken in partnership between a member of the Foundation’s team and a Network Lead from the diocese.

What is provided by the Foundation?

The Foundation offers three model packages, which appreciate that different organisations have different needs and capacity. These are the Basic Package, Co-facilitated Partnership (Virtual or Hybrid) PSN, or a fully-facilitated network, with sessions led entirely by CEFEL, available upon request.

See below for an example of the Basic Package PSN model for 2023-2024:

Autumn	Spring	Summer
CPD x2: For Facilitator	CPD x2: For Facilitator	CPD x2: For Facilitator
Resources provided	Resources provided	Resources provided

See below for an example of the Co-facilitated Partnership PSN model for 2023-2024:

Autumn 1	Autumn 1	Autumn 1/2	Autumn 2 – Spring 2		Summer 1/2
Network Leads and SLT	Network Leads	Network Leads	Network Leads	Network Leads	Network Leads and SLT
Induction CPD x2: CCC/Vision, Facilitator strengths	CPD for Network Lead	Network session 1: Foundation facilitates alongside Network Lead; content & resources are all provided by the Foundation	CPD for Network Lead	Network sessions 2-4: Network Lead facilitates using resources from the Foundation's online portal and CPD training	Network session 5: Foundation facilitates alongside Network Lead; content & resources are l provided by the Foundation*
1.5 hrs per session virtual	1.5 hrs virtual, in small hubs	1.5 hrs virtual or 3 hours face to face	1.5 hrs virtual, in small hubs x 2	1.5 hrs virtual or 3 hours face to face x 3	1.5 hrs virtual

What needs to be provided by the Diocese/ MAT?

- A dedicated diocesan Network Lead for each stream (usually a member of the diocesan advisory team or an experienced headteacher) who will attend all the sessions, facilitate interim sessions with support from the Foundation, engage fully in the CPD facilitation training from the Foundation and provide and share resources with leaders within the network.
- Logistics (setting dates with the Foundation's facilitator, organisation and provision of meeting locations – either virtual 'rooms' or face-to-face venues such as local schools, invitations and communication with participants, ensuring the smooth running of the sessions, uploading material to the online portal)

How much will this cost?

Over the last few years, prices for the Networks have been frozen to ensure that no additional burden is placed on dioceses or MATs looking to run this. The pricing structure has been broken down to explain the cost, per school, for different types of networks.

This includes facilitated sessions by a member of the Foundation's team, resources and materials to support the sessions, an online community for sharing resources and access to all the presentations, ongoing support, and high-quality CPD for the Network Lead.

Network Delivery Models: Dioceses & MATs

Offer Type	Included?	Total price	Price per school (If 10 schools in Network)	Price per school (If 20 schools in Network)	Available to
Basic	All training, resources and ongoing support from CEFEL	£995 (price freeze)	£95	£47.50	Dioceses and MATs who have previously run CEFEL networks
Co-facilitated Partnership (virtual)	As above + first and last session facilitated by CEFEL virtually	1 network: £1895 2 networks: £2345	1 network: £189.50 2 networks: £234.50	1 network: £94.75 2 network: £117.25	Any diocese or MAT
Co-facilitated Partnership (hybrid)	As above + first and last session facilitated by CEFEL (mix F2F & virtual)	1 network: £2495 2 networks: £2945	1 network: £249.50 2 networks: £294.50	1 network: £124.75 2 network: £147.25	Any diocese or MAT
Fully-facilitated Partnership (hybrid)	All sessions delivered by CEFEL (mix F2F & virtual)	Price on Application	POA	POA	Any diocese or MAT

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We offer different themes for our networks; please visit the website for more information. Networks and Events - [Networks - Foundation For Educational Leadership \(cefel.org.uk\)](https://www.cefel.org.uk)

How do we get started?

1. **Identify your audience and key priorities**

This works best when it aligns with the priorities of the diocese and is carefully aimed toward a specific group of leaders to add additional value to what is already being offered..

2. **Choose a theme for your network**

Currently, the Foundation is able to offer the following themes for Diocesan Peer Support Networks: **Vision into Practice; Impactful Leadership; Well-being and Resilience; Courageous Advocacy & Social Action; Diversity, Equity, Inclusion and Justice.** Other themes may be available upon request, but developing these will attract an additional fee.

3. **Identify a Network Lead for your Diocese**

The Network Lead will attend all sessions and is usually a diocese's advisory team member or an experienced headteacher.

4. **Set the dates for your network**

The network sessions should ideally be planned in advance so that schools can organise these in their diaries. The dates for the launch and review sessions led by the Foundation will need to be checked first to ensure availability on those days.

5. **Choose the location of your network**

It may be most appropriate to hold them online for some or all of the sessions, but the benefit to participants visiting each other's schools might also be considered.

6. **Invite your participants**

It is entirely for the MAT/ diocese to decide which leaders are invited to participate and how they should go about that. Also, decide how the network will be funded for these schools – it can sometimes increase engagement to charge a little for them. Many dioceses/ MATs subsidise the cost and make it clear to schools that this is the case. You will know the needs of your schools best. It also makes a huge difference to keep communicating with participants throughout the network, to keep engagement strong.

7. **Attend the Foundation's Induction Training for facilitators**

Organise for your **Network Lead** to participate in the introductory training for facilitators, and join in all the ongoing stream-specific training throughout the year, which is a crucial element of running a successful network.

Off we go...

Begin by championing the network within your diocese in an attractive and exciting way to school leaders, ensuring the network has a high value to schools.

To find out more, visit our Networks webpage: <https://www.cefel.org.uk/networks/>

For more information, for example, about costs or logistics of the networks, or to get set up a Diocesan Peer Support Network for 2023-24, please get in touch with Lorraine Prince, Head of Partnerships and Inclusion lorraine.prince@churchofengland.org