



The Catholic Education Service Annual Report 2019





Catholic Education Service

Supporting Catholic Education Since 1847

39 Eccleston Square, London, SW1V 1BX

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Foreword



I am delighted to present to you the 172nd Annual Report of the Catholic Education Service. The report outlines the essential work the CES has undertaken to represent the interests of the Catholic Church's mission in education at a national and international level.

Of significance in 2019, was the resolution passed by the Bishops of England and Wales at their Plenary Assembly in November for a new National Framework for the Canonical Inspection (and Statutory Inspection of Religious Education and Collective Worship) in Catholic Schools. Noteworthy too was the procurement of capital funding for the first new Catholic school since 2012.

I wish to express my thanks to the CES staff for their hard work and dedication, and to all who work resolutely in our schools, colleges, universities and dioceses to ensure that Catholic education remains at the forefront of the Church's mission and in the service of the common good.

I hope you find the Report informative and I pray that you will continue to support the CES in its mandate to promote Catholic education throughout our nation.

+ Marcus Stock

**The Rt Revd Marcus Stock, Bishop of Leeds
Chairman of the Catholic Education Service**

From the Director



The Catholic Church remains the second largest provider of schools in England and Wales and the Catholic Education Service plays a vital role in representing the interests of Catholic education at a national level and providing support and advice for dioceses.

In our Strategic Plan 2019-2021 the CES outlined its core aims. These aims were split into six areas: representing the bishops; supporting our dioceses; Religious Education; professional development; political and media engagement; and digital engagement. This Annual Report will look at the successes of the CES through the prism of these strategic objectives, thus taking a holistic view of the CES's three principal workstreams: legal support; education policy; and public affairs.

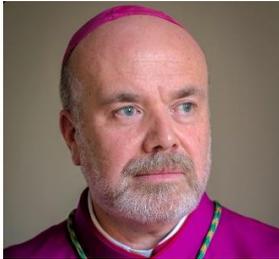
Catholic education in England and Wales is a collective achievement and I would like to pay tribute to all those who have contributed to its success. From CES employees, to diocesan education teams, to teachers, lecturers and support staff, to governors, and to the most important educators of all, parents, I would like to thank you for all your hard work in making Catholic education such a success.

A handwritten signature in black ink that reads "Paul Barber". The signature is written in a cursive style with a horizontal line underneath the name.

Paul Barber

Director of the Catholic Education Service

The CES Management Committee



The Rt Revd Marcus Stock
Bishop of Leeds - Chair



The Most Revd Malcolm McMahon
Archbishop of Liverpool



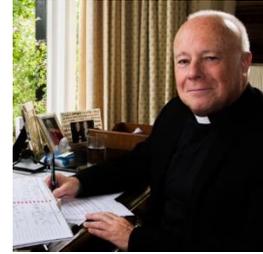
The Rt Revd Alan Williams
Bishop of Brentwood



The Rt Revd Terrance Draine
Bishop of Middlesbrough



The Rt Revd David McGrouh
Auxiliary Bishop of Birmingham



The Very Revd Canon
John Weatherill



Mrs Kate Griffin



About the CES

Founded in 1847, the Catholic Education Service (CES) is the education agency of the Catholic Bishops' Conference of England and Wales and works closely with the Bishops' Conference Department for Education and Formation.

It is a public juridic person in canon law governed in accordance with its own Statutes, which are ultimately approved by the Bishops' Conference. Governance of the CES under the Statutes rests with the CES Management Committee, which consists of an episcopal Chairman, appointed by the Bishops of England and Wales, the episcopal members of the Bishops' Conference Department for Catholic Education and Formation, and up to three additional members appointed by the Chairman.

The Director, Paul Barber, the Assistant Director (Public Affairs), Marie Southall, and the General Secretary of the Bishops' Conference, The Very Reverend Canon Christopher Thomas also attend meetings of the Management Committee.

The Trustees of the CES are the Catholic Trust for England and Wales (CaTEW). The assets of the CES are held as a restricted fund within CaTEW for the work of the CES under its Statutes.

The CES negotiates with the Westminster and Welsh Governments and other national bodies in order to safeguard and promote Catholic education. It also offers a Catholic contribution to the English and Welsh educational landscapes, seeking to ensure that the principles of Catholic teaching are reflected in all aspects of national education policy.

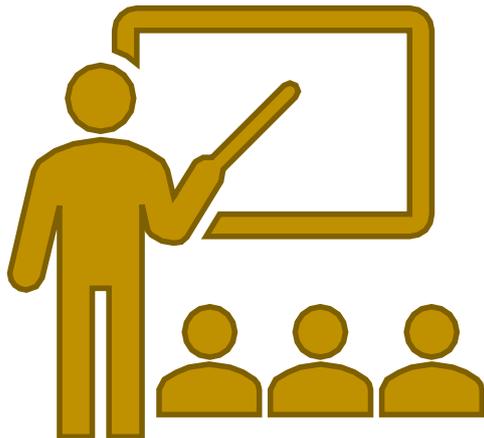


Catholic Education in 2019



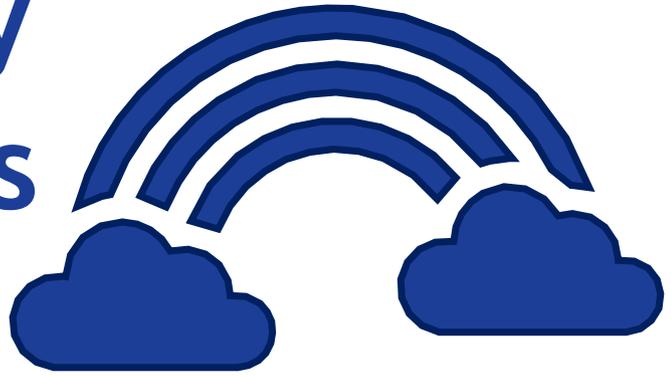
**2,204 Catholic
schools in
England & Wales**

**Educating over
850,000 pupils**



**Employing more
than 50,000
members of staff**

**Most ethnically
diverse schools
in the country**



**With more pupils
from the poorest
households**

**Achieving higher
than average KS2
& GCSE results**



In England and Wales

Catholic schools make up 10% of the total publicly-funded sector of England and Wales and are an integral part of the voluntary aided and academy sector. This sector, which includes Anglican, Methodist and Jewish Schools as well as a few others, represents about one-third of State-funded provision in England and Wales.

The Catholic Church also operates a series of higher and further education institutions including 15 stand-alone sixth form colleges and four universities.

The Catholic community works closely with central Government and Local Authorities in the provision of education. State-supported Catholic schools and sixth-form colleges are funded jointly by the State and the Church. Most are owned by Diocesan Trustees, with a smaller number owned by the Trustees of a religious order or congregation.

International

The CES is a member of the European Committee for Catholic Education (CEEC) and is represented at its regular General Assembly. The CEEC is the European regional secretariat of the International Office for Catholic Education (OIEC) of which the CES was a founder member in 1952.

OIEC provides permanent representation at various international bodies such as the Council of Europe and UNESCO and promotes regional cooperation through its regional secretariats.

A photograph of several bishops in red vestments and white mitres, standing in a line and reading documents. They are in a large, ornate cathedral with high ceilings and arches. A large golden cross is visible in the background. The scene is lit with warm, golden light.

Representing the Bishops

Objectives of the CES

The CES remains committed to representing the views of the Catholic Bishops of England and Wales to both the UK and Welsh Governments as well as other agencies.

Drawing on the assistance of colleagues and partners, the CES assists the Bishops' Conference in the development of education policy. The CES also works closely with Catholic universities, to promote their Catholic identity and engage them on matters of policy that have an impact on Catholic education.

Funding for New Voluntary Aided Schools

Following the announcement of additional funding for new Voluntary Aided (VA) Catholic schools, the CES has worked closely with the DfE in the roll out of the first wave, specifically in relation to the application and delivery process. The Diocese of East Anglia put in an application for funding for three new schools, one of which was successful. This is the only successful bid that has so far been announced.

Religious Education and Relationship and Sex Education in Wales

The Welsh Government launched a consultation on proposed changes to the curriculum in Wales, including wholesale changes to RE and the removal of

the parental right of withdrawal for both RE and RSE. Upon the release of the consultation, The CES issued a robust statement in response to these proposals and co-ordinated a campaign to engage schools, parishes and families in responding to the consultation paper.

Relationship and Sex Education in England

The Government published the updated draft guidance and drafted regulations. The guidance is compatible with a Catholic approach to RSE and referenced the Catholic model RSE curriculum as best practice for both Catholic and non-Catholic schools. The CES subsequently worked with the DfE to secure funding for Catholic specific resources and training.

Mater Ecclesiae College

By a decree of the Congregation for Catholic Education, the Heythrop Faculties of Theology and Philosophy, also known as the Bellarmine Institute, were transferred from Heythrop College to St Mary's University, and their dependence transferred from the Society of Jesus to the Bishops' Conference of England and Wales. The decree provided for the Archbishop of Westminster to once again be the Chancellor of the Athenaeum. Under the proposed new Statutes, the Faculties will be known as Mater Ecclesiae College with the new Governing Body consisting of the five Metropolitan Archbishops (or their nominees), the Rector, and two academics appointed by the episcopal members of the Governing Body. The CES provided vital legal and canonical support during this transition.

Higher Education

The CES continues to work closely with Catholic universities and the Cathedrals Group. The CES provided a range of advice on the distinctive aspects of Catholic leadership during the appointment of new Vice-Chancellors for two of the Catholic universities.

International Work

The CES continues to play an active role in the various international organisations supporting Catholic Education. We have supported the General Secretary of OIEC in the re-establishing the organisation on a firm footing.

During the OIEC General Assembly the Director of the CES was elected as President of OIEC until the next General Assembly in 2022/3.

The CES also hosted the annual meeting of the Joint Committee for Catholic Education (JCCE), which was attended by the Scottish CES and representatives of the Irish Bishops' Conference and the various Trustee bodies in Ireland.



St John's
Catholic Primary

Learn to Love

**Supporting our
Dioceses**

Objectives of the CES

The trustees of dioceses and religious orders are responsible for the running of Catholic schools and the CES is committed to supporting them through the maintenance of national guidance, model documents, technical advice and professional training.

The CES also undertakes collaborative projects with dioceses and trustees based on agreed policy priorities.

Academy Model Articles

The CES successfully liaised with the Charity Commission and the Department for Education in relation to streamlining the process for Catholic academy trust companies to move to the revised model articles, with the Charity Commission providing a blanket consent for the transition from existing articles to the new model. The CES also secured a variation in the model objects clause to allow Catholic MATs to include the provision of community facilities.

Academy Financial Accounting

Due to the confusion surrounding Related Party Transactions, the CES successfully liaised with the DfE and the Education and Skills Funding Agency (ESFA). As a result, it has been agreed that payments made to the diocese to

support the essential functions fundamental to the religious character and ethos of the academies will not require prior approval but only a declaration.

New Personnel Training

The CES ran several training sessions for Diocesan Officers. Although the initial focus was training for new personnel within the diocese, the training was attended by a number who have been in post for varying lengths of time. The CES has also provided training hosted by dioceses for those providing HR advice to Catholic schools, including Local Authority officers.

Asbestos Management Assurance Process (AMAP)

The CES worked closely with the DfE and ESFA in relation to the AMAP, which is a return completed by all schools and academies, the intention of which is to enable the ESFA to obtain assurance about health and safety compliance in relation to the management of asbestos risks in schools. The CES negotiated with the ESFA for the provision of direct log-in to be provided to trustees so that they are able to view directly the information being provided by their schools, which has now been actioned.

The CES now sits on the DfE Asbestos Steering Group and Asbestos Working Group, which is working on the development of updated guidance on asbestos management.

Capital Funding and the LCVAP

Following the retirement of LCVAP, new funding arrangements for VA schools will see the pooling of capital funding at a diocesan level, rather than at an individual local authority level. This will mean direct allocations of funds to dioceses for capital works to Catholic maintained schools for which dioceses will become directly accountable for their use to central government.

As such, the CES has worked closely with the DfE surrounding the accountability framework and the capacity at diocesan level.



Religious Education

Objectives of the CES

The CES aims to continue to improve the quality of Religious Education (RE) in Catholic schools in England and Wales. It seeks to improve the quality of teaching, examination and assessment at all stages of Catholic education as well as improve the rigour of inspection.

National Inspection Framework

The draft version of the proposed grade descriptors to be used in the national inspection framework was completed. These have been shared with dioceses and a final version of the grade descriptors is being modified in response to the feedback received.

The resolution surrounding the new National Inspection Framework was subsequently taken to the Bishops' Plenary meeting and was passed unanimously.

Religious Education Curriculum Directory (RECD)

As part of the process of developing the new RECD the CES has worked with theological and education experts as well as other key stakeholders such as The National Board of Religious Inspectors and Advisers (NBRIA). The CES also put great resource into ensuring teachers were consulted in the development of the new RECD.

A questionnaire of teachers' views was distributed and received more than 750 responses from 25% of all Catholic schools. The CES also held three Catholic Religious Education Development Opportunities (CREDO) days which provided further opportunity for formal consultation with teachers. Some initial structures for the new RECD were also presented at these days. The initial structures were significantly critiqued and a new approach to the structure of the curriculum was prepared.

As a result of this consultation, the CES has radically shifted ideas about structure away from a fourfold 'undifferentiated model', to a 'six sliced spiral' that ensures schooling is built around a narrative structure providing both the clarity and flexibility for which many teachers are looking.

RE GCSE Results: Ofqual Complaint

The CES made a representation to Ofqual about what was perceived to be the unfair way in which grade boundaries are drawn for two of the three boards used at GCSE.

The CES asked them to investigate whether pupils in Catholic schools are being disadvantaged merely by virtue of being on roll at a Catholic school.

The initial data from the exam boards suggested that, although Ofqual refuted the CES's hypothesis, the complaint has had an impact and that the exam boards have modified their grade setting practices.

Representation to the Wider RE Community

The CES continues to play an active role in the wider RE community. It maintains its position as a board member of the Religious Education Council and has worked to strengthen relations with key stakeholders following the publication of the Commission on RE report.



Professional Formation

Objectives of the CES and *Formatio*

Commissioned by the Bishops in 2017, Formatio (The national strategy for leadership and governance) works to form, nourish, and sustain leaders of Catholic education by establishing a vision for Catholic school leadership and providing opportunities for professional development and Catholic formation.

Charitable Status

The CES has registered *Formatio* as a Charitable Incorporated Organisation and it has received seed funding from the Assumption Legacy Fund to enable four regional development officers to support and develop the work of the regional hubs over two years.

Moving forward to the second year of funding, the *Formatio* Steering Group has given consideration to how to shape year two to ensure the sustainability of this strategy along with possibilities for further funding.

New Vision for Catholic School Leadership

Through a process of consultation and collaboration, key characteristics of the *Formatio* national strategy, a new Vision for Catholic School Leadership was developed and agreed which affirms Catholic education as “the seedbed in which authentic, spiritual leaders are formed, nourished and sustained,”

leaders who “exercise the values of courage, humility, hopefulness and joy, engaging with the community and empowering those around them.”

The hub-based regional model for diocesan cooperation is now established with regional chairs in place and hub development officers in post in the North East, North West and South East.

Executive Leadership Formation Programme

One hundred aspiring and serving executive leaders have now completed the national Executive Leadership Formation Programme.

The programme has served participants from all four corners of England and Wales. In the most recent cohort, roughly 27% of delegates were from the North East, 23% from the North West, 38% from the South East and 13% from the South West, including several delegates from Wales.

Feedback has been overwhelmingly positive, with 93% of respondents agreeing that the programme gave them insight into the practicalities of the role of an executive leader and that it has empowered them to nurture spiritual renewal and growth in their own school communities.

Governance and Online Governor Training

The CES, in addition to the ongoing governance support it gives to dioceses, provided online governor training to give clarity and consistency of the roles and responsibilities of governors in Catholic Schools and academies in England and Wales. The first two of five modules went out for pilot. After positive

reviews, the first two modules were released and during the first week of publication, nearly 200 governors had signed up.

Communications

The CES began the development of a website and broader communications strategy on behalf of *Formatio*. This included identifying a website developer and commissioning a home page and developing a social media presence.

The CES also started the construction of a ‘cold spot’ database to identify the geographical areas of greatest need in Catholic education in terms of leadership and governance.



Political & Media Engagement

Objectives of the CES

The CES aims to work closely with Parliament, the Welsh Assembly, and the media to raise the positive profile of Catholic education and influence national debates. The CES seeks to develop stronger relationships with parliamentarians, ensure regular and positive coverage in the media and educate stakeholders on the work of the CES.

Parliamentary Work

The CES continues to maintain close working relationships with Parliamentarians, holding regular meetings and providing briefing for relevant debates and questions.

A new regular monthly newsletter monitoring parliamentary activity has been established. This is designed to inform and update DSCs and Bishops of relevant education events occurring in Parliament and the Senedd which are of interest to the Catholic education sector or are likely to impact on them.

Event in the Welsh Assembly

The CES hosted a successful reception in the National Assembly of Wales. The event was hosted by Huw Irranca-Davies AM who gave a speech alongside the Archbishop of Cardiff, both highlighting the important work being done by the Catholic community across Wales and acknowledging the role of Catholic schools as a key part of Welsh Catholic life.

Representatives from the three dioceses were present, including the Bishop of Menevia and a total of 10 AMs out of 60 from across the political spectrum attended. All AMs received a constituency or regional profile of Catholic education in their area either during or after the event.

Welsh RSE and RE Campaign

The CES ran a national campaign in Wales in support of the parental rights of withdrawal in RE and RSE and against a change of RE to Religion and Worldviews. This included an engaging networks campaign to encourage as many Catholics in Wales to contact their Assembly Member to voice concerns. This was done in collaboration with the Bishops' Conference digital team and achieved more than 1000 letters being sent.

The CES also organised associated press work and communication with the Welsh Catholic community to promote the campaign.

Party Conferences

The CES has engaged with Parliamentarians and stakeholders through their presence at the Autumn political party conferences. At the Conservative conference, a reception event was organised by the CES and hosted jointly with the Bishops' Conference in conjunction with the Catholic Herald. The event was well received by delegates and is hoped to become a regular feature of the conference.

General Election

The CES worked with the Bishops' Conference public affairs team to produce a General Election document. The CES also engaged in proactive media work, placing articles in the Catholic press about why Catholic education matters at this general election.

Media

The CES continues to maintain an active press office and regularly responds to requests from journalists as well as placing positive stories about Catholic schools in the media. The CES placed articles on topics including RE, RSE and new Catholic schools.



Digital Engagement

Objectives of the CES

The CES aims to support and maintain the IT, data and digital requirements of schools, dioceses and other stakeholders. Key areas of work include: management of the CES schools census; website maintenance and development; software, database and digital development.

The CES Census

The census achieved a return rate of 100% for the sixth successive year. This means that the trends data in the census digest will be based on previous censuses all with a 100% return rate.

The census has proceeded a lot more smoothly than in previous years, with a significant decrease both in calls to the helpdesk and census data errors.

The CES Website

The CES conducted a review of the CES website and digital media offering. Revisions were made to the CES website to improve accessibility and the News & Policy Digest now references the liturgical season for the relevant Sunday.

Improvements were made to the contracts generator on the website, which generates contracts in pdf format from an online form, generates school and

academy contracts for all roles except business manager. The contracts generator is more efficient and presentable than the downloadable Word model contracts.

IT

The CES and Bishops' Conference IT networks have been merged. This means that when documents of relevance to both organisations are placed on the Bishops' Conference network, CES staff can access them.

A young man in a school uniform is smiling and looking down at his work. He is surrounded by other students in a classroom setting. A red banner at the bottom of the image contains the word "Finance" in white text.

Finance

Funding

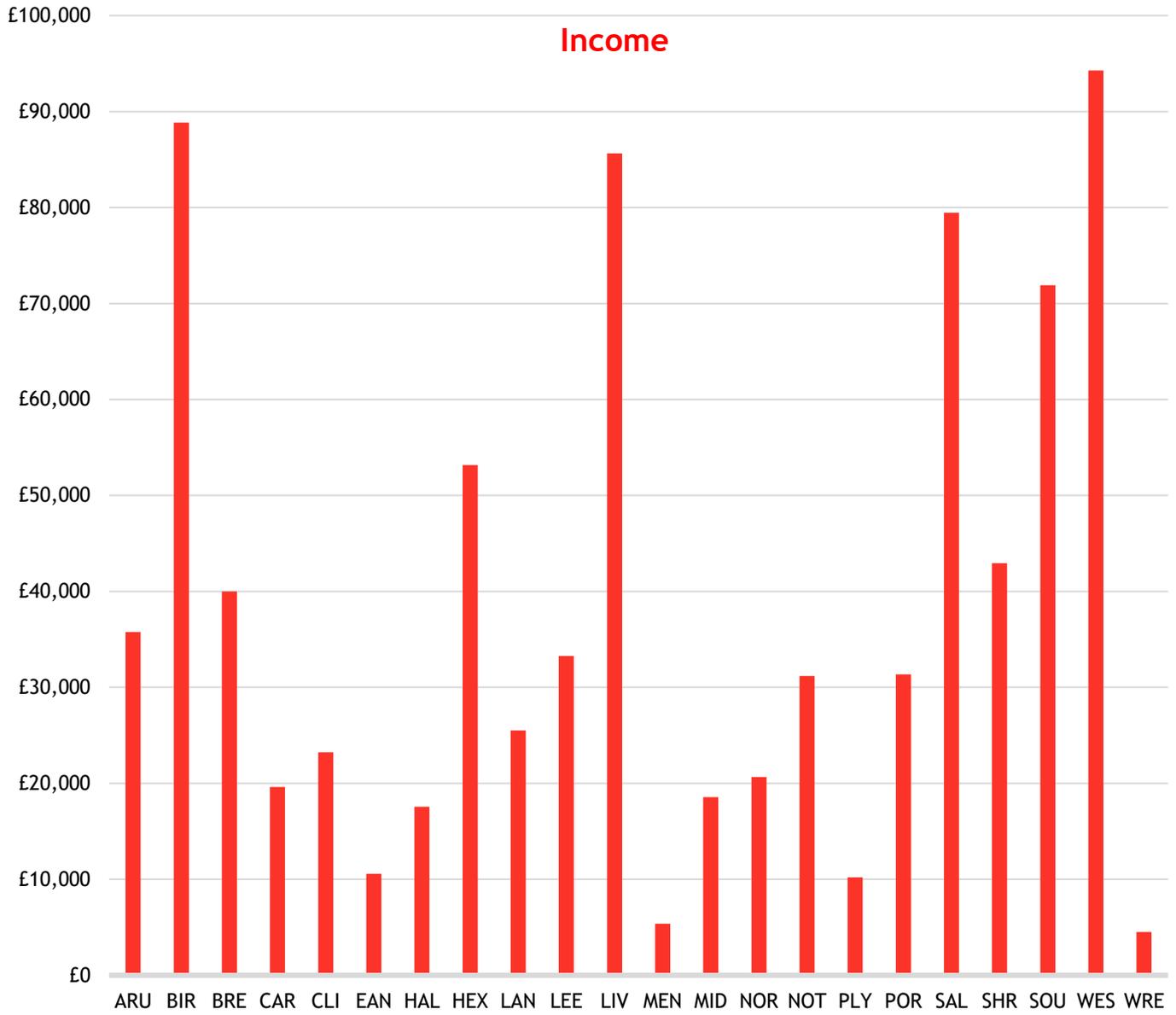
The CES is funded by a Bishops' Conference approved annual levy on each diocese to support the work of the CES. The levy is based on the number of pupils in Catholic schools per diocese.

The money collected from dioceses is supported by the CES annual collection which is taken throughout the country on Education Sunday: this collection was first established by the Bishops in 1848. Since 1849, a plenary indulgence has been available to all subscribers to the CES who fulfilled the usual conditions within the Octaves of the Feasts of the Sacred Heart, of St George, or St Edward the Confessor.

Income and Expenditure

The full accounts for the CES are consolidated with those of the Bishops' Conference, with which we share Trustees, as part of the statutory accounts of the Catholic Trust for England and Wales (CaTEW).

The CES continues as a distinct organisation alongside the Bishops' Conference and is committed to the highest levels of financial accountability and transparency, hence the publication of this separate summary of income and expenditure.



Expenditure

- Staff Costs
- Administration
- Office Expenses
- Legal & Professional
- Misc
- New Education Initiatives
- International
- Courses & Conferences

