

# Newsletter



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26th November 2025

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## Headteachers' Conference

Thank you to everyone who made the Headteachers' Conference such a success. I hope you enjoyed yourselves though it did involve quite a bit of brainpower to take it all in. Your generosity with the raffle and auction was amazing and over £2500 was raised for SVP and the Catholic Children's Society to support their work with schools. I must thank the team who helped put together the sessions on Artificial Intelligence who were

- Sam Lovatt at St Mary's University
- Lawrence Tijjani at Happy2Host
- Mark Hannon St Fidelis School
- Grace Kelly from Google
- Eugene Clarke from Bonus Pastor College

An additional thanks to Jonathan Ronan who gave his staff time to attend and lead sessions. I hope the day gave you confidence to lead staff in using AI technology safely and to save them some time with some tasks so that they can give more time to pupils.

I hope the Ofsted briefing was useful and in due course next year there will be an opportunity to take up local briefings from Harry and Sarah. We will continue to share insights into the new inspection as schools receive the call but special thanks to Mark O'Shaughnessy who after 2 days of Ofsted still had the energy to give his thoughts on the school's experience. Where we can send slides out, Donna will do that later this week.



## Local Government Pension Schemes

Some of you may be aware that all the diocesan local Government Pension Schemes are now in surplus following the three year valuation process. This provides an opportunity for the schemes to offer schools a lower contribution rate for the next three years as of April. Some LAs may already have been in touch to offer a reduction if they have not done so I would suggest that schools ask their contacts in payroll (if LA) or the LGPS what discount is being offered and see if they can increase it.

For Catholic Academy Trusts and Stand Alone Trusts it is possible to lobby for further discounts but ideally it is done by all the Catholic trusts in an authority scheme. Following today's call with Churchmarketplace, an obligatory training session with ISOS actuaries has been planned for Tuesday 2 December at 4.30 for 45 mins for all those academy trusts wishing to find out the next steps. If you are interested in joining this work and haven't received an invitation to that online meeting, please contact Donna Gray. This opportunity is only available for 10 weeks so we do have to move quickly or wait until the next valuation in 3 years time.

## Admissions

The window for consulting on revised admissions policies is rapidly closing. Following the recent training sessions for governors and for school staff, if you have concerns about your admissions policy, please contact Yvonne Epale asap. No policy should still be using criteria about Mass attendance except by using the Certificate of Practice. In the majority of cases we advise that the certificate is dropped altogether and the evidence sought for Catholicity is the Baptismal certificate.

## Annual Schools Census Collection - 2026

From Monday 24th November 2025 the CES will begin to contact all schools with details of the annual collection for the 2026 period – which will run from **Thursday 15th January 2026 – Wednesday 11th February 2026**. All CES Census returns must be completed during the Census period.

Full details of the Census collection, process and FAQ can be found on the CES website by [clicking here](#).

## Called to Bear Fruit

Thousands of parishioners across the Archdiocese of Southwark took part in the Called to Bear Fruit consultation, offering honest, hopeful and practical reflections on the life and mission of the Church in Southwark. The consultation revealed a burning desire within our parishes to be missionary and evangelising disciples of the Lord Jesus Christ, who work together to help people encounter His love.

The Archdiocese's response has been published online and can be read by [clicking here](#).



## Caritas Southwark Newsletter, Autumn 2025

Welcome to the first combined edition of our Caritas Southwark Newsletter! From now on, this update will bring together the work of Caritas Southwark, the Commission for Promoting Racial and Cultural Inclusion, and the Justice, Peace and Integrity of Creation Commission — three teams united in one mission: to live out the Church's call to love our neighbour through putting our faith into action.

In this issue, you'll find key organisational updates as well as stories from across our Archdiocese. A key focus for us continues to be Racial and Cultural Inclusion — looking ahead, we're excited to prepare for Racial Justice Sunday 2026 when we'll come together to celebrate the gifts of every culture and community within our Archdiocese.

[Click here to view the full edition.](#)

## WorkNest: The Disciplinary Process - knowing when and how to take action

Tackling staff issues isn't always straightforward.

Handled poorly, disciplinarys can be time-consuming, stressful, and costly. They can damage employee relations, waste valuable management time, and expose your business to legal and financial risk.

Join WorkNest's Employment Law and HR experts for this free, 60-minute webinar on 9 December at 2pm as they explain when disciplinary action is appropriate – and when it might not be – and how to run an HR investigation, in clear, practical terms. Perfect for busy employers and HR professionals who want expert help managing issues confidently, fairly, and with minimal disruption to the business.

[Click here to register.](#)

## Advent Reflections

Please join us for our weekly online Advent Reflections starting the **27th November 2025**.

Headteachers and all school staff are warmly invited to join us for a brief, weekly online Advent reflection led by representatives from CAFOD, Missio, Million Minutes, and SVP. During this busy season, we invite you to take a 15-minute pause each week to reflect, pray, and gather virtually with colleagues from across the diocese. All reflections, along with additional prayer and liturgy resources from each charity, will be sent out to every school after the event.

Please [click here](#) to book.



## Land and Buildings Collection Tool (LBCT) 2025 – UPDATE

The DfE has confirmed that the LBCT 2025 online form is now live, with a deadline for submission of **11.59pm on 16 December 2025**.

The updated guidance can be accessed by [clicking here](#).

## Meeting needs early – Free Webinar | Inclusion in Practice

**Tuesday 2 December, from 4:00pm – 4:50pm**

In this session, a panel of practitioners will share practical approaches to recognise and notice pupils' needs early in their settings, as well as what happens next to respond to these. The focus is on sharing evidence-based strategies and real-world practice to help you to strengthen inclusive education across your school or trust.

Expert speakers will be:

- Anne Heavey (Director of Impact, Ambition Institute)
- Naomi Gillinson (Assistant Headteacher, All Saints Catholic College)
- Nicole Dempsey (Director of SEND and Safeguarding, Dixons Academies Trust)
- Simon Knight (Joint Headteacher, Frank Wise School)

[Click here](#) for more details.

## Recruitment

To advertise any school vacancy with us for free, please email [clairewilliams@rcaos.org.uk](mailto:clairewilliams@rcaos.org.uk)

### **Class Teacher, St Saviour's RC Primary School**

Lewisham

Closing date: 30th November 2025

## Events & Training

**All sessions are available to book on our website: [www.rcaoseducation.org.uk/et](http://www.rcaoseducation.org.uk/et)**

### **Autumn 2025**

#### **Advent Service**

Tuesday 9th December 2025. 1.30pm. St George's Cathedral

#### **Does Your Prayer & Liturgy Meet CSI Expectations**

Wednesday 10th December 2025, 3.30-5pm  
Zoom







# Kent Catholic Schools' Partnership



'Academies in Christ'  
of the Archdiocese of Southwark



## KCSP GOVERNANCE CONFERENCE 2026

JOIN US

**17 MARCH 2026: ST SIMON STOCK CATHOLIC SECONDARY SCHOOL, MAIDSTONE, ME16 0JP**

**Session 1:** CSI Inspections, Catholic Education, and the updated Religious Education Directory (RED) - KCSP

Chair of the Trust Board Q&A

**Session 2:** Supporting disciplinary panels and the legal requirements - HR Connect

**25 MARCH 2026: ST ANSELM'S CATHOLIC SECONDARY SCHOOL, CANTERBURY, CT1 3EN**

**Session 1:** SEND strategy and the changing landscape - KCSP

Chair of the Trust Board Q&A

**Session 2:** The new Ofsted framework and its implications for governance - NGA

Book your place [here](#) or via the QR code



Agenda for both events:

Arrival from 16:30

Session 1 starting at 17:00

Networking at 18:00

Chair Trust Board and LGC Chair Q&A at 18:15

Session 2 starting 18:30

CSI / Ofsted Q&A 20:00

Finish 20:30



## Save the Date!

**Introduction to Oscar Romero Award Trust - Thursday 15th January 2026**

**Oscar Romero Award Trust Mass - Thursday 26th March 2026**

## News

### **All Saints Day at St Ethelbert's Catholic Primary School and Nursery**



Pupils at St. Mary's Junior School in Carshalton, held a Celebration of the Year of Hope Assembly. Pupils were pilgrims of hope when they celebrated Harvest Mass by making donations to St. Philomena's School food bank.

[Continue reading.](#)

### **St Augustine's Catholic Primary School Visit Community Café 137**

Year One from St Augustine's Catholic Primary School in Tunbridge Wells, enjoyed a very special trip to Community Café 137 in Southborough as part of their topic on local area and Common good.

[Continue reading.](#)

