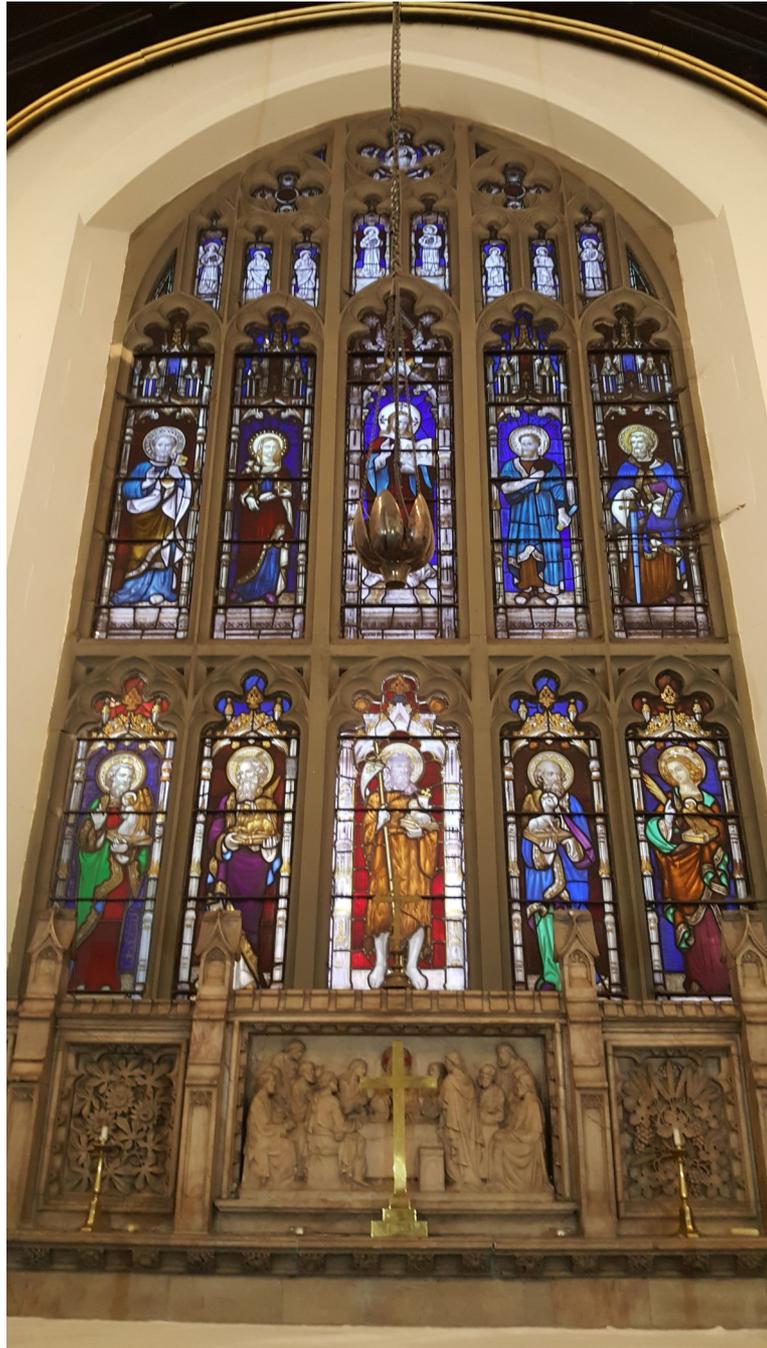


# All Saints' Newton Heath



**Annual report and presentation of accounts  
for the year ending  
December 31st 2021  
at the  
Annual Parochial Church Meeting**

**Sunday 29<sup>th</sup> May 2022**

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# 2021 Rector's Report

At year's end, 31<sup>st</sup> December 2021, we were nearly two years into Church life under COVID. I for one can't say that I have really adjusted to it other than to say 2021 felt a little more 'normal', but it still didn't seem right. I think it will be some years before we can gauge accurately the difference this invisible enemy has made to church life. There has certainly been atrophy. Will we see net growth? Seeds seem to have fallen to the ground and died. Let's pray.

## Living stones

I'll deal with church attendance in more detail a little later, and you can check Appendix A. For now, I'll leave it to you to evaluate the ways we may have grown or shrunk in over the last year from the charts appended to the end of my report. There have, however, been some indubitable and significant losses from our number through death, and it was my privilege to minister to them both, as their earthly journeys drew to a close.

## Denys Pope

Denys's faithful witness to God was hidden from view from so many as he nursed his beloved Doreen through the last years of her life. I guess we got something right in our ministry around the time of the funeral, and he joined us again, and bringing a neighbour with him, who with her husband are now lynch-pins in the fabric of All Saints Church and School. We have been blessed by the presence of Denys's daughter Lesley and her husband Stuart, who have maintained fellowship with us despite the challenges of noisome COVID and living in Alkrington.

Denys earnestly sought his communion, and although his mobility was not great, he would always approach the altar rail on foot and kneel to receive the blessed sacrament.

The address at his funeral 10<sup>th</sup> March 2021:

*This last year really has concertinared time. It's hard to believe it's well over a year since Denys was able to be here regularly of a Sunday, a gift to us after he no longer needed to be by Doreen's side. Where he used to sit we have his cap and scarf. He was always cheerful, thankful and gracious; small graces a busy world too easily overlooks.*

*He always made his communion. Latterly, it took a while as he shuffled up to the rail as his mobility was not so good. He'd always kneel. There was never any question of having communion brought to him in his place. The only time I administered communion to him while he was sitting down was in the MRI last Christmas, and much more recently at home only a few weeks before he died.*



*Rituals and patterns were important to him, as you heard in the words of tribute. His life was gently ordered in a way that enabled him to potter on as he had done before Doreen had died especially in finding joy and solitude in his allotment. However, this was more than marking time until he could be joined with her again. His life continued to be a source of joy and inspiration to those around him.*

*His humour was often self-deprecating, There was always humour. I remember well meeting him for the first time as we prepared for Doreen's funeral as he joked that soon after he and Doreen were married at All Souls Radford, they knocked it down.*

*I guess when your formative years are in an industrial city like Manchester, and pretty much all of your schooling was in in time of war, and your training in the ashes after it you develop strategies to cope. This has been a tough year for so many young people, with different pressures maybe, but in comparison with the generation born between the two world wars, it isn't perhaps quite so bad.*

*When Denys was born Newton Heath was still cobbled – it's the surface that endures after the layers of tarmac come and go. The sound of hooves was still familiar and how appropriate that Denys will be drawn by horse to his final resting place.*

*The task of the minister is to proclaim the gospel message of hope and resurrection. However, for all the rousing cheer of our last hymn it doesn't have to be a "shout of acclamation" every time: it happens in the small, the quiet and the everyday too. I think of Denys when I read the 23<sup>rd</sup> Psalm as we all did together just now: in his family, his being out in the open and his dedication to growing things Denys' cup truly ran over – and this is what his life is like now in eternal life free of the a human mind and body that eventually break-down one way or another and pack up!*

*The resurrection of Jesus wasn't crash, bang, wallop. It comes in little things and takes us unawares. It came to Mary Magdalene in the memory in the use of her name; it came by accident, almost, to the other disciples; it comes in memories when we find a smile and are surprised by joy – as we all shall be as we remember Denys, pretty much as he appears in this beautiful order of service. Smiles will burn off the fog of bereavement: it may take some time, but it will come. We're not quite ready to trip the light fantastic with all the company of heaven, silent and invisible with us today, but they are encouraging us to limber up. Denys and Doreen are dancing already.*

### **Andrea Watts**

The address at her funeral 23<sup>rd</sup> July 2021

*Where to begin. Where to begin. First to say thank-yous to Andrea's family, a goodly portion of which I met last week in a baking back garden of Andrea's home in Thaxmead Drive, and yes, Pinot Grigio Blush – absolutely not Zinfandel ("How rude") may have been consumed. Also present was Andrea's long-time partner in crime, Jean, who was on the red.*

*There's a lot you know, much more than me I'm sure. There are other things you may not know, so of which, even in death, I am unable to share, but there is much that I can, which speaks of a constant and ever*



*deepening faith regardless of what the world, Dame Fortune, or Almighty God – with His occasional oh so ironic sense of humour, threw at her.*

*The last year of her life, by any standards, was wretched, and the last few months especially cruel, but her faith was undimmed. She knew that her redeemer liveth – and now her redeemer has brought her back. OK she didn't quite make it to the Tatton Park Flower show – a visit this very day was on her Bucket List – but hey, she is surrounded in death as she was in life by people who care for her and love her, just as she did for them.*

*The choice of reading was very poignant, and I've never experienced it used at a funeral in that way. Andrea was so tellingly honest about how she fell back on God in times of need, and I am so glad that often that was expressed in the support of her ministers and her church family. My goodness, although there was no need to repay any such charity – which is, by the way, our Christian duty – she repaid it in spades in what she contributed to the life of this community, especially her joie de vivre – of which more anon.*

*Andrea was a formidable florist. The way she planned her displays and tribute was faultless to a tee. Such was her skill, members and non-members would give generously to the flower fund for Christmas, Easter and the Patronal Festival – and there is of course our bicentennial celebrations of this building in 2016 which was one of the most extraordinary displays I have ever seen in a parish church.*

*There was, however, a price. In preparation every spare space would be occupied with buckets of flowers, seasoning so that they would come into full bloom once they were arranged, in sometimes gravity defying displays. This meant in winter the lilies were ordered two weeks before they were so called needed. But how we were able to look down our noses at the cathedral at Christmas because our lilies were out and theirs weren't.*

*Resistance to Andrea's floral ambitions was futile. Luckily, I had been well prepared by my experience of churches, and I received some sage advice from a retired priest just as I was leaving my curacy. Just don't get involved with the flowers – just leave them to it. Because you know what they say? What's the difference between a florist and a terrorist? The answer is that you can negotiate with a terrorist.*

*I am proud to be able to say Andrea was my friend, as she was to so many people. She lit up every event we had over in the Rectory, and was often one of the last to leave, and that was because, I am humbled to say, our company made her happy. How we howled with laughter after our swanky champagne tea at the Queen's Chapel of the Savoy when we went to St Paul's Cathedral for Solemn Eucharist. The service was abandoned half way through the Gloria as, it seems, the incense set off the fire alarm. It was Andrea who quipped it was maybe the burglar alarm as the cathedral authorities were afraid this group of Mancs had come to steal the silver. We went to the nearest hostelry and marked time before our train back to Manchester.*

*What more is there to say, because this person believed. Smiles in the midst of sorrow were little every day resurrections for her. She knew that when her time was done she would move on to a better place, free of all the cares and concerns of this mortal life.*

*I've used these words many times before, because I found them so useful at my late father's funeral some 6 years ago.*

*I am often asked what happens when we die, and I can't say, even as a priest, that I am certain. Maybe these words from my own father's funeral will be of some help.*

*Just as the human infant about to be born can have no knowledge of the wonder and beauty of the world outside the comfort of the womb, so we in the womb of the world can have no knowledge of the joy and peace to come when we pass from it.*

*This is where Andrea is, and where we will have a place with all the saints in Christ who rest from their labours.*

*Better make sure those Madonna lilies decorating the Pearly Gates have been well seasoned in anticipation of her arrival. We don't want her words to St Peter to be "How rude."*

*Amen*

At her funeral, coffin adorned with a bottle of Rose – but definitely not Zinfandel - her special glass and newly refurbished Verger's Wand; just as the last hymn, *Jerusalem*, was being played through the public address system – as singing it for real was still problematic – just as it drew to a close, and as I moved over to said coffin for the Commendation and Farewell, I noted there was smoke coming out of the organ console. I gestured to the verger, and waved my hands in the vague direction of the fire-extinguisher, and proceeded to draw the service to a close, leaving those left behind to deal with the problem, which they duly did, ably aided by Jeff Blanchard. This was indeed an happy accident. An enthusiastic smoker in her time, this was her last gesture of good will for a church she came to love so dearly which will be revealed in the *Fabric* section of this report.

### **Life under Coronovirus**

Given we lost our church hall and rooms decades ago to build the new school, there was no income from lets or hire to lose. In that sense we were more fortunate than many parishes apparently better resourced. We were able to accommodate DIMOBI, a charity that was formed initially to support families affected by autism, who had the malleability and initiative to respond to the needs within the wider M40 community who were struggling with food and utility bills. We were glad to make the Organ Room as a food store and grocery-bag assembly point.

A lot of church life continued to be replicated on line, be it recorded streams of Sunday worship as well as the publication of worship and other resources. Our pages on *A Church Near You* is and will be for some time our first port of call 'on the internet'. In the absence of a budget for our own domain and website-building tech (and a webmaster) this gives us all we need in term of what people might expect to find out about us.

[www.achurchnearyou.com/church/15869/](http://www.achurchnearyou.com/church/15869/)

Even so, we took quite a hit financially which will be described at more length in the Treasurer's report. Monthly pastoral letters were distributed via email and post, for those without an internet or email connection. Phone calls to those who seem to be most alone continued to be well received.

### **New Deanery, New Friends**

In June the old Deanery of North Manchester was dissolved into the new Deanery of Manchester North and East. Our former partners, ie all on the other side of the A62 Old Oldham Road, will remain partners within this new, supersized deanery, with a full time area dean (one of seven like this across the diocese). However, we will be grouped apart from them in a Mission Community which includes our contiguous

neighbours in Miles Platting and Clayton, the Oldham Road will no longer be, for me anyway, a psychological obstacle in communication and collaboration. This has answered a prayer for me. This is the future. We have to embrace it. Our Area Dean, The Reverend Helen Scanlan, and I are well acquainted, different, but open and direct, and I can see that we will have a sure friend in her.

## **Safeguarding**

I write as Safeguarding lead for the parish.

As members of All Saints Church, we commit ourselves to the nurturing, protection and safekeeping of all, especially children and young people, and too this we have adopted good practice guidelines.

There was one safeguarding concern referred to the DSA. There were no allegations of abuse of children or vulnerable adults requiring investigation in the calendar year 2021.

In the course of the year our Safeguarding and Promoting a Safer Church Policies and procedures were reviewed, and remain those as set out and previously published in the public domain: <https://www.achurchnearyou.com/church/15869/page/47923/view/>

## **Schools**

- **All Saints**

The Head Teacher's report is appended to this booklet.

My comments are made in a personal capacity as well as one who has professional, post-graduate and research accreditation in education; but especially as one with overall responsibility for the educational foundation of this parish (beginning in 1676, with a re-foundation by Deed in 1821) which is, by God's grace, delegated to the Chair and Governing Body and the school's senior leadership team.

John Sharp, our Head Teacher, will not blow his own trumpet, so I will make a few fanfares for him. Last year I wrote we were an excellent school, which we were. We remain an excellent school with the OFSTED category 'Good' which means that overall there are no concerns, Through bespoke teaching and guided learning all our children have access to the curriculum; room for improvement is always embedded in plans for growth and development. Internal, formative evaluative are robust and honest, which means there are no surprises when the spotlight is on us from outside agencies.

We cannot set a deficit budget, so there have been some dramatic adjustments, prima facie, to staffing. One of the variables behind what turned out to be some prescient decision making was the future of the Nursery. Aggravated by COVID, and more choice and diversity in what is on offer locally, with virtually wrap-round care being provided by some providers, we were aware of how prone we could be. With Qualified Teacher Status staff to pupil ratio of 1:13 Nursery is always an expensive enterprise. Imagine if there were 14 students. However, we weighed up the cost of maintaining the Nursery and the value of those early interventions within 'our system' against later and possibly more expensive interventions down the line.

We have highly experienced staff and senior leaders. However, they do not stand on status. I write in awe at the way our Deputy Head Teacher, Rachel and our SENDCo Thomasina have en-

larged their portfolios to fill in lacunae brought about by staff restructuring. This has meant that from September 2021 they are class-based for some of the week, in addition to their existing responsibilities. All our teachers and teaching staff work hard. They are a great gift. We are fortunate also to have office staff who ensure budgets balance, people are welcomed by phone or on person and are directed to the right place.

A few years back I encouraged governors to explore the use of a fuller clerking service to help governors and especially chairpersons to be relieved of much of the minutiae of preparing for meetings. For example, I for one can't take a chair a meeting and take notes for the minutes. This the governing board did, since when we have parted with *Just-a-Sec* and appointed Ian Orry as clerk to the Governors who has added new dimensions to the rigour and depth of governance of All Saints. For some if not many of us, this has been like starting from scratch, and there has been much to learn, with many, many on-line courses and seminars to attend, as well as being kept up to date with school and governance developments via the online portal *Governors' Hub*. This has meant quite a bit more contact time with school matters since September and interacting with large sets of numerical and narrative data which, for me for now, somewhat blur the distinction between management and governance. I believe Ian and John when they say this will soon settle down. It is also important to remember that as a Voluntary Aided Church School there is a slightly higher echelon of responsibility for the governing body than Voluntary Controlled and Maintained schools. Broadly, the governing body is responsible for policy, and is the employer.

May I assure you that All Saints School is very well managed and governed, and I am so grateful, as the representative of the Foundation, we have so many kind and dedicated people within the 'All Saints' Family', on or off pay-roll, who work hard together to give our children the best start in life in very challenging circumstances. We are all aware of the need to build in capacity for our growth in skill and wisdom as governors.

I am in awe of the time and devotion the Chair of Governors, Olive Wadsworth, gives to our school, where there is always something new to learn; some new online facility to consult or by which we are kept up to date. This is true too of all the other Governors who run the course, despite busy professional lives with no reward other than a halo of virtue and, we pray, great satisfaction in playing their part in optimum outcomes for our children.

### **St Wilfrid's**

A reminder that St Wilfrid's is a Voluntary Controlled School, which means that it has a religious foundation, but unlike a Voluntary Aided School it does not have any buildings in its ownership which are used for statutory schooling. It means the number of governors from 'the foundation' is smaller as a percentage of the whole board; and the board of governors is not the employing body. It does not have its own admissions policy, and generally mirrors much more closely an 'ordinary' maintained school in terms of policies.

However, governance is no less rigorous, although less falls on the Foundation. The Head Teacher Sarah brings youth, vigour and rigour to school management. Her management style, in my view, is different from John, at all Saints, in the way she used and analyses data, but is every bit as evidence-based. It is clearly working. We have two Church Schools in the benefice which are non-identical twins: equally good but different.

There was very much the end of an era in July 2021 when Pauline retired as business manager, and pretty much head of everything else not directly managed by the Head! She had been at St

Wilfrid's a very long time, seen Head Teachers come and go, good and less good times with them. She loved the school fiercely and defended it fiercely, for which I have the utmost respect and gratitude. When change was in the air, I hoped and prayed that Office Manager Karen might be groomed as heir for the sake of continuity, and this turned out to be the case.

I do not spend as much time there as I ought, perhaps. When I reflected on this I thought I could blame COVID; then reflected that two of the real reasons are that I am that wee bit farther away, and have fewer governor responsibilities. This of, course, means I ought to visit more, as I am the parish priest too, and I can make my visits more about joy than duty.

Here I express my profound admiration for a happy school, well run, which is a joy to have in the wider church family.

## **Fabric**

- **Rainwater Goods** (ecclesiastical south side)  
Grant-aided last year, these were refurbished and, by and large, have kept the weather outside the building. However, there is occasional water ingress through the masonry near the organ console. The severity of the weather does not appear to be the determinant: the direction of the wind does.
- **Pigeon guano**  
Our feathered friends, denied their indoor roost in the belfry, continue to gather on the ledges over the West Door and create a slippery bio-hazard week on week. The PCC has undertaken to explore the installation of spikes.
- **The Organ**  
As you may have read in the account of Andrea Watts' funeral the Bradford literally went up in smoke. What you did not read in the account was that at the spring of this year a school friend of mine offered us his organ from a home he had to sell. This was rather more than your average house organ. We have suffered a loss with the irreparable damage to the Bradford, but thanks to this huge act of generosity we have been able to replace it with a world-class electronic instrument at no additional cost to us. We are the proud owners of a Johannus Ecclesia D570. Collection of the old instrument, and installation and voicing of the new one was even paid for. Laus Deo, and thank you, Mike.

## **Looking ahead**

These are challenging times for the institutions of the Church of England at all levels. I believe one of the major pieces of collateral damage of the last two years under COVID is that we have lost for ever those who have got out of the habit of coming to church, especially on a Sunday, and have found other (more interesting?) things to do as life opened up again. This needs a response, and for us, as with many, it will mean being a church that is more than one day a week. I commend the closing portion of the report from the Head Teacher of All Saints School. Church and school have to work and grow together ever more closely. If you look at the value of the property within the church and Foundation (ie Rector, PCC and School Governing Body), which is many millions, even though it's use is necessarily restricted by law, canon and covenants, we ought to be getting a better yield from it in terms of community use and income. It's not greed: it's good stewardship. The church side, having sacrificed so much to build the new school, gets pretty much zilch, other than a modest rent from MCC for use of the churchyard, and a rosy glow by providing the governing body, and the legal foundation upon which the school is built. There has to be more in it for all parties.

There may be some outside the parish who say how fortunate we are not to be sharing 'the vicar' with another church. For two years, 2011-2013, I was shared with three, and I think we were agreed that service to all three was sub-optimal. Given the challenges we have here, and the 'deal' on offer which brought me here, I can find no compelling reason to add additional parochial responsibilities to my portfolio, other than that which comes with our membership of Mission Community 3 in the new Area Deanery of Manchester North and East. We have much to give; we have much to learn. The only way we can grow is together.

As for me, over the last year, having looked for other ministries for which I am apparently well qualified on paper, and in experience, I have encountered a few obstacles in the appointment process which need addressing. These were a bit of a body-blow. The Bishop of Manchester was disappointed at the way at least one application was handled. He is aware the last few years have been very tough for me, and I am glad to say we have an excellent relationship. I was hugely grateful for his very generous of his reception of my recent concerns, which resulted in his suggestion I take a sabbatical as soon as could reasonably be arranged. This would be my first in 22 years of stipendiary ministry, thanks to job moves and other factors beyond my control. Even if recent events were disappointing and hurtful, the happy result is that this is also God's way of keeping me here for now where there is much good work still to be done together.

I am supported in God's work day by day by four remarkable women, Olive, a motherly shoulder upon which to laugh and cry, and who is wise as she is kind and pragmatic; Janet, whose attention to detail, cost-saving instincts and general punctiliousness keep me on my toes and us in the black; Pam and Linda, who cheerfully get done what needs to be done, and prevent me from taking myself too seriously: all of whom, especially the last three, are growing into the roles and mantles they assumed over recent annual meetings. They support you too in ways you may never guess. Please support and pray for them, and for me. Thank you and God bless you.

The Reverend Andrew Wickens, LL.M, FRSA, ARCM  
Rector, Newton Heath

Friday of Easter Week, 22<sup>nd</sup> April 2022,  
Brantford, Ontario.

# Appendices

## A

- **Church life in Graphs**

- a) Statistics for Mission – who we are and how we've grown
- b) Finance

## B

- Annual Report from PCC Treasurer for the year ending December 31<sup>st</sup> 2021
- Annual Report from the PCC Gift Aid Officer for the year ending December 31<sup>st</sup> 2021
- Annual presentation of independently inspected accounts for the year-end 31<sup>st</sup> December 2021

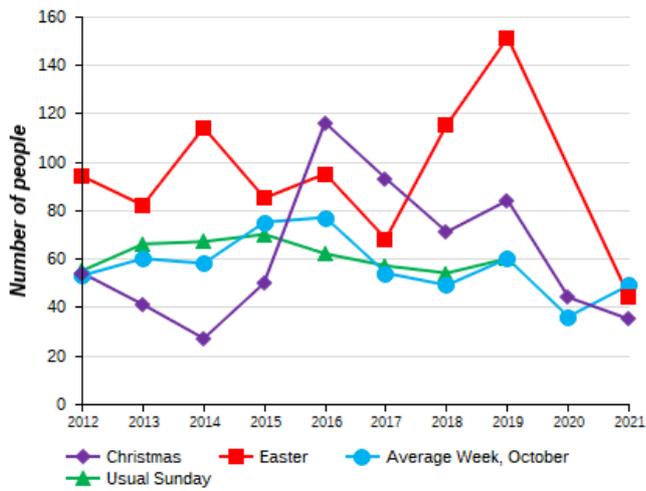
## C

- All Saints' School Head Teacher's report for the year end 31<sup>st</sup> December 2021

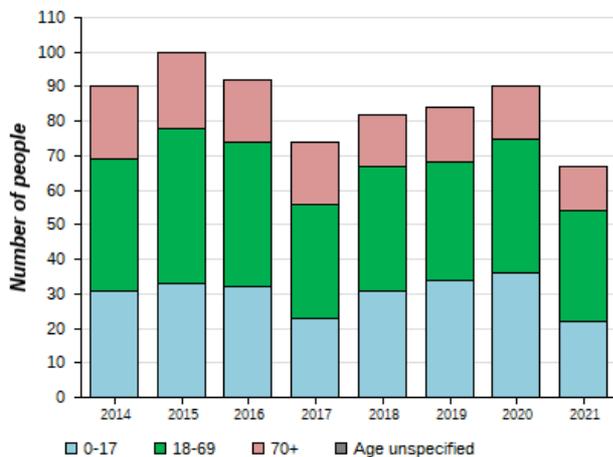
# Our church life in Graphs

## Statistics for Mission

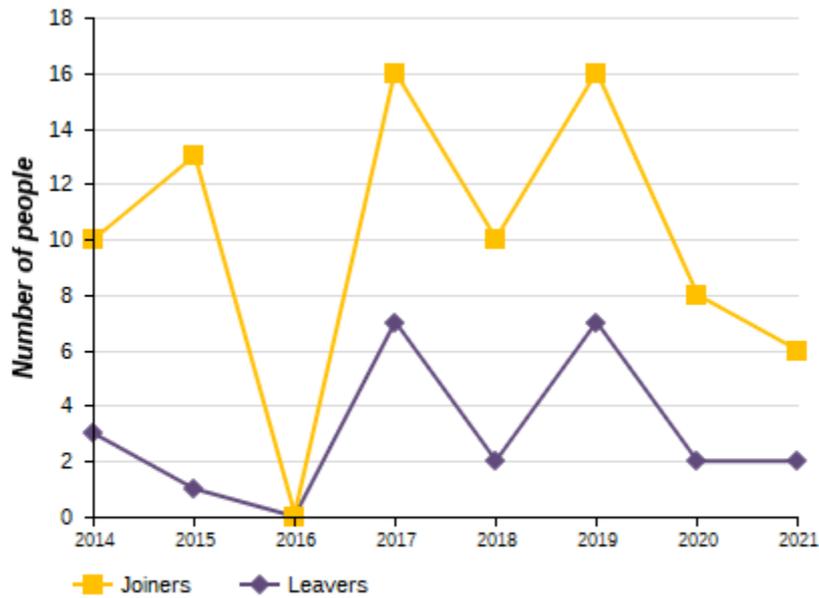
### Attendance Summary



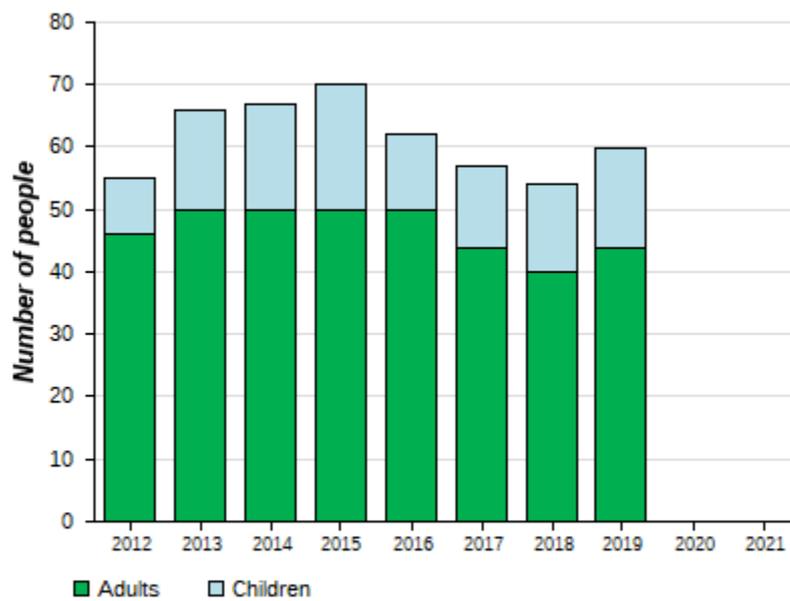
### Worshipping Community



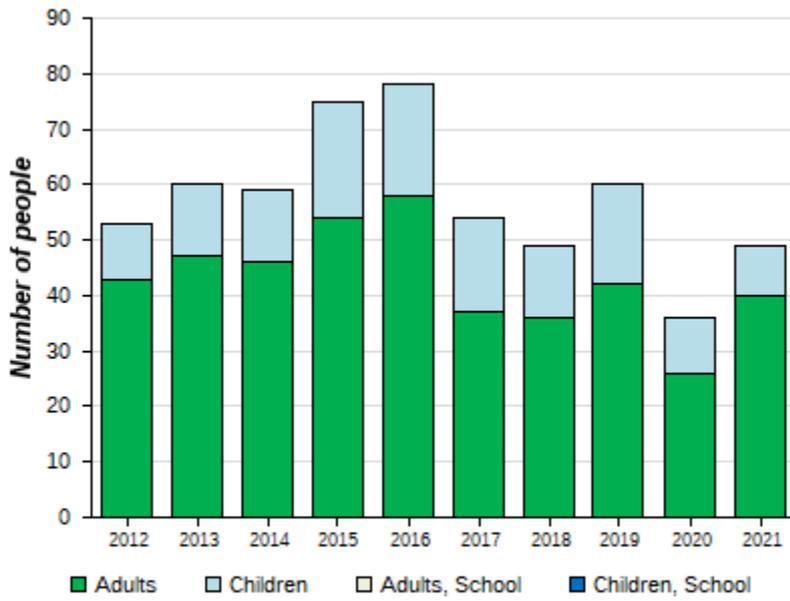
## Worshipping Community 2



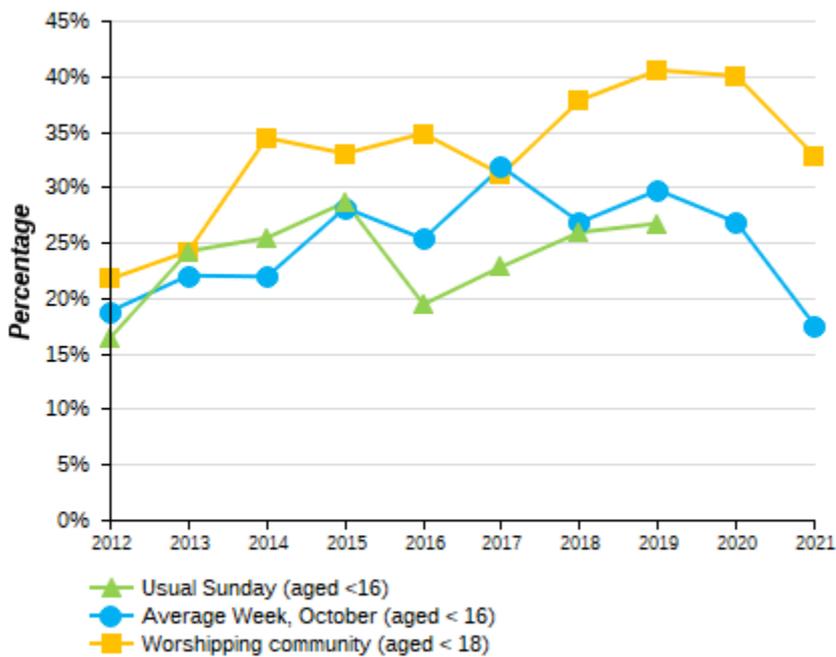
## Usual Sunday Attendance (USA)



## Average Weekly Attendance



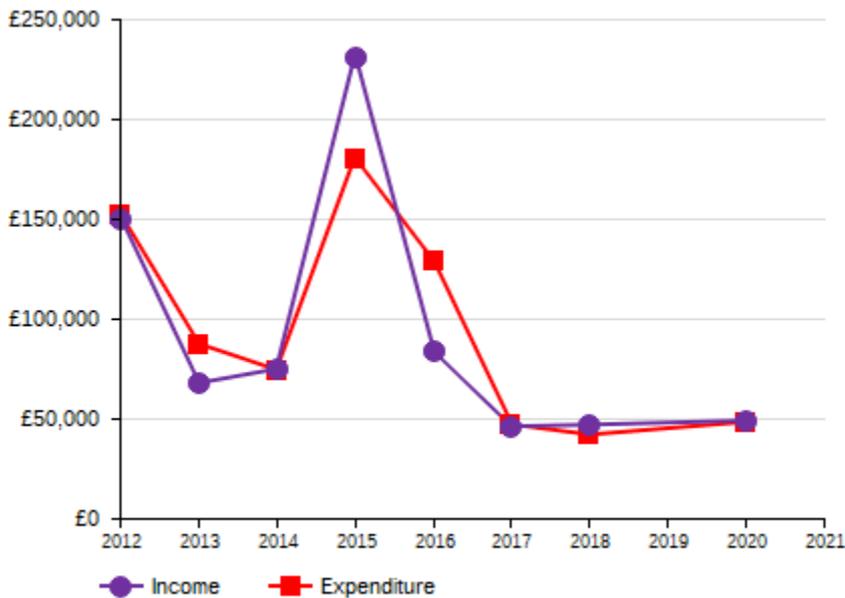
## Percentage of Children



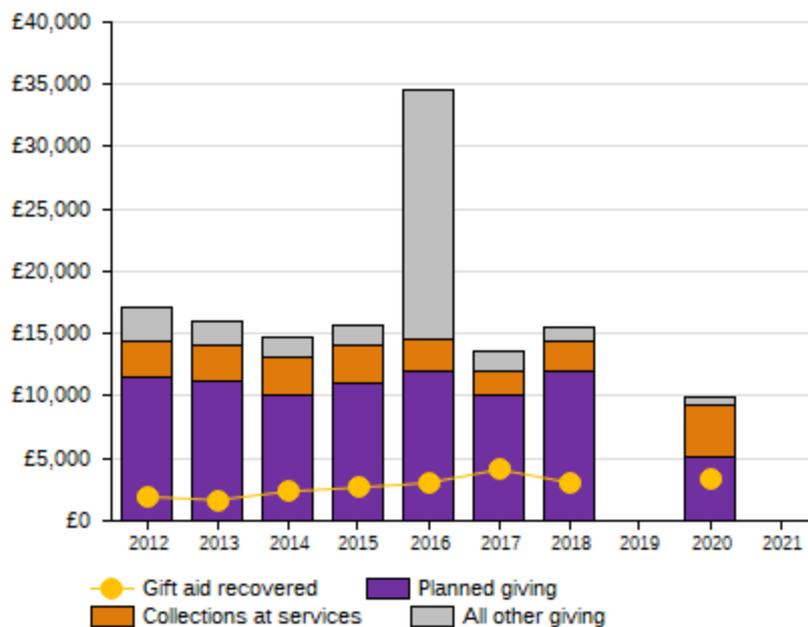
# Finance

Our independently inspected accounts have yet to be entered into Church of England database. Thus these graphs are only up to date for the year end 31st December 2020

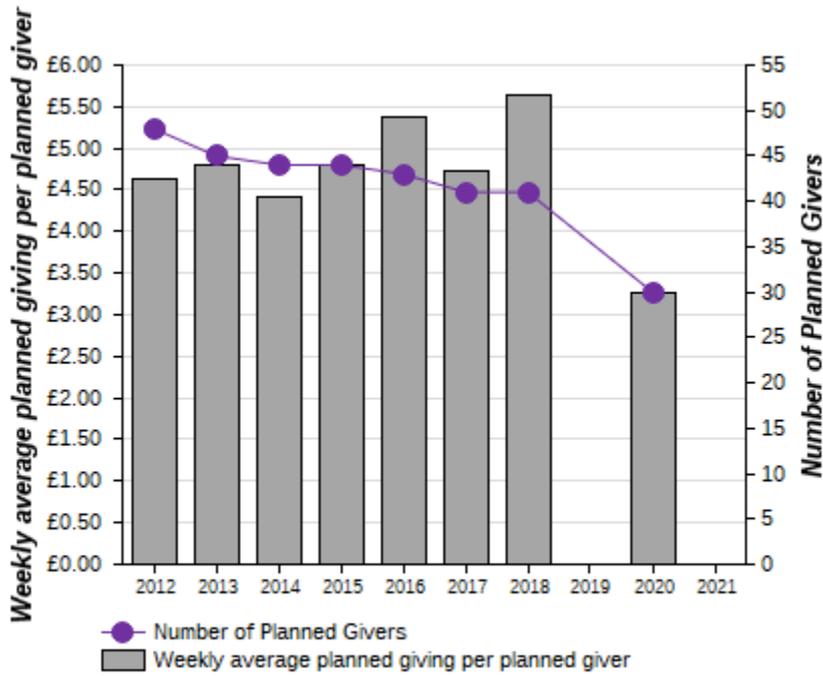
## Total Income and Expenditure



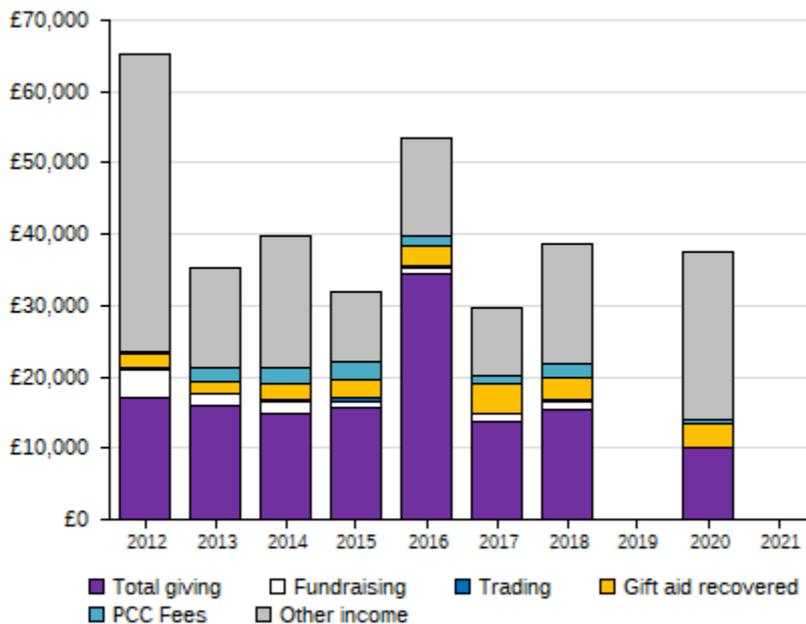
## Giving and Gift-Aid recovered



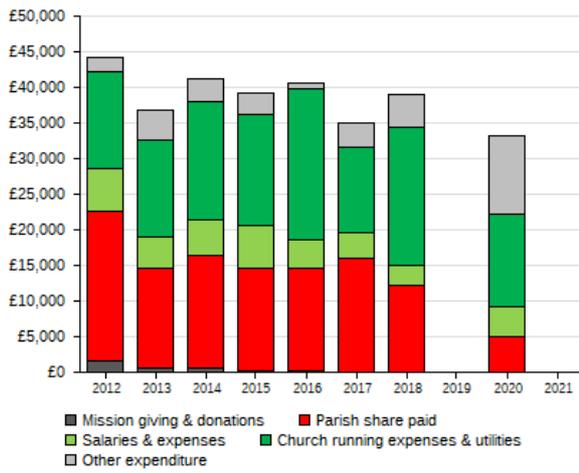
## Planned giving and planned givers



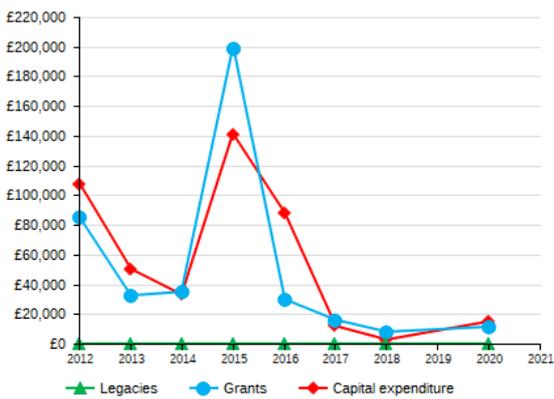
## Income breakdown



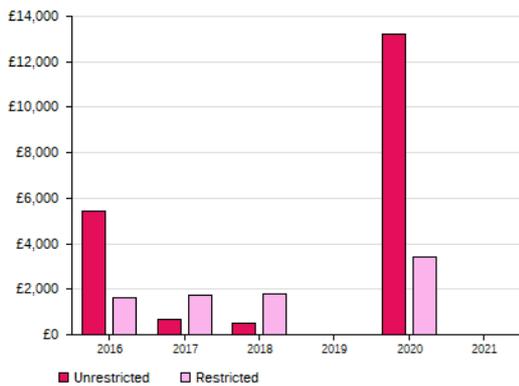
## Expenditure breakdown



## Legacies, grants and capital expenditure



## Unrestricted and restricted reserves



## **PCC TREASURER'S REPORT FOR YEAR ENDED 31<sup>ST</sup> DECEMBER 2021 .**

Unfortunately, 2021 again saw the continuing reduction of our congregation numbers due to the ongoing COVID situation, with the level of monies received via Envelope, Plate and Bank Transfer of £9800 still around 25% pre covid levels.

### **Income**

Investment Income £118570.40. Breakdown: £5600 Rental for School Playground. £4986.20 Rental on 7 Leng Road. The sale of the property on the 19<sup>th</sup> November achieved a net of £106411 after costs and indemnity. We additionally saw £400 from Dimobi for short term hire of the Organ room for storage, and £1170 from Eritreans for use of the Church for their worship, Bank Interest £3.20

We received £1908.87 from the previous Electric Supplier for over payments claimed over several years, £198 credit from our new supplier and £84 credit on our Gas in relation to being charged at the wrong VAT rate. We received £150 (£100+£50) compensation from Barclays Bank in connection with two complaints we raised with them. Donations from Easyfundraising £75.82 (\*See below)

### **Expenditure**

Other than the usual monthly expected payments made we saw £1300 in total for Leng Road being a revised Survey and fee for introducing purchaser of property from Letting Agency. The huge expense was the purchase of a replacement heating system which to date has been £12501.99 (there is a final section still to be completed).

### **General**

Petty Cash was reinstated in January 2021 together with the Flower Funds that was started again in December 2020 to receive Christmas Flower Donations.

\*In March we joined Easyfundraising to help raise funds for our Church, this is by donations provided from organisations when online purchases are made. It has been a slow start, but we did receive 2 quarterly payments totalling £72.82 (£25.90+£46.92), and hope to build on this going forward.

A water meter has been fitted in the Rectory which will significantly reduce the annual bill by approx. 2/3rds, a smart meter for the Church electric will be installed in January 2022.

All payments are now by Direct Debit, Standing Order or Online Payments

A decision was made by the PCC to stop the monthly payments made towards the Parish Share, with the last monies sent in September. The reason for that being the cost of the new Boiler and unable to obtain a grant towards this cost, it had a huge impact on our resource. This resulted in only £4500 of £17500pa paid (25.7%).

Monies received from the sale of Leng Road have been split between the restoration account (to be used for improvements to the church), general account (Equivalent to 3 years property rental) and a small residue (£4411) used to recoup monies in the main account after boiler invoices were paid.

Opening Balance 1<sup>st</sup> January 2021 £11,967.62cr Closing Balance 31<sup>st</sup> December 2021 £10,858.72cr

Income for 2021 £136,163.60 Expenditure £137,272.50 Resulted in a deficit of £1108.90

**Janet Crossley,  
PCC Treasurer, April 2022**

## **GIFT AID AND GIFT AID SMALL DONATIONS SCHEME (GASDS)**

### **REPORT FOR 2021**

Firstly let me thank all who give regularly every week or month. It makes such a big difference to knowing if we have enough money towards the spiralling cost of utilities.

I am in the process of doing my check on giving to send for the last quarter of this financial year. All who have given will get a personal thank you letter either in church or by post.

I really did think I would have a more positive report to write this year, but I am afraid not.

I ended up, after getting the envelopes ready for everyone, going through the names of ones left at the back of church and checking on the last time they sent in their envelopes.

This was both people who had signed declarations for us to claim tax on their giving and others who had envelopes, but didn't pay tax. I removed some who had not been to church for almost 2 years and had not picked up last year's envelopes as well as this years.

GA removals who had not donated 8.

NGA removals 6

Not one of the 14 removed has been in touch to ask for their envelopes even though lockdown has eased.

The envelopes still at the back of church waiting to be picked up now totalled 10.

I wrote to all of them to see if they still wanted to donate and remind them their envelopes were in church awaiting pickup. Only one bothered to reply to me.

To date we have 18 GA and 11 NGA. This is quite a big drop of regular givers, when we had a total of 47.

As the accounts tell you we claimed £2234.87 from income tax for GA and GASDS. This also includes donations as well as plate money at services. So for 2021 we are down by £1143.38 on 2020 claim.

I know other churches are probably going through the same crisis, but I don't know how long the diocese can keep churches open and pay an incumbent when they cannot pay their parish share and even struggle to pay their bills.

We can only hope and pray that 2022 brings a little light to an exhaustive two years.

**Rose Styles**

**GA Secretary, April 2022**



All Saints C of E Primary School

# Head Teacher Report to All Saints PCC

April 2022



Head Teacher - Mr John Sharp

Through the Christian values of perseverance, respect and love, we  
can all be **Healthy, Happy and Confident.**

*"Promoting our growth; building ourselves up in love." - Ephesians 4.16b*

It is my pleasure to write my first report to All Saints PCC after more than a full year as the Head Teacher of All Saints C of E (VA) Primary School.

Even though I have worked at All Saints for nearly 20 years, I have learned so much more about the inspiring history of our church and school over the past 450+ years, and humbled by the service given to the community over such a long period of time. It is something I think about regularly, particularly in the more challenging moments.

### **Year in Review - 2021**

Sadly it was another year of great disruption to the school caused by COVID-19. We had many children missing school due to social distancing and self-isolation, and there is no doubt that it has had an impact on the social/emotional development of the children, and their academic attainment/progress.

However, with every challenge comes opportunity, and the staff, children, families and governors have all worked tirelessly to adapt to the new reality, whilst continuing to improve the school. I am really proud to say that the school is safer, cleaner, more attractive, more efficient, more transparent, more compliant, has better relationships with families and improved the standard of teaching. There is much to do, but everyone should be praised for their commitment, flexibility and professionalism.

### **Families**

COVID-19 has definitely also affected families, and there are a number of them who were already in need of intensive support before, who have had significant periods of crisis.

Staff have worked hard with other agencies to support families as much as possible, and will continue to do so.

### **Staff and Governors**

We have had a continuation of staff and governor turnaround, as people move on and new people join.

A number of long-serving staff have now retired, and we continue to work within a period of transition from the long tenure of my predecessor, Lorraine Tennant, to this new chapter. We have recruited some talented new staff members and we are focusing on providing them with as much support as possible in their new roles.

The staff have been very busy in their work to help the children catch up with lost learning whilst adapting to new curricula and updated working practices. The governors have definitely had much to do in 2021, as we moved to a new clerk and updated our policies and systems to ensure compliance with regards to governance, HR, finance, Health and Safety and development of the estate.

### **Children**

Obviously everything we do in school is for the benefit of our children, who only have one chance at education in our school. They have been magnificent throughout 2021, and coped with every change without drama and a willingness to support others. We are very proud of them and their teamwork.

As I mentioned before, COVID-19 has had an impact on the children, and particularly on the youngest, those with SEND and those with pre-existing social and emotional difficulties. We have devoted a lot of time to supporting these children with their additional needs, but it is challenging to meet all their needs under the constraints of time and money.

### **Self-Evaluation and Priorities**

We have selected the following as our key objectives for improvement:

- Attendance
- Staff wellbeing and development
- Early Years - social, emotional and communication development
- Language development across the school
- Phonics and early reading
- Writing
- Higher attaining children

If there is ever anything you want to talk to me about, share with me, or learn more about what is happening in school, then please feel free to get in touch. I totally share Father Andrew's desire to continue to strengthen the bonds between church and school, and that we are two parts of a whole All Saints family.



John Sharp  
Head Teacher

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21st April 2022