

Diocesan Director of Education



From the Bishops of Gloucester and Tewkesbury



The Rt Revd Rachel Treweek,
Bishop of Gloucester



The Rt Revd Robert Springett,
Bishop of Tewkesbury and
Chair of the DBE.

As both Diocesan and Suffragan Bishop we share a passion for our church schools and for placing them at the heart of the life of our Diocese. This is reflected in our Diocesan LIFE vision, rooted in John 10 vs 10 which commits the Diocese we lead to sharing with all the life in all its fullness we know to be found in Jesus Christ. Our new Diocesan Director of Education will combine this passion with a strong record of strategic leadership to help us navigate our way through the current changes in the education landscape.

The recent decision to incorporate the Diocesan Board of Education as a CIO, while maintaining inseparable ties with the life of the Diocese through the appointment of trustees allows our Board to respond creatively to the government's decision that all schools will be part of a strong MAT by 2030. We recognise this as a time of both opportunity and risk. Our new DDE will be a clear and astute leader, able to represent the needs of the Diocese and the children we serve, working closely with MAT leaders. This will include a key partnership with our own Diocesan MAT, the Regional Director, the DFE and other strategic partners.

Committed to ensuring there is provision for all our schools to be in MATS that fully support and preserve their Anglican Foundations, our DDE will be creative in developing robust and strong ties with our current MAT partners and in supporting the development of new MATs where needed.

All this will be underpinned by a clear understanding of the role of church schools as 'Deeply Christian serving the Common Good'. Working with skilled and dedicated colleagues the new DDE will shape the team and its priorities both to embrace new challenges and to ensure we preserve and enhance the distinctiveness of our work in RE and spirituality, including our engagement with SIAMS. This has been a strong hallmark of our ministry in recent years.

The DDE will be a full member of the Bishop's Staff Team joining up the work of the department to the wider ministry of the Diocese and being a persistent voice around the table for young people and schools.

We are excited about this role and the opportunity it brings. We hope that as you reflect further, using all that is in this pack, you will share our excitement. If you do, we look forward to hearing from you.

"I have come that they may have life, and have it to the full"

(WORDS OF JESUS FROM JOHN 10:10)

A video message from the Bishops of Gloucester and Tewkesbury



Visit our diocesan YouTube channel to watch at <https://youtu.be/1xFIA3AWtck>

About the role

The role of a Diocesan Director of Education (DDE) is a privilege to be treasured and one that is the 'living out' of a vocational calling. The successful candidate will demonstrate integrity and credibility, evidence of the highest professional standards in 'being and doing' together with an impressive 'track record' of proven experience and success.

The recent government 'White Paper' provides a clear steer for the future (immediate, mid and longer term). The DDE has a major entrepreneurial role to play in ensuring that Church of England Schools remain 'part of the diocesan family' and grow where there might be opportunities. This will entail significant strategic planning together with high level leadership and management activity. Linked with this is the need to build strong relationships.



Message from the Revd Canon Nigel Genders, Chief Education Officer, Church of England

Dear prospective candidate,

Thank you for your interest in this vital and strategic post. As a former Director of Education (DDE) in the Diocese of Canterbury I know what an interesting and rewarding role it is, offering a unique opportunity to work with schools and parishes across a diocese to influence and shape the provision of education for the good of children and young people and the communities in which they live.

The work of the National Society through the Church of England Education Office provides a national perspective as we engage with government and the national church to ensure our vision for education (Deeply Christian, Serving the Common Good) is one that is understood and articulated in a way that leads to the flourishing of schools across the country.

It is with that national perspective that I am writing to encourage you as you consider applying for this role. The current educational landscape continues to see a huge amount of change, and whilst that always brings challenges it also presents an opportunity to be strategic and innovative in shaping the diocese's engagement with the school system in a way that secures the high-quality education for which our schools are renowned, for generations to come.



The Revd Canon Nigel Genders, Chief Education Officer,
Church of England



The government has set out a clear direction of travel towards a fully trusted system and the passage of the Schools Bill through parliament this year begins a process to ensure that, in such a system, schools with a religious character can continue to be governed and enjoy the freedom to deliver education in accordance with their vision and trust deeds. Shaping that system and the move towards all schools being part of a strong multi-academy trust will be a key strategic task for the new DDE in Gloucester. However, we are not simply concerned with structures for their own sake, we see them as means to securing lasting educational impact. That requires the whole community to be involved and for the church to understand the part it can play in working alongside its schools for the common good.

The DDE's role is uniquely placed to bring the world of education into the heart of the diocese's mission and ministry, and one way in which we have sought to enable that is through the national development of Growing Faith which seeks a culture change so that ministry with children and young people in the interconnecting spheres of school, church and household is central to the Church of England's desire to be younger and more diverse. The diocesan education team will play an increasingly important role in ensuring this work is instinctive and prioritised across the diocese.

These are just two aspects of what will be a richly rewarding role, so I encourage you to apply and join a thriving network of professionals seeking to bring transformative change for the good of the communities we serve.

With all good wishes,

The Revd Canon Nigel Genders
Chief Education Officer, Church of England

The Diocese of Gloucester

The Diocese of Gloucester covers almost the entire county of Gloucestershire, a significant part of the Unitary Authority of South Gloucestershire, together with some villages in Worcestershire, Warwickshire, Oxfordshire and Wiltshire.

The population is about two thirds of a million people. There are two archdeaconries, Gloucester and Cheltenham, and nine deaneries. There are 380 churches, divided into around 100 benefices.

The City of Gloucester has a population of just under 130,000 with the towns of Cheltenham and the Stroud district only slightly smaller at around 117,000 each. Most of the rest of the population lives in the various market towns, among them Cirencester, Coleford, Cinderford, Tetbury and in the many villages that stretch from the Cotswolds to the Forest of Dean.

While there are areas of affluence there are also areas of urban deprivation (for example in West Cheltenham where our one Secondary Academy School is situated) and in more hidden rural poverty. Different areas of the Diocese have their own individual identity: the Forest is proud of its history yet faces particular issues of decline, the Cotswolds is generally more affluent but the pressure of tourism and the number of second and weekend homes brings its own challenges.

Both manufacturing and health are significant sectors in the county. Other major sectors include public administration and defence (eg GCHQ), education, construction and retail. The county has easy access to London, Bristol and Birmingham both by rail and the motorway system.



Our Diocesan Life Together Vision

Life

We remain committed to our LIFE vision

Leadership

Committed to transformation

imagination

Opening new paths to faith

faith

Living as adventurous followers of Jesus Christ

engagement

Living out Christ's love and hope



The Bishop's Staff Team



The Bishop of Gloucester
The Rt Revd Rachel Treweek



The Archdeacon of Cheltenham
The Ven Phil Andrew



The Bishop of Tewkesbury
The Rt Revd Robert Springett



The Archdeacon of Gloucester
The Ven Hilary Dawson



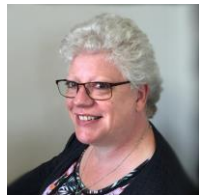
Diocesan Secretary,
Canon Benjamin Preece
Smith



Interim Dean of Gloucester
The Revd Canon Dr
Andrew Braddock



Interim Deputy Diocesan Secretary and Director of Communications and Engagement
Canon Lucy Taylor



Director of People and Safeguarding
Canon Judith Knight,



Interim Director of Mission and Ministry
The Revd Dr Sandra
Millar



Diocesan Missioner for New Worshipping Communities
The Revd Tim Hastie-Smith



Diocesan Director of Education



CEO of DGAT
Canon Rachel Howie

Diocesan Board of Education Profile

Stemming from the Diocesan Life Vision, the DBE is passionate that all within our family of schools experience God's love in a culture of care, dignity and hope. Our Christian values underpin all that we do.



There are 116 Church of England Schools of which 34 are VA, 51 are VC and 31 are academies. These schools range from schools with approximately 30 pupils, to larger two form entry schools. Areas served by our schools range from the affluent to places experiencing great social and economic need.

The DBE is well resourced with the majority of its income coming from the 'Voluntary Schools Fund'. There is a Service Level Agreement with the Diocesan Board of Finance that provides financial assistance together with 'back office' office support including office space, HR, financial services, communications etc.

Our vision for education for our family of schools is rooted in Jesus' words from John's gospel, chapter 10:10: "*I have come that they may have life and have it to the full*". The education team and wider teamwork together to support not only the flourishing of every child, but also the flourishing of school communities within their deanery groups.

Overview and purpose of the role

The DDE will:

- Feel called to this role, seeing it as an expression of ministry
- Be excited to lead in an entrepreneurial way, underpinned by an opportunistic and 'can do' attitude
- Have an expansive and ambitious vision, and a strong track record for implementing sustained strategic change
- Quickly establish credibility within the spheres of education and the Church
- Be committed to and skilled in building trusting relationships which enable supportive and challenging conversations
- Have high levels of emotional intelligence which can facilitate a mutually beneficial working relationship within the wider diocese
- Have a sound knowledge of the financial and legal implications of the charity sector
- Have confidence to articulate theological thinking and its application within the life of the DBE and its Church schools
- Be a strong strategist able to weave together the various strands of diocesan, national and educational vision with the demonstrable ability to maintain strong operational procedures and processes



Overview and purpose of the role



The DDE will:

- Foster the growth of a professional and highly motivated Board and Education Team that can effectively deliver its strategic plan
- Celebrate the diversity of all communities seeking to ensure the provision of high-quality statutory education underpinned and enriched by a deeply Christian ethos enabling ‘Life in all its fullness’ supported by the development of high-quality resources that nurture spiritual growth in children and young people
- Promote high quality Religious Education and Collective Worship, seeking to grow authentic school communities that enhance and nurture well-being for all
- Facilitate school improvement processes thus enabling schools to prosper, with the aspiration of leading to good or outstanding outcomes rated by OFSTED and SIAMS
- Work collaboratively with the Department for Mission and Ministry and the Growing Faith team to connect with and contribute to the effective delivery of mission and ministry for children and young people
- Provide professional leadership, advice and guidance to the DBE and the Bishop to enable an up to date understanding of educational issues and policy
- Be a reflective practitioner ensuring that the DBE regularly conducts a self-review to monitor its performance.

Main duties and responsibilities

Strategic leadership and development

- Contribute to the strategic and operational leadership of the Diocese, bringing alive the various strands of diocesan, national and educational vision and strategy
- Recognise and maximise strategic developments and opportunities in light of the recent 'White Paper', promoting and sustaining strong partnership working with the Regional Schools Commissioner
- Ensure that the work of the DBE is fully understood and valued by all stakeholders, maintaining a high profile for education and young people within the Diocese
- Continue to develop a staff team that has the motivation and excitement to serve
- Ensure that school leaders implement effective strategies that holistically support the needs of children and young people
- Provide specialist advice and ongoing training for school leaders, staff, governors, clergy and parishes
- Deliver a timely and cost effective, high quality education service



Main duties and responsibilities



Advice, guidance and compliance

- Ensure the deeply Christian vision is fully understood and implemented across all Diocesan schools
- Provide oversight for Children and Youth Ministry and ensure effective synergy between schools, churches and households
- Take overall responsibility for the statutory services relating to Ofsted Section 48 (SIAMS), VA Admissions & VA Capital works, SACRE, DfE policy and guidance.

Partnerships and pastoral care

- Seek to ensure all relationships with key partners remain strong and positive
- Ensure provision is made for the well-being of all those in schools and in the DBE
- Promote and be part of the partnership for Growing Faith
- Collaborate with other dioceses for mutual benefit

Main duties and responsibilities

Resource and financial management

- Take responsibility for the efficient financial performance of the Board of Education including establishing financial goals, increasing income from a range of sources
- Work to ensure the maintenance and improvement of DBE owned properties, VA school buildings and the development of new schools
- Ensure the capacity of the education team

Information management

- Sustain a diocesan database of school performance indicators that enables high quality monitoring and intervention
- Ensure diocesan information management systems and policies are adhered to, including Social Media, GDPR and Data Protection
- Build good working relationship with the Diocesan Communications team



Main duties and responsibilities



Safeguarding

- Ensure the highest standards of practice are applied, regularly reviewing policies and procedures in line with diocesan expectations
- Work in partnership with the Local Area Designated Officers(LADO)

Equality and diversity

- Promote equality, diversity and inclusion in employment practices and leadership relationships in line with the Equality Act 2010
- Ensure the DBE proactively supports the principles and practices of equality of opportunity as detailed in its strategies and policies, and in accordance with its legal obligations and the teachings of the Church of England.

Personal faith

In accordance with the Equality Act 2010, it is a genuine occupational requirement that the post holder be a practising Christian. The DDE will be a member of a church recognised by Churches Together in England and will be fully committed to the aims and values of the Church of England, the Diocese of Gloucester and the DBE.

Person specification

A = Application Form **I** = Interview and selection tasks **R** = Reference

Criteria	Essential	Desirable	Evidence
A practising Christian with a vibrant faith, a regular worshipper in a member church of Churches Together in Britain and Ireland or the Evangelical Alliance.	✓		A, R
A Communicant member of the Church of England.		✓	A, R
Able to articulate a strong empathy with the vital and central role of the Church of England in education and national life	✓		A, I
Demonstrable credibility within the spheres of education & the Church	✓		A, I, R
Qualifications			
Qualified Teacher Status		✓	A
University Degree or equivalent	✓		A
Masters level qualification		✓	A
In service training qualifications		✓	A
Experience			
Successful track record of leadership in education	✓		A, I, R
Work within Church of England schools		✓	A
Working within the sphere of Spiritual Development of children and young people		✓	A
Track record of successful teaching and training in an educational setting	✓		A, R
Experience of leading and managing staff and a commitment to their development both as an individual and as a team	✓		A, I, R
Evidence of continued professional development	✓		A

Person specification

A = Application Form **I** = Interview and selection tasks **R** = Reference

Strategic leadership, knowledge and understanding	Essential	Desirable	Evidence
Vision & capacity to develop the DBE's strategic vision & direction in line with the Diocesan approach & an ability to work collaboratively to translate strategy & vision into operational planning, projects & evaluation of performance, outcomes & impact	✓		A, I
Ability to articulate strategic vision & understanding of & with the Church of England Education Office & DDE network in the areas of leadership, training & research	✓		A, I
Good theological knowledge & understanding, with the confidence to articulate this	✓		A, I, R
Capacity to navigate complex organisational dynamics & to lead change	✓		A, I
Excellent knowledge & understanding of primary & secondary education including the place of Church of England schools/academies/MATS	✓		A, I
Ability to recognise opportunities & processes relating to bidding for & creating new schools	✓		A, I
Ability to use critical thinking, statistical & data analysis tools, techniques, concepts & reflective practice to inform planning, support and challenge	✓		A, I, R
Financial literacy with the ability to take overall responsibility for budget & resources, including income generation within the charity sector	✓		A, I, R
A good knowledge & understanding of SIAMS & OFSTED	✓		A, I
Understanding of governance relating to schools, DBE, MATs & educational trusts	✓		A, I, R
Ability to advise & guide the headteacher recruitment process	✓		A, I, R
Understanding of risk management, health & safety regulations & expectations in relation to well-being and safeguarding	✓		A, I, R
Understanding of parochial & diocesan structures		✓	A, R

Person specification

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Skills and personal qualities	Essential	Desirable	Evidence
Proven track record of influencing & nurturing others, building trust, collaboration & unity, demonstrating compassion, honesty & integrity, showing resilience when under pressure & confidently delivering a vision that inspires others to engage with the Diocesan vision	✓		A, I, R
Committed to spiritual disciplines. Has a Christian faith that is lived out, using God's gifts to build up, equip & bless others within churches & schools	✓		A, I, R
Willingness to take initiative in relation to new opportunities with the ability to respond creatively & successfully	✓		A, I, R
Ability & commitment to work flexibly & proactively, modelling & promoting an inclusive & collaborative culture where the diversity of individual backgrounds & experiences are celebrated, valued & respected	✓		A, I, R
Demonstrate high levels of emotional intelligence to facilitate ways of working that will integrate & harmonise the DBE work within the diocese	✓		A, I, R
Ability to motivate the staff team, recognising their strengths & empowering them to respond constructively and objectively to critique & challenge	✓		A, I, R
Excellent interpersonal & pastoral skills enlivened by a personal calling & sense of Christian service	✓		A, I, R
Demonstrate excellent skills in communication	✓		A, I, R
Ability to articulate knowledge and understanding in ways relevant to a range of audiences with the confidence and expertise to lead training	✓		A, I, R
Ability to build strong and effective working relationships	✓		A, I, R
Competence in use of a range of IT programmes and ability to embrace new technologies to improve efficiency and effectiveness	✓		A, I, R
Additional factors			
Holder of a current driving license and access to transport	✓		A
Satisfactory enhanced DBS check	✓		A

Contractual information

Job title:	Diocesan Director of Education
Employer:	Gloucester Diocesan Board of Education
Accountable to:	Chair of the Diocesan Board of Education and the Diocesan Bishop
Statutory responsibilities:	Company Secretary to the Board of Education
Responsible for:	DBE Staff Team and Consultants/Volunteers

Other key relationships

- Bishops of Gloucester and Tewkesbury
- The Bishop's Senior Staff Team
- Chair of the Diocesan Board of Education (if someone other than a bishop)
- Members of the Diocesan Board of Education
- Bishop's Council and Diocesan Synod
- Chair of the Diocesan Board of Finance
- Senior Diocesan Personnel including the Diocesan Secretary, Director of Mission and Ministry, Dean of Gloucester, Director of People and Safeguarding, Director of Communications, Diocesan Registrar, Area/Rural Deans, Clergy
- Diocesan family of Church of England Schools including headteachers and chairs of governing bodies
- Ecumenical and Local Authority partners
- DGAT and other Multi Academy Trusts
- Department for Education, Regional Director and Church of England Education Office
- Deaneries and parishes

Salary:	£75,00 to £85,000 per annum dependent on experience with pension provision
Expenses:	Claimed monthly and paid at agreed and published rates
Hours of work:	This is a full-time role, 35 hours per week with the need to attend meetings during the evenings and at weekends.
Time off in lieu:	Will be given for any additional hours worked with prior authorisation from the Chair of the DBE.
Place of work:	Chiefly working in our Gloucester offices with some flexibility to work from home.
Travel:	This will be required within and beyond the Diocese
Holidays:	27 days paid leave, 3 days paid leave between Christmas and the new year plus 8 statutory public holidays and discretionary days as agreed by the DBE.
Probation period:	Six months, during which time progress will be regularly reviewed. The period may be extended.
Safeguarding:	An enhanced DBS disclosure will be required.
Right to work in the UK:	The successful applicant will need to provide proof of the right to work in the UK prior to taking up the role.

How to apply for this role

Closing date: 31 October, 5 pm
Shortlisting: 14 November
Selection activities and interviews: 1 and 2 December

Download an application form from
gloucester.anglican.org/vacancies

In addition to completing the application form, you are required to submit a letter of application addressed to Bishop Rachel and Bishop Robert that outlines how your qualifications and experience match the role together with the approach you would take.

For an informal conversation about the role, please contact **Canon Linda Wainscot** on lwainscot@glosdioc.org.uk





gloucester.anglican.org