

Nigel Spraggins
Chief Executive
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Letter from Chief Executive

Dear Candidate

Thank you for your interest in the role of Diocesan Director of Education for the Diocese of Southwell and Nottingham.

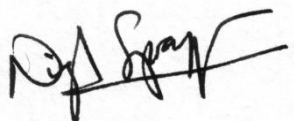
Our previous DDE moved on at the end of August and we have taken the opportunity to review the work of the Education Team which has helped us shape the job description for this role. The new DDE will have the opportunity to consider the review and implement any changes that would seem appropriate.

What we are looking for from a new DDE is a passionate, visionary and dynamic individual who not only believes that the medium of education can Grow Disciples: Wider, Younger, Deeper but is also capable of making that vision a reality.

At this time we need someone with team building skills who works with a collaborative style. The DDE will also have the credibility with which to gain the trust of Heads, LEAs, MAT chief executives and clergy.

The following information will only give you a partial taste of our desire to serve God wholeheartedly but if it seems that this role might just be right for you, do please get in touch

Regards.



Nigel Spraggins
Chief Executive



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About the Diocese

Founded in 1884, the Diocese incorporates the whole of the County of Nottingham, with a few parishes in South Yorkshire. There are two archdeaconries, Newark and Nottingham. The population is 1.1m with 257 parishes and c320 churches in widely diverse communities incorporating urban, suburban, estates, market towns, rural villages, including post-industrial contexts.

The combined population of the conurbation – the city and the three boroughs immediately surrounding it (Broxtowe, Gedling and Rushcliffe) – is c650k. Substantial further growth is expected across Nottinghamshire, the latest projection being of an overall increase of a further 50K (6%) by 2021.

The Diocesan Vision and Strategic Aspirations

Over the last two years a refreshed diocesan vision has been disseminated throughout the diocese recognising the imperative for 'Growing Disciples: Wider, Younger and Deeper'. We have discerned a series of priorities that we believe will facilitate growing new disciples in every parish across the diocese. We are already seeing high levels of engagement in a broad range of parishes and early numerical growth in contexts previously experiencing decline.

This vision is embedded in a missiological framework inspired by the Great Commission (Matt 28) and rooted in the model of discipleship taught by Jesus in the Sermon on the Mount (Matt 4-7) and reflected in 'the way of discipleship' set out in Luke 9 setting out theological foundation for 'Growing Disciples'. In Sep 2018 a new RealLIFE discipleship course was launched with 250 people participating in three locations and we continue to see sustained levels of new students going into September 2019.

Our priorities are now well defined, and we believe that the outcomes we seek by 2023 are focused and measurable.

Compelled by the love of Christ we seek to:

- Welcome 7000 new disciples into the fellowship of Christ and his church
- Commission 1000 younger leaders (especially 15-30-year olds) equipped and inspired to serve the purposes of God in the Church and society.
- Plant or graft 75 New Worshipping Communities (NWCs) across the diocese to increase our reach in telling the story of Jesus to all.
- Grow 25 larger Resourcing Churches with clear commitment to develop leaders, plant New Worshipping Communities (NWC), and disciple the young.
- Serve and pray together as 1 Church contending for the gospel in every community and sphere of public life in our city, county and region.

Church Schools

In the Diocese of Southwell & Nottingham we have 73 schools. This includes 8 secondaries, 2 junior, 4 infant and 59 primaries.

Altogether there are 28 schools with academy status in the diocese and another 6 with conversion imminent or clear intentions to begin to convert shortly. There are 3 academies which are single academy trust.

Our 5 Multi Academy Trusts with Church majority governance are:

- Archway Learning Trust 4 Church of England academies
- Aspire 3 Church of England academies
- MiTRE 3 Church of England academies
- Southwell & Nottingham 11 Church of England academies
- Transform 3 Church of England academies

There are 19 Voluntary Aided and 27 Voluntary Controlled maintained schools

The status of schools across our Diocese continues to evolve as schools decide to join academy trusts for a variety of reasons.

All Church Schools and Academies are supported by the education team. Training and support are available for Christian distinctiveness, leadership development, governance, admissions, SIAMS and OFSTED preparation, Headteacher recruitment and a variety of network meetings, to name just a few areas. In addition, Voluntary Aided schools receive funding through the diocese for building work. Each of our secondary schools has an employed chaplain (costs shared between school and Diocese). A key focus of the education department's work is to enable our schools to live out the Church of England vision for education and the DBE vision for education (see below)

Higher Education

There are two universities in Nottingham who together have over 70,000 students. The Diocese provides chaplains at both and these are line managed by the DDE



Central to the diocesan vision of growing disciples wider, younger and deeper is the work and ministry that goes on in church schools. As the central Church of England vision for education reminds us, the ethos in our schools should be built on a deeply Christian foundation that is about an offer of human flourishing for all, which takes seriously the promise of Jesus of "life in all its fullness" John 10 v 10. It is about a broad holistic education that is underpinned by the four strands of wisdom, hope, community and dignity.

The Christian ethos in our diocesan schools should also provide opportunities for children to grow and deepen their discipleship.

As we have visited church schools across the diocese and experienced



first-hand their life and day to day activities we have come across lots of schools that in different ways are living out this kind of ethos. The information and practical examples in this leaflet aim to act as an inspiration and guide to governors, church school leaders, staff, clergy, chaplains and lay volunteers. It also provides a framework for school leaders to develop their own distinctively Christian vision, which in

turn will bring transformation to the lives of children and young people as they encounter Christian faith in action.

David Picken
Chair Diocesan Board of Education

Claire Meese
Diocesan Director of Education

Growing Disciples Wider Younger Deeper

Board of Education Vision Statement



A statement of how the Church of England Vision for Education "Deeply Christian, Serving the Common Good" is lived out across schools and academies in the Diocese of Southwell and Nottingham.

Educating for wisdom, knowledge & skills

Providing a curriculum and experiences that secure transformational outcomes for children and young people by combining academic rigour with a focus on profound personal development.

Schools that educate for wisdom, knowledge and skills will:-

- enable pupils to make the best possible progress they can across all areas of the curriculum so they can flourish intellectually, physically and creatively and develop

all their God given talents

- create a climate for learning that nurtures confidence, values the development of life skills and fosters a delight in learning and discovery

and will deepen faith by:

- promoting the holistic development of pupils by providing intentional opportunities for them to develop the moral strength, spiritual depth and emotional resilience to make sound judgements and weather the ups and downs of life



- including within their curriculum framework, opportunities and space for God, faith and the big questions of life, to be discussed openly and honestly

“Blessed is the one who finds wisdom, and the one who gets understanding for the gain is better than the gain from silver and profit better than gold.”
Proverbs 3:15

Educating for hope & aspiration

Welcoming all, especially those who are disadvantaged and giving everyone the opportunity to understand, experience and respond to the Christian faith which inspires and motivates the school and opens up new horizons of hope.

Schools that educate for hope and aspiration will:-

- find ways of overcoming barriers to learning so that all pupils flourish

and will deepen faith by:-

- placing engaging collective worship at the heart of school life, offering opportunities to explore and experience Christian faith and offering the chance for a personal encounter with the person of Jesus Christ
- exploring biblical teaching about grace and healing and helping pupils to learn the skills to cope wisely with things and people going wrong; developing a lived understanding of justice, forgiveness, repair and renewal



- supporting pupils to develop a resilience that is based on knowledge and understanding of themselves as unique human beings, loved by God and created with a unique purpose, only they can fulfil

“For I know the plans I have for you, says the Lord, plans for welfare and not for evil, to give you hope and a future.”
Jeremiah 29:11

Educating for respect & dignity

Building an environment in the school in which everyone is valued, recognising that each individual is made in the image of God and loved by him so that they can learn to relate positively to themselves, other people, the world around them and God

Schools that educate for respect and dignity will:-

- work with other partners to ensure that pupils of all backgrounds and abilities have access to high quality educational

experiences

- celebrate the achievements and contributions of all

and widen opportunities for discipleship by:-

- serving local communities through being open to children of all backgrounds irrespective of ethnicity, faith, gender, sexuality or family situation; nurturing those of the Christian faith and welcoming those of other faiths and none
- teach relevant religious education and



give it a central place in the curriculum so that pupils can deepen their understanding of Christianity and others' faiths and beliefs, achieving academic success and develop spiritually

“There is neither Jew nor Greek, there is neither slave nor free, there is no male and female for you are all one in Christ Jesus.”
Galatians: 3:28

Educating for community & living well together

Giving children, staff and parents the opportunity to experience being part of a community which creates a strong sense of belonging based on Christian values and rooted in Christian beliefs and practices.

Schools that educate for community and living well together will:-

- maintain a core focus on supporting and building positive relationships and developing the qualities of character that enable

people to flourish together.

- actively encourage students to contribute to the life of the school and wider community and in so doing develop attitudes of service to others
- promote positive citizenship by enabling pupils to recognise that they can be ambassadors for change and contribute to society both now as young people and in the future

and widen opportunities for discipleship by:



- forging strong relationships with local churches in a way that strengthens the life of the school and draws on the rich faith background of the Church of England bringing to life prayer, liturgy and the sacraments

“Love the Lord your God with all your heart and with all your soul and with all your minds and with all your strength and Love your neighbour as yourself.”
Luke 10:27

JOB DESCRIPTION

Role Title: Diocesan Director of Education

Main Purpose of Role:

To contribute to the overall strategic development of the Diocese and be the lead officer for educational policy and strategy. Promote the mission of the Diocese with and for children and young people in the Church of England schools/academies and higher education establishments of the Diocese.

Responsible to:

Diocesan Chief Executive

Key Working Relationships (both internal and external):

- Chair and members of the DBE
- Bishop's senior staff
- Senior staff of MATs, Church schools/academies
- Clergy across the diocese particularly those with church schools
- Regional Schools Commissioner, DfE and LA lead officers
- University staff and authorities responsible for chaplaincy provision

Management Responsibility (of others)

- Schools team based at Jubilee House
- School chaplains
- University chaplains

Principal Responsibilities:

- Promote and support the distinctive work and mission of church schools and academies of the diocese enabling them to play a key part in Growing Disciples: Wider, Younger, Deeper
- Principal adviser to the Diocesan Board of Education
- Provide leadership, management, development and support for the staff of the education team including educational chaplains

Principal Tasks:

- Take a visionary and creative lead on distinctively Christian educational policy and strategy
- To be an advocate for distinctive Christian education, articulating educational concerns and policy issues to the Diocese, particularly to the DBE, Bishop's Council and the team of Directors

- Secretary to the DBE, offering professional guidance on its statutory responsibilities as laid down by the 1991 DBE Measure or any subsequent, relevant legislation
- Provide support and advice to MAT CEOs and Chairs of MAT Boards, Headteachers, Chairs of Governors and other governors
- Lead the “schools’ team” and its work including:
 - Christian Distinctiveness
 - School Improvement – particularly in relation to non-academies
 - Governance, Buildings, Admissions
 - School Church links
 - Leadership Development
 - Ensuring that SIAMS inspections are carried out
 - Head teacher/Principal appointments
- Support the work of university chaplains and school chaplains
- The formation and management of the departmental budget and regularly review the Service Level Agreement offered to schools
- Maintain up-to-date working knowledge of developments in the world of education at national, regional and local level including DfE, Central Church of England Education Office and Local Authorities
- Carry out any other tasks or duties as from time to time may be required and which might reasonably fall within the remit of this post

Relevant Qualifications and Experience required:

- Educated to degree level or equivalent
- Have a knowledge and understanding of current educational practice
- Have experience of the work of Church of England schools/academies and a clear vision of their distinctive role
- Be able to demonstrate appropriate team leading skills
- Be able to work on his/her initiative, yet value and affirm the contributions and experience of colleagues
- Have emotional intelligence and relational skills
- Be an effective communicator in a wide variety of contexts, having the ability to use IT for research, communication and presentation
- Work ecumenically where appropriate, and maintain good relationships and information exchange with other denominations and dioceses
- Have the ability to formulate and manage the departmental budgets
- Be willing to travel within the Diocese and occasionally further afield

This role has a Genuine Occupational Requirement under the Equality Act 2010 for the postholder to be a communicant member of the Anglican Church or of Churches Together in Britain and Ireland.