



Applicant Pack

LDBS Secondary School Partner

About the role

- To be the LDBS Secondary School Partner for 18 secondary and four all-through Church schools, providing strategic support to enable schools to provide excellent education consistent with the faith and practice of the Church of England.
- To facilitate collaboration between schools, and between schools and churches, for mutual benefit.
- To engage with wider stakeholders for the benefit of Church schools and the wider education community.
- The Secondary School Partner is managed by the Deputy Director with responsibility for school improvement.
- Hours: The role is part-time 0.4fte (two days per week).
- Additional hours up to full-time may be available by negotiation for a candidate who can take on additional leadership responsibilities and who has the experience and skills to provide expert support, advice and training.
- Salary: Competitive
- Place of work: The LDBS office at 36 Causton Street, Pimlico, and schools in the diocese.
- Terms: We would consider filling this role on a direct employment, consultant or secondment basis.



Photo: Bishop Stopfords School, Enfield

How to apply

- To apply, please complete the application form and send it, with an accompanying statement, to hrservice@london.anglican.org
- Applications are especially welcome from anyone with a Global Majority Heritage; the LDBS wants to address current under-representation.
- Your statement should be no longer than two sides of A4 long (Calibri 11) and, with reference to the job description and person specification, it should explain why you are applying for the role and why you are a strong candidate.
- The closing date is Monday 6 February 2023.
- Interviews will be held on Friday 10 February 2023.

For more information or to arrange an informal discussion please contact Terri Patterson, Head of People and Culture, terri.patterson@london.anglican.org

Thank you for considering prayerfully whether you could join us.

Introducing the LDBS

Church schools serve 58,000 young Londoners

More than half

of pupils at Church schools have a Global Majority Heritage.

They are from the Christian faith, other faith and no faith backgrounds.

Church schools are **inclusive:**

more pupils have a recognised special education need and/or Education Health Care Plan (EHP) than the London and national averages.

Around 40% speak English as an Additional Language.

Church schools serve

deprived communities:

more pupils at Church schools are registered for free school meals than the London and national averages.

LDBS provides:

Training, advice and resources

for school leaders to support school improvement

HR support

for personnel matters

A comprehensive programme of

governor training

Data protection support

Opportunities for Church schools to network together, collaborate and share

best practice

We run a SCITT which is rated

outstanding

by Ofsted

Church schools transform futures:

Students make more progress at Church schools than the London and England averages. In 2022, the average Progress 8 score was

0.38

Students attain higher standards at Church schools than the London and England averages. In 2022, the average Attainment 8 score was

56.6

Excellence in Church secondary schools in London is recognised by Ofsted.

50%

of Church secondary schools are rated as Outstanding.

Introducing the LDBS

LDBS has been serving and supporting schools since 1836

There are

155

Church schools in the Diocese of London

133 primaries with 89 nursery classes, 4 all-through and 18 secondary schools, and a school for children with SEND

Church schools

include Voluntary Aided schools, Single and Multi-Academy Trusts and a Voluntary Controlled school

The 22 Church secondary and all-through schools serve 23,000 students.

SIAMS

inspects the impact of the Christian vision of each Church school. More Church schools in London are graded Outstanding than the national average.

LDBS is the Corporate Member

for 15 Academy Trusts.

Network meetings for Heads, Deputy and Assistant Heads, Heads of Sixth Form, SENDCOs, clergy and heads build

collaboration

and provide a forum for sharing best practice.

More than 2000

teachers and support staff choose to work in Church secondary and all-through schools in London.

Last year 400 school governors and academy trustees attended one of our 30

training courses.

LDBS supports the teaching of secondary school RE and

inspiring

Collective Worship. We promote a close relationship between schools and local churches.

“I have come in order that you might have life – life in all its fullness.”
John 10:10

Our LDBS 2030 Vision

Our 2030 Vision is for every young Londoner to experience the love of God in Christ.

Specifically, the LDBS aims to serve and support schools to be:

- Places where all can flourish: our diverse family of children and adults developing and thriving spiritually, physically, intellectually, emotionally, morally and socially.
- Places which enable transformational futures: academically rigorous; pupils from all backgrounds achieving excellent outcomes to give them the best opportunities in life.
- Deeply Christian, committed to serving the common good with the invitation of Jesus to 'life in all its fullness' at their heart (John 10:10).



2021-24 Strategic Objectives

To take us towards our 2030
Vision our objectives for 2021-24
are to:

1. Provide a joined-up and comprehensive programme of training and support for all school leaders: being responsive to emerging needs so that schools are equipped to offer transformational futures, and children and adults flourish.
2. Clarify what it is for schools to be 'deeply Christian, serving the common good' to enable schools to be places which invite 'life in all its fullness' and to achieve excellent SIAMS outcomes.
3. Develop a blueprint for churches, schools and homes to work together for mutual benefit, to be safe and racially just, and to keep children at the centre of all we do.
4. Apply the same standards to ourselves as we apply to our schools to make sure the LDBS continually develops as an organisation which is equipped to respond and adapt, and to support schools to do the same.



Photo: The Urswick School, Hackney

Job description: LDBS Secondary School Partner

1. School support

Lead the delivery of the Core partnership service to 22 Church secondary and all-through schools, promoting an excellent quality of education and supporting schools to develop their distinctive Christian character. This will include:

- providing some support yourself and brokering other support as required;
- where concerns are identified, supporting schools to address them;
- attending Ofsted and SIAMs feedback;
- supporting schools with the appointment of senior leaders;
- supporting secondary school leaders, trustees and governors as they develop partnerships, federations and academy trusts;
- acting at the named LDBS Corporate Member for some academy trusts;
- ensuring LDBS makes best use of available data, for the benefit of schools.

2. Collaboration

Actively encourage collaboration and partnership between Church schools, between the LDBS and schools, between schools and Churches, and with the wider group of stakeholders. This will include:

- convening networks for heads, deputy and assistant heads, and heads of sixth form which build strong partnerships, share best practice and provide a forum for joint problem-solving;

- working closely with the Secondary RE adviser to ensure high quality support for Heads of RE and Chaplains;
- working closely with other LDBS staff to develop collaborations and partnerships between groups of schools, and between schools and churches, for mutual benefit;
- collaborating with colleagues in other dioceses and the national Church of England Education Office to ensure a seamless offer to secondary schools in London.

3. Training

Contribute to the wider training programme, including:

- overseeing and contributing to the programme of training for secondary leaders and middle leaders;
- supporting the development of school leaders and potential leaders;
- ensuring there is a focus on the development of groups that are currently under-represented in leadership;
- contributing to the programme of training for school governors and trustees.

You may be asked to undertake any other duties and responsibilities commensurate with the post. Some flexibility will be required e.g., attending occasional evening meetings. We expect all staff to act as ambassadors for the LDBS in line with our staff code of conduct, and to support actively our policies including safeguarding, equalities and health and safety.

Person specification

1. Commitment

You will share our LDBS commitment to:

- education that transforms futures;
- education which is equitable, which embraces diversity, and in which children and young people are safeguarded;
- shaping work and practice around our 2030 Vision;
- actively supporting schools to preserve, promote and develop their Christian vision;
- confidentiality and discretion when dealing with sensitive information.

2. Experience and knowledge

You will have the experience and knowledge to support secondary school leaders as a professional partner, providing support yourself and brokering expert advisers where appropriate. This is likely to include successful experience of:

- recent senior leadership in a secondary school;
- inspiring leadership and effective management;
- developing staff from diverse backgrounds;

- improving outcomes for students;
- developing the Christian distinctiveness of a school;
- recent successful experience of Ofsted and/ or SIAMS inspections (experience as an inspector and/ or willingness to train is desirable);
- understanding of education in a culturally diverse city, and of current issues facing the sector.

3. Skills

You will have the skills to carry out the role, including:

- a problem-solving, can-do approach;
- the ability to use a consultancy/ advisory model to effect change;
- the emotional intelligence and communication skills to navigate sometimes complex relationships with a wide range of stakeholders;
- the ability to synthesise data and information to inform strategic priorities and daily practice;
- the ability to understand and work within Church structures and practices;
- a team player willing to support the ongoing development of the whole LDBS team.



London Diocesan Board for Schools
www.ldbs.co.uk 020 7932 1100

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Registered Address: London Diocesan House, 36 Causton Street, London, SW1P 4AU