

# Rochester Diocese Board of Education



**Diocesan Director of Education  
Recruitment Pack**

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## **Introduction from the Chair of the Diocesan Board of Education - Jeff Blyth**

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Dear Applicant,

On behalf of the whole Rochester Diocese Board of Education, Bishop James and the professional team of officers, I would like to thank you for your interest in the post of Diocesan Director of Education for Rochester.

In the broadest terms, we seek a person who can embrace and empower our vision and ensure the delivery of our mission. Our shared vision is for an education which is deeply Christian and seeks to serve the common good. Our mission is to support and encourage the work of schools, churches and parishes across the Diocese of Rochester in Christian distinctiveness through the provision of an excellent education for every child and young person. We seek a person who is able to be a full collaborative partner in the mission of the diocese and who will facilitate the many opportunities for helping our children and young people to develop their relationship with Christ.

The world of education is fast moving and this is a time of great change in the Diocese of Rochester which will bring many opportunities for the Diocesan Director of Education to influence and shape the future. The RDBE itself has been reconstituted and the new board will meet from January 2019: the RDBE has moved away from setting triennial objectives in favour of establishing a five year strategic plan from which annual operational strategies will grow and the process for establishing the new strategy will shortly commence. The whole diocese has embarked on a fresh strategic framework which is branded as Called Together.

You will find information in this pack about the diocese, the RDBE, the Called Together mission work as well as the job description and person specification. If you require any further information or would like an informal pre application discussion, please contact me on [jeffblyth@hotmail.co.uk](mailto:jeffblyth@hotmail.co.uk). Please direct any other queries to Natasha Clement on 01634 560000, applications are to be submitted at [recruitment@rochester.anglican.org](mailto:recruitment@rochester.anglican.org)

I wish you every blessing as you consider your future.

Jeff Blyth  
Chair RDBE

## The Diocesan Board of Education

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The Diocesan Boards of Education Measure 1991 confirms that, for every Diocese there, shall be a Diocesan Board of Education which shall have certain functions and which will act as the recognised religious authority for Church of England schools within the Diocese. For the Rochester Diocese, the RDBE is a separate incorporated limited company and registered charity and was established in its present form on the 19 November 1895. The main Board is supported by an Executive Committee, a School Effectiveness Committee and a Finance and Resources Committee.

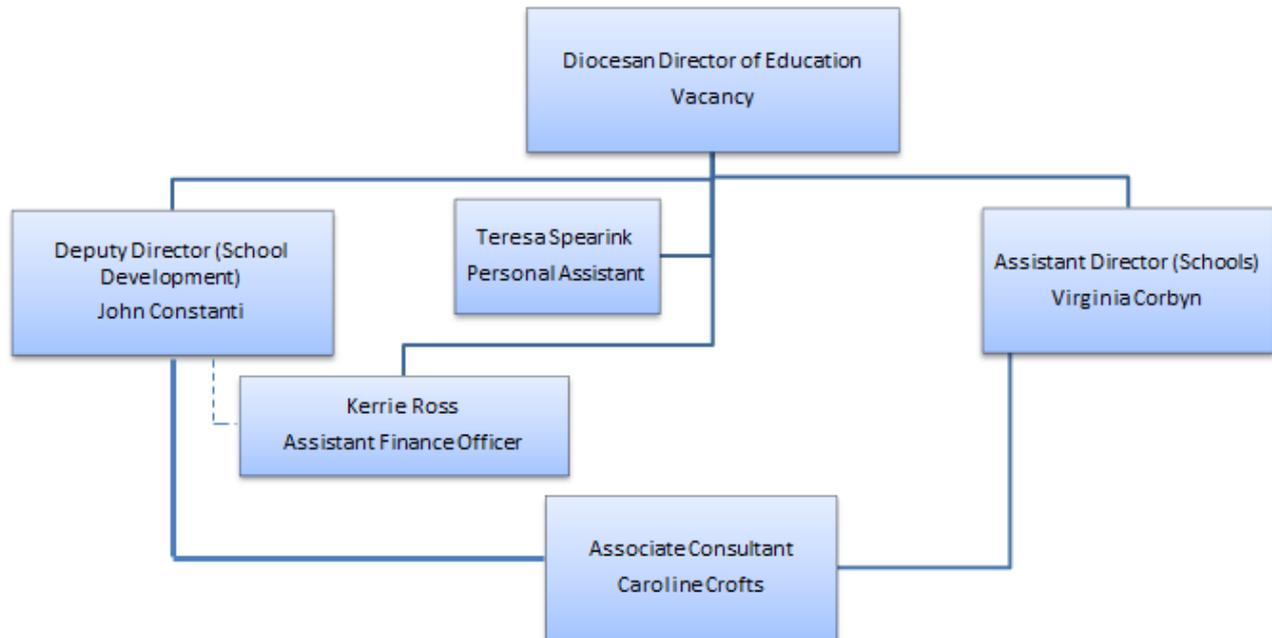
The RDBE's principal activity is to maintain and extend education in and knowledge of the Christian religion in general and the faith and practice of the Church of England to all sections of the community within the Diocese of Rochester. The RDBE works closely with and seeks to support the Church of England schools within the Diocese which total eighty-nine and are spread across the four Local Authorities as follows:

	Secondary	Primary
London Borough of Bexley	1	6
London Borough of Bromley	2	9
Kent County Council	2	59
Medway Council	0	10

Our family of schools is of a diverse nature; ranging from rural and urban settings, large and small schools, individual schools and multi academy trusts, the level of SIAMS and Ofsted gradings, the oversubscribed and under subscribed, those with strong parish links and those who are working to strengthen those links. The common link that covers these contexts is our place within the Diocese of Rochester to further Christ's presence by providing an excellent education to the children in our care and by supporting the professionals and volunteers who lead, teach and govern the institutions that fulfil this important aspect of mission.



The Diocesan Board of Education team consists of the following:



John Constanti is responsible for advising all church schools and academies on issues relating to property, finance and capital funding as well as projects including academisation, free schools and collaborative partnerships.

Virginia Corbyn is responsible for the work around SIAMS, church school distinctiveness, collective worship and the development of Religious Education.

Caroline Crofts leads the team of associates and has the responsibility for school improvement, standards and performance.

Kerrie Ross undertakes duties that support administrative areas relating to finance.

Teresa Spearink is responsible for all administration that supports the work of the professional team.

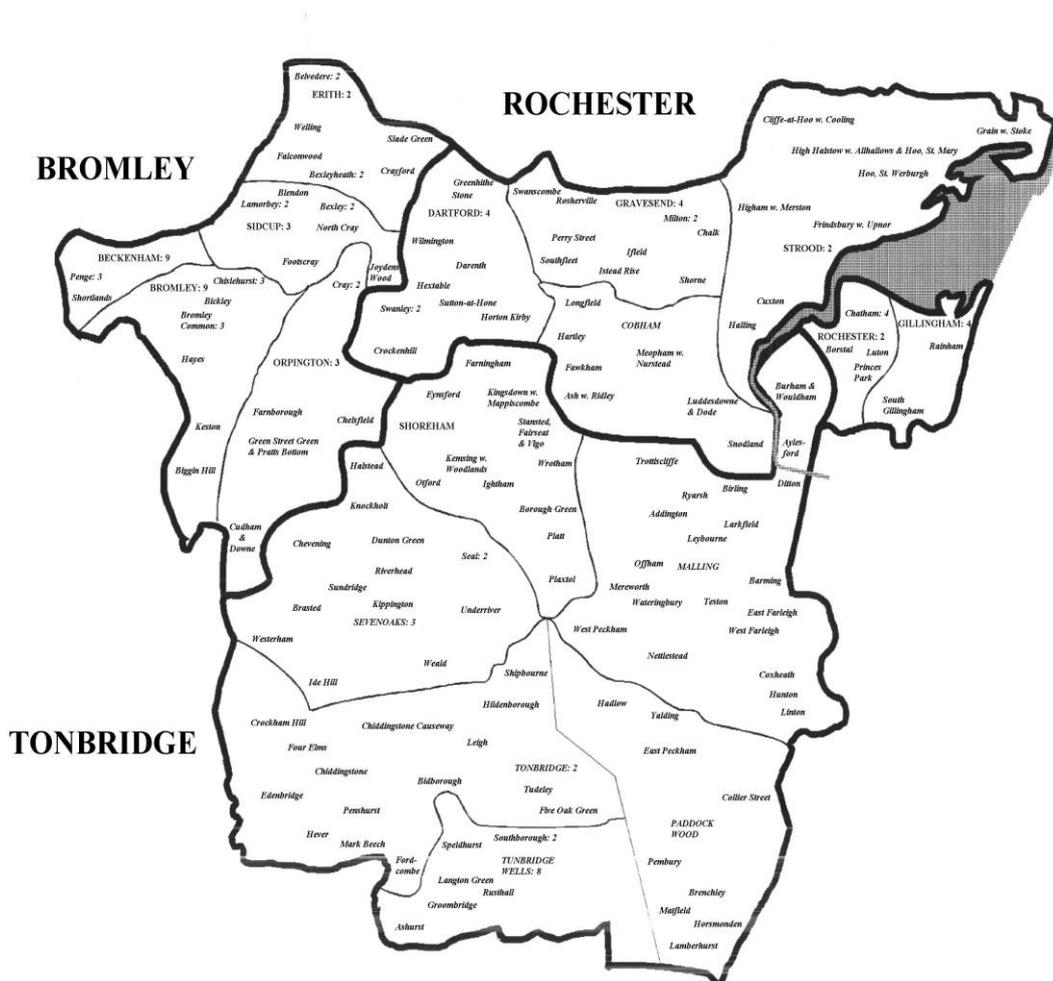


## The Diocese of Rochester

The Diocese of Rochester was established in 604. It includes the west part of Kent (from the Thames Estuary to the Sussex border), the Medway Unitary Authority and the two London Boroughs of Bromley and Bexley. It thus includes urban, rural and suburban communities, areas of significant ethnic and religious diversity, and very considerable contrasts of affluence and poverty.

The Diocese extends to an area of 542 square miles with a population of 1.3 m, divided into 17 deaneries and served by its 264 churches and 89 Church schools educating 22,000 children aged 4 to 19. The population within the Diocese is set to grow rapidly over the next 10 - 20 years with large proposed housing developments within the area.

There are 43 Dioceses in England, each presided over by a Diocesan Bishop. The Bishop of Rochester is the Rt Rev James Langstaff and he is assisted by the Bishop of Tonbridge, and three area Archdeacons of Bromley & Bexley, Rochester and Tonbridge.



## **Called Together**

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Launched in November 2017 in Rochester Cathedral, 'Called Together' is the Diocese's vision to guide and shape the activity and mission of each and every person for the next five years. It will do this through the themes of: Growing disciples, Enriching communities and Resourcing mission and ministry

Each priority has a number of streams of work which will be implemented and developed over the coming weeks, months and years.

As a result of a year-long process of conversation, listening and prayer, people from across each archdeaconry helped shape the vision, by responding to the call to discern what the Holy Spirit might be calling them to do and be in their local setting, as well as discerning what needs to change.



## **Ethos and Values Statement**

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### **Diocesan Mission Statement**

The Diocese of Rochester, being part of the Church of England and the world-wide Christian Church, seeks, in the power of the Holy Spirit, to confess Jesus Christ as Lord and to proclaim the Word and Work of God so that humanity is redeemed, community restored and creation renewed.

It does this by:

- ❖ Enabling people to worship God so that they serve God faithfully.
- ❖ Equipping people to learn more of Christ from God's Word and God's World.
- ❖ Encouraging people to witness boldly to what God is doing in their lives.
- ❖ Engaging with people to work for justice, compassion and healing.

For more information on the Diocese visit our website at: [www.rochester.anglican.org](http://www.rochester.anglican.org)

## **Diocesan Ethos Statement**

The ethos of the Diocese of Rochester, which is based on the doctrine and practice of the Church of England, is the motivation for all our work. It is to work together to extend the Kingdom of God on earth by living out a lifestyle of love, truth, justice, mercy and forgiveness, according to his teaching. We are inspired by the message, life and example of Jesus through which God's unconditional love for all people is expressed.

Our ethos is given life through our relationships. The way we work together and behave with one another, and those we seek to serve, demonstrates and authenticates our ethos. It is through these relationships with each other and those whom we seek to serve, that we practise our ethos.

Our ethos or motivation, and therefore our relationships, are rooted in our faith in Jesus Christ and in his love, which compels us to serve others. This faith directs and influences our internal relationships as well as our work with those whom the diocese is seeking to serve. Our activities are an outworking of our faith. *The link between who we are and what we do cannot be broken.*

## **Values about the organisation**

### **Integrity**

We believe that our mission and purpose – to extend the Kingdom of God on earth – is indissolubly linked with how we operate internally. The values, which we promote for ourselves as an organisation, should be matched by those that we practise when relating to others.

### **Authenticity**

This organisation believes that its purpose – to extend the Kingdom of God on earth through our activities – flows out of our desire to work towards the same for ourselves as an organisation. The love and care with which we serve others should be authenticated by the same love and care which we have for each other

### **Transparency**

We believe that we should be open and transparent about our beliefs and the link between our beliefs and our mission in matters of publicity, fundraising, employment etc.

### **Accountability**

We believe that all we have comes from God and that we should exercise wisdom, integrity and responsibility in using the resources entrusted to us.

### **United effort**

We are committed to maintaining our distinctively Christian ethos by ensuring that Christians are appointed to those positions, which we have agreed, require Christians to fill them

### **Diversity**

We believe that we have a duty to maintain our Christian distinctiveness by recruiting those who are committed to Christ's teaching about the Kingdom of God. However, at the same time, we want to embrace the values of inclusivity and diversity by welcoming and involving, where appropriate, those of other faiths and none

### **Servant leadership**

We believe in working for the common good, where appropriate, through partnership with other Christian organisations, churches and voluntary and statutory agencies. We seek to encourage, serve and build up other bodies recognising their role within local communities

## **Values about people**

### **Equality**

We affirm the God-given value of each person and believe in the equal value of all. We stand for respect and freedom for everyone and tolerance and understanding between people of different opinions

### **Discipleship**

We believe that, as we serve others, we learn as much about ourselves and our relationship with God as about the work

### **Well-being**

We believe that God created people in His image, to be whole human beings and to flourish. We believe that well-being should characterise our dealings with staff and volunteers

### **Transformation**

We believe that everyone should have the opportunity to develop and change, realising their potential and thus making a full contribution to the organisation and society in general. We believe that as we grow and change, not only are we transformed but also the world around us. We believe that everyone is a learner and should be encouraged, supported and challenged to become who s/he can be. Learning who we are in God is as important as learning how to do the job.

## **Values about the way we work**

### **Commitment to each other**

We believe that a tolerant society is one in which people of different opinions can live together in peace. In working together to deliver the work of the organisation, we want to endeavour at all times to trust one another, being patient and forbearing. We should work at paying attention to the way we speak to one another, attempting to listen well, even when it is uncomfortable to do so, being able to confront difficulties carefully and with compassion.

### **Interdependence**

We believe that each person has his or her own part to play and contribution to make to the whole. We believe that every opportunity should be taken to exchange views so that we can improve our understanding of ourselves, of one another and of the work we do.

## **Community**

We believe that a healthy community is one to which people feel that they belong. Within this organisation, we are committed to the same way of life where volunteers and staff experience a sense of belonging to and identity with the organisation. We believe that successful delivery of our mission happens when people feel they belong and have a role.



## **Job Description**

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**JOB TITLE:** Director of Education

**LOCATION:** Diocesan Office, St. Nicholas Church, Boley Hill, Rochester

**GRADE:** Grade 12

### **REPORTING TO:**

Accountable to: The Bishop of Rochester and the Diocesan Synod, through the Diocesan Board of Education for church schools in the Diocese

Line Manager: Chair of the Board of Education

### **PURPOSE OF JOB**

Lead the development and implementation of an effective strategy for schools. To lead and maintain the Education team and 89 church schools within the diocese. Develop and measure the contribution of the Board of Education in the life and mission of the diocese.

### **PRINCIPAL ACCOUNTABILITIES**

1. In consultation with the Diocesan Board of Education, its committees and appropriate bodies, to formulate and oversee the implementation of diocesan strategy and policy for education
2. Integrate and embed education into the life of the Diocese and make strategic connections with diocesan departments and colleagues to ensure that education plays a key role in the Diocese's Called Together Strategy
3. Act as Company Secretary to the Diocesan Board of Education for the purposes of the Diocesan Boards of Education measure 1991
4. Develop and implement policies and working practices within statutory frameworks, including the Department for Education, National Church Institutions and company and charity Law
5. Lead and manage the Education Department staff and budget and develop the team and associated services so that they can best deliver the strategy and its implementation
6. Engage and build meaningful relationships with key stakeholders including Heads, Governors and Chief Executives of Academy trusts to provide support and explore all opportunities for growth, working collaboratively to generate effective and creative solutions
7. Develop appropriate collaborative structures that enable relevant professional support to church schools within the Diocese
8. Promote excellence and the highest possible quality of education for all pupils within a Christian context

9. Enable the Diocese of Rochester to proclaim the word and work of God through schools in the Diocese and promote the Christian nurture of young people including supporting chaplaincies within the Diocese where appropriate.
10. Ensure that the Christian distinctiveness of all aspects of the DBE's work is safeguarded, enhanced and demonstrated, and that the importance of the wellbeing of children and young people within our schools is paramount
11. Provide support and advice to the Bishop, Archdeacons, deaneries and chaplaincies on educational issues and support and advise parishes in their relationship with educational establishments
12. Represent the Bishop on educational bodies which further the missionary work of the Diocese
13. Network with Local Education Authorities and develop and maintain good relations with local and national education communities
14. Develop opportunities for the Bishop to engage with diocesan church schools

## **SKILLS AND EXPERIENCE**

- Educated to degree level or equivalent
- Previous experience in a senior leadership role, preferably within education
- Sound business acumen
- Experience in developing and implementing effective strategy
- Significant previous experience of working with church schools in both a parish and diocesan context
- Awareness of the structure of the Church of England and Church of England schools
- Understanding of Christian distinctiveness and how this can be enabled and sustained
- Ability to inspire and nurture leaders in church schools and build effective relationships with stakeholders
- Excellent knowledge of current educational policy, including OFSTED, SIAMS, school improvement measures and governance
- Excellent communication skills, both verbal and written, using a variety of media
- A collaborative and creative approach to problem solving
- A willingness to challenge and have difficult conversations where necessary
- Self-motivated, tenacious and resilient under pressure
- Able to work flexible day, weekend and evening hours
- Able to access all parts of the Diocese, sometimes at weekends or evenings

## **COMPETENCIES**

Achievement Drive – A concern for working well. A desire to take action; doing more than required; doing it before it is required. It includes staying focused on goals over an extended period of time.

Relationships – The ability to understand the perspectives, feelings and concerns of others and build or maintain relationships with people who are, or may someday be, useful in achieving goals.

Persuasiveness – The ability to convince others of a view, conclusion, position etc. Includes the development of subtle strategies specifically designed to get others to go along with or support one's agenda.

Thinking Ability – The ability to break down a problem or situation into its component parts, identifying implications and the key underlying issues.

Independence – A demonstrated belief in one's capability to select an appropriate approach to a situation. It includes confidence in one's judgement or opinion and the ability to handle failure effectively.

Adaptability – The ability to adapt to and work with a variety of situations, individuals or groups.

Teamworking – The willingness and ability to work co-operatively and collaboratively with others.

As this post is a senior post within the Diocese and the post holder will, at times, be the public face of the Diocese, it is considered that there is a Genuine Occupational Requirement (GOR) for the post-holder to be a communicant member of the Church of England, or of a Church in communion therewith or of a member Church of the Council of Churches for Britain and Ireland or of Churches Together in England, or of a member Church of the Evangelical Alliance

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## **Salary and Benefits**

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### **Salary**

Salary band up to £82,000 per annum

### **Pension**

Group Personal Pension, 5% Employee contribution 5% Employer contribution

### **Life Insurance**

4 x Salary

### **Annual Leave**

22 days plus bank holiday rising to 25 days plus bank holidays after 1 year's service

### **Probationary Period**

6 months

### **Notice Period**

3 months following successful completion of probationary period

### **Company Car**

A Company Car will be provided. This is in line with Diocesan policy which requires more than 6,000 miles per annum for the provision of a car.

### **Contract**

The contract of employment will be with the joint employers; the Diocesan Board of Finance and Diocesan Board of Education