

Deputy Director of Education

Recruitment Pack

About Us – The Diocese of Rochester



Welcome to the Diocese of Rochester. A diverse and vibrant community of faith, we share the vision that we are called together by God to change, serve and grow the Church across the areas of Medway, north and west Kent and the London Boroughs of Bromley and Bexley.

We serve a population of some 1.4 million people which is likely to increase by another 200,000 over the next 15 years or so, having increased by 100,000 in recent years. Urban, suburban and rural, the wealth of cultures across the Diocese is huge. From this rich mix, we represent some of the most prosperous and poorest areas of the country. Because of this, we both have some of the biggest challenges and, as we see it, some of the best opportunities for growing God's Kingdom.

We seek to be a Church that reflects the diversity of our communities both in our membership and in our leaders, and one that is a safe and welcoming space where all can flourish and be valued.

Serving this community we currently have:

- 231 beneficed and licensed clergy
- 440 people in a lay ministry role
- 215 parishes
- 90 church schools

We believe that all Christian people have a calling from God to know and love him more, and to serve others in his name.

Indeed, we are recognised nationally as a leader in lay vocation, particularly for our creative approach to the variety, scope and training of Licensed Lay Ministers, which is unique to our Diocese.

As well as a range of discipleship and prayer courses and materials, our Diocese has pioneered opportunities in Anna Chaplaincy, which has a special focus on those who have dementia and other end of life issues.

Numerous licensed clergy and lay ministers serve as chaplains, and in diocesan and cathedral roles.

Alongside this, we enjoy flourishing relationships with the Anglican Dioceses of Harare in Zimbabwe, and Kondoa and Mpwapwa in Tanzania, as well as an ecumenical link with the Evangelical Lutheran Church of Estonia.

Our vision – seeking first the kingdom of God

When Bishop Jonathan came to the Diocese in 2022, he arrived with the words change, serve, grow – three words he felt had been placed on his heart as Diocesan Bishop. Much work has taken place since then to understand what these three themes mean for the life of the Diocese and our priorities, and to define what and where resources will need to be allocated to deliver them.

Through prayerful engagement and discernment, what has emerged is an understanding that as a family of faith our vision is that:

Seeking first the Kingdom of God, we are called together by God to change, serve and grow with compassion, courage, and creativity.

- Change is about the need for us to adapt in a changing world, so that our churches can play their full part in serving God and drawing people once more to faith in Jesus Christ.
- Serve is about the attitude we need to adopt if we are to earn and gain that cherished place in people's hearts and at the heart of our communities.
- Grow is about what God wants to bring about in us and through us, as people growing into the likeness of Christ, and as churches where people are being drawn to follow Jesus through our words and through our deeds.



Our objectives

Within this overall vision, our key objectives are to grow *missional churches*, with *missional leaders* and *missional disciples*, that are:

- Growing a safe and healthy culture for all
- Growing younger and more diverse
- Growing spiritually and numerically
- Impacting their communities
- Releasing financial resources for mission
- Planting and growing new missional churches

We understand this to be a 'virtuous circle' in which missional churches encourage and develop missional leaders and disciples, missional leaders.



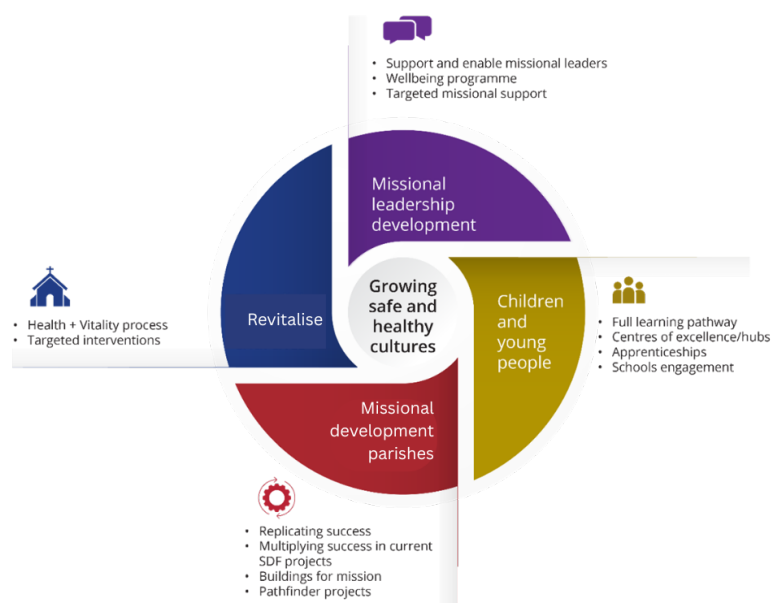
Making it happen

In order to grow **missional churches**, with **missional leaders** and **missional disciples**, four workstreams will focus our endeavours and directly address our identified challenges and opportunities.

All are seen through the lens of growing safe and healthy cultures. This is because, if we are truly seeking God's Kingdom, then we must reflect its values of righteousness, peace, wholeness, and fullness of life for all.

The workstreams will focus on:

- Missional Leadership Development
- Children and Young people
- Missional Development Parishes
- Revitalise



A counter cultural plan

This is an ambitious, hope-filled, and refreshed Called Together vision, which seeks to support what is already happening at the grassroots in parishes.

Alongside diocesan funding, we were delighted to learn in March 2025 that the Diocese is set to receive £11 million from the national church in support of the vision and strategy.

The nine-year plan will see every parish across the area of the Diocese have the opportunity to benefit from initiatives designed to grow the number of people attending church from a diverse range of backgrounds, including children, young people and families.

Counter cultural to the general narrative of 'how much do we have, so what can we do?' our plan says, **'What are we being called to? Let's make it happen!'**

Every person has a part to play in this vision to bring about God's kingdom - lay or ordained.

Like those pilgrims of the Diocese of Rochester who have gone before us, we believe this is our generational opportunity to work together to respond to the Holy Spirit's call for this Diocese.

Will you join us in the journey?

Our Staff Values

Compassion - We recognise our people as individuals and we seek to offer understanding and compassion to each other, creating a safe and healthy culture for all.

Courage - We strive to do what is right, making ethical, clear and well-informed decisions. We encourage open communication and embrace obstacles as opportunities for growth. We take accountability, and when we make mistakes, we apologise and try to make things better.

Creativity - We understand the importance of thinking creatively about the way we work. Recognising the value in our diversity, seeking new perspectives and fostering a collaborative culture.

The Rochester Diocesan Board of Education (RDBE)

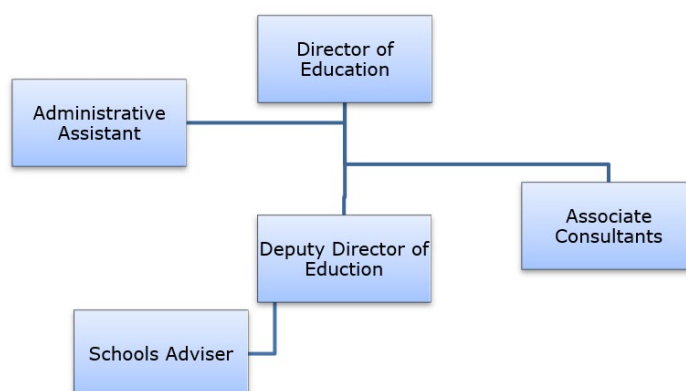
The Rochester Diocesan Board of Education (RDBE), chaired by the Bishop of Tonbridge, seeks to further Christ's presence by providing an excellent education to the children in their care and by supporting the professionals and volunteers who lead, teach and govern the institutions who fulfil this important aspect of mission within the Diocese of Rochester.

The RDBE and its officers work in partnership to provide 'life in all its fullness' to its schools, the parishes which support them and their local communities. They do this in line with the Church of England Vision for Education: Deeply Christian, Serving the Common Good (2016).



Diocesan Schools' Festival, Rochester Cathedral, June 2025

We are a small team working from the education office which is situated in the church building next to Rochester Cathedral. We work with our Diocesan Board of Education to provide support and advice to the family of Church schools across the Diocese within four local authorities – Kent, Medway, Bromley and Bexley. We serve a total of 90 schools – 85 of which are primary schools and 5 of which are secondary schools.



JOB TITLE:	Deputy Director of Education
LOCATION:	The Diocesan Office, St Nicholas Church, Boley Hill, Rochester, ME1 1SL
GRADE:	Grade 11
REPORTING TO:	The Diocesan Director of Education (DDE)

PURPOSE OF JOB

Provide strategic leadership for the development of standards and Christian distinctiveness in Church of England schools and academies across the Diocese of Rochester.

Be responsible for the implementation, delivery and monitoring of national inspection frameworks for all Church schools and academies within the Diocese of Rochester.

Provide support, advice, guidance, training and challenge to Church of England Schools and Academies in all key stages from Early Years through to Year 13.

Be responsible for the review of the Diocesan guidance over school admission arrangements, to provide appropriate training and to review schools' and academies' individual policies in line with the statutory and Diocesan guidance.

Be responsible for the review of the Diocesan guidance over the composition of school governing bodies and to liaise with stakeholders over Instruments of Government and the appointment of Foundation governors.

Be responsible for the review of the Diocesan guidance over Church School Admissions Arrangements.

Liaise with Church schools and academies in formulating, producing and overseeing the Board of Education's training programme for Church schools and academies.

PRINCIPAL ACCOUNTABILITIES

1. Work closely with key stakeholders to ensure the development of standards and Christian distinctiveness in Church of England schools and academies across the Diocese.
2. On behalf of the Diocesan Board of Education to act as the conduit between Church schools and academies and the Church of England Education Office in relation to the Statutory Inspection of Anglican & Methodist Schools.

3. Take strategic responsibility for the CPD and training sessions for Church schools and academies including the management and monitoring of staff and external trainers who lead the sessions.
4. Advise and guide Church schools on the changing requirements of the SIAMS Inspection process and provide support for self-evaluation processes to aid improvement.
5. Represent the Director of Education for the appointment and induction process for Senior Leadership posts within Church schools and academies including Headteachers and Principals
6. Lead and manage a range of key events and Diocesan wide projects for Church Schools including the Church Schools' Celebration, an annual education service for Church schools and academies and other events as required.
7. Attend or appoint substitutes for the Standing Advisory Councils for Religious Education (SACRE) in the four local authorities of Bexley, Bromley, Kent and Medway and ensure that the views of the Church of England and the RDBE are represented on these bodies.
8. Attend LA / Trust meetings (Schools Causing Concern, review meetings and IEB meetings)
9. Administration of Ofsted Inspections and attendance at Ofsted feedback meetings for Church schools and academies
10. Liaise with members of the clergy, lay workers, parishes, LAs and Diocesan Officers, including Education officers from other Dioceses to enhance the work of the RDBE. Including but not limited to contributing to the training of Curates, and the organisation of curate placements.
11. Assist in the management and allocation of tasks to the team of Associates and School Improvement partners and where appropriate the recruitment of associates
12. Advise on content for the DBE website.
13. Work as part of the RDBE team, representing its needs to schools and academies under the direction of the Director of Education. To deputise for the Director of Education and represent the RDBE on occasions when the Director of Education is unable to attend.
14. To act as the lead officer for the School Effectiveness Committee preparing and delivering reports to that committee and to the Board of Education meetings.

15. Maintain professional development and current knowledge on policy, guidelines and recommendations for schools and academies.
16. To liaise with relevant partners, within and beyond the diocese to drive forward the RDBE's work on justice across our schools, including Racial Justice and Net Zero.
17. To assist in the formulation, operation, management and control of the budget allocation in relation to the areas outlined above. To monitor progress and evaluate the impact of such strategies and report the findings to key stakeholders.

SKILLS AND EXPERIENCE

- Experience as a senior leader in primary and / or secondary education with proven ability to instigate and lead change in a positive way
- Educated to degree level with the ability to think theologically
- Excellent knowledge of the requirements of Ofsted and SIAMS inspection framework
- Proven experience in delivery of accurate, high quality work and reports to deadlines and to required standards
- Strong project management and administrative skills with the ability to remain motivated under pressure
- Excellent standard of written and verbal English with the ability to build relationships and communicate effectively at all levels both within and outside of the organisation
- The ability to apply current educational legislation and developments within all areas of work
- Able to support the Diocese of Rochester – Called Together principles and uphold the teaching and the current guidelines of the Church of England.
- This role will require an enhanced DBS check

The role will require the post holder to travel throughout the diocese – and to use digital platforms - often in the evening and at weekends.

COMPETENCIES

Achievement Drive – A desire to meet or exceed standards, welcoming feedback, and continually seeking to improve. 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 initiate, build and maintain relationships in a mutually beneficial way.

Recognise one's own feelings and those of others and manage emotions effectively.

Persuasiveness – The ability to convince others of a view, conclusion, position etc. Communicating in an impactful way, tailored to one's audience.

Problem Solving – The ability to investigate and breakdown a problem or situation into its component parts, identifying implications and the key underlying issues and establish possible solutions.

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 showing resilience in adversity. Know when to seek the support and advice of others.

Adaptability – The ability to adapt one's behavioural style or method of approach where necessary to achieve a goal. Responds to change with a positive attitude and demonstrates a willingness to learn new ways to accomplish objectives.

Teamworking – The willingness and ability to work co-operatively and collaboratively with others toward a shared goal, contributing actively to the team. Builds positive relationships and a sense of pride within the team.

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 Occupational Requirement (OR) for the postholder 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

The church takes the safety of everyone within the church very seriously and expects that everyone will work within the church safeguarding policy and undertake all relevant training. In particular, the church expects anyone who becomes aware of a safeguarding risk or of actual abuse, to immediately raise this with their manager or safeguarding officer