



Esgobaeth
Bangor
The Diocese
of Bangor



Application Pack
**Director of
Education**

Croeso / Welcome

Dear Friend,

Our church schools are a significant and vibrant part of the church family in the Diocese of Bangor, seeking to build communities of care and understanding and reflecting God's love for us all. Church schools have Christian beliefs and values at their heart. This means that every child and adult associated with the school is not just



important because they are members of the school but because they are seen as unique individuals within God's creation. Church schools recognise that as well as academic and emotional intelligence human beings also have spiritual intelligence. The spiritual aspects of life will be recognised and nurtured alongside the academic and emotional needs of all.

The Diocese of Bangor is looking forward to having a new colleague as Director of Education who can lead our ministry to our church schools. In many ways, this next period is a time of refocusing and rebuilding, and we are looking forward to the new possibilities and opportunities that this will create.

You will find that a church school is as good as any other good school, but you should also feel that the way the schools work is different and distinctive. That distinctive difference will be rooted in Christian values that affect the life of the school community. The Director of Education for Bangor will oversee a family of 16 primary schools, whose sizes reflect their local communities - some rural, some urban. The majority are voluntary controlled, and one is voluntary aided schools.

We warmly welcome your interest in this opportunity and wish you every success in your application to become our Diocesan Director of Education. Our schools seek to promote the highest quality in everything they do, living and working in the values of Jesus Christ every day, so that all may flourish and fulfil their potential. We can assure you that you will be nurtured, affirmed and supported by us and the diocesan teams across north Wales in this role.

May God Bless you,
Bishop David Morris

Diocese of Bangor

We are a vibrant Christian community with a rich history dating back to the fifth century, rooted in the traditions of early Celtic saints such as Deiniol, Cybi, Seiriol, Tudwen, Madryn, and others. These saints are immortalised in the names of our churches, villages, and towns.

While our mission remains steadfast over a millennium and a half, our contemporary context presents new and challenging opportunities. In response, we have embraced a vision of following Jesus with renewed vigor and innovative approaches.

We have established three key principles, three priorities, three plans, and three new platforms to guide our journey.

[Read more](#) about these on our website.

Our commitment revolves around three visionary principles that we believe should define our communal life:

- Worshipping God.
- Growing the Church.
- Loving the world.

The Diocese of Bangor reaches from Holyhead on Anglesey to Llanidloes in Powys, and from Aberdaron at the very tip of the Llŷn peninsula to Llandudno along the north coast. All but 6 of our 27 Ministry Areas have huge stretches of stunning coastline and we have both Yr Wyddfa and Cadair Idris within our border. Tourism is an essential industry in nearly all Ministry Areas with a large number of visitors to both the coast and the National Parks in addition to families with second homes.

Much of the diocese is made up of rural, scattered communities with Welsh being the first language for a large number of these.



A Little History of Church Schools

Most diocesan church schools were established under trusts to provide education teaching according to the tenets of the Church.

From 1811 the 'National Society for Promoting Religious Education' was established to support Church of England Schools. This body still exists, though commonly called the 'National Society', and provides extensive resources for schools, dioceses and parishes. This predates disestablishment of the Church in Wales in 1920 where Church Schools in Wales moved away from the Church of England and became Church in Wales schools but were still supported by the National Society who had responsibility to support church schools in England and Wales.

Church schools were established under a Trust Deed. We would encourage new headteachers with governors to reflect on the original aims of the school in the Trust Deed and look how this has been translated into the current ethos statement in the school's Instrument of Government and the Christian aims, mission and values of the school. A copy of the Trust Deed should be in school or at the Diocesan Offices.

The Education Act of 1944 created two types of Church school, Voluntary Aided and Voluntary Controlled.

All Church schools are part of a broad education offer in a vibrant and living Wales, where the Church in Wales can give significant service and witness to its wider communities. Church schools offer an education to all, of the highest standards based on Christian values in the heart of our communities.



Job Description

Job Title: Diocesan Director of Education in the Diocese of Bangor
Responsible to: Diocesan Secretary, Bangor
Based: Tŷ Deiniol, Bangor

Job Purpose:

- To ensure the provision of high-quality statutory education which expresses the Christian ethos and stands at the heart of the Church's mission across the Diocese.
- To provide professional leadership, advice and guidance to the Diocesan Board of Statutory Education (DBSE).
- To ensure that children come first in our church schools and that their health and wellbeing is protected in a Christian context.
- To ensure that our church schools are able to engage confidently with the new Section 50 Inspection framework and process.
- To ensure that all statutory and legal requirements for VA and VC schools are met.
- To liaise effectively with Local Authorities, Welsh Government, Estyn, the CiW Provincial Education Network and Office, ecumenical partners, the media, neighbouring dioceses and other agencies to ensure the influence of the CiW in the development of quality education provision locally and nationally.
- To anticipate and respond to changes in educational policy and opportunity and to advise the DBSE.
- To serve on committees as required, such as the St Mary's College Trust
- To encourage and support Ministry Area Leaders, other clergy and lay people in their mission to their Church Schools
- To liaise with other relevant Diocesan staff to promote our mission work with our church schools and their communities.
- To be part of a highly motivated, effective and professional diocesan team.

Key Responsibilities

Christian Distinctiveness

- Promote positive relationships with all church schools and between schools in order to foster a sense of belonging to the diocesan family.
- Communicating the vision and values of church schools, especially with headteachers and governors, to promote and secure a distinctively Christian approach to education.
- Working closely with the Provincial Office on the new centralised Section 50 Inspection process to ensure schools are confident in the process and their self-evaluation.

Raising standards

- Understanding the strategies that need to be put in place to support school improvement, particularly those schools in greatest need.
- Liaising with LAs and Welsh Government over particular schools to discern and communicate appropriate support and intervention.

Fulfilling the Church's Mission

- Working with others from around the Diocese to deliver the annual church school leavers' event at the Cathedral
- Enabling the contribution and participation of schools at all levels in diocesan life so that the voice and creativity of children and young people are experienced and valued.
- Supporting Ministry Areas in their engagement and work with their Church schools.
- Advising the Bishops on educational matters from Welsh Government, LAs and other relevant bodies.
- Attending diocesan committees when appropriate.

Governors and Trustees

- Overseeing the arrangements for the appointment and removal of Foundation Governors in church schools.
- Advising trustees of church schools and ensuring Instruments of Government are up to date and comply with legal requirements.
- Attending governors' meetings as required and offering training as needed.
- Working with DBSE and diocesan colleagues on matters relating to school land and property transactions.
- Ensuring that governors receive appropriate advice on obligations and rights with regard to legal and administrative matters.

Legislation

- Maintaining contact with Welsh Government, the Charity Commissioners, and the Board's solicitors on all legal matters.
- As appropriate, becoming involved in matters arising from Education Acts that concern the main responsibilities of the post.
- Keeping abreast of all legislative and professional developments in education and advising and initiating developments in church schools as appropriate; appraising official reports and assisting others in their implementation.

Admissions and Appeals

- Ensuring that our voluntary aided school's admission policy is drawn up according to latest legislation and that correct consultation takes place.
- Work with a LA to advise on admission and exclusion appeals and overseeing the arrangements for appeals hearings as necessary for our voluntary aided school.

Continuing Professional Development

- Ensuring the provision of quality training for heads, Foundation Governors, staff and clergy, especially in relation to Collective Worship, Christian ethos and the RVE Curriculum.

HR Support to Schools

- Work with LAs to provide advice to Governing Bodies about headteacher appointments.
- Advising and attending church schools at short-listing and interview when required.

Building matters

- In conjunction with colleagues in St Asaph Diocese, oversee the annual CRAMP allocation and rolling programme of building work in our voluntary aided schools including repairs and maintenance.
- Working closely with LAs and Welsh Government to secure the best outcomes for Church in Wales schools, with regards to closures, federations, amalgamations and potential new schools

Diocesan Board of Statutory Education

- With the Chair, developing and shaping the vision and structures of the DBSE so that it can respond to the opportunities and challenges of the changing world of education.
- Overseeing the preparation of agendas, papers and minutes for meetings of the DBSE, attending and advising the Chair.
- In partnership with the Officers of the Diocesan Board of Finance, ensuring that the finances and resources of the Board are managed effectively.

Other links

- Ensuring the Dioceses are represented on Local Authority Education Scrutiny Committees, SACs and other Statutory Committees as appropriate
- Representing the Diocese as required, on a national and regional basis
- Liaising with all other educational institutions in the Diocese which have a CinW Foundation.

Key Working Relationships

- The Archbishop of Wales
- The Bishop of Bardsey
- The Diocesan Secretary
- Chair and Members of DBSE
- Headteachers and Governors of Church Schools
- Ministry Area Leaders and other Clergy
- Local Authority Directors of Education and their nominated officers
- Statutory School Improvement Advisers
- The Tŷ Deiniol Team
- The Church in Wales Provincial Director of Education
- DDEs (CiW and RC)
- Welsh Government and Estyn
- National Society
- Legal Advisers and Contractors

Person Specification

Ess = Essential Des = Desirable

Ev = Evidence: L= Letter and CV; I = Interview and selection tasks; R = Reference

Criteria	Ess	Des	Ev
A Christian who is able to articulate a strong empathy with the role of the Church in Wales in Education	*		L, R
Qualifications			
Qualified Teacher Status		*	L
University Degree or equivalent			L
In-service training qualifications		*	L
Experience			
Experience of senior management in primary education		*	L, I, R
Work with(in) Church in Wales School		*	L
Working within the sphere of Spiritual Development of children & young people		*	L
Evidence of continued professional development	*		L

Strategic Leadership, Knowledge and Understanding	Ess	Des	Ev
A knowledge & understanding of Church school values, with the confidence to articulate this	*		L, I, R
Capacity to navigate complex organisational dynamics & to enable change	*		L, I
Excellent knowledge & understanding of primary education particularly in relation to leadership and management of schools	*		L, I
A good knowledge & understanding of the ESTYN inspection process and Section 50 inspections	*		L, I
Understanding of governance relating to Church in Wales schools and the DBSE	*		L, I, R
Ability to advise & guide the headteacher recruitment process	*		L, I, R
Understanding of risk management, health & safety regulations & expectations in relation to well-being and safeguarding	*		L, I, R
Understanding of diocesan structures and ministry areas		*	L, I
Ability to use critical thinking, statistical & data analysis tools, techniques, concepts & reflective practice to inform planning, support and challenge	*		L, I, R
Vision & capacity to develop the DBSE'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	*		L, I

Skills & personal qualities	Ess	Des	Ev
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 Diocese's vision for its schools	*		L, I, R
Has a Christian faith and understands the importance of using God's gifts to build up, equip & bless others within church schools	*		L, I, R
Willingness to take initiative in relation to new opportunities with the ability to respond creatively & successfully	*		L, I, R
Ability & commitment to work alone and as part of a team, modelling & promoting an inclusive & collaborative culture where the diversity of individual backgrounds & experiences are celebrated, valued & respected	*		L, I, R
Demonstrate high levels of emotional intelligence to facilitate ways of working that will integrate & harmonise the DBSE work within the diocese	*		L, R
Ability to motivate the staff team, recognising their strengths & empowering them to respond constructively and objectively to critique & challenge	*		L, I, R
Excellent interpersonal & pastoral skills enlivened by a personal calling & sense of Christian service	*		L, I, R
Demonstrate excellent skills in communication	*		L, I, R
Ability to speak and write in English and in Welsh fluently and accurately		*	L, I, R

Skills & personal qualities	Ess	Des	Ev
Ability to articulate knowledge and understanding in ways relevant to a range of audiences with the confidence and expertise to lead training	*		L, I, R
Ability to build strong and effective working relationships	*		L, I, R
Competence in use of a range of IT programmes and ability to embrace new technologies to improve efficiency and effectiveness	*		L, I, R
Additional Factors			
Holder of a current driving licence and access to transport	*		L
Satisfactory enhanced DBS checks	*		L



Main Terms and Conditions

Hours of Work

Core office hours are from 9am to 5pm Monday to Friday with a lunch break of 1 hour taken as appropriate. However, the nature of the role is such that the appointee will be expected to work such hours as are necessary for the effective performance of the job.

Salary

Starting salary of £55,000 - £60,000, depending on experience, with a Defined Contribution Pension Scheme

Pension

Defined Contribution Pension Scheme available. The employer will contribute 15% of the employee's pensionable salary and the employee may choose to make an additional voluntary contribution of any proportion of their pensionable salary.

Holiday Entitlement

28 days per calendar year plus bank holidays. The holiday year runs from 1 January to 31 December

Location

Tŷ Deiniol, Bangor, in so far as an office base is helpful, although the role will require travel across north west Wales. Some working from home is also possible.

Expenses

All reasonable working expenses will be met at the agreed diocesan rates

Probationary Period

This post will be subject to satisfactory completion of a probationary period of 6 months

Appointment Process

We are pleased to provide you with details about the diocese of Bangor, as well as information about this exciting new opportunity. We hope that this application pack will provide all the information that you need in order to consider whether you would apply for this opportunity.

Applications

Applications must be received by 5pm on 9 December. Please include a copy of your CV, with a covering letter no more than two sides of A4 describing what attracts you to this role, your experience, and how it relates to the opportunities and challenges presented by this post. Please also give us the name of 2 referees.

Please email your application to Archdeacon of Meirionnydd, Robert Townsend - roberttownsend@churchinwales.org.uk. For more information contact Robert on 07789 940049

Shortlisting

To ensure the fairness of the selection process, shortlisting will be based solely on the information that you provide in your application and assumptions will not be made about your experience and skills. We will be looking for demonstrable evidence that you meet the criteria set out in the person specification. All applicants will be notified of the results of shortlisting.

Interview

This will take place in Bangor Wednesday 18 December. Further details regarding the selection process will be communicated at the time applicants are invited for interview. The appointment will be subject to satisfactory references and an enhanced DBS disclosure. We will contact referees prior to interview therefore please notify us if you do not wish for your referees to be contacted.



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