



Esgobaeth
Bangor
The Diocese
of Bangor



Application Pack
**Director of
Education**

Letter to applicants

Dear Applicant,

Church schools are a vital part of educational provision within the Diocese of Bangor, making a significant contribution to their local communities. They are committed to creating caring and inclusive environments in which every child and adult can flourish.

These schools are underpinned by clear values rooted in their Christian foundation,

which shape their daily work. Individuals are valued and supported to develop fully—academically, socially and personally. Alongside academic achievement, there is a strong emphasis on wellbeing, positive relationships and a sense of responsibility.

The Diocese of Bangor is seeking to appoint a Director of Education who will provide strong and clear leadership for this work. This is a period of refocusing and building on existing strengths, with an opportunity to further develop provision in response to changing needs.

The role will involve oversight of a family of 16 primary schools, serving both rural and urban communities. The majority are voluntary controlled schools, with one voluntary aided school. These schools deliver high-quality education and have a distinct identity that shapes their culture and practice.

We warmly welcome your interest in this opportunity. You will be joining a supportive team across the diocese and the Church in Wales, enabling you to succeed in this important role.

Yours sincerely,
Joanna Thomas



Diocese of Bangor

The Diocese of Bangor is a vibrant Christian community with a rich history dating back to the fifth century. Its roots lie in the traditions of early Celtic saints, including Deiniol, Cybi, Seiriol, Tudwen and Madryn. This heritage continues to shape the identity of the region today.

While our mission remains constant, the contemporary context presents new opportunities and challenges. In response, we have developed a clear and intentional approach, guided by strategic priorities that shape our work across the diocese:

- Worship God
- Grow the Church
- Serve the world

The diocese covers a wide and diverse area—from Holyhead on Anglesey to Llanidloes in Powys, and from Aberdaron to Llandudno. It includes a mix of rural and urban communities, with strong Welsh-speaking areas and a distinctive cultural identity.

This context requires leadership that is culturally aware, linguistically confident, and able to respond strategically to future challenges.





Church Schools

Most church schools in the diocese were established under trusts to provide education rooted in Christian values, which remain central to their identity today.

The National Society, founded in 1811, continues to support church schools through guidance and resources. Following the disestablishment of the Church in Wales in 1920, schools became part of the Church in Wales while maintaining links with the National Society.

The Education Act 1944 defines the two main types of church schools: voluntary aided and voluntary controlled.

Today, church schools play a key role in the education system in Wales, combining academic excellence with a strong values-based ethos.

Job Description

Job Title: Director of Education, Diocese of Bangor
Reporting to: Diocesan Secretary
Based: Tŷ Deiniol, Bangor

Purpose of the role

To provide strategic and professional leadership for church education across the diocese, ensuring high-quality provision rooted in Christian values and contributing to the wider mission of the Church in Wales.

The role includes supporting the Diocesan Secretary in both strategic and operational leadership, including oversight of safeguarding, and contributing to governance, risk and compliance.

The postholder will also lead and manage staff and financial resources within the diocesan education service.

Key Working Relationships

- The Archbishop and Bishop
- The Diocesan Secretary
- The Diocesan Board of Education
- Headteachers and Governors
- Ministry Area Leaders
- Local Authorities, Welsh Government and Estyn
- The Provincial Education Office
- Tŷ Deiniol Team

General Note

This is a senior leadership role extending beyond education, contributing to the wider strategic direction of the diocese.

Key Responsibilities

Strategic Leadership

- Provide clear leadership for church education across the diocese
- Develop and communicate a vision aligned with diocesan and Church in Wales priorities
- Contribute to the senior leadership team and wider diocesan strategy

Supporting the Diocesan Secretary

- Support strategic and operational leadership
- Contribute to governance, risk and compliance
- Deputise as required
- Ensure effective cross-team working

Safeguarding

- Provide strategic leadership for safeguarding
- Ensure compliance with statutory and Church in Wales requirements
- Support church schools and the diocese to operate within Local Authority safeguarding procedures, working in partnership with statutory agencies.
- Monitor risk and strengthen practice
- Advise senior leaders and trustees on Safeguarding

School Standards and Improvement

- Support church schools to achieve high standards and continuous improvement
- Work with Local Authorities, Estyn and the Welsh Government to ensure appropriate support and intervention
- Ensure that schools engage effectively with the Section 50 inspection framework
- Ensure the provision of high-quality training and professional development for staff, headteachers, governors and other relevant personnel
- Identify training priorities based on the needs of schools and diocesan priorities

- Oversee development in key areas such as ethos, collective worship, and the Religion, Values and Ethics (RVE) curriculum
- Work with partners to commission or develop appropriate training provision
- Evaluate the impact of training to ensure continuous improvement

Governance and Compliance

- Ensure that all statutory and legal requirements are met
- Advise and support the Diocesan Board of Education
- Oversee the appointment and support of Foundation Governors
- Ensure that Instruments of Government are up to date and compliant
- Provide advice on relevant legal, administrative and legislative matters

Staff and Financial Management

- Lead, manage and develop staff within the diocesan education service
- Ensure clear expectations in relation to performance, accountability and standards of work.
- Maintain effective performance management arrangements
- Support the professional development of staff, fostering a culture of continuous improvement.
- Manage the diocesan education service budget effectively
- Oversee and administer funds and grants, ensuring compliance and appropriate use.

Mission and Engagement

- Strengthen links between schools and the Church
- Enable participation of children and young people in the Church
- Work with Ministry Area Leaders to develop strong links with schools
- Advise the Bishop on education matters

Partnerships

- Build strong relationships with LEA's, Welsh Government, Estyn and other key stakeholders
- Represent the diocese regionally and nationally
- Work with the Provincial Education Office and Directors of Education (DDEs) from other dioceses

Admissions and HR

- Ensure compliance with admissions policies
- Advise on appeals and exclusions
- Support headteacher appointments

Property and School Organisation

- Oversee maintenance and capital programmes (CRAMP)
- Work with Local Authorities and Welsh Government on school organisation

Professional Requirements

- Maintain up-to-date knowledge of legislation and educational developments
- Provide advice on policy changes and respond strategically
- Support the implementation of reports and recommendations across schools



Person Specification

Essential Criteria

Welsh Language

Fluency in Welsh is essential. The successful candidate must be able to work confidently in both Welsh and English, communicating effectively in speech and writing. This includes the ability to produce high-quality written documentation in Welsh (e.g. reports, policies, professional communications) and operate naturally in a bilingual environment.

Experience and Leadership

- Significant senior leadership experience in education (e.g. headteacher or deputy headteacher)
- Experience of leading and managing staff
- Experience of leading organisational improvement
- Experience of working with external partners

Knowledge and Understanding

- Strong understanding of the Welsh education system
- Knowledge of school governance
- Understanding of safeguarding
- Knowledge of inspection frameworks
- Understanding of church school ethos

Skills and Approach

- Strong leadership and influencing skills
- Strategic and operational capability
- Excellent communication skills
- Ability to build relationships
- Strong decision-making ability
- Commitment to high standards

Finance and Management

- Experience of managing budgets
- Understanding of financial accountability

Values

- Ability to work within a Christian values framework
- Commitment to the wellbeing of children and young people
- Integrity and professionalism
- Collaborative but confident leadership

Desirable Criteria

- Experience with church schools
- Strategic/regional experience
- Experience with governance bodies
- Safeguarding leadership experience

Other Requirements

- Willingness to travel
- Flexibility



Terms and Conditions

Hours of Work

Core office hours are 35 hours per week.

The postholder will be required to attend meetings outside normal working hours from time to time, as well as travel across Wales (and occasionally further afield) as part of the requirements of the role.

Time off in lieu (TOIL) will be provided for additional hours worked, in line with diocesan policies.

Salary

Starting salary of £57,200 - £62,400, 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.

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 3 months.

Appointment Process

Applications

Applications must be received by Monday 20 April, 12pm.

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 two referees.

Please email your application to Joanna Thomas, Diocesan Secretary joannathomas@churchinwales.org.uk. For more information please contact Joanna on 07951 852255

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 Monday 27 April. 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. Please notify us if you do not wish for your referees to be contacted.



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