

Manchester Diocesan Education Department - Our guiding principles

Wisdom, Knowledge and Skills

'Good schools' foster confidence, delight, discipline in seeking wisdom, knowledge, truth, understanding, know-how, and the skills needed to shape life well.' (CofE 2016:7). Within the Bible as well as Christian and Church culture we see both the value of wisdom seeking and the importance of teaching and learning. We are told as a child Jesus himself 'grew in wisdom.' (Luke 2:52).

The Religious Education and Christian Distinctiveness Adviser should understand the importance of wisdom alongside knowledge and skills and be able to demonstrate this in practice.

Educating for Hope and Aspiration

'Good schools open up horizons of hope and aspiration, and guide pupils into ways of fulfilling them'. (Ibid). Demonstrating a belief in the worth of each student demands working with individuals towards them achieving their God-given potential. Hope is built on God's ongoing love and compassion for this world and all within it. 'Faith is the assurance of things hoped for, the conviction of things not yet seen.' (Hebrews 11:1).

The expectation is the Religious Education and Christian Distinctiveness Adviser upholds these values both personally and professionally and demonstrates this through their work with schools.

Educating for Community and Living Well Together

Good schools have a focus on a commitment to relationships and the worth of each other. There is a conviction that we are created and sustained by God for living together in families and communities. Each school is a 'hospitable community that seeks to embody an ethos of living well together.' (Ibid). Pupils and staff should be encouraged to flourish. Living well together stems from the command to 'love your neighbour as you love yourself.' (Luke 10:27).

The Religious Education and Christian Distinctiveness Adviser must recognise the importance of healthy relationships and understand the value of community.

Educating for Dignity and Respect

Good schools show commitment to the dignity and human worth of each person, rooted in the belief that all are created in the image of God and loved by God. In line with Jesus' teaching special attention is to be shown to 'the disadvantaged, excluded, despised and feared.' Each individual should be given opportunities to live 'life in all its' fullness.' 'Ensuring children are kept safely from harm and educated in an environment where all God's children are valued is of highest priority.'

The Religious Education and Christian Distinctiveness Adviser must demonstrate this belief through word and deed.

***A worshipping, growing and transforming Christian presence
at the heart of every community***

**RELIGIOUS EDUCATION and
CHRISTIAN DISTINCTIVENESS ADVISER**

Grade / Salary: £36,679 (Band 5.1) - £38,773 (Band 5.3) FTE
(£18,339 to £19,386 - actual salary range for part time hours)

Hours of work: Part Time – 17.5 hours per week (0.5 FTE), term time only
considered

Normal place of work: Church House, 90 Deansgate, Manchester M3 2GH

Purpose

The post holder contributes to the achievement of the Church's mission and ministry in education by sharing responsibility with the Director of Education for the preservation and development of Church of England Education in Manchester Diocese and working to support the highest standards of education in diocesan schools and academies.

The post holder is committed to the guiding principles that underpin the approach taken by the Manchester Diocesan Education Department.

The post holder works directly with schools and teachers across the diocese. They ensure Religious Education is resourced and meets national expectations for RE in Church of England schools. They support schools to develop and sustain the Christian distinctiveness of schools across the diocese, actively promoting the work of the Diocesan Youth and Children's Officers in this area.

Accountability & Key Relationships

The RE and Christian Distinctiveness Adviser is a key member of the Diocesan Education Department working collaboratively with the Diocesan Director of Education, Board of Education staff and members, Diocesan Board of Finance, Diocesan School Advisers, as well as wider Diocesan staff as appropriate. The post is line managed by the Director of Education.

Key Tasks

Wisdom, Knowledge and Skills

- Support the Diocesan Director of Education (DDE) in implementing the Diocesan vision and strategy; Support the strategic development of the Diocesan Board of Education's

vision for a deep and distinctive Christian character, identity and practice in our church schools.

- Attend, as appropriate, regional and national diocesan networks, in particular Religious Education networks
- Understand the statutory requirements for Religious Education for CE schools and be able to advise schools accordingly
- Become an Understanding Christianity trainer, if not already, in order to deliver appropriate training and support to schools
- Provide professional leadership, support and advice to the head-teachers, senior school leaders and governors, including coordinating the programme and development of Religious Education training and resources

Educating for Hope and Aspiration

- Support the training programme in line with diocesan and education strategy and partake in its delivery, where appropriate.
- Provide training to enable Diocesan Schools advisers to deliver vision and ethos health checks in order to support Christian Distinctiveness of CE schools.
- Ensure that advice is provided to Governing Bodies regarding Religious Education and Christian Distinctiveness.
- Support schools in the preparation for Statutory Inspection of Anglican and Methodist Schools (SIAMS), including developing their distinctive vision, impact on provision and their self-evaluation and action plans, linked to the Church of England's Vision for Education.
- Analyse the performance of church schools and academies as measured by SIAMS and maintain data records on behalf of the DBE.
- Monitor outcomes of SIAMS inspections and monitoring reviews; using data and findings to report to the DBE, support school leaders in addressing recommendations and planning for improvement, and identifying potential training needs.

Educating for Community and Living Well Together

- Provide support, advice and training for head-teachers, staff, governors and MAT Directors in delivering and maintaining the Church of England's Vision for Education to our schools and academies.
- Monitor the Christian character and practice of Church schools and academy provision through the review of SIAMS reports on behalf of the Diocesan Board of Education (DBE).
- Liaise with the Church of England Education Office, local authorities, MATS and colleagues from other dioceses and educational organisations to support and develop the work of the DBE.
- Oversee the RE hub network across Manchester diocese
- Be an active member of Local Authority SACRE/s as appropriate. Attend relevant meetings and participate in other projects and diocesan initiatives, in accordance with the skills and gifts of the post-holder.
- Undertake such other duties as reasonably requested by the Director of Education.

- Contribute to the wider work of the Diocese, as appropriate.

Educating for Dignity and Respect

- Education and related policies are drawn up according to latest legislation promoting the vision that each school 'is hospitable to diversity, respects freedom of religion and belief'.
- Report to Diocesan synod regarding standards, policy and practice of Religious Education in CE schools.
- Promote the value of Religious Education in CE schools through an annual RE conference.
- Support the Director in deployment of Diocesan Schools Advisers to best meet the needs of individual schools.
- Oversee programme of Christian vision and ethos Keeping in Touch/health visits to schools
- Perform general administrative duties to meet the service needs as appropriate.

There is an Occupational Requirement for the post holder to be a practising Christian in accordance with Schedule 9 to the Equality Act 2010.

Person Specification

Key: (AF) Application Form; (I) Interview; (P) Presentation

	Essential requirements	Desirable attributes	Method of assessment
Qualifications			
Degree or equivalent	E		AF
Qualified Teacher Status	E		
Experience			
Experience of working in a Church of England School	E		AF
Experience of leading Religious Education in primary and/or secondary schools	E		AF/I
Experience of working with governing bodies	E		AF/I
Experience of training and advising others demonstrating judgement and discretion	E		AF/I
Knowledge and skills			
Sympathy with the aims and values of the Church of England	E		AF/I/P
Appreciate the diverse communities in the Diocese, able to work collaboratively with partners	E		AF/I/P
Understand the role of the Board of Education in supporting Church schools		D	AF/I
An excellent Religious Education practitioner - demonstrate excellent subject knowledge as well as practical application across key stages	E		AF/I/P
Understand and sympathise with the nature and distinctiveness of church schools, including CE Vision for Education	E		AF/I/P
Able to analyse SIAMS reports		D	AF
Good organisational skills - work efficiently and effectively to prescribed deadlines	E		AF/I
Highly versatile in literacy and numeracy, able to write Board reports, minute meetings and analyse complex data	E		AF/I
Confident communication skills, able to	E		AF/I/P

exercise tact and discretion			
Confident public engagement and presentation skills	E		AF/I/P
Good interpersonal skills - Able to maintain confidential information and convey difficult messages	E		AF/I
Ability to work on own initiative as well as part of a team; able to motivate and manage others	E		AF/I
Sound IT skills: spread sheets, word processing, data bases, email, and Publisher	E		AF/I/P
Self-motivated with a commitment to continuous professional development	E		AF/I
Work related Circumstances			
Willing to attend evening and weekend meetings and events – with notice	E		I
Willingness to travel to meetings with access to own vehicle	E		I
Holds a full UK driving licence	E		AF

Summary of Terms & Conditions of Employment

Employer:	Manchester Diocesan Board of Finance (MDBF)
Line Manager:	Director of Education
Probation:	Appointments subject to a 6-month probationary period
Location:	The post is based at Church House, 90 Deansgate, M3 2GH with travel to schools in the area.
Hours:	Part Time – 17.5 hours per week, Flexi Time policy in place
Pension:	The MDBF offers membership of the Church Workers Pension Fund– Pension Builder Classic product

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Closing Date

Completed applications should be submitted to jobs@manchester.anglican.org by **Noon, Monday 10th May 2021.**

Interviews will be held on **Friday 21st May 2021**, via Zoom.

The post will be offered to the successful candidate subject to satisfactory references, DBS checks and proof of eligibility to work in the UK.