

ROLE PROFILE

Title:	Church School Sustainability Lead
Location:	Based in Jubilee House Southwell
Basis of employment:	Part-time (3 days per week)
DBS check required?	Yes
Special conditions of employment	Two Year Fixed Term
Date written/updated	April 2025

PURPOSES OF ROLE

To help to fulfil the Diocesan Vision by:

- Bringing Living Hope to children, staff and church school communities across the Diocese.
- Evaluating the roles fulfilled by each school within its parish and its relationships with the local church.
- Reaching younger.

To serve the DBE and work as part of the Diocesan Education Team.

To fulfil a central role in the delivery of the DBE's Small Schools Strategy (July 2024).

To offer specific support to vulnerable church schools and/or small church schools – especially those who have not academised.

To help each vulnerable and/or small diocesan church school to:

- Ensure that it has a sustainable, flourishing future.
- Establish and maximise strong local partnerships and networks.
- Evaluate its position regarding academisation.

To support the DBE in its statutory duty to ensure that the flourishing of children is at the heart of all decisions made.

PRINCIPAL TASKS

To build productive relationships of trust and partnership with:

- Vulnerable and/or small diocesan church schools' headteachers and governing bodies
- The diocesan Education Team
- The diocesan D&M team and Project Director
- Key stakeholders including the LA and The Salt & Light Partnership (S&LP)

To create a helpful and regularly-updated profile of each vulnerable and/or small diocesan church school (especially those who have not academised), including relevant aspects of their context such as:

- The school's own understanding of its strengths, challenges and future vision
- PAN, pupil enrolment and projections
- Impact of demographics on the above
- Finances both current and predicted
- School effectiveness, including SIAMS and Ofsted feedback

- Existing partnerships and networks with other schools – and whether/how these support the future sustainability of the school
- Developments in the local community and area
- Buildings and facilities
- Potential barriers to academisation
- Pathways between the school and the local church, including fulfilment of the Diocesan Vision within their parish

To encourage and facilitate practical fulfilment of:

- The CofE Vision for Education (2016)
- The Southwell & Nottingham Diocesan Vision Refresh (2024)
- The DBE Small Schools Strategy (2024)
- The CofE strategic document, 'Our Hope for a Flourishing School System' (2023)

To partner and engage regularly/frequently with vulnerable and/or small diocesan church schools (especially those that have not academised) and so to support:

- Creative and courageous vision
- Understanding of, and responses to, their needs, challenges, opportunities and future vision
- Gathering and sharing of good practice
- Ongoing dialogue and strategic planning with senior leaders and governing bodies
- Difficult decisions and actions
- Partnerships with other schools including those which enrich the educational experience of each child, the professional development of staff and the finances of each school

To work with Church MATs in the S&LP to:

- Understand the capacity of each trust to embrace vulnerable and/or small diocesan church schools
- Work on any barriers relevant to the above
- Explore proactive approaches such as associate partnerships ahead of academisation
- Develop strategy
- Guide and support those schools seeking academisation

To liaise with the DBE and Education Team, including regular reports to the Board and discussion of next steps

To liaise regarding pathways between the school and the local church, with the Diocesan Project Director and the Discipleship & Ministry Team

PERSON SPECIFICATION

Personal Qualities & Skills

- Relationship-building, interpersonal ability and teamwork
- Courageous vision combined with sensitive diplomacy
- Quality communication
- Integrity, resilience and good judgement
- Ability to lead successful projects, planning well, leading change and measuring impact
- Passionate commitment to the flourishing of children and small schools
- Deep commitment to the Christian faith

Experience & Qualifications

- Deep insight into the workings and needs of vulnerable and/or small diocesan church schools
- Relevant qualifications in support of the role
- Track record of working well with a variety of audiences and stakeholders
- Leadership of change

General

- Must satisfy relevant pre-employment checks (this post will involve contact with vulnerable groups (children, young people and/or adults) and is therefore exempt from the Rehabilitation of Offenders Act 1974, and subject to an Enhanced DBS check)
- Committed to the safeguarding of all, with full adherence to professional standards and school Codes of Conduct, as well as child protection and safeguarding policies in each context
- There is a genuine occupational requirement for the post holder to be a communicant member of the Church of England or a member of a denomination within Churches Together in Britain & Ireland