

## JOB TITLE: Diocesan Ethos, RE & SIAMS Lead

Job Profile	
Title	Diocesan Ethos, RE & SIAMS Lead
Reports to	Diocesan Director of Education
Location	Jubilee House Southwell
Basis of employment:	Full-time permanent
DBS check required	Yes
Special Conditions	There is a genuine occupational requirement for the post holder to be a committed Christian in the Anglican tradition or another member denomination of Churches Together in England
Date written/updated	July 2025

Purpose of Role
<p>The Diocese has a vision of Living Hope for the city, towns and villages of Nottinghamshire and beyond, and is committed to its mission of Growing Disciples of Christ with Compassion, Confidence and Courage.</p> <p>The Church of England Vision for Education is rooted in John 10.10, 'I have come that they may have life in all its fullness'. It seeks the flourishing of every child, adult and church school community. This aligns with the Diocesan Vision of Living Hope.</p> <p>The role includes the following priorities:</p> <ul style="list-style-type: none"> <li>• Strategic, whole-school development of Christian vision and lived ethos, rooted in the Church of England Vision for Education and the Diocesan Vision of Living Hope.</li> <li>• Oversight and leadership of Religious Education across the Diocese.</li> <li>• SIAMS support and training.</li> </ul>

Key Relationships
<ul style="list-style-type: none"> <li>• The Diocesan Board of Education.</li> <li>• The DDE and other members of the Diocesan Education Team.</li> <li>• Colleagues and teams within Jubilee House, especially Discipleship &amp; Ministry and Comms.</li> <li>• The National Society for Education.</li> <li>• SIAMS Central Team and inspectors.</li> <li>• Church Multi-Academy Trusts (the Salt &amp; Light Partnership).</li> <li>• Leaders of RE and/or Collective Worship in church schools and academies.</li> <li>• RE organisations including city and county SACREs.</li> <li>• Headteachers in church schools and academies.</li> <li>• Chairs of governors and ex-officio governors at church schools and academies.</li> <li>• Parish clergy.</li> </ul>

## Principal Tasks

- Strategic, whole-school development of Christian vision and ethos, rooted in the Church of England Vision for Education, the Diocesan Vision and the SIAMS Framework, including:
  - Theologically-rooted vision, Christian ethos and values – strategic whole-school development in church schools, academies and MATs.
  - Collective worship.
  - RE.
  - SIAMS preparation and support.
  - Training and development.
- Development of church / school links, in alignment with the Diocesan Vision, including:
  - Clergy/church guidance and training.
  - Encouraging church engagement with church and/or local schools.
  - Sharing this aspect of the role with the Governance and Admissions Lead, other Education Team members and relevant teams in Jubilee House.
- Religious Education:
  - Oversight.
  - Strategic leadership.
  - Training.
  - Relevant networks and events.
  - Awareness-raising for the DBE.
- SIAMS leadership and co-ordination:
  - Be the main diocesan contact for schools.
  - Provide ongoing, proactive support in preparing for SIAMS.
  - Monitor inspection notifications to provide immediate pre-inspection support.
  - Provide briefing on notified schools to inspectors.
  - Attend SIAMS feedback after each inspection.
  - Follow up SIAMS reports including areas for development.
  - Attend briefings and disseminate information provided by the central SIAMS team.
  - Deliver SIAMS training for senior leaders, foundation governors, RE leads and MAT representatives.
  - Provide an annual SIAMS report to the Diocesan Board of Education (DBE).
- Shared leadership of key events including the Diocesan Education Conference.
- Relevant training including RE and pupil leadership of worship.
- Shared / outsourced training where appropriate.
- Sharing of excellent practice between schools, across the Diocese and beyond.
- Support for the Education Team.
- Shared support for the wellbeing of church school staff.
- Shared support of Christian governance.

## Person Specification

- Personal Christian faith (an occupational requirement).
- Detailed understanding of and passionate commitment to Church of England education.
- Strong commitment to the Diocesan Vision of Living Hope and its alignment with church schools and academies.
- Significant experience of leading RE.

- Understanding of the opportunities, challenges and complexities of school life.
- The ability to establish and nurture effective working relationships with team members and a wide range of stakeholders.
- Good oral and written communication skills.
- Ability to work on own initiative and as part of a team.
- Creativity.
- Effective administrative and record-keeping skills.

Terms of Employment	
Work pattern	Standard working hours are 35 hours per week. Flexible working is essential according to the needs of the role and its responsibilities.
Salary	£48,920 - £51,949
Holiday	25 days per annum + bank holidays + discretionary days
Probation	6 months
Special Conditions	There is a genuine occupational requirement for the post holder to be a committed Christian in the Anglican tradition or another member denomination of Churches Together in England