



**DIOCESE<sup>OF</sup>  
COVENTRY**

# **Diocesan Director of Education**

**Recruitment Information Pack**



**Coventry Diocesan Board of Education**

***Inspiring schools to demonstrate the love of Christ  
as they educate for life in all its fullness***

## Overview

Coventry Diocesan Board of Education (DBE) is seeking to appoint an outstanding Diocesan Director of Education (DDE) to succeed our current Director as she moves on at the end of the academic year. This is a pivotal senior leadership appointment, offering the opportunity to shape and sustain Christian education across a diverse and vibrant diocese at a time of significant opportunity and challenge within the state education system.

The DDE is both **Director and Chief Executive Officer of the DBE**, providing strategic leadership for 76 Church of England schools, working closely with the Bishop, Diocesan Synod, parishes, schools, Multi Academy Trusts, Local Authorities and national partners. The post holder will exercise influence locally and nationally, combining theological depth, educational credibility and system leadership.

This role will particularly appeal to a senior Christian educational leader who understands education as mission, and who is motivated by the opportunity to leave a lasting legacy for children, communities and the Church.

### Key facts:

- 76 Church of England schools (74 primary, 2 secondary)
- 6 Church-majority MATs; strong LA and DfE relationships
- Annual charity income approx. £500,000 with healthy reserves
- Salary: Leadership Pay Scale L24 (£84,699) with progression potential
- Location: Hybrid working, based in Coventry Diocese, CV8 3FX
- Start date: September 2026 or as soon as possible thereafter
- Closing Date for Applications: 2<sup>nd</sup> March (12 Noon)
- Interviews: 16<sup>th</sup> March 2026 at Bishop's House, Coventry.

## Welcome from Bishop Sophie

Thank you for considering the possibility that you may be called to serve as the next Diocesan Director of Education for the Diocese of Coventry.

Having started in 2025, I have been delighted to discover a vibrant, engaged and dedicated community of schools across the diocese with a team of professionals who are wholeheartedly committed to the flourishing of the children and young people in their care. I have visited and seen firsthand, that though there are challenges for all around resourcing and support for education at present, you will find an exceptional group of colleagues among whom you could have real impact for good.



Our current DDE leaves a legacy of commitment to the Christian distinctiveness of our school communities. This has included an innovative and thorough resourcing of SIAMS, helping our schools become dynamic worshipping communities that are child led and well supported, recognising that we serve such wide range of children across our rich and diverse communities. A strong and skilled team has been established, bringing together specialisms that enable all our children to flourish and grow. The relationships between our MATs and the DBE are now both strong and creatively collaborative.

Looking ahead, we will be seeking to grow even closer relationships across the system under the leadership of the new DDE and you will be well supported by a committed board and education team who are ready to move forward into the future.

There is no doubt that with all the challenges of supporting children and young people with additional needs, our schools have sought to rise to these challenges in all kinds of creative ways, offering an inspiring and compassionate response.

The Diocese of Coventry is in a new season as I joined only last year, and we are currently 'Walking Forward Together' to develop a refreshed vision and strategy for the years ahead. Children and young people are at the heart of that vision as we seek to 'Grow a Diocese: Reconciled to God, With each other, For the world.' With our rich history of reconciliation emerging from the story of our cathedral in 1940, our schools are a vital part of our community of reconcilers, visiting the cathedral and reflecting on the themes of peace and reconciliation at home and at school, which are vital in today's world.

We hope that you will find all the information in this pack helpful in your discernment. We are praying for the person who shares our vision for the future to come and join us here. We can promise you a dedicated team and a high level of commitment – a very warm, welcome awaits you!

With every blessing

+Sophie Coventry

# Welcome from the Chair of the Diocesan Board of Education

Thank you for your interest in the role of Diocesan Director of Education for the Diocese of Coventry.

Our vision is rooted in the words of Jesus in Matthew 5:13–16. We seek to support and inspire our schools to be *salt and light* in their communities, demonstrating the love of Christ and educating for life in all its fullness. Over the past five years, the DBE has invested intentionally in collaboration, leadership development and theological articulation of education as mission.

We are proud of the way our schools embrace diversity, nurture aspiration and live out an expansive Christian vision that shapes curriculum, pedagogy and relationships. Innovative initiatives such as the Beacon Project and Alive 2023 reflect our commitment to inclusion, reconciliation and courageous advocacy for children and young people.

As our current Director prepares to move on, we are seeking a leader who can build upon this strong foundation while responding creatively to a changing educational landscape. Challenges such as falling rolls, the sustainability of small rural schools, MAT development and increasing complexity within the state system require wisdom, imagination and resilient leadership.

This role offers the opportunity to shape the future of Christian education across the Diocese and to work closely with the bishop and diocesan leadership in service of God's mission.

Informal conversations are warmly encouraged with either me or the current Director. Please contact [pa@bishop-coventry.org](mailto:pa@bishop-coventry.org) to organise this.

**Mike Draper**  
**Chair of Coventry Diocesan Board of Education**



# About the Diocese of Coventry

The Diocese of Coventry is a diocese in the heart of the country, which represents the Church of England in Coventry and Warwickshire. The diocese was re-established in 1918 and currently comprises 240 local churches and 76 church schools, serving around 895,000 people who live across Warwickshire and the West Midlands.

The Diocese is made up of a wide range of parishes, vibrant and varied churches, and new worshipping communities, with around 14,500 regular worshippers attending. Despite its relatively small size, Coventry is a diverse diocese, with our parishes serving communities ranging from the youthful, multicultural urban city centre of Coventry to the rural communities of Warwickshire.

## Context

70% of the population lives across four major urban population areas, the largest of which is the multicultural City of Coventry, which is home to 384,000 people. Other more populous areas include industrial and market towns such as Nuneaton and Rugby to the north and east respectively, and the historic towns of Leamington Spa, Stratford-upon-Avon, Kenilworth, and Warwick.

Two thirds of our parishes are categorised as rural or semi-rural, accounting for a significant proportion of the diocese geographically, with around 2,000 farm holdings in the county managing approximately 160,000 hectares of land and countryside. The Diocese of Coventry has two major universities, with 60,000 students during term time, feeding into the continuing tradition of innovation and enterprise. The diocese is diverse, rich in culture and history, and is the birthplace of both Shakespeare and rugby football.

There is a full range of socio-economic circumstances evident across our region, from very wealthy areas to more deprived communities, with 25 of our more urban parishes currently falling within the 20% with the highest levels of deprivation in the UK.

## Reconciliation

Coventry is known around the world for its Cathedral, which is home to the Community of the Cross of Nails, a worldwide network of some 260 churches, charities, chaplaincies and other organisations. All are inspired by the Coventry story of destruction, rebuilding, and renewal, and are active in reconciliation in their own ways.

*All this is from God, who reconciled us to himself through Christ and gave us the ministry of reconciliation... 2 Corinthians 5:18*

Our commitment to reconciliation is rooted in the Gospel of Jesus Christ, in which we are reconciled to God, with one another, to our world in justice, peace, and love.

## About the Diocese of Coventry Board of Education

Coventry Diocesan Board of Education is a registered charity and incorporated company, constituted under the Diocesan Boards of Education Measure 2021. The Board comprises members appointed by Diocesan Synod and the Bishop of Coventry, alongside co-opted members. The Bishop of Coventry is an ex-officio member of the Board.

The DBE employs the Diocesan Director of Education as Director and CEO, leading a professional team of five staff:

- Deputy Diocesan Director of Education (0.6 FTE)
- Services to Schools Officer (0.9 FTE)
- Governance Officer (0.6 FTE)
- Business and Finance Officer (0.6 FTE)
- DBE Administrator (0.6 FTE)

The team delivers the statutory duties of the DBE and provides a comprehensive programme of school improvement support, governance, SIAMS, RE, leadership development and CPD through the Diocesan Service Agreement.

The Diocese includes 76 Church of England schools, many of which are small rural primaries. The DBE works closely with Warwickshire, Coventry and Solihull Local Authorities, the DfE Regions team and RISE. All schools currently hold SIAMS judgements of Excellent, Good or J1.

For more information, please visit our [website](#).



## **Strategic Context and Key Priorities**

The next Diocesan Director of Education will lead the DBE through a period of strategic opportunity and complexity within the national education system and the life of the Church. Key priorities for the coming years include:

- Sustaining and reimagining provision for small and rural schools while maintaining a Church school presence across their communities
- Strengthening collaboration and mutual accountability across the DBE family of schools
- Supporting MAT development and partnership in line with diocesan policy
- Embedding an expansive Christian vision for inclusion, diversity and alternative provision
- Deepening parish–school relationships so schools are places of encounter, formation and service
- Navigating funding pressures, falling rolls and demographic change with wisdom and creativity
- Ensuring excellent governance, safeguarding practice and financial stewardship

### **What Success Will Look Like in the First 12–24 Months**

By the end of the first year, the successful candidate will have:

- Built strong, trusting relationships with the Bishop, DBE members, diocesan colleagues and school leaders
- Developed a deep understanding of the Diocese, its schools, parishes and communities
- Provided visible, confident leadership during a period of transition following the departure of the current Director
- Established credibility as the principal adviser on education within the Diocese

Within 24 months, the Director will have:

- Articulated a clear, shared strategic vision for the next phase of Diocesan education
- Strengthened collaboration and sustainability across the DBE family of schools
- Advanced work on inclusion, alternative provision and reconciliation
- Ensured the DBE is well positioned to respond to national policy and structural change
- Developed a resilient, high-performing DBE staff team

# Purpose of the Role

The Diocesan Director of Education provides strategic, theological and operational leadership for the DBE, enabling Church of England schools to flourish as distinctive, inclusive and sustainable communities of Christian education.

## Key Responsibilities

### Strategic and Theological Leadership

- Lead the DBE's contribution to the mission of God in Coventry Diocese.
- Articulate and model a Christian theology of education across the breadth of Christian tradition.
- Advise the Bishop, Bishop's Council and Diocesan Synod on education, joining Bishop's Senior Staff Team and other meetings as required and building excellent relationships with senior leaders in the Diocese.
- Be a credible conversation partner for school leaders and their teams across the diocese, maintaining a high profile for education within Diocesan life.

### System and Sector Leadership

- Act as principal adviser on education policy and legislation.
- Liaise effectively with all stakeholders especially the Department for Education's Regional Director, OFSTED, Local Authorities, the National Society, neighbouring dioceses and other agencies to ensure the influence of the Church of England in developing high quality schooling locally and nationally.
- Provide strategic leadership for the DBE Schools Team – analyse and prepare for future needs in the local and national context.
- Represent the DBE regionally and nationally.
- Oversee SIAMS arrangements in partnership with the National Society.
- Identify and leverage opportunities arising from policy change.

### Schools, Governance and Estates

- Fulfil statutory responsibilities as Foundation Body .
- Oversee appointments of foundation governors, MAT members and directors.
- Provide guidance on leadership appointments, admissions and partnerships.
- Oversee advice relating to capital works and the VA estate, managing the School Condition Allocation of approximately £600,000 per annum.

### Organisational Leadership

- Lead and develop a creative, agile and high-performing team, incorporating both staff and volunteers, ensuring the provision of quality training for head teachers, governors, staff and clergy, especially in relation to Collective Worship and RE.
- Oversee the preparation of agendas and resources for meetings of the DBE and its committees. Attend all committees of the DBE and liaise with Chairs as appropriate.
- Oversee DBE services, CPD and income-generating activity.
- Ensure a strong culture of excellent and effective safeguarding practice across all DBE work.

## **Finance and Governance**

- Serve as Company Secretary to the DBE.
- Oversee the DBE's finances including setting, monitoring and reviewing the annual budget.
- Manage medium to long term budget setting and management.
- Manage DBE assets including the c£7million s554 endowment fund and property portfolio to maximise charitable income.
- Risk management.

## **Person Specification**

### **Essential Criteria**

- Educated to degree level or higher
- Clear understanding of the Church of England's role in education
- Excellent knowledge of current educational thinking and policy including understanding of Ofsted requirements, school improvement drivers etc.
- Senior leadership experience within an educational context, demonstrating an understanding of how to create educational excellence
- Credible experience of the state school sector
- Capacity to develop and articulate a compelling vision for Christian education
- Ability to lead strategically within complex systems
- Strong understanding of finance and governance
- Effective oral and written communication skills across a variety of media, including social media.
- Commitment to inclusion, diversity and reconciliation
- Ability to build collaborative relationships with a diverse range of stakeholders
- Committed and active participant within a Christian Church community

### **Desirable Criteria**

- Communicant member of the Church of England
- Understanding and experience of the 'Growing Faith' vision within the Church of England over recent years, as it relates to school, church and household
- Experience of school chaplaincy at both primary and secondary level
- Experience of income generation and service development
- Experience of system leadership through a diocesan, MAT, local authority or other system-level body.

# Terms of Appointment

<b>Employer:</b>	Coventry Diocesan Board of Education
<b>Salary:</b>	Leadership Pay Scale L24 (£84,699) with progression potential
<b>Location:</b>	Hybrid working; office base at The Priory, Wolston, CV8 3FX
<b>Hours:</b>	Full-time (35 hours per week) with flexible working and TOIL
<b>Pension:</b>	Church Worker' Pension Builder (13.5% employer contribution)
<b>Annual Leave:</b>	25 days plus bank holidays and Christmas closure
<b>Start Date:</b>	September 2026 or as soon as possible thereafter

This post is subject to an Occupational Requirement that the post holder is a practicing Christian, in accordance with the Equality Act 2010.

## Safeguarding and Inclusion

The Diocese of Coventry is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All appointments are subject to satisfactory references and Enhanced DBS clearance.

We are committed to building a diverse and inclusive workforce and welcome applications from under-represented groups, while holding together our Anglican identity with our diocesan charism of reconciliation.

## How to Apply

Candidates are invited to apply by completing an application form. The closing date for applications is 2<sup>nd</sup> March at 12 noon. Applications should be sent to [pa@bishop-coventry.org](mailto:pa@bishop-coventry.org) Interviews will be held on 16<sup>th</sup> March 2026 at Bishops House in Coventry.

Informal conversations are warmly encouraged as part of a prayerful process of discernment. To arrange this please contact [pa@bishop-coventry.org](mailto:pa@bishop-coventry.org)

Coventry Diocesan Board of Education  
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[Privacy policy](#)

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