



DIOCESAN BOARD OF EDUCATION (DBE) RECRUITMENT



DIOCESE OF TRURO
DISCOVERING GOD'S KINGDOM
GROWING THE CHURCH

WHAT IS THE DBE?

The Church of England has a vision for education. The vision describes:

- educating for wisdom, knowledge and skills,
 - educating for hope and aspiration,
 - educating for community and living well together,
 - educating for dignity and respect.
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The DBE oversees the work of the whole diocesan family in promoting this vision. The DBE is a statutory board of the diocese, with four purposes set out in law:

- promoting the church’s vision for education,
- promoting RE and worship in schools in the diocese,
- promoting church schools in the diocese,
- co-operating with others to promote our vision.

Our most important powers are often “soft” – the power to convene, network, support and co-operate, but we also have “hard” powers such as appointing to school governing bodies and academy trust boards, statutory rights of consultation, and the responsibility to report all this to the diocesan synod.



OUR CONTEXT

Cornwall has a high proportion of small schools, and a very high proportion of academies, with no national academy chains.

Overall, school performance in Cornwall is below the national average, alongside examples of strong outstanding practise. Church schools follow this pattern closely. This is why we focus our work with the aim of:

“Becoming a significant partner for raising standards
in schools in Cornwall and the Isles of Scilly”

It is important to remember that the DBE oversees the whole of our diocesan work in education; this includes the work done through our extensive parish network, through chaplaincy, and through the personal vocation and service of thousands of church members.

Church schools are vital to our work, and there is much more besides.

WHAT DOES THE DBE DO?

The DBE does not “run” schools, but we are held accountable for the performance of 44 church schools, including those that are in multi-academy trusts.

Alongside this, our commitment to the flourishing of all children means that we want all the schools in Cornwall and the Isles of Scilly to be places where the God-given potential of every child is realised. This is the root of our commitment to raising standards.

We focus our work to raise standards on two areas; leadership, and governance.

SUPPORTING LEADERSHIP

We work directly with the senior leader in each of the church schools, usually in a professional review and support role. Alongside this we promote and sponsor programmes through the “Church of England Foundation for Educational Leadership” (the Foundation). This model of work allows us to identify the strengths in our network and to help broker capacity. Partnership with the Regional School Commissioner team and the LA school effectiveness team gives our work added credibility. The diocese is not the employer or line-manager of school leaders.

SUPPORTING GOVERNANCE

The Diocese of Truro appoints more governors and trustees in Cornwall than any other group. We directly provide high quality training, review, and support for governance at all levels, including for clerks, and are in demand from the LA and community sectors. Ofsted, the RSC, and the LA, have recognised us as credible partners for supporting and improving governance.

Compared to many DBEs, our focus on leadership and governance is at the cost of less attention to promoting RE and worship in church schools, and to overseeing school buildings.



OUR CAPACITY - MAKING A DIFFERENCE

The DBE is charged with oversight of the whole diocesan enterprise in education. This means that “our capacity” begins with the parishes, schools, teachers, TAs, parents, friends, governors, trustees, and volunteers within the whole network. Most of our capacity – most of the work of the diocese - is in this network.

The DBE also oversees the work of a small team based at Church House.

The Diocesan Director of Education oversees our work and leads on policy and our “church facing” activity.

The Director for Schools leads on our work to support leadership and is therefore our “school facing” lead; this is a senior headteacher level appointment.

The Governance Development Officer leads on supporting governance.

We also work with consultants, partners and other providers to promote our vision.

OUR PARTNERS - BECOMING A SIGNIFICANT PARTNER

Working in partnership is in the DNA of the DBE! We are a very small team, but through effective partnerships, our reach is significant.

- Most of our work is with the leaders of the 44 church schools in the diocese. Church schools give capacity and focus to promoting our vision.
- Parishes and the local church are vital partners for our work. Through them, we engage with community schools, colleges and the universities across Cornwall.
- As a statutory provider, the DBE has formal partnerships: local authority (the Isles of Scilly and Cornwall are separate unitary authorities), regional (mainly with the RSC team) and national (with the National Society and Department for Education).
- The DBE is a partner in 14 academy trusts in Cornwall, as an academy Member and through appointing Trustees. Together these academy trusts serve 109 schools across Cornwall. This means that including all our church schools we are partners in the governance of almost half the schools in Cornwall.

These four groups of partnerships; church schools, parishes, statutory partners and academy trusts are vital to our work of promoting the Church of England's vision for education, and raising standards.

The list above is not exhaustive, and some partnerships are more developed, and more effective, than others.

WHO WE ARE LOOKING FOR ON THE DBE

Board members will have a passion for education, and be enthusiastic in promoting the Church of England's vision for education.

The role is about sharing in the system leadership of education for Cornwall, so we need members with a range of experience and skills at a high level.

Members will come with experience of significant leadership, from a range of backgrounds including education, business, higher and further education, charity and community based sectors as well as the church.

Among board members, we will look for:

- Experience of senior strategic leadership in complex organisations,
- High levels of competence in dealing with different kinds of data,
- Insight into system leadership in education,
- Experience of leadership in outstanding church schools,
- Significant knowledge of the national RE agenda,
- A high level of theological literacy.

The board will need a range of skills, including:

- Creativity; remembering that as a board we are more likely to convene and co-operate, than to control and direct,
- Leadership; with oversight for a complex but powerful network, sometimes acting as ambassadors for our vision,
- Clarity of thought; holding officers and the diocesan family to account.

Our aim is to recruit a board that will have strong credibility with national and regional partners, as well as the deep roots in Cornwall that will allow it to shape education in parishes, schools and colleges across the duchy.

MORE INFORMATION?

If you would like more information, please don't hesitate to contact us.

The Church of England vision for education can be found at www.churchofengland.org/more/education-and-schools/vision-education

FURTHER INFORMATION

Deborah Stainer, **the Education Support Administrator**, will be able to help if you have a general enquiry, need additional information, or you would like to register your interest in being a Member.

Deborah can also put you in touch with existing board members, if you would like to speak to someone who has direct experience of this role.

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Simon Cade, **the Diocesan Director of Education**, can be contacted if you would like to talk in detail about the role.

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