

## **RE Advisor Post Application Pack,**

**(2 years Fixed-Term)**

**Dioceses of Durham and Newcastle.**

**To commence 1<sup>st</sup> September 2026.**

## Contents

Welcome Letter from the Chairs of the Durham and Newcastle Boards of Education .....	3
About the Dioceses of Durham and Newcastle .....	4
Our Educational Context .....	5
The Durham and Newcastle Boards of Education.....	6
Governance and Structure within the Dioceses of Durham and Newcastle .....	6
Vision and Strategy .....	7
The Role of the RE Advisor .....	8
Person Specification .....	9
Terms of Employment .....	11
The Application Process .....	12



## Welcome Letter from the Chairs of the Durham and Newcastle Boards of Education

Dear Colleague,

We warmly welcome your interest in the role of RE Advisor for our Joint Education Team which supports our Church of England schools across the Dioceses of Durham and Newcastle. Church Schools are at the heart of the Church of England's mission and our aim is to ensure that outstanding education is provided, and to foster high quality engagement with young people in schools and parishes across the dioceses.

We are committed to making a key contribution to the flourishing of our children and young people through our diocesan strategies. As the Chairs of the Education Boards, we work closely together to ensure that the needs of our children and staff are met so that all can experience "life in all its fullness."

The principal task of the RE Advisor is to support schools and trusts to fulfil the mission of delivering high-quality RE education For those of all faiths and of none.

Our experienced and skilled education team work closely to support our 106 church schools across 10 local authorities, which

We look forward to receiving your application and wish you well through the process.

Nigel Wyrley-Birch

Chair of the Durham Board of Education

Carolyn Roberts MBE

Chair of the Newcastle Board of Education

## About the Dioceses of Durham and Newcastle

The Dioceses of Durham and Newcastle are two of 42 Dioceses that comprise the Church of England.

### Diocese of Durham



BLESSING OUR COMMUNITIES IN JESUS' NAME



The Diocese of Durham covers 209 parishes across a geographical area of 2,530 square kilometres in the North of England. It is in ‘the Land of the Prince Bishops’, framed by the River Tyne in the North, the River Tees in the South, the Durham Dales in the West and the Sea in the East.

The Diocese covers the 7 local authorities of Darlington, Durham, Gateshead, Hartlepool, South Tyneside, Stockton-on-Tees and Sunderland. It is served by 3 Archdeaneries: Auckland, Durham and Sunderland. As well as

the worshipping communities, there are 57 CE Schools (52 primary and 5 secondary) within Durham Diocese.

The Diocese of Durham has recently appointed the Venerable Rick Simpson as Bishop of Durham.

### Diocese of Newcastle



The Diocese of Newcastle is the Church of England’s most northerly diocese and is framed by the Rivers Tyne and Tweed. The Diocese is in the ‘land of the Northern Saints’ and was formed in 1882, comprising of 169 parishes across 5490 square kilometres.

The Diocese covers the local authorities of Newcastle, Northumberland and North Tyneside, and also small parts of County Durham and Cumbria. It is served by 2 Archdeacons: Lindisfarne and Northumberland.

As well as the worshipping communities, there are 49 CE Schools (28 primary and 1 secondary) within Newcastle Diocese. The Rt Rev Dr Helen-Ann Hartley, Bishop of Newcastle, leads the Diocese and assisted by the Rt Rev Mark Wroe, Bishop of Berwick, and a senior team.

## Our Educational Context

Schools in the Dioceses of Durham and Newcastle are supported by the Joint Education Team LLP which is a limited liability partnership (JET LLP).

Together, across both Dioceses, there are 10 local authorities and 106 schools consisting of First, Primary, Middle, High and Secondary Schools, including one Free School. Approximately half of our schools are in one of our 8 Multi-Academy Trusts, including 3 Mixed MATS.

We have a rich industrial, fishing, farming and cultural heritage which continues to inspire visitors – from the heritage of the Venerable Bede, St Cuthbert and the Northern Saints to the beautiful coastal landscapes and coast that make the North-East of England a uniquely inspiring place to live and work. Our educational community landscape is similarly varied, and the Joint Education Team serves a wide variety of schools, based in numerous settings - from rural to coastal to urban – and varying in size from tiny first schools to large secondaries.

Many of our schools are small and in isolated, rural locations, giving local children access to education near to where they live. We believe this is incredibly important and that often village schools serve as a valuable community resource for people of all ages. In addition, some of our schools are based in areas of high deprivation and serve the most disadvantaged communities.

The Joint Education Team serves both dioceses with a small but very experienced staff team consisting of [school advisors and administrative staff](#). The JET team are predominantly based in [Church House, North Shields](#), but at times may work flexibly from home, as well as having access to offices and meeting rooms at Cuthbert House in Durham when needed.

As a Joint Education Team, we offer a wide range of support to schools, including support regarding Christian Distinctiveness, Collective Worship, RE, School Effectiveness and Improvement, Church School Leadership, Governor and Trustee Support, Admissions, Resources and Headteacher Recruitment. In addition, for our Voluntary Aided Schools, we also offer additional core services for buildings, premises, and land.

We work closely with colleagues across both dioceses to support the partnership between schools and parishes. Our two cathedrals in Durham and Newcastle play a key part in our educational offer and annually host the Year 4 and Year 6 Leavers' Services, working in collaboration with the Children's Ministry Teams of both Dioceses.



## The Durham and Newcastle Boards of Education

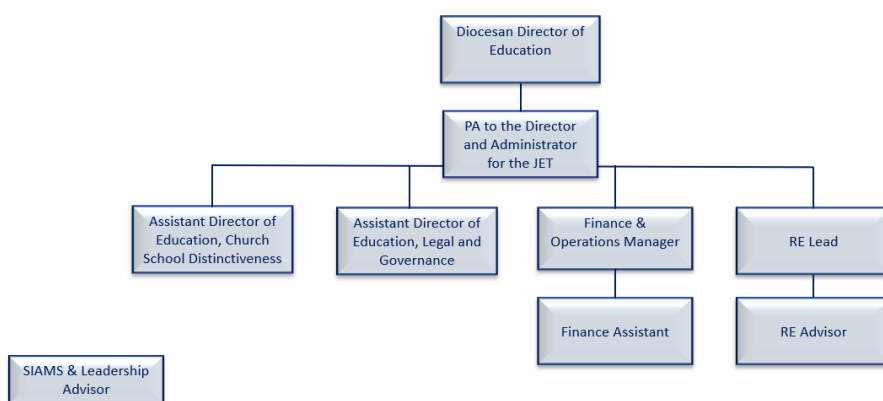
The Joint Education Team is supported by two Boards of Education – one in each diocese. Each Diocesan Education Board is a partner of the JET LLP which is a limited liability partnership set up in order to oversee and manage the operations of the Joint Education Team.

Our Boards, one of which is un-incorporated (Durham Board of Education - DDBE) and the other which is incorporated (Newcastle Board of Education - NDEB), retain their separate legal identities and functions. As the DDBE is unincorporated, the Durham Board of Finance (DDBF) acts as the legal entity on behalf of the Diocese of Durham. All postholders are employed jointly by the JET LLP, the DDBF and the NDEB with the JET LLP acting as the managing employer.

Both boards meet jointly once a year. In addition, we also have a JET LLP management committee) made up of representatives of the boards, who meet termly to oversee and discuss the operational and strategic actions of the Joint Education Team. For further information regarding the Boards of Education, see the [Joint Education Team website](#).



### Durham and Newcastle Diocesan Boards of Education Joint Education Team



September 2026

## Governance and Structure within the Dioceses of Durham and Newcastle

Representatives from church communities within both dioceses have a part in influencing the policies and practices of the national Church of England, through General Synod. There are also deanery Synods and the Diocesan Synod in which representations can be made.

The Dioceses both operate within the national structures of the Church of England. For more information about this, visit [the Church of England website](#).



## Vision and Strategy

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**Outward looking and forward thinking – we place our children at the centre of our strategic thinking, working alongside all stakeholders. We are aware that the educational landscape continues to change, and we are looking for a RE Advisor who will help us to evaluate our current strengths and also look to how we move forward.**

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In 2015, the boards adopted an integrated vision for church involvement in education in the North East of England across the two Diocesan areas based on the following commitment:

- We believe that all human beings are created in God's image and God's enabling Spirit should be allowed to flourish in the widest and best possible way.
- The church is called to play its part in the removing of barriers to all human well-being, including the provision of an excellent education where this may not otherwise be available.

The vision of the Joint Boards of Education is that each and every child and young person is able to achieve their full potential and 'live life in all its fullness.' This vision is currently delivered in the following 4 areas: School Effectiveness, Developing People, Context and Distinctiveness.

Our strategy is underpinned by the Church of England's Vision for Education 'Deeply Christian, Serving the Common Good' and the most recent paper 'Our Hope for a Flourishing Schools System'.

Currently, as is the case nationally, we are operating in a very mixed structure with more than half of our schools now being part of Multi-Academy Trusts and the others being a mix of Voluntary Aided, Voluntary Controlled or Single Academy Trusts. In 2022, the Joint Boards of Education published a Diocesan Vision for Education: Academy Strategy Paper for all schools across the dioceses. This is currently being reviewed by both Boards, particularly in response to the recent Schools White Paper 'Every Child Achieving and Thriving' published in February 2026.

The policy was the work of two working parties, one from each Diocese and the Joint Education Team who are employed by both Dioceses to oversee and manage Church of England Education. This paper supports the growth of Multi-Academy Trusts, whilst also recognising the challenges for some of our schools who currently sit outside this structure, particularly those who are tiny and rural, and the responsibility for our trusts who are committed to long term growth to support them. [See the full report here.](#)

Working in partnership with the Regional Schools Directorate, multi-academy trusts, professional and statutory bodies, local churches and communities across both Dioceses, the Boards of Education seek to fulfil their vision, alongside fulfilling its wider legal obligations as defined in the DBE Measure (2021). Most recently, the Boards, supported by the Director of Education, have been evaluating the current landscape and the challenges experienced by our school leaders, especially regarding those in disadvantaged or financially challenged areas. We are currently developing a renewed vision for Education across our Diocese and the RE Advisor will be a key part in the implementation of this vision.



## **The Role of the Diocesan RE Advisor**

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### **Purpose of role:**

The purpose of this role is to enable the Dioceses of Durham and Newcastle to provide professional challenge and support to schools in the teaching and learning of RE. The post holder will be an integral part of the development of an RE team. This is to prepare for any legislative changes as RE potentially moves into the National Curriculum and to position the Joint Education Team as a key provider of support for RE across the North East.

### **Key Responsibilities:**

1. Act as a critical professional friend to school leaders, supporting them to evaluate RE provision in their setting and identify priorities for improvement and plan effective change
2. Help build schools' capacity to improve pupils' achievement in RE
3. Contribute to whole-school Christian distinctiveness as part of the wider work of the Joint Education Team
4. Support the development of the Diocesan RE syllabus
5. Provide support and challenge for RE networks and groups of schools working together
6. Advise schools on resources and strategies which support the teaching and learning of RE
7. Provide schools with support in accessing high quality CPD, advice and bespoke training as required
8. Work with members of the Joint Education Team to promote the role of RE as a key part of Church school curriculum offer
9. Enable senior leadership teams in Church schools to understand the centrality of Christian distinctiveness and its integral relationship to school effectiveness

## Person Specification

CRITERIA	ESSENTIAL	DESIRABLE
<b>Qualifications/ Training</b>	<p>University degree and Qualified Teacher Status (QTS or equivalent)</p> <p>Evidence of recent appropriate continuing professional development applicable to the role</p>	
<b>Experience/ Knowledge</b>	<p>Experience of leading the teaching and learning of RE</p> <p>Have experience of working with or within Church schools</p> <p>Have experience of contributing to school development plans</p> <p>Experience of teaching RE in primary and/or secondary phase of statutory education</p> <p>Understand policy and statutory requirements relating to Church schools</p> <p>A clear understanding of the role of Church schools and the distinctive contribution RE can make to them</p> <p>Evidence of supporting colleagues in RE in your own setting</p>	<p>Experience teaching RE across a range of phases</p> <p>Experience in delivering RE CPD for teaching staff</p> <p>Member of a SACRE</p> <p>Evidence of supporting colleagues with RE beyond your own setting</p>
<b>Skills and Competencies</b>	<p>Ability to facilitate effective RE curriculum planning</p> <p>Have good interpersonal skills and build effective relationships with school senior leaders</p> <p>Ability to work collaboratively and as part of a team</p> <p>Be able to contribute to policy development and implementation</p> <p>Have well-developed negotiating skills, a political awareness and an ability to offer appropriate challenge</p> <p>Excellent oral and written communication skills</p>	

	<p>IT literacy and competence, including an understanding and appreciation of new technologies and social media, such as AI</p> <p>Able to effectively deliver RE CPD</p>	
<p><b>Personal Attributes</b></p>	<p>A passionate commitment to the role of the Church of England in education</p> <p>Ability to inspire a passion for Religious Education</p> <p>To have a passion for the flourishing of children and young people</p> <p>Ability to make difficult decisions and disagree well</p> <p>Have a valid driving licence and be able to provide own transport for extensive travel throughout the dioceses of Newcastle and Durham</p> <p>Satisfactory enhanced DBS check</p>	

## Terms of Employment

<b>Job Title</b>	RE Advisor
<b>Employer</b>	Joint Education Team LLP
<b>Line Manager</b>	Diocesan Director of Education
<b>Accountable to</b>	Diocesan Boards of Education for Durham and Newcastle Dioceses
<b>Responsibility for</b>	RE and wider Christian Distinctiveness
<b>Location</b>	The role will be based in Church House, North Shields; however, this role mostly requires the postholder to be working in schools across both dioceses. There is a requirement to travel across both Dioceses. We offer a hybrid working policy that enables staff to work from home, or remotely, subject to line management agreement and operational requirements when completing administrative tasks.
<b>Contract</b>	2 years Temporary
<b>Probationary Period</b>	6 months
<b>Notice Period</b>	3 months
<b>Pension</b>	15% employer contribution or option to remain in teachers' pensions
<b>Salary</b>	£42,057 – £47,472 (dependent on experience and church or teachers' pensions, for further clarification please contact us)
<b>Hours</b>	This is a full-time role of 35 hours per week and will include attendance at some evening and weekend meetings and events.  Applications for part-time working or job share arrangements will also be welcomed under our flexible working policy for part-time working.
<b>Working Pattern</b>	To be negotiated
<b>Travel Expenses</b>	Travel and other working expenses paid
<b>Safeguarding</b>	An enhanced DBS disclosure will be required
<b>Right to work in the UK</b>	The successful applicant will need to provide proof of the right to work in the UK prior to taking up the role

We aim to be an inclusive, welcoming, and caring employer that puts wellbeing at the heart of what we do. For more information on working with us and our other staff benefits [see here](#).



## The Application Process

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Applications should be submitted online here or via the link on our [website here](#) by 9am on Monday 18/05/2026

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Shortlisting will take place on Monday 18/05/2026. We will email all applicants to let you know the outcome of your application.

If shortlisted, we will invite you to a carousel of interview activities and formal interviews on Wednesday 20/05/2026 May at Church House, St John's Terrace, North Shields NE29 6HS.

We will provide timings and detailed arrangements for invited candidates and assist with the cost of necessary travel and accommodation.

For an informal conversation before applying, or if you have any queries, please email the Director of Education (DDE), David Akers at [david.akers@drmnewcanglican.org](mailto:david.akers@drmnewcanglican.org) or the DDE's PA and Team Administrator Sharon Betham at [sharon.betham@drmnewcanglican.org](mailto:sharon.betham@drmnewcanglican.org)

