THE CHURCH OF ENGLAND
Diocese of Leeds

Incumbent of the United Benefice of Batley

ROLE DESCRIPTION

Details of post

Role title (as on licence):	Incumbent of Batley
Name of benefice:	The United Benefice of Batley
Church(es):	All Saints, Batley; St Thomas the Apostle, Batley; St Paul, Hanging Heaton; St Andrew, Purlwell
Patron:	The Bishop of Leeds; Mr Edmund Brudenell; The Incumbent of Dewsbury.
Episcopal area:	Huddersfield
Archdeaconry:	Archdeaconry of Halifax
Deanery:	Dewsbury & Birstall
Initial point of contact on terms of service:	Archdeacon of Halifax
Terms of Service:	Stipendiary under Common Tenure
Accommodation:	The Vicarage, Churchfield Street, Batley WF17 5DL

The main purpose of the role is to share in *"building confident Christians, growing churches and transforming communities"* in line with the Diocesan vision.

KEY MISSION TASKS

The key mission tasks and priorities include:

- Leading the churches into growth, both in numbers and in depth of discipleship
- Encouraging the congregations in prayer and spirituality, building on the existing strengths and traditions to deepen our relationship with God.
- Engaging in and developing the parishes' work with schools, children and families, and working to bring a new generation to faith.
- Promoting and growing lay leadership among the congregations, working with existing strengths and developing potential.
- Developing pastoral care for the sick and housebound so they are included in the life of the church.

ARCHDEACON'S COMMENTS

Our vision as the Diocese is about confident clergy equipping confident Christians to live and tell the good news of Jesus Christ. For our appointments we are seeking clergy who have a joyful and confident faith which has inspired a track record of church growth.

This well-established benefice of four churches looks forward to welcoming a new incumbent who can lead them into growth, both in numbers and in depth of discipleship, over the coming years. There are welcoming and friendly congregations in all the churches, ready to work with their Vicar in reaching out to the communities around them with the love of God.

Batley has a strong multi-faith culture; experience and willingness to engage in building strong relationships across cultures of all sorts, will be a real asset to the work and ministry of the Vicar.

All new appointees in the Diocese are required to undertake:

(i) the diocesan induction programme which includes diocesan training for safeguarding children and vulnerable adults,

(ii) a course on presence and engagement in the context of other faiths, and

(iii) the residential "*Leading Your Church into Growth*" course (LYCiG).

Leading your Church into Growth (LYCiG) was born and developed in the diocese and is now adopted in other dioceses and churches nationally and internationally. It has enabled church growth and developed confidence in congregations. Newly appointed clergy are required to book onto a LYCiG conference within 12 months of their appointment, and ideally to attend with some people from their parish. See the website here: Leading your Church into Growth | Grow Your Church Today

GENERAL RESPONSIBILITIES

a) to share with the Bishop the cure of souls of the parishes in your care;
b) to have regard to the calling and responsibilities of the clergy as described in the Canons, the Ordinal, the Code of Professional Conduct for the Clergy and other relevant legislation including safeguarding;
c) to share in building up the Kingdom of God in the benefice, in Leeds and across the Diocese.
d) to promote the health of the Church and its growth in numbers, in spiritual commitment and in service to local communities;
e) to have regard to the Diocesan Strategy (see appendix), including collaborating with others to develop a flourishing children and youth ministry within reach of every young person;
f) to undertake any duties that may reasonably be required of the role.

KEY WORKING RELATIONSHIPS

The Bishop of Leeds
The Bishop of Huddersfield
The Archdeacon of Halifax
The Area Dean and Lay Chair
The Deanery Synod and Clergy Chapter
The Diocesan Office team
The Diocesan Mission and Ministry Teams
Clergy and lay colleagues
Churchwardens and the Parochial Church Councils

Ecumenical partners
Inter-faith relationships
Local community partners including schools.

HEALTH AND WELLBEING

The Diocese of Leeds is committed to promote the wellbeing of our clergy and their households. More details can be found on our website here: Ministry Wellbeing - Diocese of Leeds

We also expect our clergy to manage their time well to ensure that they:

- Take a regular day off each week, trying to ensure that this includes the preceding evening and If the weekly day off is compromised for whatsoever reason, to take a day off in lieu;
- Take their full annual leave allowance each year (six weeks holiday plus Bank Holidays, or time in lieu of Bank Holidays);
- Pay attention to their spiritual wellbeing, including daily prayer and Bible reading, reading / learning in general, quiet days and an annual retreat;
- Build collegial relationships across the Deanery, Episcopal Area and Diocese;
- Engage fully with their annual Ministerial Development Review and Continued Ministerial Development and Education;
- Advise the Area Dean, Archdeacon or Area Bishop as early as possible of any health, stress or anxiety concerns;
- Engage in a continuous learning relationship (eg work mentor, spiritual director, peer group) which supports and encourages their ministry. The Area Bishop or Archdeacon can provide a directory of spiritual directors and mentors should this be required.

Further guidance for clergy can be found here: Clergy Guidance - Diocese of Leeds

PERSON SPECIFICATION

EXPERIENCE

a) Ordained priest with experience in the Church of England of at least three years.
b) Satisfactorily completed Initial Ministerial Education 1-7.
c) Relevant experience of typical range of duties of priest in Church of England parish ministry.
d) Relevant experience of working outside or beyond the Church before or since ordination.
e) Proven track record of demonstrating the skills and abilities listed below.

FAITH

a) Confident in their own faith and secure in their identity as a Christian leader.
b) Able to access appropriate resources to sustain and refresh their own faith and spiritual life.
c) Practicing good self-care (spiritually, emotionally, socially, mentally and physically) so as to stay fresh and be a positive role-model for others.
d) Resilient
e) Committed to praying for the church, alone and with others, to discern what God is saying and doing.

PERSONAL CIRCUMSTANCES

a) Able to live in and work from the accommodation provided with the post, subject to any reasonable adaptations required for special needs.
b) Able to use own transport or workable alternative for the duties of the post.
c) Able to confirm that he/she is living in accordance with the Code of Professional Conduct for the Clergy.

LEADERSHIP

a) Committed to and skilled in delivering leadership which empowers others and enables the ministries of others to thrive.
b) Effective in creating, communicating and delivering inspiring vision in collaboration with members of the congregation, and in developing appropriate strategy, attainable objectives and clear action steps to achieve it in reliance on God in prayer.
c) Skilled at managing change and
d) Able to apply situational leadership to a variety of contexts.
e) Able to handle conflict calmly, creatively and effectively to promote reconciliation and improved collaboration.
f) Committed to personal ministerial development and keeping abreast of appropriate ministerial education.

GROWTH

a) Committed to and skilled in delivering numerical church growth, using the insights of LYCiG and other appropriate material.
b) Able to give pastoral care to others in such a way as to promote their spiritual and emotional growth as active ministers and interdependent members of the Body of Christ.
c) Able to support others to minister as Christians through their work in paid employment, voluntary work, family and neighbourhood.
d) Skilled at developing a culture of invitation and welcome in the church.

EVERY-MEMBER MINISTRY

a) Committed to and skilled in enabling the ministries of every member of the church to grow;
b) Keen to involve a wide variety of people in carrying out the worship, fellowship and outreach of the church.
c) Skilled in delegating and sharing responsibilities.
d) Able to offer effective supervision and feedback to those undertaking roles in ministry.
e) Enthusiastic and effective in working with and through teams.
f) Able to promote mutual pastoral care between members.
g) Able to enjoy the flourishing of the ministries of others.

TEACHING

a) Personally committed to preaching and teaching the doctrine of the Church of England.
b) Skilled in preaching which is inspiring, challenging and engaging to hearers.
c) Able to teach the Christian faith and to expound and apply Scripture in a wide variety of contexts.
d) Familiar with and able to use well a wide range of communication techniques.
e) Able to promote the teaching of the faith through small groups and individual study.

WORSHIP

a) Skilled at leading liturgy that is both glorifying to God and edifying to people.

b) Able to collaborate effectively with other lay and clergy leaders and with musicians and others who contribute to liturgy.
c) Demonstrating practical knowledge of the variety of forms of worship which are authorised or allowed by Canon.
d) Able to identify, devise and implement patterns of worship that will be appropriate for a wide variety of people, including all ages, and those not yet familiar with Christian faith.

PRACTICAL

a) Able to lead the parish's stewardship of time, money and energy by example and teaching.
b) Able to oversee the parish's responsibilities for buildings and finances.
c) Computer-literate and adept at using appropriate IT.
d) Able to communicate effectively, including by email, and to respond promptly and efficiently to communication.
e) Competent at personal and parochial administration.
f) Skilled at prioritising and managing workload.

Role Description and Person Specification signed off by
The Ven. Bill Braviner, Archdeacon of Halifax

30/10/2026

Appendix

DIOCESAN STRATEGY

Barnabas: Encouraging Confidence - Diocese of Leeds

The Diocese of Leeds is committed to building **confident Christians** who are part of **growing churches** and helping to **transform communities**.

As followers of Jesus, we are called to **share the Good News**, serve others and make a positive difference in our communities. To help us do this, we need to be **confident** in our faith, in our churches and in the future.

We are focusing on four key areas:

- **Confidence in our Mission** – Helping churches understand their purpose and make the best use of their buildings, time, and resources.
- **Confidence in our Future** – Ensuring the diocese remains sustainable, effective, and well-prepared for the years ahead.
- **Confidence in our Leadership** – Supporting and equipping everyone who serves in our churches.
- **Confidence in our Witness** – Encouraging and empowering people to share the Good News of Jesus, especially with children and young people.

These **four pillars will guide everything we do from Church House**, helping us work together and support the diocese more effectively.

What is Barnabas: Encouraging Confidence?

Barnabas: Encouraging Confidence is a strategy designed to **support churches in their mission**.

Diocesan teams (and we hope Churches across the diocese) are focused on ensuring their work supports increasing confidence in the 4 areas of mission, future, leadership and witness.

It goes even further through seeking and using additional funding from the national church to provide resources and targeted initiatives which can help churches to **grow, adapt, and thrive**. A dedicated **Barnabas Programme** team will oversee this, working with wider diocesan teams to ensure we get alongside parishes, offering guidance and practical support.

The name **Barnabas** is inspired by the early church leader who encouraged and strengthened others in their faith. In the same way, this strategy aims to **build up** and **equip** churches so they can

move forward with confidence.

As we step forward, we do so with a shared commitment to seeing our churches and communities flourish.