

## General information and how to apply

### THE DIOCESE OF LEICESTER

Founded in 1926, Leicester is soon to celebrate its centenary. The present Diocesan Bishop, the Rt Revd Martyn Snow, was welcomed in May 2016, and the Suffragan Bishop of Loughborough, the Rt Revd Saju Muthalaly was welcomed in January 2022.

The city of Leicester lies at the centre of the diocese and has a population of just over 500,000 (including its outer suburbs). It was one of the first cities in the country to have a majority of residents who are UK Minority Ethnic / Global Majority Heritage. The 2021 census revealed that Leicester residents trace their heritage to over 50 different countries across the globe, making the city one of the most ethnically and culturally diverse places in the UK. 19% of the population are Muslim; 15% Hindu; 4% Sikh. Leicester is proud of this diversity although new international conflicts pose new challenges.

Beyond the city and its expanding suburban communities are numerous rural villages, many with medieval churches.

Leicester Cathedral is located in the centre of the city and is known as “the beating heart of the city and county”.

### RACIAL EQUITY

The Diocese has received a grant from national church to invest in racial equity over a three-year period, from December 2024 – December 2027. Sophie Holder was appointed as Director of Racial Equity in December 2024 and this new post of Racial Equity Coordinator is created using the grant funding to support Sophie and strengthen the rollout of the Racial Equity Strategy and implementation.

## How to apply

Applicants are required to apply through the Pathways recruitment website.

The names of three referees must be provided, one of whom must be the current employer or most recent employer for applicants who are not currently in employment. References may be taken up prior to interview: please indicate any referees to whom an approach should only be made after the interview.

To arrange an informal conversation about the role please contact with the Director of Racial Equity, Sophie Holder: [sophie.holder@leicestercofe.org](mailto:sophie.holder@leicestercofe.org).

The **closing date** for applications is **January 30th 2026**.

Shortlisting will take place in the days following the closing date and every effort will be made to contact applicants as soon as possible after that date.

**Interviews** will take place at St Martins House in central Leicester on **Thursday 12<sup>th</sup> February**.

## **Other Information**

Employment status	This is an employed post with a <b>fixed term to December 2027</b> . The Racial Equity Coordinator will be an employee of the Leicester Diocesan Board of Finance, based at St Martins House, 7 Peacock Lane, Leicester LE1 5PZ. The post is funded from a Church Commissioners grant. There may be some travel within the diocese.
Salary	£33-35k per annum depending on experience and qualifications.
Hours	This is a full-time post (35 hours per week) with occasional weekend and evening working for which time off in lieu will be offered.
Flexible working	There is a possibility of flexible working involving working from home for 2 days a week, but there may be times when this is not possible due to the number of meetings where in person attendance is required.
Pension	Defined Contribution pension of 10% of salary, paid by employer, with 0.5% going towards death in service benefits.
Annual leave	25 days plus Bank Holidays.
Probationary period	3 months
Anticipated start date	31 March 2026, earlier if possible

This post is subject to a Basic DBS Clearance. The successful applicant will also need to provide proof of right to work in the UK before taking up post.

As an equal opportunities employer, we particularly welcome applications from United Kingdom Minority Ethnic / Global Majority Heritage (UKME/GMH) candidates who are currently underrepresented in our organisation, specifically those of Black descent. All appointments will be made on merit of skill and experience relative to the role. If you have a disability or long-term illness that otherwise prevents you from meeting any of the essential criteria, please contact us to discuss whether reasonable adjustments can be made.