

Inspiring leaders to  
improve children's lives



National College  
for Leadership of Schools  
and Children's Services

# Thinking about promotion...

what about a leadership position in a faith school?

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# Introduction

## Did you know that...

- **38** per cent of primary schools in the West Midlands are of a religious character (ie faith schools) as are **36** per cent in England as a whole. Across the local authorities (LAs) in our region, this ranges from **18** per cent to **60** per cent of the total.
- **18** per cent of secondary schools in the West Midlands are of a religious character (the same as the total for England). Across the LAs in our region, this ranges from **5** per cent to **26** per cent.
- Typically there are **100** primary and **10** secondary headship posts advertised for faith schools each year in our area.
- Typically our faith schools receive between **33** per cent and **40** per cent fewer headship applications than community schools.

There are lots of opportunities to become the leader of a faith school in the West Midlands for teachers in community schools aspiring to headship, as well as for those already teaching in a faith school. But many teachers do not consider applying for these positions because of a number of myths and misunderstandings about what being a leader in a faith school is like.

This leaflet is published to support the National College's Leadership Succession Planning strategy and is designed to dispel these myths and encourage you to consider applying for senior posts in faith schools. There are substantial numbers of leadership opportunities in the West Midlands area and we are keen that you find out more about them.

There are just under 700 faith schools in the West Midlands, of which all but a very small number are either Church of England (C of E) or Catholic. We provide below a number of key facts about applying for and working in a faith school, followed at the end of the leaflet by the contact details of all the Church of England and Catholic Dioceses in the region. We have separate sections covering Church of England and Catholic schools where there are key differences.

## Myth busting

**Myth 1:** You need to be a Christian to lead a Church of England school.

Not true – though in Church of England schools it is expected that the headteacher actively supports core Christian values.

**Myth 2:** You need to have the Catholic Certificate of Religious Studies to lead a Catholic school.

Not true. Increasingly, Dioceses encourage governing bodies to consider this requirement to be desirable but not essential.

**Myth 3:** If you have not taught in a faith school before, you will be at a substantial disadvantage when applying for a headship in such a school.

Not true. Governors will want to appoint the most suitable candidate and the commitment, experience and expertise you have acquired, whether in a community or faith school, will be the key aspects that governors will consider when deciding on whom to appoint.

## Why do we have Church of England and Catholic schools?

**Church of England schools exist to educate children from the local community within an inclusive Christian ethos.**

Catholic schools are established to be a part of the Church's mission to place Christ and the teaching of the Catholic Church at the centre of people's lives. Catholic schools are part of the Catholic Church and fulfil their mission through service to the Church, the local parish, families and the local community they serve.

# Leading a Church of England School

## School Ethos

### Did you know that...?

- Church of England schools work with their local community, parents, carers and their local church, to educate children of all faith backgrounds or of none.
- They serve young people from wide ranging and diverse communities.
- Children are offered a variety of opportunities to grow spiritually and to understand Christianity, other faiths, customs and beliefs.
- They are helped to fulfil their academic potential and spiritual growth within a caring and inclusive Church family.

## Personal Values

*“Be sincere in being prepared to promote the faith even if you are not of the faith yourself.”*

**(A serving headteacher of a Church of England school)**

### Did you know that...?

- You don't have to be a Christian to be a headteacher or senior leader of a C of E school.
- Governors appoint people of many different faiths or of none to educate and nurture our young people.
- The most important thing is that C of E schools are led by people who recognise and support the values of the school and its community, and who will preserve and develop the religious character of the school.

## Recruitment

### Did you know that...?

- We recruit and appoint to headship in our schools people with experience of many different kinds of backgrounds: you don't need to have worked before in a C of E school.
- Both Controlled and Voluntary Aided church schools are a part of the LA.
- In a Voluntary Aided Church school the governing body employs the staff, while in a Voluntary Controlled school your contract is with the LA.

- Governors of Voluntary Aided schools have additional responsibilities relating to buildings, admissions and Religious Education.
- Posts are advertised via the LA and the Times Educational Supplement (TES). They are also sometimes advertised online through Eteach at [www.eteach.com](http://www.eteach.com). Some adverts also appear in the Church Times and the Church of England newspaper.

## Professional Support

“Be mindful that there is another layer of support in the form of a Diocese.”

**(Headteacher of a Church of England School)**

### Did you know that...?

- As well as support from your LA, additional help is available from the Education team in your Local Diocese.
- Headteachers and Senior leaders in C of E schools are also supported by the local church and Foundation Governors.

- There is a strong network of peer support from leaders of other Church of England schools.
- We will give you support in preparing for a Church school inspection through our education teams.

## Career Development

### Did you know that...?

- Church Schools have been an attractive option for many parents for hundreds of years: opportunities for promotion are good and increasing.
- Working in Church of England schools at any stage of your career gives you an additional area of expertise when you are seeking promotion.
- Specific training and development is provided by Diocesan Education teams for leaders of Church schools.
- Dioceses work closely with the National College and LAs to promote career progression through joint training opportunities.

# Leading a Catholic School

## School Ethos

“Through you, as through a clear window on a sunny day, students must come to see and know the richness and joy of a life lived in accordance with Christ’s teaching.”

### Did you know that...?

- The school is at the heart of the local community and an integral part of the spiritual, pastoral and community life of the Catholic Church.
- Pursuing the ‘Standards Agenda’ is a very real illustration of your faith in practice – every child is a child of God with a God-given potential and an eternal destiny.
- Catholic schools, while existing to provide a quality education, hold up Gospel Values to children, inviting them to build their own lives on the model of Christ. Gospel Values “...are a guarantee of peace and of collaboration among all citizens in the shared commitment to serving the common good.” Explicitly addressed, Forgiveness, Integrity, Dignity, Compassion, Humility, Gentleness, Truth,

Justice, Forgiveness, Mercy, Purity, Holiness, Tolerance, Peace, Service and Sacrifice underpin community cohesion. Teaching these values, for those who know how to accept and live them consistently, yields highly positive results – as experience confirms - at the personal, family and professional levels and is the foundation for school improvement.

- A Catholic school is often a first choice for parents of different faiths as they value a faith-based education.

## Personal Values

### Did you know that...?

- You do not have to be perfect to be a headteacher of a Catholic school.
- To be a headteacher (or deputy) of a Catholic school you have to be a practising Catholic and offer witness to the Catholic faith in Jesus Christ and the teachings of the Catholic Church.
- You do need to walk the talk and live the faith, be competent, capable and Catholic.
- You have a duty to provide moral and ethical leadership in accordance with the teachings of Christ and the Catholic Church.

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## Recruitment

### Did you know that...?

- You have to be a practising Catholic to be a headteacher of a Catholic school (see relevant website links for further guidance).
- You do not currently have to be teaching in or have taught in a Catholic school previously, to apply for a Catholic headship. It is your personal faith and witness, teaching and leadership experience that is valued.
- You do not necessarily need to hold the Catholic Certificate of Religious Studies (CCRS).
- The recruitment process is very similar to that for community schools. The application form is specific to the Catholic Education Service (CES). You will need to provide a reference from a priest in addition to the two professional referees. The Diocese and LA will provide support for the recruitment process. As part of the interview process, you will need to be able to articulate the difference in leadership in a Catholic school as compared to a community school (see website for illustration).
- Following appointment to a Catholic school, you will be required to sign the nationally agreed Catholic Education Service contract. Pay scales are calculated in the same way as for all community schools.
- Divorce is not necessarily a barrier.
- For confidential advice on matters relating to practice of the faith, please feel free in the first instance to telephone your Local Catholic Diocese or the Archdiocese of Birmingham Schools' Commission for general guidance.

## Professional Support

“Although the perception of headship is that it is a lonely job, the nature of community, quality of relationships, support and advice available, truly support you.”

**(Headteacher of a Catholic School)**

# Leading a Catholic School

## Did you know that...?

- There are strong local networks of schools for you to access.
- Recruitment and selection advice is available for you.
- We offer prompt, knowledgeable expertise, readily available.
- We will support you with a specific induction programme in addition to that offered by the National College and your LA.
- There are staff available with advice for your school with the teaching of Religious Education and support for the Ofsted inspections that relate to the faith dimension of the school (section 48 inspections).

## Career development

### Did you know that...?

- There is a wide variety of schools in the Catholic sector requiring strengths in leadership of all types.
- We embrace new models of leadership and have examples of federations in several LAs. These provide additional opportunities to extend your career path.
- The Catholic sector offers a range of training and development opportunities, through National College programmes that are customised for the Catholic sector and also specific in-house workshops. If you wish to know more about the provision for the Catholic sector in the West Midlands, contact the Archdiocese of Birmingham Diocesan Schools' Commission, and you will learn about the Catholic Education Service's work to support leaders of Catholic schools.

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# Next steps for any aspiring leaders

## **There are a number of next steps which you might want to consider:**

- look at websites of Dioceses within the Government Office West Midlands region (see table overleaf)
- read key documents about leading a faith school (on various websites)
- talk to headteachers of faith schools
- look at adverts in the TES, the TES Highwire and Prime and papers such as the Catholic Teachers Gazette
- send for details of headship posts

**We hope that this leaflet has encouraged you to learn more about leadership in a faith school and that this is an option you might now like to consider.**

| Name of provider                   | LAs covered   | Contact/website  |
|------------------------------------|---|--|
| <b>Church of England Dioceses</b>  |   |  |
| Diocese of Birmingham              | Birmingham, Sandwell, Solihull, Warwickshire, Worcestershire  | <a href="http://www.birmingham.anglican.org">www.birmingham.anglican.org</a>   |
| Diocese of Coventry                | Coventry, Solihull, Warwickshire  | <a href="http://www.coventry.anglican.org">www.coventry.anglican.org</a>       |
| Diocese of Hereford                | Herefordshire, Shropshire, Telford & Wrekin   | <a href="http://www.hereford.anglican.org">www.hereford.anglican.org</a>       |
| Diocese of Lichfield               | Sandwell, Shropshire, Staffordshire, Stoke on Trent, Walsall, Wolverhampton, Telford and Wrekin                                       | <a href="http://www.lichfield.anglican.org">www.lichfield.anglican.org</a>     |
| Diocese of Worcester               | Dudley, Worcestershire  | <a href="http://www.cofe-worcester.org.uk">www.cofe-worcester.org.uk</a>       |
| <b>Catholic Dioceses</b>           |   |  |
| Catholic Archdiocese of Birmingham | Birmingham, Coventry, Dudley, Sandwell, Solihull, Staffordshire, Stoke on Trent, Walsall, Warwickshire, Wolverhampton, Worcestershire | <a href="http://www.birminghamdiocese.org.uk">www.birminghamdiocese.org.uk</a> |
| Diocese of Shrewsbury              | Shropshire, Telford and Wrekin  | <a href="http://www.dioceseofshrewsbury.org">www.dioceseofshrewsbury.org</a>   |
| Catholic Archdiocese of Cardiff    | Herefordshire   | <a href="http://www.rcadc.org">www.rcadc.org</a>                               |

# Working in partnership in the Government Office West Midlands Region



Diocese of Worcester



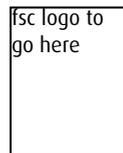
The National College for Leadership of Schools and Children's Services is committed to excellence and dedicated to inclusiveness. We exist to develop and inspire great leaders of schools, early years settings and children's services. We share the same ambition – to make a positive difference to the lives of children and young people.

Membership of the National College gives access to unrivalled development and networking opportunities, professional support and leadership resources.

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