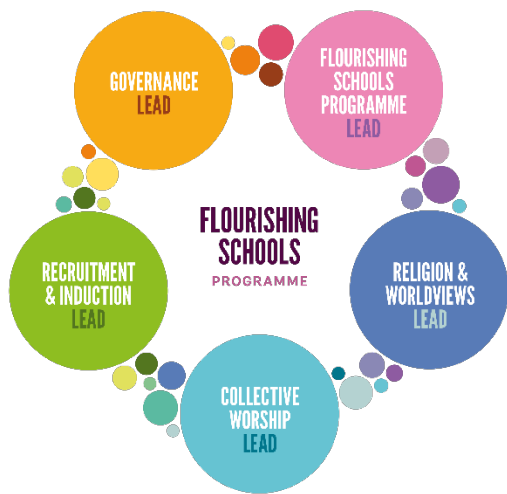


Role Description for Flourishing Schools Programme

Religion and Worldviews Lead Collective Worship Lead



The Religion and Worldviews (RW) Lead and Collective Worship (CW) Leads develop the work and leadership of Religion and Worldviews and Collective Worship across the academy trust and enriches the impact of the work of the Lead for the Flourishing Schools Programme.

This role can be undertaken by one or two leaders who are passionate about leading all schools within the partnership to ensure collective worship is the heartbeat of the school and that Religion and Worldviews is valued as a ‘priority subject’, ensuring good outcomes for all.

The Religion and Worldviews Lead works across the academy trust with existing school RW leaders and speaks into their collective work.

The work of the Religion and Worldviews Lead ensures that the church schools within the academy trust are effective as church schools and that RW provision, profile, planning, and assessment are priorities: this leads to good outcomes, strong teaching of effective RW and engagement at all levels.

The Collective Worship Lead works across the academy trust with existing CW leaders.

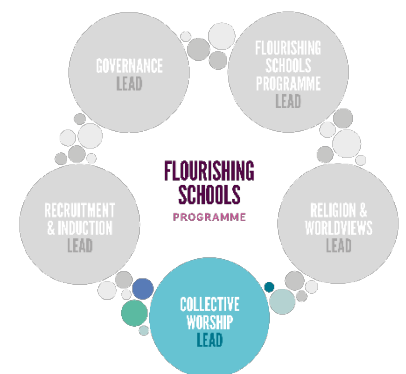
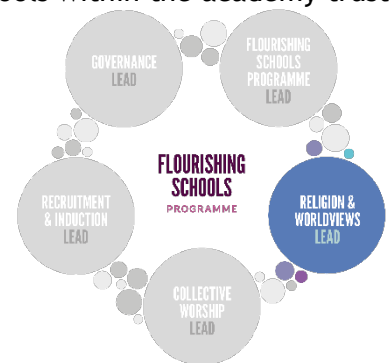
Their work ensures that schools (particularly church schools) within the academy trust are effective: collective worship is shaped by the school’s vision and supports adults and pupils to flourish spiritually. Their work also ensures that all schools within the trust are fulfilling the legal obligation to deliver collective worship.

Both roles collaborate with the academy trust Lead for the Flourishing Schools Programme, school leaders, trust executive leadership and/or CEO, and the Governance Board.

The responsibilities of these leadership roles are as follows:

Vision

- To have a clear understanding and articulation of how the overarching academy trust vision complements the school vision: enhancing and shaping collective worship and spiritual development in schools.
- To support, encourage and foster positive relationships with representatives of local churches, faiths and worldviews so that the schools’ ability to live out its Christian vision is enhanced through excellent Religion and Worldviews teaching and learning.



Training, Development and Improvement

- Working with the Lead for the FSP and strategic and senior leadership, develop a clear programme of support, development and monitoring of RW and Collective Worship in partnership with the schools' RW and CW leads ensuring that these are priority areas of focus as part of ongoing school improvement plans and strategic planning.
- To support RW and CW leads in their role through coaching and mentoring of relevant staff in their schools and support succession planning and sharing of good practice.
- Through the promotion, highlighting and facilitation of training and development, investing in their own personal professional development, provide updates that support and impact good quality RW and CW. This aspect is to be conducted in partnership with the Diocesan Education Team.
- To support schools to have a shared understanding of spiritual development, shaped by the school's vision, which is an intrinsic part of the whole school curriculum and is embedded in collective worship that is inclusive, invitational and inspirational.
- To attend update training with the Diocesan Education Team, the annual conference and ongoing network hub meetings throughout the year.
- To understand the Christian foundation of Church of England Schools and uphold the principles, practices and tenets of the Church of England, with specific reference to key documents that inform and guide Collective Worship and RW teaching and learning in church Schools, including the RE Statement of Entitlement.

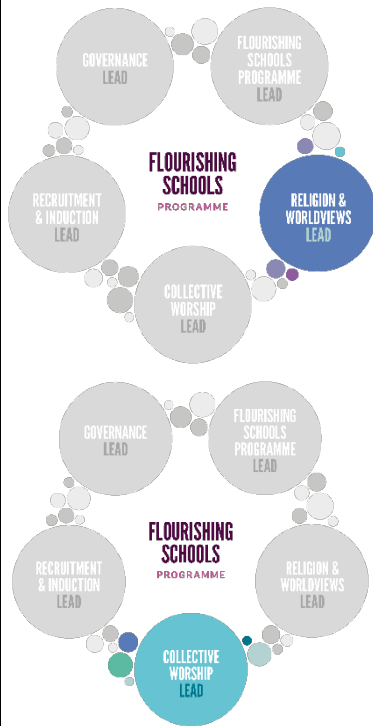
Accountability

- To support RW and CW leaders across schools to ensure consistency of RW and CW, in line with academy trust/school policies and diocesan and national guidance and expectations.
- To ensure that pupils across the academy trust experience an innovative, cohesive, empowering curriculum for RE, supported by the Locally Agreed Syllabus for RE and meeting legislation and guidance.
- To ensure that pupils across the academy trust experience an inspirational, invitational, inclusive and transformational programme for CW.
- To ensure that monitoring and evaluation of the impact of RW and CW across the academy trust supports effective governance and good outcomes for pupils and young people.
- With other FSP leaders, monitor and evaluate the success of the trust and/or schools' work against any improvement plans, national benchmarks and the national SIAMS Inspection Framework (IQ2, 3, 6 and 7), and report to leaders, including those involved in governance annually.
- To liaise with the Diocesan Education Team and the Lead of the FSP to quality assure, ensuring at least good Religion and Worldviews teaching and learning, and Collective Worship that supports the spiritual development of children and adults, is at the heart of each school.
- To seek agreement and lead, in collaboration with others, any actions that are identified as needed/desirable following reviews and seek to build a culture of continuous improvement for RW and CW, including supporting the sharing of good practice.
- To ensure that processes and training take account of Equity, Diversity, Inclusion and Justice (EDI&J) and that these areas are monitored, evaluated and reported on to leaders.

Resourcing

- Be both a champion for and guardian of resources of RW and collective worship, to support the effective and efficient engagement of schools and leaders and to ensure diversity and the voice of the individual is valued.
- Promote Diocesan and national CofE resources, training, publications and research for RW, collective worship and spiritual development.
- Support the effective appointment and induction of new staff with regard to the effective teaching of RW and the leading of invitational, inspiring and inclusive CW.
- Champion the role that RW and CW leaders play in church schools across the federation/academy trust with the Lead to support good levels of resourcing and strategic prioritisation.

Person Specification for Religion and Worldviews & Collective Worship Lead(s)



Is an experienced and passionate RW practitioner and/or CW practitioner.

Has a strong understanding of both Ofsted and SIAMS framework as a tool for school improvement.

Advocates for continuing professional and personal development of themselves and colleagues.

Articulates a passion for inspirational, invitational and inclusive collective worship and has a track record of the impact of this work to enable spiritual development of pupils and staff.

Is an advocate for high quality teaching and learning of Religion and Worldviews for all children.

Outward-looking, cultivating partnerships that enrich the school community and RW curriculum - supporting children to become world-wide citizens.

Has the ability to articulate, communicate, lead and support the development of distinctively Christian visions and values in church schools and support how they are 'lived out' through collective worship.

Exhibit habits and disciplines which encourage the spiritual growth and development of all.