



The Diocese of
Canterbury

 THE CHURCH
OF ENGLAND

Recruitment Pack

Who We Are

Canterbury Diocese, the oldest diocese in the Church of England stretches from Maidstone to Thanet, the Isle of Sheppey to the Romney Marsh. It is bound on three sides by the sea and comprises the cathedral city of Canterbury, Maidstone the county town of Kent and the provincial towns of Ashford, Tenterden, Romney, Folkestone, Dover, Ramsgate, Faversham and Sittingbourne. Many areas in Canterbury Diocese have been identified by central government for significant growth. There are a few small areas of affluence, but several pockets of major deprivation. Kent is a large and vibrant county and there are excellent and positive relationships between Local Authorities, strategic partners and the Church.

Whilst the Archbishop of Canterbury is the diocesan bishop, day to day oversight of the diocese is delegated to the Bishop of Dover (Bishop in Canterbury), The Right Reverend Trevor Willmott, who is supported by 3 Archdeacons. The diocese is organised into 3 archdeaconries and 15 deaneries. It is mainly rural in character with 334 churches in 231 parishes, along with 103 church schools and a University with a Church of England foundation.

Our Canterbury Diocesan Objectives

Encompassed by the statement: *living faith, building community, transforming lives*, the Diocese of Canterbury is committed to the following three objectives:

- To grow the church numerically and spiritually
- To re-imagine ministry
- To build partnerships that enrich communities

Frameworks

The structures of the Diocese facilitate the achievement of these objectives into five key Frameworks:

- Local Church Development
- Communities and Partnerships
- Children, Schools and Young People
- Licensed Ministries
- Resource Management and Compliance

The Frameworks represent a flexible way of working for the Diocese (instead of Boards and Committees) with communication and collaboration at its heart. Frameworks work together to support churches, schools and deaneries as they work towards the Diocese's objectives.

Diocesan Governance

Canterbury Diocesan Synod comprises 154 elected members of the clergy and laity. Archbishop`s Council includes elected Synod representatives and ex-officio members who represent the Frameworks of the Diocese. Archbishop`s Council members are Board Directors and Charity Trustees of the Diocesan Board of Finance.

Working for us

Canterbury Diocesan Board of Finance (a registered charity and limited company), employs around 45 employees (full and part time within the 5 Frameworks) and manages the financial affairs and holds the assets of the diocese. Mainly located at Diocesan House, we also have other offices within the Old Palace Canterbury and the offices at the Archdeaconries as well as staff working remotely.

Staff employed by the Diocesan Board of Finance provide support and services for churches and schools in the diocese in line with our Staff vision statement:

“Diocesan House is the dedicated administrative centre serving the Church of England in the Diocese of Canterbury. Through our structural frameworks our vision and purpose is to offer support, advice and exceptional service to all those who work and worship in the parishes and Deaneries of the Diocese enabling them to witness to the good news of Jesus Christ”

As well as a competitive benefits package, we value our staff as individuals and aim to help them to achieve their full potential by providing a work environment which encourages staff views, team working and joint problem solving. We hold regular staff meetings as well as social events and recognise the importance of good work life balance. Through annual reviews we ensure staff receive full support from their line manager and treat all staff fairly and equally.

As a diocese, our values are those of the Christian faith. We do our best to act with integrity, demonstrate respect for others and offer hospitality to all. These values affect everything we do for parishes and Deaneries , as well as each other. We expect all staff to be able to behave sensitively and subscribe to the ethos and mission of the Church of England demonstrating a commitment to the work of the Synod and the Board of Finance.

Equality & Diversity

We understand the benefits of employing individuals from a range of backgrounds, with diverse cultures and talents. We aim to create a workforce that:

- values difference in others and respects the dignity and worth of each individual
- reflects the diversity of the nation that the Church of England exists to serve
- fosters a climate of creativity, tolerance and diversity that will help all staff to develop to their full potential.

We are committed to being an equal opportunities employer and ensuring that all employees, job applicants, customers and other persons with whom we deal are

treated fairly and are not subjected to discrimination. We want to ensure that we not only observe the relevant legislation but also do whatever is necessary to provide genuine equality of opportunity. We expect all of our employees to be treated and to treat others with respect. Our aim is to provide a working environment free from harassment, intimidation, or discrimination in any form which may affect the dignity of the individual.

Standards of Behaviour and Conduct

Staff are expected to act at all times with due consideration for others and in a manner befitting their position as employees of the Church and as professionals, whatever their job.

Our full Equal Opportunities Policy is made available to staff in the Employee Handbook.