



# LANCING COLLEGE

Chaplain

September 2022 or January 2023

## The College

The College stands in an impressive downland estate of some 550 acres, which includes playing fields, residential properties, and an educational farm. The distinguished Victorian buildings, including the spectacular Chapel that was begun in 1868, are a familiar south coast landmark. The nineteenth-century core has been complemented regularly by new buildings and extensions. Recently a co-educational house, a dance studio, gym and learning support suite have been formed by conversion. There is also major investment in funds for scholarships and bursaries, including the Foundationers' Campaign which funds a number of transformational bursaries annually.

Lancing first admitted Sixth Form girls in the 1970s and moved to full co-education in 2000. The College's modern history is one of evolution from an almost wholly boarding community to a mixed boarding and day school with an intake of local, national and international pupils: a proudly cosmopolitan community. In 2002 the governors acquired what has now become Lancing College Preparatory School at Hove, which is about five miles away from the College itself. As a result of a further acquisition Broadwater Manor School became Lancing College Preparatory School at Worthing in January 2014.

Lancing has a strong history of achievement academically, in the arts, and in a wide variety of sport. There is a modern swimming pool, squash and fives courts, a range of tennis courts and two all-weather surfaces in addition to a newly developed sports and fitness centre and a new Equestrian Centre. Music, drama and art are very strong. The specialist music school is next to the Chapel, which possesses a modern Frobenius organ as well the original Walker instrument. The theatre has recently been re-furbished and a dance studio added to the College's facilities. The Art School brings art, photography, sculpture and ceramics under one roof. Extensive work has taken place to re-model the Science Department. The College has excellent IT provision.

The College has a remarkable reputation in the arts. O.L.s include Sir Tim Rice, Christopher Hampton, and Sir David Hare who continue a tradition which reaches back to Evelyn Waugh, and other distinguished figures such as Archbishop Trevor Huddleston, Sir Peter Pears, Sir Roy Calne, Prof. Rana Mitter and more recently Zoe Conway, Oliver Soden and Racheal Ofori. The seam of independent thought and a willingness to challenge orthodoxy runs deep.

The College recruits a 13+ (Year 9) entry of approximately 100 and an additional Sixth Form (Year 12) entry of about 50-60 students in any given year. There are ten Houses (seven boarding houses, four boys' and three girls', and three day houses, one each for boys and girls and one mixed). Lancing operates a six day academic week with teaching on Saturday mornings and sports fixtures on Saturday afternoons, and day pupils are expected to engage fully with the life of the boarding community. The College was graded 'excellent' in all categories and sub-categories in the recent, 2017 integrated ISI inspection document which can be found here: <https://www.lancingcollege.co.uk/lancing-college/about/inspections>.

Academic standards are consistently high: A\* - B grades at A Level average over 80% for the last ten years and the A\* average since 2010 is over 20%.

Each year the College offers several academic scholarships and similar awards for Art, Music, Drama and Sport as well as for all-rounders, all of which may be enhanced by means-tested bursaries.

The Headmaster, Mr Dominic Oliver, has been in post since September 2014.

## **Woodard Schools**

Lancing College is a member of Woodard Schools Corporation. Established in 1847, Woodard is now the largest group of Church of England Schools in the UK and is recognised as providing academic excellence and an unrivalled supportive environment where individuals can flourish within its Anglican, Christian ethos. With 45 schools (both independent and state) located throughout England and Wales, Woodard educates and supports 27,000 students a year.

As the Senior School of the Woodard Corporation Lancing is closely identified with the worship and practice of the Anglican Church and its Catholic tradition. The Eucharist has always been the centre of worship in the Chapel and the idea of a Eucharistic community central to the foundation of the school. The College is involved in the work of the Corporation and the Woodard Southern Area Provost (The Rt Revd Jonathan Meyrick) is an ex-officio member of the Governing Body.

## **General**

Lancing College is a friendly, ethical, vibrant and outward-looking place to work. We act with integrity and treat each other with respect, valuing diversity and rejecting discrimination. We are fully committed to creating and promoting a diverse and inclusive workforce that reflects both our local community and our cosmopolitan student body. Applications are welcome from all suitably qualified candidates regardless of ethnicity, religion, sexuality, gender, age or disability. We particularly encourage applications from under-represented groups.

The College requires of all its employees a high standard of behaviour and integrity when undertaking duties and when in contact with pupils, parents, fellow employees, and visitors alike.

## **The Appointment**

The vacancy arises on the retirement of Father Richard Harrison after 13 years of distinguished and inspiring service to the College.

The appointment will be made jointly by the Provost and the Head Master, who will be assisted by the Senior Provost of the Woodard Corporation and members of the College's Senior Management Team.

## **The Chapel**

The magnificent Chapel, reputed to be the largest school chapel in the world, is a Grade 1 listed building and one of the biggest churches in Sussex and the Diocese of Chichester. It is therefore used as a venue for services and concerts by many local organisations including the diocese. There is a full-time Verger and a cleaner. The Chapel provides a quiet sacred space in the heart of the community. It is open to the public throughout the year and has a very dedicated band of voluntary guides.

The Friends of Lancing Chapel is the organisation which raises the finances for the maintenance of the fabric of the Chapel. A major project has just been finished to achieve the completion of the Chapel with the building of the West Porch. Lancing has a fine choral tradition and the Director of Music is also the Director of the Chapel Choir.

More information on the building and its history can be found here:

<https://www.lancingcollege.co.uk/chapel>.

## **Worship and Liturgy**

The Chaplain plans, organises and leads our weekly whole-school Chapel services, which form the corporate worship of the College. There are separate services for the College and Prep Schools.

The main service in the College each week is a Sung Eucharist on a Wednesday morning at 8.30am attended by the whole school. A Sung Eucharist is celebrated on a number of Sunday mornings a year at 10.00am; these currently take place on the first Sunday of each term and Remembrance Sunday.

There is significant scope for creativity in the planning of these services. Working closely with the Director of Music and the Chapel Choir, our goal is for Chapel services to be inspiring, engaging and relevant for all students. Involving other members of staff and students in this process is absolutely critical.

Other special services include Remembrance Sunday, Founder's Day services, the Leavers' Service, Festal Evensong and the Carol Services (with thousands, including those from outside the College community, attending across multiple services). There is plenty of scope

for the Chaplain to develop imaginative opportunities for voluntary worship that can complement these 'compulsory' services. In addition there is a daily and voluntary celebration of the Eucharist in the Crypt or House common rooms to which House groups are invited, and which occur at a time which suits the House.

Lancing operates an 'open altar' policy. All practising baptised Christians are admitted to Holy Communion on condition they have been baptised. All pupils, of whatever faith or none, are welcome to receive a blessing. About 20 pupils are prepared for Confirmation each year, often with some adults. A team of sacristans and eucharistic ministers, drawn from the staff and pupil body, assist in services and there is a tradition of inviting members of the school community, including pupils, to preach on particular occasions.

## **The Role**

The role of Chaplain is a demanding and wide-ranging post. The following details therefore serve only as an outline of the main responsibilities.

The College has a distinct Christian foundation and the Chaplain is an important member of College life. The Chaplain will be required to nurture and develop the tradition in which the Chapel stands: valuing the sacramental life; committed to liturgy that seeks to maintain the beauty of holiness; teaching the Faith in a generous, undogmatic and inclusive manner; and welcoming those of all faith traditions and none.

The Chaplain works closely with the Head Master (they meet weekly), actively seeking to create new ways of enriching the College's Christian life in response to the needs of the community and his/her particular strengths and gifts. The Chaplain also attends the weekly Housemasters' and Housemistresses' meeting, since the House is the basic unit of pastoral care in the school.

The Chaplain also needs to relate well to parents, and to staff, so s/he needs to be a familiar face in and around all three schools (Senior, Prep and Pre-Prep). In the Woodard tradition, the Chaplain has a strong relationship with all three Heads and his/her influence in all areas of College life is welcomed.

We are thus looking for someone who will be the "parish priest" to the whole community, mainly during term time but also involving some work during the school vacation as befits this key position within the College. The Chaplain offers informal friendship and support to all, and is also able to offer and organise more formal services like baptisms, confirmation, weddings and funerals for the College community and their families.

It is also important for the Chaplain to be involved in the wider life of the College, engaging with students and building relationships away from the formalities of the Chaplaincy. Living on the campus is important in being available to the whole community.

No previous teaching experience is required though it is envisaged that there will be some teaching associated with the role, with a teaching load set at a level that acknowledges the

various other demands on the Chaplain's time, and his/her need to be available to members of the community as required.

There is a separate post of Head of Religious Studies, with a total of four members of staff contributing to the teaching of this department. REP (Religion, Ethics and Philosophy) is part of the compulsory curriculum for the Third and Fourth Forms (leading to an internal examination, equivalent to the Short Course GCSE) and Religious Studies is available as an option to A Level in the Sixth Form. There is no requirement that the Chaplain should teach REP. The present Chaplain has in his time at the school taught in four departments.

The Chaplain should also be an active contributor to the broader co-curricular life of the school (sport, music, drama and other activities).

The Chaplain works with other pastoral leaders to co-ordinate charity and other outreach events, assisted by a committee of Lower Sixth Form pupils.

The Chaplain also links pupils with wider Christian communities e.g. leading pilgrimages, accompanying groups to worship or choral singing in other church settings.

At times of individual or communal difficulty or crisis, the Chaplain plays a central and vital role in offering support and spiritual counsel.

These broader elements (pastoral involvement, teaching, engagement in the co-curriculum, outreach) are seen as vital in terms of integration of the post-holder into the community as a whole; the Chaplain must be seen as a visible presence in College life and must be accessible to all. Pupils in particular should feel that they can make themselves heard through the Chaplain. Encouraging, listening and responding to their voices (both individual and collective) is an important part of this role.

Beyond Lancing, the Chaplain is expected to be active in national organisations of school chaplaincies. These include the network of Woodard Corporation chaplains, and the Centre for Chaplaincy in Education.

The Chaplain has contact with the wider Church by taking services at parish churches in the diocese and beyond. The Chaplain preaches at other schools – there has been and should be a close link with Hurstpierpoint and Ardingly together with feeder prep schools. Other clergy often come to Lancing to preach. The Bishop of Lewes usually conducts the confirmation services.

### **Line Management**

The Chaplain reports to the Head Master. The Provost of the three founding Woodard Schools (Lancing, Hurst and Ardingly) has responsibility for overseeing the religious and spiritual life of the schools and for supporting the Chaplains in their roles. It is expected that the Chaplain will develop a close working relationship and communication with the Provost.

## Summary of Essential Responsibilities of the Role

1. Oversight of the daily life of Chapel and organisation of all services.
2. Nurturing and developing the rich Christian tradition that the Chapel has inherited.
3. Acting as a key figure in pastoral care within the school as a listening ear and spiritual support to all who need it: pupils, all staff and members of the wider College community.
4. Teaching, modelling, nurturing and supporting the values of the College both in Chapel and in the day-to-day life of the school.
5. Oversight of annual set-piece services to the highest of standards: Carol Services, Remembrance, Founder's Day, Leavers' Service etc.
6. Working with the Director of Music to ensure the highest of musical standards in the life of the Chapel with a vibrant and dynamic mix of music and liturgy encouraged. The Chaplain also provides support for all choir activities both at Lancing and in other venues.
7. Nurturing the spiritual lives of pupils at the College through support and oversight of all voluntary Christian activity at the College: e.g. Confirmation, voluntary services, the work of the Sacristans, Christian Union, talks etc.
8. Liaising closely with the Senior Deputy Head and broader pastoral team to provide appropriate support for pupils in particular difficulty and to be a visible and supportive presence in the Houses.
9. Appropriate support for the Foundation Office in providing services for OL reunions and special events, and in addition support for the wider Lancing community in terms of weddings, baptisms, funerals, memorials etc.
10. Representing Lancing at certain services or events, including occasional preaching in other schools.
11. It is also expected that the Chaplain will undertake some teaching on a reduced timetable (all subjects considered) and will be committed to involvement in the wider life of the College (sport, activities etc.).
12. They will also assume the responsibilities associated with membership of the Common Room and carry out tasks as reasonably required by the Head Master.

In addition to the core elements described above, we are particularly interested in candidates who can also demonstrate vision and passion in one or both of the following areas:

- A. **Intellectual leadership:** Lancing is an increasingly diverse community yet remains committed to the belief that the Christian worldview has relevance educationally in shaping values, ethics, mindset and priorities in a secular context. We would love to stimulate thought and debate in this area, both at Lancing and beyond, in order to encourage balanced, informed and healthy discussion of important issues as part of our commitment to preparing Lancing pupils for the world beyond school.
- B. **Partnership:** at the centre of our strategic thinking is a desire to engage with the world beyond Lancing, particularly using areas of expertise and relevance to build relationships with others. We believe Chapel and Chaplaincy to be an area of exciting growth in this regard.

All the above should be carried out in accordance with legislation and with particular reference to school policies, most notably the College's Safeguarding Policy.

### **Person Specification**

The post-holder will be expected to be:

1. In sympathy with the Christian foundation of the College and supportive of the continued centrality of the Chapel and Christian values and ethos in the school.
2. A pastor to the whole community, regardless of an individual's faith tradition, demonstrating both a pastoral heart and clear pastoral gifts, so as to be able to support people both in good times and in bad.
3. A prayerful person, with a rooted sense of their own faith, for whom the Daily Offices and the Eucharist are important parts of their spiritual discipline.
4. A gifted communicator in all settings.
5. Understanding of the demands of boarding school life and willing to engage in the wider life of the College both in and beyond the classroom and across the scope of the boarding day and week.
6. A collaborative individual willing to work in a team but with a clear sense of initiative and independence and with the ability to both initiate and manage change.
7. An individual of the highest moral integrity and trustworthiness.

### **Terms and Conditions**

- Lancing has its own pay scale and the financial package offered will be commensurate with the responsibilities of the post and the experience of the person appointed.
- The successful candidate will be resident on the College campus.
- For staff with children of school age, a remission of fees is available as part of the package to enable staff children to benefit from the education offered by the College.
- Probationary Period – the employment will be subject to a probationary period of one year during which time the College may terminate the employment by giving in writing not less than ten weeks' notice and the member of staff may terminate the employment by giving in writing not less than one term's notice.

### **Further Information**

It is the policy of the College not to notify candidates who have not been shortlisted for interview. Therefore, if applicants have not had a reply from the school within 21 days of the closing date, they can assume that their application had been unsuccessful.

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

The successful applicant will be subject to an enhanced Disclosure and Barring Service check.

Applicants who have lived outside of the UK in the past 10 years will be required to provide a Police Check from their country of residence. In addition, and where applicable, successful candidates will be required to produce a 'letter of professional standing' issued by the relevant professional regulatory authority as proof of past conduct.

## **Applications**

The timetable for the appointment is as follows:

Closing date for applications	Friday 10 June 2022
Initial interviews at the College	w/c 13 June 2022

The Provost would welcome informal contact with interested parties by email ([cjmeyrick45@icloud.com](mailto:cjmeyrick45@icloud.com)) as would Fr Richard Harrison ([rkh@lancing.org.uk](mailto:rkh@lancing.org.uk) or 01273 465961), and the Senior Provost, Fr Justin White ([justin.white@woodardschools.co.uk](mailto:justin.white@woodardschools.co.uk)).

Applications should be made using the application form which is available from the College website (<https://www.lancingcollege.co.uk/lancing-college/about/vacancies>) and returned to the PA to the Head Master ([hmpa@lancing.org.uk](mailto:hmpa@lancing.org.uk)). Candidates are asked to add a covering letter (addressed to the Provost and Head Master) setting out, as succinctly as possible, their reasons for applying for the position at Lancing.

A full curriculum vitae and the names, addresses and telephone numbers of a minimum of three referees, one of whom should be the candidate's current or most recent employer, should be included with the application. References will be taken up in advance of the interviews.