

A Christian Chaplain for a Non-Denominational School - A Sample Job Description

Background

Required for Date an ordained Chaplain and honours graduate teacher of a subject within the National Curriculum.

This is a new post being created in this multi-faith, non-denominational, high- achieving large 11-18 mixed school. It is designed to underpin the school's commitment to a faith perspective and to the concern for each individual, pupil and staff, within the wider educational remit it pursues. It offers an opportunity for the development of a new form of ministry within a large and vibrant learning community.

The school has taken the decision to establish within its community the role of a Christian Chaplain. This is new to the school and unusual in any non-denominational, maintained comprehensive school. It arises from the view that the spiritual support and development of all within the school is of paramount importance for an institution devoted to human development and the flourishing of human community. Accordingly, an ordained Christian minister is sought who can represent and articulate through Christian witness and ministry the many dimensions of the human spirit as they are manifest within this large and diverse community. The role is seen as pioneering and its development will be reviewed by the Governing Body after the first three years. For this period at least it will be tied to a 0.6 teaching timetable, probably within a National Curriculum subject, including PSHE, leaving the remainder of the time, up to 20 hours per fortnight, for Chaplaincy activities. If an applicant has the experience and attributes to work effectively within the school's year-based pastoral system, this will be taken into consideration.

Personal Qualities

The school is seeking to appoint someone who:

- has an honours degree in a National Curriculum subject
- is an ordained minister with a trinitarian church
- is a team player, building positive interpersonal relationships, but who can also work individually
- offers a role-model to young people
- understands the over-arching importance of confidentiality
- appreciates and understands fully the significance of safeguarding protocols within the school
- has a strong sense of humour

General Responsibilities include:

- relating well to children as well as the future they represent
- working to sustain a mutual respect and understanding amongst individuals of different faiths or none

- offering guidance and support to those who are facing dilemmas, tensions and uncertainties in their lives
- routinely shaping - and often leading - assemblies across years 7-11 and, from time to time, with the Sixth Form
- working with local Christian churches - and other world faith groups locally represented - to embrace and enhance their work in the life of the school developing an overt spiritual dimension within the curriculum through work with curriculum and pastoral leaders and the establishment of curriculum and pastoral link teams
- commending the value and the power of prayer as a valid human activity before God
- developing or adapt appropriate forms of liturgy for use under appropriate circumstances within the school
- providing a counterbalance to the negative circumstances often associated with religion.

Key Responsibilities are:

- to be an active, living witness to the value of Christian, ordained ministry within a pressured, secular community
- to develop a 'spiritual hub' within the school
- to work collectively and individually to represent a Christian, spiritual approach to issues of human development and relationships as presented in school, underpinned by overt acknowledgment of the power and the love of God and the earthly ministry of his Son, Jesus Christ
- to publicise the work of the chaplaincy through the school website and through printed media.

Other Specific Responsibilities are:

- to contribute to the teaching of the curriculum, preferably in a National Curriculum examination subject and also within PSHE
- to have an input into the creation of materials for tutorial time
- to attend all relevant meetings, especially curriculum and pastoral leaders' meetings, as appropriate
- to report on Chaplaincy activities to the Leadership Team and the Governing Body as required
- to manage and be accountable to the Bursar for a small budget to set up and run the chaplaincy
- to enter fully into the broader life of the school in order to help fulfil one of its key purposes which is to work towards the realisation of each pupil's potential and the acquisition of necessary skills and values.

Salary

- This will be on the teachers' pay scale with a Teaching and Learning Responsibility payment reflecting qualifications and experience.

Review

- The work of the Chaplain will be reviewed annually.

Line Management

- Initially at least, the Line Manager will be the Headteacher.