

WINNER 2024

INDEPENDENT  
SCHOOLS  
OF THE YEAR  
• AWARDS •



CHRIST'S HOSPITAL

A SCHOOL LIKE NO OTHER

# SCHOOL CHAPLAIN

*Required for September 2025*

[www.christs-hospital.org.uk](http://www.christs-hospital.org.uk)

# Introduction

Unique to Christ's Hospital is its mission, which has stood for over 470 years: to challenge inequality by providing a nurturing, transformative education for young people from all backgrounds. The school prides itself on its academic excellence, rich history, charitable ethos, stunning buildings and site, rewarding work environment and diverse community. It is in the independent sector, but we are far from being a typical independent school. The story of the school and its charitable mission now is largely the same as it in the 16th century, which is, in the admission of its students, 'to have regard especially to children of families in social, financial or other specific need'.

We take pride in being the most diverse independent school in the UK, where individuals from all backgrounds come together to share experiences and broaden perspectives. Our students come from London and the southeast and, increasingly, from further afield in the UK; we also welcome students from overseas, including Hong Kong, China, Japan and Europe. Our commitment to social and cultural diversity fosters an inclusive environment, preparing our students to navigate a globalised world with kindness, inclusivity, responsibility, perseverance and individuality.

CH (as it is affectionately known) provides more financial support to its students than any other school in the sector. In the current academic year, 86% of our main intake come to us from state schools. More than 75% receive financial support, with 13% paying nothing and a further 25% paying less than 10% of the full fee. Bursary support totalled some £21 million last year, with an average fee remission of 84%, benefitting over 650 students. We have full fee payers from the UK and overseas (approximately 22% of students this year), with staff children making up the balance. Many students start at CH having already faced significant challenges in their young lives. CH provides them with a safe and secure place to develop and achieve their full potential. Many will be the first in their family to attend university; they don't have that easy certainty of aspiration and success that can characterise their peers in independent education.

The school offers a varied and interesting curriculum inside and outside the classroom as well as facilities which would be the envy of many schools. All aspects of our holistic education have challenge and opportunity at their core. We have recently developed a comprehensive expeditionary education programme and are building a state of the art athletics track and adventure trail which will complement our inclusive learning environments from September 2025.

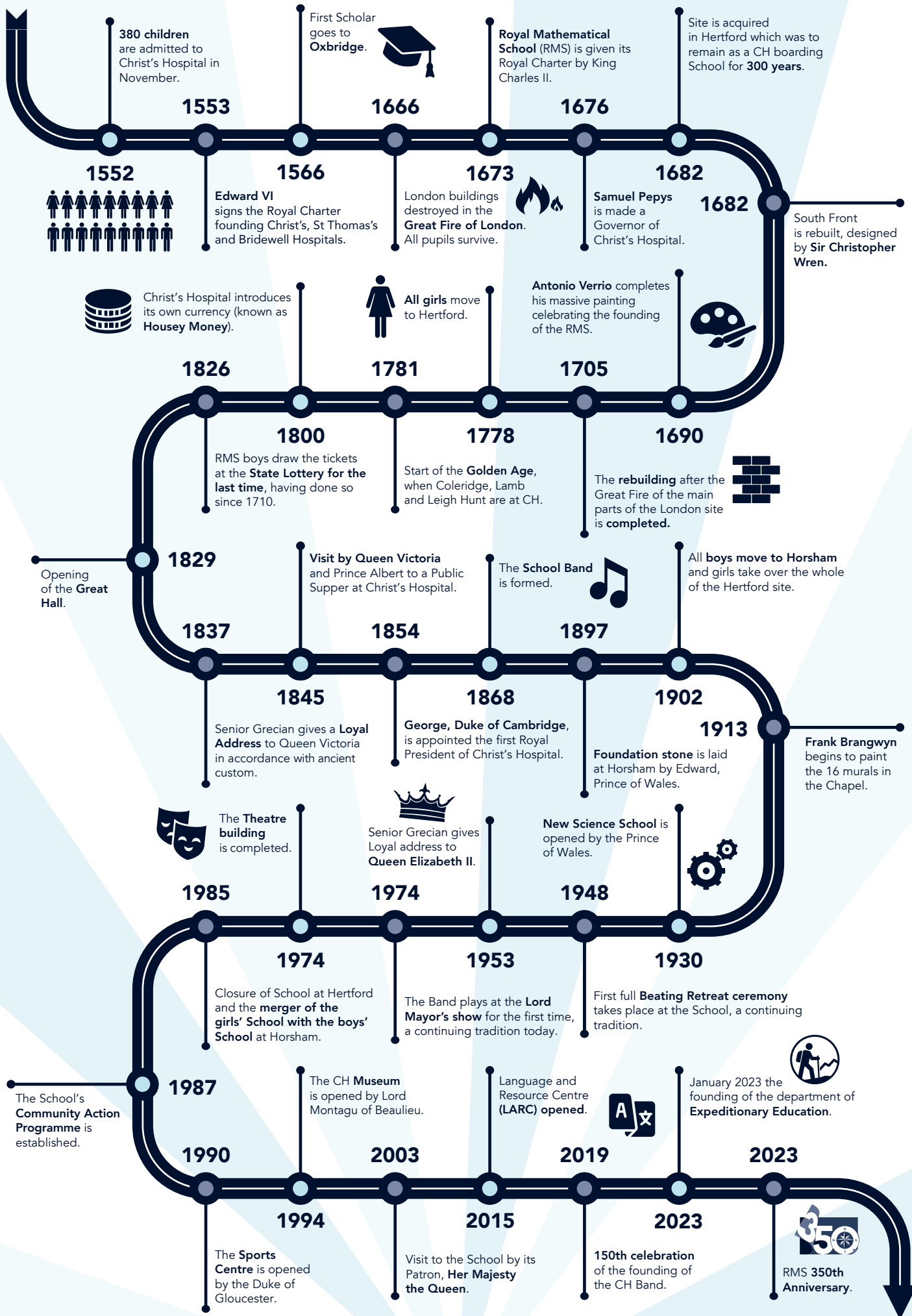
CH bases its experience in continuous learning and growth, for our students and staff. We provide frequent, personalised and comprehensive professional learning opportunities that empower our staff, ensuring they are abreast of contemporary educational thinking. This commitment translates into improved educational experiences for our students.

So, why come to CH? Because our students are inspiring; because you get to share in their achievements and see them reach a potential that might otherwise be frustrated by their home and financial circumstances; because every day you learn something new; because you get an opportunity to push back against the limits and constraints that a lack of social mobility implies; because it is fun, stimulating and ultimately satisfying to work with young people who want to achieve.

If this, and the information that follows, suggest that CH is a place to which you can bring relevant personal and professional experience and where you can make a real difference to the lives of our young people and to your colleagues, please do think about joining us at Christ's Hospital. It is a place where you can contribute to a transformative education for our students and therefore go about creating positive change in the world beyond.



# OUR JOURNEY SO FAR



# Academic Life

Christ's Hospital prides itself on delivering a vibrant curriculum that has both challenge and opportunity at its heart.

The CH curriculum is made up of three interwoven parts; a stimulating academic curriculum which covers everything inside the classroom, an extensive broader curriculum which encapsulates everything outside the classroom and a nurturing pastoral care programme which supports personal development. All three complement and support the progress of our students at every stage.

In Year 7 and Year 8 the focus is on a diverse academic curriculum offering the students an abundance and breadth of experiences. In Year 8 the students are challenged to deliberate, rationalise and debate the world around them. They also add a further Modern Language to their learning. In Year 9, in addition to exploring the core subjects, they select a further five subjects from the 16 available to study in more detail. In readiness for their GCSEs, this is slimmed down to four optional subjects in Year 10 to allow for greater depth and exploration.

Finally, in the Sixth Form, students' scholarship is stretched in a stimulating blend of; core A level subjects, independent study through individual project work and CH's bespoke Learning for Life programme. The final two years require a willingness to engage with intellectual challenge whilst benefitting fully from the breadth of CH's unique curriculum.

Christ's Hospital provides a dynamic curriculum that supports the progress of students at every stage, fostering intellectual growth and nurturing their potential.





# Broader Curriculum

In the broader curriculum, our aim is to offer varied and rewarding experiences that allow students to discover and develop new interests and talents.

Our diverse curriculum emphasises the importance of life skills and offers an extensive range of activities such as sports, music, art, drama, and outward-bound adventures. Students have the opportunity to participate in clubs, societies, and extracurricular activities, including expeditionary education, the Duke of Edinburgh's Award, Young Enterprise, chess, debating, and public speaking. These activities provide valuable opportunities for personal growth and skill development.

We also offer the Combined Cadet Force (CCF), which provides unforgettable experiences for students, fostering teamwork and leadership skills. The Model United Nations (MUN) project is another thriving initiative that enhances students' leadership and diplomatic abilities. Our school trips take students all around the world, providing them with unique cultural experiences. Recent trips have included visits to New York, sailing the Aegean Sea and exploring various countries in Europe.

Additionally, our community action programme teaches students the importance of society and citizenship. Through it, students engage with the elderly, primary school children, and individuals with special needs, allowing them to cultivate empathy and social responsibility.

Our broader curriculum not only prepares students for the wider world but also complements and strengthens their academic studies. We encourage and support each student to identify and embrace new challenges, fostering a culture of continuous growth and development.

Overall, the diverse and rewarding opportunities that our broader curriculum offers helps to shape well-rounded individuals who are equipped to thrive academically and beyond.





# Pastoral Care

Christ's Hospital places great importance on delivering the highest standards of pastoral care to its students. The close-knit boarding houses are a fundamental aspect of day-to-day life at the school and play a crucial role in providing a supportive and nurturing environment.

The Houses create a sense of community and act as a 'home away from home' for all students. Each student belongs to one of the 16 boarding houses or two upper sixth form residences. Within their designated House, students find a supportive network of peers and House staff who provide guidance, support and care throughout their time at the school.

The House staff, including Houseparents, Matrons, and Tutors, are dedicated to the well-being and welfare of the students in their care. They take a holistic approach to pastoral care, focusing on the social, emotional and personal development of each student.

Through the Houses, students have access to a wide range of help and guidance, including academic support, extracurricular involvement, and personal development opportunities. The Houses foster a sense of belonging, friendship, and camaraderie among students, creating a supportive and inclusive community.

Christ's Hospital takes pride in its commitment to providing exceptional pastoral care, ensuring that students feel safe, cared for and supported throughout their educational journey. The Chaplaincy also plays an important role in supporting the CH community pastorally.





# Location and Facilities

Christ's Hospital is located in West Sussex, nestled in 1200 acres of stunning rural countryside between London and Brighton. It is conveniently situated for transport links, with Horsham town centre less than 10 minutes away by car or train. The school benefits from its own mainline railway station, with regular trains to London, Gatwick and the South Coast. It also has strong airport links being 20 miles south of Gatwick and 45 miles from Heathrow. The south coast is easily accessible and the Guildford-Shoreham Downlink runs just outside the school.

The campus at Christ's Hospital is truly majestic, making a lasting impression from the moment you arrive. Our purpose-built Edwardian campus is grand and imposing, but it is home to the diversity of lived experience that sits behind the dry statistics above. Our pupils come from social housing, from inner London, towns and villages in the southeast, and from Hong Kong, mainland China and continental Europe. Each will gain from living alongside the others and from the opportunity to make friends and learn about people from such a wide variety of backgrounds and experiences.

Teaching takes place in 90 well-equipped classrooms organised by department. Each classroom is equipped with specialist resources and dedicated facilities to enhance the learning experience. The library at Christ's Hospital offers access to over 20,000 books, newspapers and journals. It also features a fully integrated online catalogue system, providing additional resources for students.

In addition to their boarding houses, students have access to a purpose-built theatre, a modern sports centre, a music school and an art school. Christ's Hospital runs an ongoing programme of renovation and redevelopment which ensures that the facilities remain modern and up-to-date. This commitment to maintaining the site reflects the school's dedication to providing a high-quality learning environment. The Chapel provides an inspiring space for our regular Sunday and weekly services.

The majority of students and many teachers live on site, creating a close-knit community where staff and students feel happy and secure.





# Working at CH

Christ's Hospital employs over 450 staff and has a diverse range of employment opportunities, including teachers, plumbers, electricians, school nurses, accountants and sports coaches. Everyone employed by Christ's Hospital has a direct or indirect impact on the students who live and study at the school. Our students and staff bring a social and cultural diversity that enriches our school community and makes us unlike any other independent school in the UK.

We have been announced as Independent School of the Year 2024/25 by Independent School Parent Magazine as well as receiving first place in the Performing Arts category. In addition, the school is listed by the Social Mobility Commission as one of the suggested organisations and the only school for companies to work with to increase social mobility in the UK.

Christ's Hospital is a 24-hour operation during school term times, and we require flexibility from those who work here. Some of the roles within the organisation are live-in. Often these roles will require early starts and later finishes but benefit from housing for this purpose.

- The school is financially stable, with places in our Year 7 and Year 9 being over-subscribed every year and we run a waiting list. It is backed by strong financial planning and continues to make extensive contributions to our students' bursarial support.
- Membership of Bluecoat Sports, the school's sports centre, comes at a significantly reduced cost, starting at under £20 per month for a family. More information about BCS can be found <https://www.bluecoatsports.co.uk/>.
- Free lunch and other refreshments are available for staff throughout the day, and breakfast and teas are also provided for staff on boarding duty days.
- CH is a thriving community for staff and their families, with numerous social and cultural events. Discounted theatre and concert tickets for public events held in the school theatre are offered, and staff have access to the school library and resources centre.
- The School year is punctuated by special Chapel occasions with Remembrance Sunday, Carols and the Leaving Service creating particular high points. There are voluntary chapel opportunities during each week including Holy Communion, Night Prayer and Quiet Time, weekly sung Compline by a student-led choir and occasional choral evensongs on Fridays.
- Free parking is available for all staff working on-site.
- There are a number of excellent primary schools locally and a CH staff discount available at a local prep school.

Christ's Hospital is committed to safeguarding and promoting the welfare of children and young people and expects all staff, visitors and volunteers to share this commitment. We follow safer recruitment guidelines, including carrying out on-line searches on shortlisted candidates to check suitability to work in an environment with children.





LOCATED BETWEEN GATWICK AND BRIGHTON

STRONG GCSE AND A LEVEL RESULTS

FOUNDED IN 1552 BY KING EDWARD VI



CHRIST'S HOSPITAL

A SCHOOL LIKE NO OTHER

Christ's Hospital, Horsham, West Sussex RH13 0LJ

01403 211 293  
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www.christs-hospital.org.uk



SITUATED IN 250 ACRES OF STUNNING SUSSEX COUNTRYSIDE



BOARDING SCHOOL FOR BOYS AND GIRLS AGED 11-18

THE FAMOUS CHRIST'S HOSPITAL BAND WAS FOUNDED IN



1868



CHARLES II FOUNDED THE ROYAL MATHEMATICAL SCHOOL AT CHRIST'S HOSPITAL IN 1673



98%

OF LEAVERS GOING ON TO

TOP

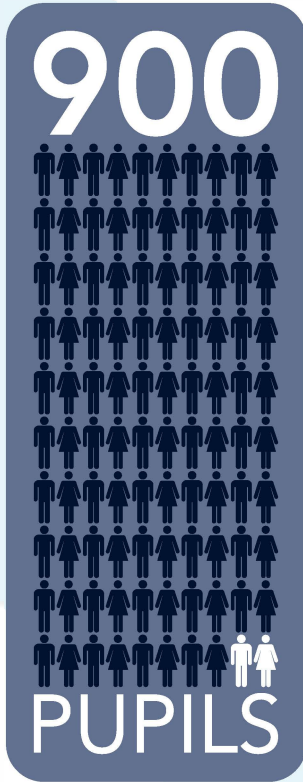
UNIVERSITIES



SPEECH DAY IS ATTENDED BY THE LORD MAYOR OF LONDON ...



The Tower of London offers FREE ENTRY to pupils wearing uniform



900

PUPILS



The Independent Schools Inspectorate has confirmed all round excellence at Christ's Hospital

EXTENSIVE COMMUNITY ACTION AND OUTREACH PROGRAMME

CH: PIONEERING SCIENCE EDUCATION

EST. 1800

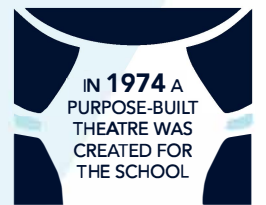


EQUAL SPLIT BOYS AND GIRLS



EASY ACCESS TO INTERNATIONAL AIRPORTS AND GOOD ROAD AND RAIL LINKS

FAMOUS UNIFORM PROVIDED FREE TO ALL STUDENTS



IN 1974 A PURPOSE-BUILT THEATRE WAS CREATED FOR THE SCHOOL



2023 The founding of the department of EXPEDITIONARY EDUCATION

OVER 600 INDIVIDUAL MUSIC LESSONS ARE TAUGHT EACH WEEK

WIDE

RANGING BROADER CURRICULUM PROGRAMME



CHRIST'S HOSPITAL IS BLESSED WITH SOME OF THE BEST SCHOOL SPORTS FACILITIES IN THE COUNTRY



CHRIST'S HOSPITAL HAS ITS OWN RAILWAY STATION

# Job Description

## SCHOOL CHAPLAIN

Accountable to the Head Teacher through the Senior Deputy Head

We are seeking to appoint a passionate and gifted Anglican priest to deliver the Chaplaincy provision at the school. Christ's Hospital is a full-boarding community which has Christian principles at its heart and is at the cutting edge of enabling social mobility through transformative education. Over recent years, we have advanced the Chaplaincy, and the successful applicant will continue to work in the areas of bereavement care, outreach and in developing the relationship with EDI at the School. Christ's Hospital enjoys a formal link with the Diocese of Chichester and more informal connections with other nearby Dioceses. The successful applicant will lead the chaplaincy, including officiating at services and preaching to a high standard, providing spiritual care and formation, teaching (if qualified and wanting to do so), and participating in the co-curricular life of the School.

The successful candidate may have a background in parish ministry, education, or youth and social work. Their personal qualities, experience, skills, and commitment will be the most important factor in the discernment process. Applicants should evidence in the personal statement how they meet the requirements of the role and person specification. They will be required to start work at end of August 2025 for the commencement of the 2025-26 academic year.

## The Chaplaincy

Christ's Hospital is a religious, royal and ancient foundation in the tradition of the Church of England. The school is widely known in the UK for its outstanding education principles and its diverse breadth of students. It is the mission of Christ's Hospital to enable those from all corners of society to come together and thrive regardless of their background. Christ's Hospital offers the post-holder a unique ministry and is actively seeking individuals who can reflect and contribute to the diversity of our community.

To this day, CH remains faithful to its original mission and the Christian principles which inspired its founding are still very much at the heart of all we do. Our glorious Chapel is at the centre of the School, both physically and spiritually. It is a beautiful building, dedicated as Christ Church, after Christ Church Greyfriars, where the School was located until 1902. The beautiful stone reredos, the striking Brangwyn murals, the recently rebuilt mighty 5 manual Rushworth and Dreaper organ, and our talented Chapel Choir all make for a place which is both awesome and intimate.

The Chaplain enjoys respect within the School community, providing spiritual and pastoral care for staff and students and articulating the moral and spiritual values which underpin our life together. The ministry is primarily one of Christ-like presence through all the changing scenes of life. Given the context in which our School was founded, we know the power of a sermon, so we take preaching very seriously. The chaplain addresses all students twice a week, speaking on the Gospel for the principal service on Sundays and on a theme of their choosing during the week.

There is a thriving Christian Union and Gospel Choir, both of which meet weekly. A good number of students are prepared for Baptism and Confirmation each year. We have also established provision for pupils of different faiths and there are active Muslim and Jewish Students' Associations as well as other affinity groups.



## Job Purpose

- To conduct a programme of chapel services and opportunities, contributing also to occasional services in the City of London
- To minister to the immediate school community, including students, staff and their families
- To conduct outreach activities, by maintaining good relationships with the Diocese of Chichester and other Dioceses
- To provide one-to-one pastoral care to a small caseload of students, as a member of the school's Welfare Team, especially in relation to bereavement
- To actively contribute to the broader curriculum and pastoral aspects of the students' education
- To provide appropriate advice and support to the Head Teacher and Senior Leadership, especially in times of disaster and crisis
- Support the Head Teacher and Senior Leadership in implementing all aspects of statutory guidance for education and school policy
- To support the ethos, mission and charitable objectives of the School



# Key Responsibilities and Accountabilities

## **CHAPEL AND SERVICES:**

Prioritise attendance and officiate at the Daily Offices and the Holy Eucharist

- Conduct the weekly programme of worship:
  - Junior Chapel on Wednesday morning
  - Senior Chapel on Thursday morning
  - Whole-school Chapel service on Sundays
  - Junior night prayer on Thursday evening (8 pm)
  - Senior compline on Thursday evening (9 pm)
- Organise and conduct the St. Matthew's Day service and Spital Service in the City of London and the Speech Day service and Leavers' Service at Horsham.

## **MINISTRY:**

Minister to staff members and their families in times of need and by conducting weddings and funerals when appropriate

- Prepare candidates for baptism and confirmation
- Lead the school's student Christian Union
- Supporting all 15 affinity group staff liaisons in supporting students of different faiths liaisons (e.g. Jewish Students' Association, Muslim Students' Association, LGBTQ+ )
- Collaborate closely with the EDI Lead
- Offer general support to those with questions of faith

## **OUTREACH:**

- Forge and maintain links across the Church of England to support the signposting of potential applicants to Admissions
- Liaise with Marketing in support of events welcoming primary schools to Christ's Hospital

## **PASTORAL:**

- Ensure the safety and welfare of students at all times
- Have a thorough understanding of statutory and School safeguarding requirements and ensure appropriate action and compliance at all times
- Prioritise attendance at weekly Welfare Team meetings
- Make visits to boarding houses
- Liaise with houseparents, members of the Welfare Team and other pastoral staff to provide leadership and co-ordination on bereavement and pre-bereavement care planning for students.
- Provide one-to-one pastoral care to a small caseload of students, as a member of the school's Welfare Team, especially in relation to bereavement
- Attend Inclusion Working Group meetings

## **OTHER:**

- If the successful candidate is a teacher, there will be some flexibility and lessons will be made available to teach
- Draw up and manage the Chapel budget
- Actively contribute to the broader curriculum programme
- Attend regular supervision with the Designated Mental Health Lead



# Person Specification

## Personal Qualities

Due to the prominent and sensitive nature of the role, it is essential that the successful candidate:

- Is a person of prayer
- Is compassionate of heart
- Is inclusive in instinct
- Is mature and resilient in faith
- Is a gifted preacher and communicator
- Is an intelligent and sensitive liturgist, comfortable with Cathedral-style worship
- Is collegiate in their approach to work
- Can articulate and exemplify the spiritual and moral values of the School
- Can command the respect of staff and pupils regardless of religious affiliation
- Takes an open, rational and intelligent approach to issues of life and faith
- Exemplifies sensitivity, integrity and appropriate confidentiality
- Embodies the School's values of kindness, inclusion, responsibility, individuality and perseverance
- Possesses energy, enthusiasm, and a good sense of fun

The successful candidate may have a background in education, parish ministry, or youth and social work. Their personal qualities, experience, skills, and commitment will be the most important factor in the discernment process.

We welcome applications from all ethnic, social, and cultural backgrounds as we aspire to attract staff who match the diversity of our student body. We consider the most important factor to be the right skills, abilities and attitude for the job, which will ultimately improve the well-being and education of the students.







## Safeguarding, Personal and Professional Conduct

All staff are required to follow published statutory guidance and the school's Child Protection and Safeguarding Policy at all times and to share in the corporate commitment to promoting the safety and welfare of students. The school also follows current Child Protection procedures for the appointment of new staff.

In addition to a thorough understanding of safeguarding procedures, staff are expected to demonstrate consistently high standards of personal and professional conduct.

## Terms and Conditions

The starting salary will be c. £50,000 and accommodation will be made available for the proper performance of duties. A substantial remission of fees is available for the successful applicant's children at Christ's Hospital, assuming that: a) they meet the normal academic criteria for entry; and b) a place is available.

All new staff appointments are subject to a clear medical check, receipt of satisfactory references including one from the current employer and a cleared Disclosure & Barring Service (DBS) Check at Enhanced Level. The appointment is also subject to a probationary year during which a month's notice to coincide with the end of term can be given by either party without prejudice. This job description is not intended to be comprehensive. It will be reviewed regularly and may need to be modified.

## Equal Opportunities

Christ's Hospital is an equal opportunities employer and welcomes applications from all sectors of the community.

## Application Process

Completed applications must be submitted via TES by the closing date. We cannot accept CVs unless accompanied by a completed application form. Further information about the School is available on our website [www.christs-hospital.org.uk](http://www.christs-hospital.org.uk)

Closing date: **9am, Friday 21st February 2025.**

Interview date: **Friday 28th February 2025**