

## SCHOOL CHAPLAIN

*Required to start as soon as possible*

**Closing Date: By 12:00 noon on Friday 21<sup>st</sup> June**

**Completed application form to be emailed to:**  
[applications@balshaws.org.uk](mailto:applications@balshaws.org.uk)

**Shortlisting: Monday 24<sup>th</sup> June**

**Interviews: Monday 1<sup>st</sup> July**

## SCHOOL CHAPLAIN

*Required to start as soon as possible*

**Term time only: 30 hrs and 50 minutes p/wk**

**Grade: 7 SCP 19-25 (£24,799 – £28,785) pro rata**

### **Context:**

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Balshaw's CE High School is an outstanding Voluntary Controlled Church of England High School in Leyland. It is the school of choice for parents in the area with a very proud history stretching back to 1782 and is heavily oversubscribed with approximately 925 students on roll. As a Voluntary Controlled Church of England High School, Balshaw's admissions and funding are entirely under the control of the Local Authority. There are no church attendance requirements for a young person to join the school. We believe this is very important as it allows our Christian ethos and values to reach students who otherwise may not experience the love of Christ in their educational context. Although we are not Voluntary Aided, the school has long standing links with the Diocese and benefits from regular visits by their advisors, Bishops Julian and Philip and a wide range of clergy from a variety of churches with whom the school has developed strong links over time.

Balshaw's was one of the first schools to appoint a Chaplain in the 1990s, a model which was subsequently emulated and rolled out across the diocese and then nationally. At Balshaw's we believe that the role of Chaplain is a crucial one in school life. Consequently the school seeks a practising Christian with excellent organisational and interpersonal skills to continue the important work that has been established in the school.

What is equally important to us is the richness of opportunity available to students at Balshaw's. Set in 21 acres of beautiful land, Balshaw's staff provide extra-curricular opportunities that other schools could only hope for. The huge range of clubs and activities have taken many of our students on to careers in sport and media with a number of well-known alumni. The school adds significant value to its students from their starting points in Year 7 to the time when they leave in Year 11. Many will go on to study at Runshaw College which was originally the Sixth Form of Balshaw's and others will take up apprenticeships or employment.

### **The Role:**

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The successful candidate will work closely with the Head of RE and the Headteacher to develop the Christian values and ethos of the school. However, they will also be expected to have initiative, be self-motivated and able to manage and develop the role in a proactive way. The Chaplain will have a very active role in school life and will be expected to provide cover in lessons and to undertake duties at break time and lunch. This enables the Chaplain to be accessible to students and to get to know students as well as possible.

The Chaplain will serve the faith, worship and spiritual needs of both students and colleagues. This is an exciting opportunity for someone of faith to put Christ's love into action every day that they come into work. The Chaplain has full responsibility for a range of important aspects of the school's running and organisation. Some of the key duties of the post are to oversee our acts of worship (their planning, organisation and delivery). This includes co-ordinating speakers and clergy who also deliver acts of worship through the year. They will support the staff prayer group,

the organisation of seven staff Eucharists throughout the year and develop lunchtime junior and senior Christian groups.

The Chaplain will organise and chair the Faith and Worship Committee (working closely with Foundation Governors) to evaluate and develop the quality and level of engagement with prayer and worship and to develop faith within the school. They will also consider the visual impact of Christian Distinctiveness in the school environment. There is plenty of opportunity for the successfully appointed Chaplain to develop new initiatives – the school has in the past run confirmation classes for both staff and students. This is something that Balshaw's would like to do again. It is also a couple of years since we last ran a full Alpha course for students.

### Summary:

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This is a rare chance to take on a genuinely fulfilling role in which a successful candidate will be able to proactively develop the spirituality of all and encourage growth in faith across those students of all faiths and bring new people to a relationship with Christ Jesus.

It is said at Balshaw's that "Once a Balshavian, always a Balshavian." This is very true – a number of staff are previously students of the school and there is a very small turnover of staff either through retirement or promotion. We hope that when you visit our school you will get a strong sense of the Christian family values that underpin what we do.

### Lighting the path to excellence through Christian vision and values.

Gospel values of love, forgiveness, friendship, kindness, truth, patience, respect and humility are the foundation for decisions made in the Balshaw's family. Our aim: to develop students of faith and no faith, who reflect Christ's love within the wider community.

Balshaw's enjoys the privilege of being one of the most successful schools in the county and the most over-subscribed school in South Ribble. We believe that this is deservedly so.

### OFSTED

- 'This is an outstanding school'
- 'Students make outstanding progress from their starting points.'
- 'Students say how safe they feel and are particularly appreciative of the exceptionally personal support which the school gives them'
- 'Students feel very safe and talk freely about the sense of community the school engenders'
- 'Much of the teaching is outstanding and across the school it is consistently good'
- 'Students, parents and staff are fulsome in their praise of the school'

The closing date is **12 noon on Friday 21<sup>st</sup> June**

*Please note that the school is committed to safeguarding and promoting the welfare of young people and expects all staff and volunteers to share this commitment. This post is subject to an enhanced DBS disclosure.*

June 2019

## **ROLE PROFILE: CHAPLAIN**

- To work with school staff and especially the Headteacher and the Head of RE to ensure the religious and spiritual ethos of the school is actively celebrated and promoted.
- To work with staff and students and their families to ensure the pastoral needs of the school are met and links are made between the school, parish and home.
- To provide occasional cover for classes in the absence of teachers.
- To co-ordinate, prepare and develop contemporary resources for daily worship, prayer and spirituality across the school including collective worship, form worship and staff briefings.
- To take an active part in preparing and delivering acts of collective worship within the school.
- To undertake break time and lunchtime duties as part of the duty rota.
- To produce the Worship Calendar and organise clergy and speakers to deliver Acts of Worship as well as plan and deliver acts of worship.
- To encourage continued charitable giving as a school community.
- To ensure continued good relations with local churches and to make connections with clergy and Youth workers at other churches and schools.
- To work with Diocesan Youth Leaders and Chaplains in professional development and foster links with faith leaders at other Diocesan Schools.
- To produce daily thoughts and prayers for the day.
- To work with the pastoral team to facilitate transition from primary school.
- To lead, by word and action, to the love of God for all creation.
- To offer time, space for reflection, friendship, and encouragement in a secure environment.
- To be an independent source of support in times of personal crisis, bereavement and illness.

*This job description provides a guide to the duties and responsibilities of the post and is not an exhaustive list. In addition, other duties at no higher a responsibility level may be interchanged with/added to this list at any time.*

### **PERSON SPECIFICATION**

<b>Person Specification</b>	<b>Characteristic</b>	<b>Source</b>
Knowledge / skills equivalent to a university degree	D	A
Excellent interpersonal and communication skills	E	A, I, R
A practicing Christian within the Churches Together in Britain.	E	A, I
Able to motivate and inspire students	E	L, I
Ability to work effectively and collaboratively with a team of colleagues	E	L, R, I
Track record of working with young people in a faith context	E	L, R, I
Aware of SIAMS Inspection requirements	D	L, I
Ability to identify and use feedback and evaluation to plan next steps in strategic development	E	L, R, I
Commitment to further professional development	E	I
Competent in the use of ICT for learning and administration	E	L, I
Ability to be flexible and use initiative to move strategies forward to maximise impact	E	L, I

*It is important that this specification is addressed as fully as possible by candidates. The successful candidate will show evidence of some, many or all of these skills depending upon their strengths.*

#### **Key:**

E = Essential

D = Desirable

A = Application Form

I = Interview

L = Letter

R = References

The working day will be typically a 8.15am start, finishing at 3.25pm with a 10 minute unpaid break and a 40 minute unpaid lunch. However, some flexibility will be needed to meet the needs of the school.

The salary range will be Grade: 7 SCP 19-25 (£24,799 – £28,785). Please note the salary quoted is full time equivalent. If successful the salary received will be paid on a pro rata basis.

## **HOW TO APPLY:**

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All applications should be on the Lancashire County Council application form and can be obtained from the school website [www.balshaws.org.uk](http://www.balshaws.org.uk). **Completed forms should also be accompanied by a letter of application which should be no more than two sides of A4.** In the letter you should indicate the reasons for your interest in the post, together with a brief outline of how your previous training and/or experience has prepared you for this position.

Applications should be marked for the attention of Mr S Haycocks, Headteacher and emailed to [applications@balshaws.org.uk](mailto:applications@balshaws.org.uk) by **12 noon on Friday 21<sup>st</sup> June**. Please ensure you quote the vacancy applied for in the subject line. Applications sent to other email addresses will not be accepted.

Due to limited resources it is not our policy to write to the unsuccessful candidates so please assume your application has been unsuccessful if you do not hear from us within two weeks of the closing date.

Thank you for your interest in this position.