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**School & Community Chaplain with
The Bishop of Hereford’s Bluecoat School (BHBS)
and St Paul’s Hereford**

**Job Purpose**: To work closely with The Bishop of Hereford’s Bluecoat School (BHBS), and the Local Community. Across all three arenas of school, home *and* church life, with around 60% of time spent in school and 40% with family and community links in order to build on spiritual questions and create ‘sticky’ faith.

**Job Role:**

* Engage naturally with young people, staff and families, listening supportively, and developing creative opportunities to explore and grow in Christian faith and ethos.
* Network widely and build trusting relationships, working alongside people in St Paul’s Church, the City Deanery and local community, and developing volunteers through church and school.
* Be a confident visible presence in school – including gathered worship, class and year-group assemblies, Christian Unions, pastoral work and a safe space for students and staff.
* Empower students to continue in Christian faith, discipleship and spiritual leadership as they progress through their faith journey from primary school to college and further education.
* Help staff and others to articulate and enact the school’s growing Christian vision in various aspects of school life (described in the CofE schools SIAMS framework).

**Accountabilities:**

Although line-managed by local parish clergy, this is within the wider structure and vision of Hereford city Deanery, working within vision and core values of Hereford Diocese. The support structure will include deliberate collegiality between the two *LifeLink* Chaplaincy posts.

Within and connected to school, all practice will be within the school policy and accountable to the Headteacher and Governing bodies, and with growing understanding of their school vision.

Occupational Requirement
Given the nature of the role and its central place in promoting and communicating the aims of the Diocese and within the provisions of the Equality Act 2010 there is an Occupational Requirement that the post holder be a committed Christian.

DBS
Given the nature of the role an enhanced DBS check is required.

Person Specification

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| **Area** | **Qualities sought** | **E**ssentialor **D**esirable **🡻** | **Method of** **assessment** |
| *Desirable qualities, while not necessarily being in present experience, are likely to be of growing importance in the project, and the post holder should aim and expect to grow into them.* |
| **Character & Personal faith** | A committed Christian with a heart to serve God and others under the Spirit of Jesus. | E | Application form and interview |
| A strong motivation to invest in the lives of young people that they flourish through Christ (eg. John 10:10) | E | Application form and interview |
| A growing rootedness in the Bible, applied to daily life. | E | Application form and interview |
| **Qualifications** | Qualification in Chaplaincy, Youth Work, Mission or Ministry | D | Certificates & Application form |
| **Skills and Knowledge** | Experience of working within Safeguarding guidance | E | Application form, references and interview |
| Understanding and experience of CofE Church schools, their vision and the SIAMS framework | D | Application form and interview |
| Experience of working in a school – teaching, assisting or volunteering | D | Application form and interview |
| Experience of pastoral responsibility | E | Application form, references and interview |
| Experience of sharing faith with others | E | Application form and interview |
| Capable organiser, planner and administrator | D | Application form and interview |
| Attending an Anglican church or experience of working or worshipping within the Anglican tradition | D | Application form and interview |
| **Personal competencies and qualities** | Willingness to work within the values and priorities of St Paul’s **Church**, **BHBS**, and Hereford **Deanery** | E | Interview |
| Ability to exercise appropriate confidentiality | E | Application form, references and interview |
| Experience of working as part of a team | E | Application form and interview |
| Sensitivity to those of all religious faiths or none | E | Application form and interview |
| Effective communicatorEmpathetic and sensitive to the needs of others | E | Application form and interview |
| Able to inspire others and provoke thought | D | Interview |
| Able to encourage others to question their perceptions and think deeply about spiritual issues  | D | Interview and references |