



The Bishops' Blue Coat
Church of England High School

The Bishops' Blue Coat Church of England High School

Recruitment Information Pack

Position:
Chaplain

23.5 hours per week, 39 weeks per year
£20,300

Start: As soon as possible

Application Deadline: Monday 10th April at 9am

Interview Date for Bishops': Tuesday 25th April 2023

Interview date for Parish: Wednesday 26th April 2023



Our Vision and Values

The Bishops' Blue Coat Church of England High School is an exciting place to be. We know, nurture and inspire our community to be the best versions of themselves through a better understanding of the Christian faith and a rich set of opportunities that support and challenge our learners so they are equipped to succeed.

Through their engagement in society at Bishops' and beyond, students make a positive difference through their wise action and a sense of responsibility.

Our students' initiative, drive and resilience will enable them to flourish and live **'life in all its fullness'**. (John 10:10)

Dear Candidate,

Thank you for your interest in this position. I hope that the enclosed details inspire you to decide that this role is one where you can build upon our ethos and vision to make a difference to the quality of education here at Bishops'.

We are seeking to appoint an enthusiastic, suitably qualified Chaplain. Bishops' is an exciting school and the successful applicant will be supported by an able team as we return to the many strengths outlined in our November 2019 Ofsted Inspection and shared on our website.

We aim to be a school where students are known, nurtured and inspired. We believe that we have a responsibility to ensure that our students gain examination results in line with their potential, and experience relevant and effective curriculum courses. In light of being a Church school, we are particularly interested in the development of the whole person. We would hope that when students leave us, they are equipped with the skills and attributes of well-rounded individuals, who have the ability and desire to make a positive contribution to the society in which they live.

Our most recent Ofsted Inspection judged us to be a "Good" school with 'outstanding development of each individual'. In our Denominational Inspection in 2016, we were judged 'an outstanding Church of England High School'. The school is thriving with an excellent reputation. There are 1143 students on roll including a sixth form of 136. We gained Academy status in 2011. This gives us more autonomy and we remain a single academy trust, rooted in our West Cheshire community, striving to meet our goal of becoming an outstanding school in all aspects.

If you share the School's vision based on the belief that children learn through all aspects of their daily lives and that their values and knowledge, experiences and habits are underpinned by a high-quality curriculum experience, we would be delighted to hear from you. To apply please complete our teacher job application form and submit a letter of support which addresses how you meet the Person Specification(maximum 2 sides A4). Applications should be submitted through the careers and vacancies page on our school website by 9am on Monday 10th April, 2023.

Yours sincerely,



Ian Wilson
Headteacher

About Our School



The Bishops' Blue Coat
Church of England High School

The Bishops' Blue Coat Church of England High School is an excellent oversubscribed, high performing secondary school. Our aim is to know, nurture and inspire not only our students but our staff through a strong CPD, collaborative working and support to build on and continue to grow outstanding teachers and leaders.

Our values are rooted in those of the Church of England but interpreted for our own unique setting and students. We apply these through an ethos of high expectations with a supportive and cooperative approach. We have a set of curriculum principles to underpin our approach:

- **Wisdom, Knowledge and Skills**
- **Dignity and Respect**
- **Hope and Aspiration**

The school enjoys a fantastic campus close to the historic Chester city centre. The school benefits from modern facilities including a large sports hall, newly converted activity studio, lecture theatre, prayer space, assembly hall, newly upgraded ICT suites and Food and Nutrition classrooms, dedicated Sixth Form building and recently completed extension to our English and Maths building which has created an additional 9 classrooms. We invest significantly in technology, with full migration to Microsoft Office 365, knowing that this is a key element in delivering a high-quality learning experience. The environment and resources support great learning and allow students to make the most of what we have on offer. We have high expectations of our students at all times, and work alongside families to help our students meet these expectations. Our seven-year journey culminates with an excellent Sixth Form experience with students leaving Bishops' to their chosen destinations.



Why work at The Bishops' Blue Coat CE High School?

In addition to a competitive salary, we can offer you continual professional development and the opportunity to further develop your skills and talents with us. You will have the opportunity to be part of a growing and dynamic school that provides support, effective challenge and strategic direction.

If appointed, you will be joining a strong and dedicated senior team, working with talented teachers and support staff, who are committed to delivering the best outcomes for students. We have low staff turnover and many of our leaders have grown up through our own staff team thanks to our excellent CPD activities, coaching and engagement with NPQs and teaching school hub.

Our vision, values and ethos provide an environment that enables everyone to work together in order that students flourish. Employees experience job satisfaction. We also have strong links with families, local churches and the wider local community and a dedicated governing body.

Staff benefits include:

- Bespoke professional development opportunities
- Full Office 365 license for home use
- Pension scheme
- Staff wellbeing events
- Dedicated annual staff wellbeing week
- On-site parking
- Staff social activities such as a running club
- Onsite activity studio



Our Strategic Priorities



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We have five strategic priorities:

1. Celebrating the best of Bishops' community

To ensure that we celebrate successes and are proud of our achievements as a school community. We will utilise national benchmarks such as STEM, Arts Mark and REQM and use these to create and increase opportunities for staff and students. We embrace building positive relationships that will enhance students' engagement in society at Bishops' and beyond. Students will make a positive difference through their wise action and a sense of responsibility.

2. Fostering a culture of personal development and continual improvement to strive for excellence

To develop a culture of personal development in both staff and students. We will focus on achieving excellence for all. We will provide a continual professional development (CPD) programme that offers everyone opportunities to understand what excellence looks like in their field of work and share this practice in Bishops' and beyond. We will nurture academic and social excellence in our students through a rich set of opportunities that support and challenge them so they are equipped to succeed.

3. Laying the foundations of an outstanding education through appropriate curriculum design

To realise the potential in everyone our curriculum will be broad and balanced at all key stages to ensure that there is progression and pathways for all to succeed.

4. Develop an understanding of and application of Christian Values

To develop a shared understanding of our vision and what makes Bishops' distinctively Christian. All staff members and governors will have opportunities to develop their understanding of a Church school education. Our commitment for students to flourish and 'life in all its fullness.' (John 10:10) will be seen through all aspects of school life. The school community will be able to explain how biblical teaching roots the school's vision giving it coherence, relevance and sustainability.

5. Sustainability in all its senses without losing momentum

We will maintain outstanding governance, business and financial performance which underpins educational standards. In times of economic challenge, we will offer value for money whilst maintaining an appropriate curriculum.

Job Description: Chaplain

The information contained below is to help staff understand and appreciate the work content of their post and the role they are to play in the operation. However, it should be noted that whilst every effort has been made to outline all the duties and responsibilities of the post, this may change over time. Any major change in the manner and scope of responsibilities mentioned below will be agreed in negotiation between the holder and the Headteacher. The successful candidate must comply with all School Policies, Child Protection and Health and Safety regulations.

Salary: £20,300 for 23.5 hours per week over 3 days (to be mutually agreed) 39 weeks per year. Plus optional membership of the local government pension scheme

Responsible to: Deputy Headteacher

Main Purpose of Post: To support the school community in furthering the distinctive Christian ethos in the school

Principal duties and responsibilities (these are not in order of priority)

Chaplain as leader

- To lead the prayer life of the school community
 - To plan and lead the collective worship program including regularly leading worship
 - Lead the evaluation of worship and school development priorities under SIAMS Strand 6
 - To support and develop staff and students in their planning, preparation and leading of collective worship
 - To develop the Prayer Space ensuring the space is open and accessible to all members of the school community for prayer and worship
 - To develop strong partnerships with primary schools, local churches and clergy, Chester Diocese, Christian organisations, and Charities
 - To develop suitable activities to mark and celebrate the seasons of the Church calendar
 - To work with the school leadership in ensuring the distinctive Christian character of the school
 - To encourage, challenge and support the leadership team in understanding and delivering on standards, morals, and the values of the Christian life
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Job Description: Chaplain

Chaplain as a witness

- Be visible and approachable across the school community
- Help and inspire people to recognise God's love for them and their need of God
- Encourage staff and students to live the faith by being courageous advocates and being involved in social justice projects

Chaplain as a pastor

- To be available to all the school community – students, staff, parents, governors and beyond in a pastoral capacity
- To actively contribute to the development of restorative processes as a means of promoting dignity, respect and forgiveness
- To support inclusion teams with pastoral care
- To support key transition points throughout students personal, academic and spiritual journey at Bishops' eg Year 6 to Year 7 transition. This may include supporting in the planning of these events and speaking at parent and community events.
- To be available for duties, commensurate with the post, which may include on call and student supervision in unstructured times. To be available for occasional extra hours to support evening events
- To provide first aid assistance (training will be provided if required).

Chaplain as an educator

- To help raise the profile of the school's Christian foundation through the use of Christian symbols, installations and appropriate imagery around the school
 - To develop and support faith based extra-curricular activities
 - To participate in out of school activities such as school trips and residentials
 - To provide relevant input to subject teams and lessons relating to the Christian ethos of the school
 - To relate to the wider Chaplaincy Advisory Group
 - To take up opportunities for professional development in relation to the role and understanding the school context
 - To link with the existing Diocesan Education Department network and training provision for paid workers
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Person Specification: Chaplain

Education and Qualifications

	Requirements	Essential or Desirable		Requirements	Essential or Desirable
	A relevant qualification in ministry, youth work or teaching. Or the aptitude to deliver the post with relevant transferable skills and experience whilst working towards a qualification	E		Qualification in Theology	D
	Knowledge of SIAMS (Statutory inspection for Anglican and Methodist schools)	D			

Experience and Knowledge

	Requirements	Essential or Desirable		Requirements	Essential or Desirable
	Experience of Christian youth ministry in a paid or voluntary capacity	E		Experience of setting up and running activities for young people	D
	Experience of leading worship in an educational setting.	E		Experience of mentoring young people	D
				Experience of working in a secondary school and able to show sensitivity to school systems and processes.	D

Motivation

	Requirements	Essential or Desirable		Requirements	Essential or Desirable
	Strong in the Christian faith yet eager to keep growing	E		To have an approachable, friendly nature and to be non-judgmental Sensitive, caring, patient and resilient nature	E
	Open to the possibilities of working in partnership with others (ecumenical and secular)	E		Be open to the ideas and thought of others and able to ask for help when required	E
	Able to be a good Christian role model to students	E		Be open to the ideas and thought of others and able to ask for help when required	D

Person Specification: Chaplain



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Skills and Abilities

	Requirements	Essential or Desirable		Requirements	Essential or Desirable
	Ability to support/lead/resource collective worship and classroom worship	E		Able to develop mutual trust and respect with staff and students	E
	Effective written and verbal communication skills	E		Be able to work as part of a team whilst able to show and implement initiative	E
	Effective interpersonal and listening skills	E		Be able to nurture others in living out the Christian life	E
	Awareness of issues relating to young people	E		A good level of knowledge of the variety of expression of Christian faith, prayer, and worship	D
	Ability to communicate and connect across the school community	E		Self starter who is, creative, motivated and can work on their own initiative.	D
	Proven capacity to interact professionally in a diverse range of contexts	E		Ability to motivate both the students and staff especially in areas relating to faith	D
	Ability to build and maintain good working / professional relationship	E		First Aid trained	D

All staff have a responsibility and duty of care to safeguard and promote the welfare of students. Staff must be aware of the systems within the School which support safeguarding and must act in accordance with the School's Safeguarding & Child Protection Policy and Code of Conduct. Staff will receive appropriate child protection training which is regularly updated. The schools Safeguarding Policy can be found here: [Safeguarding Policy](#)



“Staff across the school have high expectations of pupils. They expect every pupil to try their best. Pupils take pride in their work. They are polite and courteous. Pupils behave well during lessons and around school.”

Ofsted Nov 2019



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If you would like further information, please do not hesitate to
contact crobinson@bishopschester.co.uk

Deadline for applications:

10th April at 9am

Please complete a [support staff application form](#) along with a
supporting letter and submit your application through our careers
and vacancies page on our website
www.bishopschester.co.uk/careers-vacancies

Please also complete the application form for the Parish, visit
<https://centreforchaplaincyineducation.co.uk/vacancies>

Whilst we would like to acknowledge all applications, this is not
always possible. If you have not heard from us within two weeks of
the closing date, please assume you have not been successful this
time.

Known Nurtured Inspired
