

# Schools' Chaplain and Youth Worker



 **St. Thomas'**  
KIDSGROVE

 **St. Thomas'**  
C.E. (VA) PRIMARY SCHOOL  
*Learning for life with Jesus*

 **St. Thomas'**  
NURSERY  
*Learning for life with Jesus*

  
**St Saviour's**  
C of E Academy

# Schools' Chaplain and Youth Worker

## Introduction

Thank you for reading this role description for our exciting new post of Schools' Chaplain and Youth Worker. We hope it will equip you with the information you need as you prayerfully consider whether this might be the right post for you. In the following pages, we will seek to give you an understanding of who we are, what we are doing and our aspirations for the schools and young people of Kidsgrove.

You can also find more information about St Thomas' church on our web site: [www.stthomaskidsgrove.co.uk](http://www.stthomaskidsgrove.co.uk)

## Background

St Thomas' is an enthusiastic church, made up of about 120 adults and 40 children. Kidsgrove is a commuter town of about 24,000 people, and is situated on the borders of Staffordshire and Cheshire. The church reflects the makeup of Kidsgrove – a range of socio-economic backgrounds from deprived to affluent middle class.



**St Thomas' Vicar**  
**Iain Baker**

Our aim as a church is to know Jesus and make Jesus known. We work hard to expound and then apply the Bible in the different congregations and in other opportunities we are given. Because we want to be a church of disciple-making disciples, we have introduced One-to-One bible reading, and our Growth Groups are focused on discipleship. We urge everyone to take "one more step..." wherever they are in their relationship with God.

We run monthly all age services which are very popular, especially with fringe church families. We have a fairly unusual but fruitful approach. The children's talk extends over most of the service and is illustrated with relevant songs, visual aids, multi-media presentations and congregation participation.

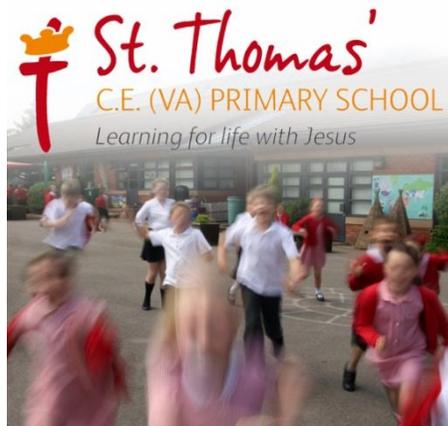
Kidsgrove is well located. Manchester and Birmingham are less than an hour away – as is the Peak District and the Welsh borders. If you like walking, you can be in open countryside in minutes. You can get to London from Kidsgrove train station in under two hours.



## A Christian Education for Kidsgrove

St Thomas' Church is involved in the education of many children in Kidsgrove, through

- **The King's (VA) Secondary School** – the school converted from a state school into a Church Voluntary Aided school in January 2015. Church members make up the majority of the governing body. The school moved into a brand new building in October 2016. The pupils attend collective worship once a week in the school hall, which lasts approx. 15 minutes, with longer services in the church building at Christmas, Easter, and other occasions. On the other days of the week pupils engage with a tutor led reflection or discussion in 'Chapter time'. St Thomas' Vicar, Iain, has run a weekly lunch time "Explore" club – though changes in the school day mean we are investigating it becoming a breakfast club.
- **St Thomas' (VA) Primary School** – almost every teacher, and some support staff, are Christians, and St Thomas' church members represent the majority on the governing body. The school is based in a modern school built in 1997. The school's tag line is "Learning for life with Jesus". Iain leads "Friday worship" with pupils and up to 30 parents 6 or 7 times per term. Church members also volunteer in school through the PSA and reading with children.
- **St Saviour's C of E Academy** – St Thomas' Church became involved with St Saviour's after changes to our parish boundaries in 2015. Two church members serve on a governing body of 8. Iain takes weekly assemblies. Two church members read with children.
- **Reginald Mitchell Primary School** – Iain leads weekly Christian based assemblies in this local state primary school. The assemblies follow the same rota and as both church primary schools.
- **Dove Bank Primary and University Primary Academy** – a team of Christians from St Thomas' and other local churches lead weekly "Open the Book" assemblies, telling stories from the Bible.



- **St Thomas' Nursery** – church members run the nursery management committee, employing one of our members as manager, and around 10 other staff to care for around 50 children per session in our recently developed on-site, two classroom nursery. We currently run a 15 minute "Kids Praise" session twice a month.
- **St Thomas' Toddlers** – we offer two sessions of toddler groups as a free service to Kidsgrove. Church members befriend parents and work alongside Iain in offering weekly song times comprising of nursery rhymes, Bible based thought and a Christian songs and prayer.

Each school offers us amazing opportunities to make Jesus known. With numbers on roll growing, we could potentially be in contact with up to 2000 children and school staff. There may also be potential to build new relationships at the town's other secondary school – University Academy Kidsgrove. There is one further Catholic primary school which we do not visit.

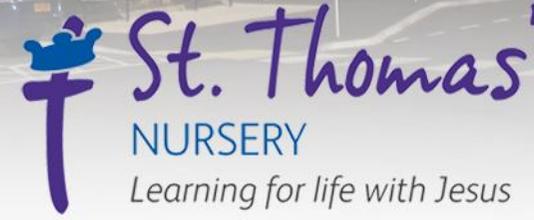
## Our Aim

Our aim is to work especially closely with teachers, staff and governors in our church schools to forge a Christian ethos, distinct and appropriate for each school, while being entirely inclusive of all, regardless of faith or no faith. A large majority of each school community do not attend any church.

## Schools' Chaplain and Youth Worker

The church is seeking to appoint a paid chaplain who will work 30 hours per week across all the schools with the focus being at The King's School, to help develop their ethos and build the links between the schools and St Thomas' church. The successful candidate will also work 7.5 hours per week with St Thomas' Church – specifically aiming to develop our outreach to families and young adults.

There is a Genuine Occupational Requirement (GOR) that the post-holder is a Christian, specifically that they subscribe to the doctrine of the Church of England as defined in Canon A5. They will be supportive of the conservative evangelical outlook of St Thomas' Church. The chaplain may be ordained or lay.



St Saviour's  
C of E Academy

## Role Description – Schools' Chaplain

The Chaplain's role has three strands, each of which is vital. There will be some tension between them, and gifts of wisdom and grace will be needed to fulfil all three strands, which are:

- 1. Proclaiming Christ:** The chaplain is first of all a minister of the Lord Jesus Christ, called to make disciples of all nations. In a church school, students come to be educated, not evangelised. Nevertheless, a church school is distinctive in enabling all its students to clearly understand the Christian gospel and to decide for themselves, without pressure, whether or not they believe it. The Chaplain's role will be to present them with Christ in all his fullness, and to encourage those who wish to, to follow him for themselves.
- 2. Promoting the Christian ethos:** Our schools have adopted various mottos – but each in their own way express the desire to forge Christian distinctiveness. The Chaplain will help us all to work towards these shared goals.
- 3. Pastoring in Christ's name:** Our church schools work hard to care for all in their community – students, parents and staff. There are strong systems of pastoral care in place, and the Chaplain will bring a distinctively Christian element to them. Sometimes this will be sought by those who want spiritual counsel but the Chaplain's pastoral care will be extended to all without distinction.

The current opportunities we enjoy are listed on the previous page. These are only starting points – nothing is set in stone. We are looking for someone who will innovate and make a big impact with the gospel.

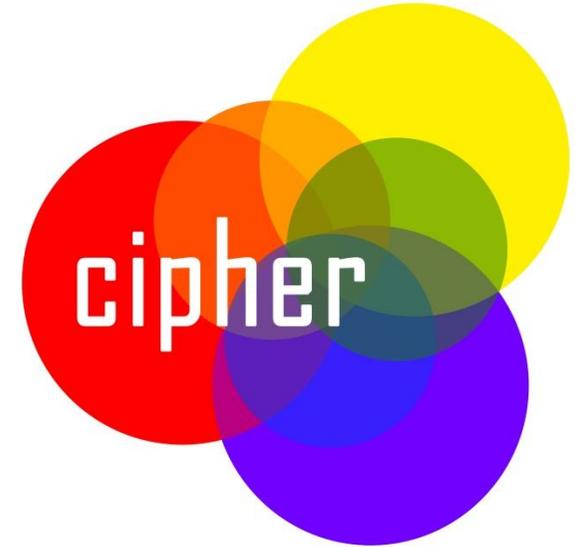
The focus and bulk of the role will be at The King's school.

Key duties would include

- Act as the representative of St Thomas' Church in schools.
- Develop a close relationship with the key staff members in the schools to
  - Be a critical friend in supporting and challenging leadership to fully embed Christianity in school life, enabling the chaplaincy work to flourish.
  - Look for opportunities to deepen staff members' understanding of the Christian faith.
- Be responsible for, developing, planning and leading programmes and activities in local schools. Such activities would include
  - Write a scheme of resources for 'Chapter Time' Bible based 'reflections' at The King's School – Four 10 minute sessions per week, to be delivered by teachers in tutor time. Our aim would be to have a 3 year resource that could be repeated by the end of the initial three years of this post.
  - Lead regular worship in the schools and write the worship rota for the King's School, liaising with in house and visiting speakers.
  - Establish breakfast, lunchtime and/or after-school clubs.
  - Teach R.E. from a Christian perspective in the schools as opportunities arise and time allows.



- Nurture, mentor or counsel students as opportunities arise or referrals are made by the school pastoral team.
- Build a chaplaincy team of volunteers who can serve the schools in relationship-building, reading with children, mentoring, etc.
- Develop a strategy for effectively connecting this work with the church youth ministry
- Develop the ability and confidence of young Christians to live out their faith in schools and be an effective witness to their peers.
- Adhere to the Child Protection Policy and Doctrinal Basis.
- Establish a personal support network to pray for your work and for your support.
- Pray regularly for your schools with other team members.
- Any other responsibilities as deemed appropriate.



Iain, the Vicar, will support the Chaplain with regular meetings for prayer and mutual encouragement, and by continuing to be involved in the schools as part of the chaplaincy team.

## Role Description – St Thomas' Youth Worker

The successful candidate will become part of our church, and join in our aim to build a church of disciple-making disciples who know Jesus and make Jesus known. Key duties would include

- Encouraging parents in their role, and supporting and teaching them as they teach and exemplify the Christian faith to their children.
- Taking on responsibility for the leadership and development of our work with young adults. Initially this would involve taking on the leadership of our young adults group, TnT.
- Develop our outreach to young families – we hope to increase our sporadic “Go Mad with Dad” outreach to dads and their children to meeting every half term.
- Taking on responsibility for leading our Sunday evening Cipher group for 11-18 yrs.

There is freedom for you to develop the work in whatever way is deemed most appropriate.

It is anticipated that during term time there will be a 30 / 7.5 hour split between the 2 roles.

Your line manager for both roles will be the Vicar but as chaplain you will work in close consultation with the Head Teachers in identifying needs and priorities.



**TnT with their leader, curate Mark Wilson, who has recently moved onto a new role.**

## Terms of Employment

- Our hope is that the role will begin after Easter 2019 to give time to get to know the schools before the new school year. However, we are happy to be flexible on this for the right candidate.
- Contract – The post is for three years including an initial probationary year. This post is funded by St Thomas’ church supplemented by grants. With growth in pupil numbers, we anticipate a chaplain being employed by the schools in three years’ time.
- Remuneration (including benefits) negotiable between £20,000 and £25,715 + pension, dependent on qualifications and experience.
- Housing – We are in the process of negotiating the provision of a three bedroom house, rent free. It is situated by the entrance drive to The King’s School. The post-holder may arrange alternative accommodation at their expense if they choose to do so.
- Holidays – 4 full weeks per year including Sundays, plus all UK bank holidays. Holidays may only be taken outside term time.
- The post is subject to an enhanced DBS check with barred list. The successful applicant will adhere to the Safeguarding, Child Protection and other relevant policies of the church and schools.

## Person Specification

Attribute	Essential	Desirable
Education & Training	<ul style="list-style-type: none"> <li>• Theological training – equivalent to a minimum level 5 qualification (diploma)</li> </ul>	<ul style="list-style-type: none"> <li>• Chaplaincy qualification</li> </ul>
Knowledge & experience	<ul style="list-style-type: none"> <li>• Experience of working with children and young people</li> <li>• Experience of church leadership roles</li> <li>• Awareness of youth and culture and issues facing young people</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working in schools</li> </ul>
Skills	<ul style="list-style-type: none"> <li>• Excellent communication and listening skills</li> <li>• Good organisational, administrative and IT skills</li> </ul>	
Personal qualities	<ul style="list-style-type: none"> <li>• Committed Christian supporting St Thomas’ Church’s conservative evangelical ethos, and who is in good standing with their local church and wider community</li> <li>• Passion to share the Christian faith with children, young people and their families</li> <li>• A conviction that teaching the Bible is central to making disciple</li> <li>• Sensitivity to working with young people and staff from all faiths and cultural backgrounds</li> <li>• Self-motivated with the determination to see tasks through to their conclusion</li> <li>• Open and approachable, patient and humble</li> <li>• A positive role model who is reliable and able to keep appropriate confidences</li> <li>• Keen to work in teams, but also to be a leader</li> <li>• Willing to learn and continue ministry development</li> </ul>	

## How to Apply

We would very much welcome an informal conversation with you if you may be interested in this post. Please contact Iain Baker on 01782 772895, or email [iain.baker@btinternet.com](mailto:iain.baker@btinternet.com)

In order to apply, please send or email the completed application form, together with a letter of application to Iain Baker (details below). Please also provide the contact details of two referees, one of whom should be your current employer or college tutor. Your letter of application should evidence your suitability for the post against the job description and person specification described above.

All applications must be received by 5pm on Friday 23<sup>rd</sup> November.

All candidates will be contacted shortly after the closing date with interviews taking place on a mutually convenient date.

## For more information on St Thomas' Church and schools:

- [www.stthomaskidsgrove.co.uk](http://www.stthomaskidsgrove.co.uk)
- [www.thekings.staffs.sch.uk](http://www.thekings.staffs.sch.uk)
- [www.st-thomas-kidsgrove.staffs.sch.uk](http://www.st-thomas-kidsgrove.staffs.sch.uk)
- [www.stsavioursprimary.com](http://www.stsavioursprimary.com)
- [www.reginaldmitchell.staffs.sch.uk](http://www.reginaldmitchell.staffs.sch.uk)

