



Post Title	Spiritual Wellbeing Lead
School / Organisation	Avanti Services Ltd
Location	Avanti House Primary School, Stanmore
Grade	Grade 8, £39,008 to £40,871 per annum, pro rata Approximate £12,478 to £13,074 (0.31989 FTE)
Hours	Part-time 15 hours per week
Contract Type	Permanent Term-time
Reports to	Head of Chaplaincy
Preferred Start Date	September 2026

MAIN PURPOSES OF THE JOB

Spiritual Wellbeing at our Avanti Schools

Spiritual insight is the core of our educational mission, emphasising the belief in our unique potential across intellectual, emotional, physical, and spiritual dimensions. Avanti Chaplaincy nurtures this spiritual insight, creating a safe haven for students to receive emotional and spiritual support, develop reflective habits and meaningful relationships. Our core programmes include support in Collective Worship sessions, small-group dialogue, festivals, and 1-1 pastoral support. Our Spiritual Wellbeing Leads facilitate authentic dialogues, encouraging introspection and growth, using wellbeing tools such as guided meditation, breathwork, creative/nature-led/drama-based activities. At Avanti, we seek to cultivate gratitude and purpose, fostering a satisfying life of contribution within our school community.

Main Purpose of Job:

- To contribute to the Spiritual Insight provision at school by supporting Collective Worship and festivals
- Support the Pastoral and Inclusion teams in safeguarding and promoting the welfare of children with 1-1 and small group sessions
- To facilitate staff, student, and parent Spiritual Insight Sanga discussion groups
- To develop the school's chaplaincy provision, including implementation and assessment of impact.
- To develop connections to the wider school community, including social outreach opportunities and parent workshops to strengthen how the Avanti Way manifests in all aspects of a student's life.

RESPONSIBILITIES OF THE JOB

General Responsibilities:

- To nurture the individual child and promote the development of the whole person (body, mind and spirit) in line with the spiritual ethos of the Trust.
- To be an approachable, warm, friendly presence in school so students and staff feel able to talk confidentially and safely about emotional and spiritual matters
- To guide/support all school employees in their knowledge and understanding of spiritual practices
- To work alongside teaching and key pastoral staff to enhance the emotional and spiritual care provision for students
- To be committed to safeguarding and promoting the welfare of children and young people within the school.
- To be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- To be willing to undertake tasks deemed essential to the spiritual development of the school, at the discretion of the Principal.



Specific Duties and Responsibilities: Pastoral

- To provide 1-1 emotional and spiritual wellbeing sessions for students
- To facilitate staff, student, and parent Spiritual Insight discussion groups
- To provide support and signposting for pupils, staff, parents – in times of bereavement, and during spiritual, personal, family and social difficulties
- To support heads of year and inclusion team, playing an active role in the pastoral system

Specific Duties and Responsibilities: Spiritual Insight

- To support Collective Worship by delivering assemblies and developing resources on spiritual topics, practices
- To support students understanding and experience of festival days through immersive workshops
- To lead and facilitate student spiritual discussion groups
- To develop the school's social outreach through opportunities for students to give back to the local community
- To create emotional & spiritual wellbeing content for students: videos, newsletters, etc
- To support induction of new staff and students
- To develop parents/carers awareness and ability to contribute to the Avanti Way life at our school.

Specific Duties and Responsibilities: Further Development of Chaplaincy

- To evaluate the efficacy and impact of the school's chaplaincy programme.
- To continue to grow and develop chaplaincy in school in line with the Trust's Spiritual Insight vision

Additional Responsibilities for our Faith Schools

- To organise the school's liturgical calendar in accordance to the Hindu faith, inclusive of its many denominations, as well as those of other faiths
- To liaise with the local temple and community to enhance Spiritual Insight provision at the school and in turn, provide opportunities for the school to support the local community
- To help prepare the school for Section 48 inspection and implementing any improvements required

PERSON SPECIFICATION

Criteria		Requirement	
		<i>Essential</i>	<i>Desirable</i>
1.	Empathic listening skills, excellent communication, organisation and presentation skills.	X	
2.	Ability to adapt, work flexibly and work under pressure	X	
3.	Ability to act upon own initiative	X	
4.	A warm, friendly attitude that make person approachable for students, staff and parents	X	
5.	Ability to work as part of a team	X	
6.	High standards embracing honesty, integrity, loyalty and trustworthiness	X	
7.	Ability to handle sensitive issues keeping confidentiality as required.	X	
8.	Have developed knowledge and a wholesome understanding of the major world religions	X	
9.	For our faith schools: Practicing Krishna Consciousness and have a deep understanding of its beliefs and practices.	X	
10.	Experience of leading faith related / spiritual activities in an educational setting	X	
11.	Commitment to the safeguarding and welfare of all students	X	



12.	Experience working with young people, in particular students, preferably in an educational setting		X
13.	Experience working as a chaplain		X

FURTHER INFORMATION

Due to the nature of this role, it will be necessary for the appropriate level of criminal record disclosure to be undertaken. In making your application, it is essential you disclose whether you have any pending charges, convictions, bind-overs or cautions and, if so, for which offences. This post will be exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders Act 1974. Therefore, applicants are not entitled to withhold information about convictions which for other purposes are 'spent' under the provision of the Act, and, in the event of the employment being taken up; any failure to disclose such convictions will result in dismissal or disciplinary action. The fact that a pending charge, conviction, bind-over or caution has been recorded against you will not necessarily debar you from consideration for this appointment.

For further information - <https://avanti.org.uk/wp-content/uploads/2024/09/Child-Protection-and-Safeguarding-Policy.Summer-24-2.pdf>