



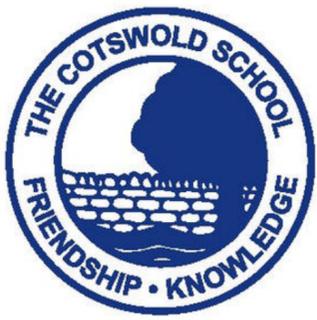
Chaplain

Application Pack



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THE COTSWOLD SCHOOL

Creating Brilliant Futures

Welcome from Will Morgan, Headteacher

Thank you for your interest in this post which is a new and exciting initiative in partnership with the North Cotswolds Deanery that I am very keen to support.

Based in the stunning village of Bourton-on-the-Water, Gloucestershire, The Cotswold School has earned an 'Outstanding' reputation as a popular and successful 11-18 comprehensive academy.

Please watch our video, Welcome to The Cotswold School, to find out more from teachers and students about what makes our school an inclusive, ambitious and happy place to learn.

I am proud to lead an incredible team of staff, who go the extra mile to provide our students with an inspiring education, fully equipping them for their future lives. The values of friendship and knowledge, symbolised on our badge, underpin all our learning and development activities and ensure that the wellbeing of our students and staff is also cared for.

At the heart of our school ethos is a commitment to excellent teaching and aspiration, which drives progress and attainment. Our students thrive academically and also personally, with opportunities to take part in musical performances and a huge range of extra-curricular clubs; writing competitions and debates; community fundraising; student leadership; and careers events.

We have an inspiring and caring school community, which includes families, local businesses, our staff, PTA and, of course, our students. Why not have a look at our website News pages, to see how we have found ways to support ourselves and others and develop our learning and talents?

Successful candidates who are shortlisted for an interview will be contacted by email or phone. I look forward to hearing from you.



Will Morgan
Headteacher

Welcome from the North Cotswolds Deanery



The churches of the North Cotswolds Deanery and our Ecumenical Partners are committed to the flourishing of the young people who live in our hamlets, villages and market towns, a large proportion of whom attend The Cotswold School.

Arising from strong relationships of partnership between school, local churches and the Diocese of Gloucester, we now seek to develop our commitment to the school community through the appointment of a Chaplain for The Cotswold School.

This exciting new role will be both embedded in the school and connected with local churches and organisations. This will enable the Chaplain to respond flexibly in supporting the emotional and spiritual wellbeing of pupils and staff on and off site in creative and varied ways.

The Chaplain will serve all members of the community, including those of all faiths and none. The hope of local churches is that the Chaplain will encourage students to engage with the Christian faith, growing a deeper understanding of life, faith and God.

This connects well with the school's holistic values of Knowledge and Friendship. Our hope is for this post to enable the pupils and staff at The Cotswold School, together with the wider community, to flourish even more fully into the potential found in each of them.

"I have come so you may have life in all its fullness." John 10:10

Partnership

Funding for this post has been made possible through the partnership working of a group of local churches and the Diocese of Gloucester, supported by the school and a local Christian based charity. It is a new post and part of a growing community of School Connectors and Chaplains across the diocese. Together they will share their learning through a network of peer support and have access to training and development from the Diocese of Gloucester Connect Team and national organisations. Many churches and organisations are supporting this role and excited about seeing the school succeed and flourish. Building and developing partnerships in the local area is an essential part of the role.

Job advert

Role: Chaplain

Reports to: Deputy Headteacher (Mr S Smith) and a Representative of the Chaplaincy Mission Oversight Team

Contract: Fixed Term (3 Years), Full Time, 37 hours per week

Pay (depending on qualifications & experience): From Grade 6, point 15 - 20 of the NJC Local Government Pay Scale (£30,024 - £32,597 FTE p.a.)

Closing Date: Thursday 2nd April, 9am.

We are looking to recruit a School Chaplain with a secure understanding of the Christian faith and ability to engage young people in faith issues.

This is a full-time role, focussed on term time, but requiring flexibility to support holiday activities and projects. Unless by prior arrangement, holiday to be taken outside of school term time. Hours to be shared flexibly between a minimum of three days in school and two days alongside local churches in the wider community. Allocation of time to be decided in consultation between candidate, school and Chaplaincy Mission Oversight Team.

Given the nature of school and church life, the Chaplain will need to work flexibly in some evenings and weekends as the role requires.

WE ARE LOOKING FOR THE FOLLOWING SKILLS AND QUALITIES:

- The ability to work as part of a team to contribute to the quality of teaching and learning whilst supporting our students
- To work with students individually or as part of a group and encourage interaction with others
- Willingness to offer extra-curricular faith focused activities in lunchtimes and after school
- Flexibility and creativity in responding to the needs of young people as they arise
- A good communicator and team player

WE CAN OFFER YOU:

- The opportunity to be part of a dedicated team within a caring school environment
- Opportunities to develop your career
- Option to join a pension scheme with generous employer contribution
- Employee benefits including an Employee Assistance Programme & Cycle to Work scheme
- A commitment to staff wellbeing
- Free onsite parking including electric car charging points

The successful applicant will contribute to the safeguarding and promotion of the welfare and personal care of the children and young people with regard to the Keeping Children safe in Education (KCSIE) guidelines and Area Child Protection Procedures.

The Cotswold School is committed to safeguarding and promoting the welfare of children and young people, and expects all staff, Governors, visitors and volunteers, to share the same commitment.

Job description

Reports to: Deputy Headteacher (Mr S Smith) and a Representative of the Chaplaincy Mission Oversight Team

Core Role:

The presence of a Chaplain will enhance and strengthen the school values of “knowledge and friendship” seeking opportunities for all within a caring community.

As part of the Wellbeing Team, they will do this through addressing the spiritual and emotional wellbeing of pupils and staff, with the opportunity to develop these further through relationships with the wider community.

Job Description:

- Be a known Christian presence in school, provide pastoral support which promotes the emotional and spiritual wellbeing of pupils and staff.
- Contribute to pastoral aspects of the school curriculum, including Mental Health and Wellbeing, Human Spirituality, Relationships and Sex Education, and Transition.
- Offer mentoring and guided listening and where appropriate prayer, to the whole school community.
- Be willing to lead school assemblies, after school and holiday activities and projects.
- Act as a representative of The Cotswold School and local churches both on and off site, upholding the values and good reputation of both.
- Strengthen relationships between the school, local churches and wider community.
- Respond creatively to opportunities for connection between the life of the school and local churches, including places of existing youth work.
- Identify and respond to opportunities for new youth work projects at locations across the south of the North Cotswold Deanery.
- Work ecumenically as part of a team to develop the chaplaincy role, including the development of young leaders within the school.
- Offer opportunities in the school community for theological discussion and to explore Christianity.
- Support and encourage those on established faith journeys in an ecumenical and multi-faith context.
- Connect with local primary schools with a focus upon transitioning to year seven.
- Work alongside to support the established Christian Union in school.
- Provide updates to local churches and Chaplaincy Mission Oversight Team.

Other Specific Duties

- Undergo Basic First Aid training and update courses.
- Be aware of the responsibility for personal Health, Safety and Welfare and that of others who may be affected by your actions or inactions.
- Co-operate with the employer on all issues to do with Health, Safety & Welfare.

Continuing Professional Development

- In conjunction with your line manager, take responsibility for personal professional development, keeping up-to-date with research and developments related to school efficiency, which may lead to improvements in the day-to-day running of the School
- Undertake any necessary professional development as identified in the School Development Plan taking full advantage of any relevant training and development available
- Undergo appropriate training to support the delivery of 'specified work' in order to develop skills for the post
- Maintain a professional portfolio of evidence via School IP to support the Performance Management process- evaluating and improving own practice

The Cotswold School is committed to safeguarding and promoting the welfare of children and young people, and expects all staff, Governors, visitors and volunteers, to share the same commitment.

This position is subject to an enhanced DBS check, satisfactory references and checks regarding suitability to work with children. This post is in regulated activity and is exempt from the Rehabilitation of Offenders Act 1974 (Exceptions Order 1975, amended 2013 & 2020). The successful applicant will be subject to all necessary checks and be required to provide evidence of identity, right to work in the UK and professional qualifications (where relevant). In line with KCSIE 2023, we will conduct an online search for all shortlisted candidates. Any relevant information will be discussed further with the applicant during the recruitment process.

This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the school in relation to the post holder's professional responsibilities and duties.

Elements of this job description and changes to it may be negotiated at the request of either the Headteacher or the incumbent of the post.

Person specification

Qualifications and Experience		
Essential	Desirable	Evidence
<ul style="list-style-type: none"> • 5+ GCSEs (A*-C / 4-9, including English and Maths) • Experience of working with young people • Experience of working within safeguarding practices • Full driving licence 	<ul style="list-style-type: none"> • Further qualifications in a relevant subject area • Youth work, teaching or teaching assistant qualification • Theological training 	<ul style="list-style-type: none"> Application form Letter of Application References Interview Certificate/s (to be available at interview)
Knowledge and Skills		
Essential	Desirable	Evidence
<ul style="list-style-type: none"> • Ability to reflect theologically • Excellent communication skills • Able to work on own initiative as well as part of a team. • Flexible and creative in responding to needs of young people as they arise • Able to work with integrity, sensitivity and maturity 	<ul style="list-style-type: none"> • Experience in teaching and supporting children/young people with SEN • Experience in assessing student progress and keeping up to date records • Insight into contemporary youth culture. • Ability to lead teams. • Organised with attention to detail. • Experience working within a school context. • Willingness to be a School First Aider (Training to be given) 	<ul style="list-style-type: none"> Application form Letter of application References Interview
Personal Qualities		
Essential	Desirable	Evidence
<ul style="list-style-type: none"> • Personal strength and resilience. • Openness to young people and staff from all faiths and none 	<ul style="list-style-type: none"> • Good sense of humour • Open to continuing professional development 	

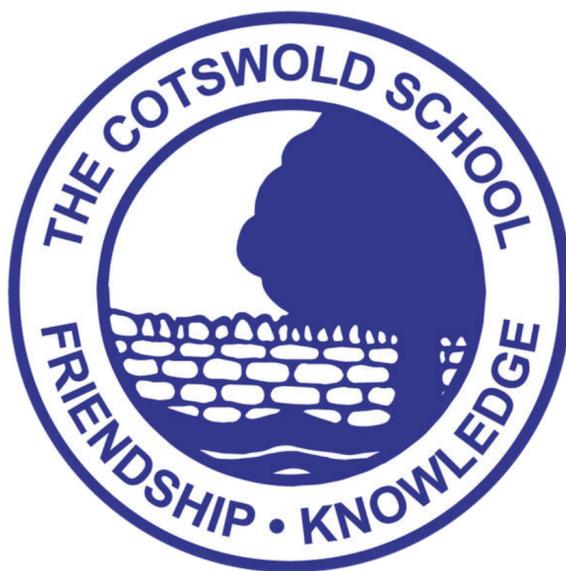
<ul style="list-style-type: none"> • Flexible and enthusiastic attitude • Commitment to support and find ways to develop young people. • Commitment to flourishing for all in a place of diversity 		
Safeguarding		
Essential	Desirable	Evidence
<ul style="list-style-type: none"> • Subject to Enhanced DBS clearance • A commitment to the safeguarding, welfare and achievement of the pupils 		

Notes to applicants

- Please do not use the TES or Gloucestershire County Council application form. Please use The Cotswold School Application Form which can be downloaded via our website
- Please complete the application form in full to ensure that full consideration can be given to all candidates and to comply with legal requirements relating to recruitment in schools
- Please do not include a CV or write 'see CV' in any sections on the form
- Please ensure that you include the title of the post that you are applying for (Section 1)
- Please provide an explanation for any gaps in chronological dates relating to education and employment history (Sections 4,5 & 6)
- If you are not writing a covering letter to submit with your application, then please complete Section 10, in full
- Please provide full details of two referees (Section 11)
- Both declarations (Sections 15 & 16) must be signed and dated
- Once completed, please return your application form by email to Mrs C Chapple, cchapple@thecotswoldschool.co.uk
- If returning by post, please send to Mrs C Chapple, The Cotswold School, The Avenue, Bourton on the Water, Cheltenham, Gloucestershire GL54 2BD
- The closing date and time must be strictly adhered to
- All information given will be treated as confidential

The Cotswold School is committed to equality, diversity and inclusion and welcome applications from all sections of the community. If you require additional help with our recruitment process, please contact Mrs C Chapple, HR Officer (contact details above).





The Cotswold School
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