



# St Wilfrid's

Church of England Academy



**Salary:** NJC 20-25, £32,597-£36,363 pro rata. Actual Salary £26,488-£29,548  
**Contract:** 35 hours per week, term time plus 5 days - flexible/part-time  
**Closing Date:** Monday 15th June 2026  
**Start Date:** Tuesday 1st September 2026

SCHOOL CHAPLAIN

# WELCOME

DOMINE DIRIGE NOS

I am delighted that you have expressed an interest in working at St Wilfrid's Church of England Academy.

We are seeking to appoint a dynamic, Christian Chaplain with a strong Christian faith and a passion to inspire and support all members of our vibrant school family.

A school Chaplain structures the spiritual life of the school, by working with church leaders, planning services, leading worship, planning Bible study, writing prayers and hosting events.

A school Chaplain nurtures the faith of young people and staff, by leading prayer meetings, organising small groups, planning and leading Christian service and supporting children and young people pastorally.

A school Chaplain encourages staff and students in their faith in creative ways, through clubs, Form programmes and Collective Worship.

More about the role of a school chaplain in the Anglican tradition, and training available, can be found here:

<https://www.nse.org.uk/growing-faith-foundation/chaplaincy>

<https://www.blackburn.anglican.org/support-educational-chaplaincy>

The Academy serves a diverse community from a diverse range of Church experiences. We are open to candidates from across the spectrum of Christian expression in the UK. However, it is an essential criteria that you regularly attend Church, and can provide

a Faith reference. Your Church should be a member of Churches together in England, or have a central agreed set of beliefs underpinned by the Nicene Creed.

<https://www.churchofengland.org/faith-life/what-we-believe/nicene-creed>

You should be ready and able to make Christ known in your words and deeds in a culturally relevant and sensitive manner.

## **Do you think God is calling you in to ministry with Children and young people?**

Please contact the Academy for a visit, or phone call to explore if this is the right role for you.

The Academy is committed to safeguarding the welfare of its students and the successful applicant will be subject to an enhanced Disclosure and Barring Service certificate check, checks of the relevant barred/ prohibition lists and also a right to work check.

Please submit the Support Staff application form, which can be downloaded from the Academy website along with a letter of application of not more than two A4 sides, detailing how your experiences to date qualify you for the post. These should be sent to Mrs K Nightingale, PA to the Principal, via [knightingale@saintwilfrids.com](mailto:knightingale@saintwilfrids.com).

The closing date for the receipt of application is **9am Monday 15th June 2026**.

I look forward to receiving your application.



# OUR VISION

*Lord direct us to **live** life to the full*

Our vision statement for the Academy derives from two places:

- 1) Our motto '*Domine Dirige Nos*', which translates to '*Lord Direct Us*'; and
- 2) A verse from the 10th chapter of the gospel of John, which reads:  
*"The thief comes only to steal and kill and destroy; I have come that they may have life, and have it to the full."*

We believe that this life should be lived out to the full, through direction and guidance from the Lord. Our hope is that the daily experiences within the Academy enables students to develop holistically; growing in character and valuing all others.



Students will **learn** values through academic study and everyday interactions. They will be **inspired** by the spiritual and enriching out-of-lesson experiences, and in turn, inspire hope in others. Students will become stronger, well-rounded and content individuals who **value** themselves and others. They will be given opportunities to develop and **experience** a fully-inclusive environment.



Learn more about our christian ethos, vision and values here



# JOB DESCRIPTION

## **PURPOSE**

Reporting to the Senior Assistant Principal - Christian Distinctiveness. To provide chaplaincy support to the Academy.

## **RESPONSIBILITIES**

### Main Duties

- To develop inclusive, positive relationships with young people and staff of all faiths and none through participation in the life of the Academy.
- To work closely with the Senior leadership Team and the local clergy and assist in developing contemporary models of worship, prayer and spirituality within the school and proclaim Christ in a fresh and exciting way.
- To work alongside pastoral staff in supporting and counselling pupils, staff and the extended school family.
- To connect and engage with the school community and help them explore what it means to be a Christian in the 21st Century.
- To facilitate Christian events for young people in the local area including residentials, holiday clubs or social action events.
- To develop and encourage patterns of Christian service at local, Diocesan, national and international level.
- To earn the respect of colleagues and foster good communication and networking between schools, colleges, parishes and other Chaplaincy teams.
- To engage with appropriate Diocesan structures, emerging churches and local worshipping communities.
- To further develop and contribute to the organisation of School Culture Days.
- To provide opportunities to develop young people as Christian leaders within our school.
- To plan the annual Worship Cycle, and weekly Worship Assemblies engaging the Worship Form and increasing the number of pupil participants.
- To Co-ordinate the three liturgical services a year with staff at the Cathedral: Saint Wilfrid's Day, Holy Week and Nine Lessons and Carols.
- To facilitate and participate in Christian events for our young people such as retreats and social action projects.

### Generic Responsibilities

- Adhere to relevant Safeguarding, Child Protection, and other relevant policies in the execution of the role and maintain confidentiality where required.
- Ensure that all health and safety instructions are followed, and that care is taken to ensure safety for self and colleagues, reporting concerns immediately.
- To be willing to undertake First Aid Training.

*Employees will be expected to undertake any other duties and responsibilities as required that are covered by the general scope of the post and any other reasonable duties at the request of the Principal.*

*Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.*

*The Academy will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.*

*This job description is current at the date shown, but, in consultation with you, may be changed by the Principal.*

## REWARDS AND BENEFITS

- NJC pay scale: NJC 20-25, £32,597-£36,363 pro rata. Actual salary £26,488 - £29,548.
- Local Government pension scheme.
- Access to Employee Assistance programme offering free confidential support on a range of issues such as work, wellbeing, money, health and legal advice.
- Excellent opportunities for continuous professional development and support to develop your career.

## SAFEGUARDING

St Wilfrid's Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

# PERSON SPECIFICATION

ESSENTIAL	DESIRABLE
<b>QUALIFICATIONS</b>	
<ul style="list-style-type: none"> <li>• 5 good GCSEs (or equivalent) including English and Mathematics</li> <li>• Educated to Degree or Diploma level or currently working towards this</li> </ul>	<ul style="list-style-type: none"> <li>• A recognised and approved ministerial, teaching or Christian youth work training/ qualification</li> <li>• Theological training</li> <li>• Counselling training</li> </ul>
<b>GENERAL ATTRIBUTES</b>	
<ul style="list-style-type: none"> <li>• A person in touch with contemporary youth culture and with experience of working with young people</li> <li>• Ability to reflect theologically on youth issues</li> <li>• An inclusive vision for helping young people explore what it is to be a Christian in the 21st century</li> <li>• Effective communicator at all levels</li> <li>• An understanding of the Church of England's involvement in education.</li> <li>• A strong commitment to work ecumenically</li> <li>• Sensitivity to working with young people and staff from all faiths and none</li> <li>• Excellent organisational skills and attention to detail</li> <li>• A vision for the development of worship and spirituality</li> <li>• An ability to work with and manage teams</li> <li>• Enthusiastic, inspired and motivated</li> <li>• Good sense of humour</li> <li>• Access to a car and a full driving licence essential</li> <li>• Commitment to continuing professional development</li> <li>• Emotional maturity and cultural sensitivity</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to play a musical instrument and participate in musical worship alongside others</li> </ul>
<b>CIRCUMSTANCES</b>	
<ul style="list-style-type: none"> <li>• Enhanced DBS clearance (A DBS Check will be carried out after the appointment is made)</li> <li>• A committed Christian with a lively faith, active in a member church of Churches Together in Britain &amp; Ireland, Evangelical Alliance or The North West Gospel Partnership</li> <li>• Understanding of the breadth of theologies and traditions in the Anglican church</li> </ul>	<ul style="list-style-type: none"> <li>• Willingness to explore more contemporary and/or traditional expressions of worship than your own</li> <li>• Willingness to understand the other faiths represented in the local community</li> </ul>

## Support and Development Opportunities offered with this post

- Line Management for all aspects of the post
- Non-Managerial Supervision (if requested)
- Support from the Diocese
- Opportunities for Continual Professional Development e.g. training courses and conferences
- Opportunities to meet with other youth workers and chaplains to share good practice and offer each other support

# HOW TO APPLY



**CLOSING DATE: 9AM MONDAY 15TH JUNE 2026**

Please submit the Support Staff application form, which can be downloaded from the Academy website, along with a letter of application of not more than two A4 sides, detailing how your experiences to date qualify you for the post. These should be sent to Mrs Nightingale via [knightingale@saintwilfrids.com](mailto:knightingale@saintwilfrids.com).

We look forward to receiving your application.

