



Post Title	Spiritual Wellbeing Leads
School / Organisation	ASL (Based at Avanti House Primary School and Krishna Avanti Primary School Harrow)
Location	Harrow
Grade/Salary	Grade 5, £28,345 - £30,785 per annum pro rata. (Approximate pro rata £22,668 - £24,619 (0.79972 FTE))
Hours	Full-time (37.5 hours per week)
Contract Type	Permanent Term-time only
Reports to	Chaplaincy Lead
Preferred Start Date	TBC

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. Our Spiritual Wellbeing Leads facilitate authentic dialogues, encouraging introspection and growth, while also providing tools like guided meditation and yoga for harmony and well-being. Collective Worship sessions, small-group dialogue, and drop-in sessions are integral to our spiritual insight support, and the chaplaincy facilitates students and staff in developing reflective habits and meaningful relationships. At Avanti, we cultivate gratitude and purpose, fostering a satisfying life of contribution within our school community.

The Role

Avanti Services Ltd is seeking an exceptional candidate to join our school as a Spiritual Wellbeing Lead at Krishna Avanti Primary School and Avanti House Primary School.

This is an opportunity for a gifted individual with excellent interpersonal skills to nurture and support our pupils at the very start of their spiritual journey. Working closely with teaching and key pastoral staff, the Spiritual Wellbeing Lead will help to create the spiritual ethos of the school, alongside the Leadership Team and supporting staff to enable further development of the school.

Main Purpose of Job:

- To contribute to the Spiritual Insight provision at the school by supporting Collective Worship and Festival days
- To support the spiritual and emotional development of students and staff by providing drop-in sessions
- To develop the Chaplaincy so that it contributes to the provision of the Avanti Way, including its implementation and assessing its impact.
- Support the Pastoral and Inclusion teams in safeguarding and promoting the welfare of children
- To facilitate staff, student, and parent Spiritual Insight Sanga discussion groups
- To develop the wider school community including social outreach opportunities and parent workshops to ensure the Avanti Way is manifested in all aspects of a students 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 school.
- To be an approachable presence in the school and someone that the students feel that they can talk to on spiritual matters



- To guide and support all employees of the school in their knowledge and understanding of spiritual practices
- To work alongside teaching and key pastoral staff to enhance the emotional and spiritual care and provision for students at the school
- To be committed to safeguarding and promoting the welfare of children and young people within the school.
- To develop positive relations with students, parents and staff
- 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 attend and support appropriate meetings/courses and to undertake any training as deemed necessary for personal development.
- To be responsible for your own continuing self-development, undertaking training as appropriate.
- 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 support for students through drop-in sessions
- To facilitate staff, student, and parent Spiritual Insight Sanga discussion groups
- To provide support and guidance for pupils, staff, governors – 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 in the school by leading a regular session and contributing to the development of resources for the sessions.
- To support the induction of new staff and students into our school
- To deliver assemblies based on spiritual practices, faiths and their practices
- To create Emotional & Spiritual Wellbeing Content for students: Videos, Newsletters, Journals
- To create opportunities for students to give back to the local community, and develop the school's social outreach.
- 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 the chaplaincy in the school in line with the school'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 support Festival Days within the school by leading workshops to enhance student's experience and understanding of Festival Days
- 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.	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.	Easy to approach and make themselves available for student, staff and parents	X	
5.	Exceptional listening skills and empathic communication skills	X	



6.	Ability to work as part of a team	X	
7.	Ability to form good working relationships with colleagues, students and parents and work as part of a team	X	
8.	An approachable, accommodating attitude relating well to children and adults	X	
9.	High standards embracing honesty, integrity, loyalty and trustworthiness		
10.	Ability to handle sensitive issues keeping confidentiality as required.	X	
11.	Have developed knowledge and a wholesome understanding of the major world religions	X	
12.	For our faith schools: Practicing Krishna Consciousness and have a deep understanding of its beliefs and practices.	X	
13.	Experience of leading faith related / spiritual activities in an educational setting	X	
14.	Commitment to the safeguarding and welfare of all students	X	
15.	Experience working with young people, in particular Primary students, preferably in an educational setting		X
16.	Experience working as a chaplain		X
17.	Qualifications in chaplaincy		X
18.	QTS Qualification / HTLA Qualification		X
19.	Level 1 + safeguarding qualification		X
20.	Be able and willing to undertake staff training and development courses, some of which may be outside of normal working hours, to develop and maintain technical qualifications for the role.	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/2023/08/Child-Protection-and-Safeguarding-Policy.Summer-23.pdf>