

St Bede's School

'Christian Education at its Best'



Chaplain (Catholic)

18 hours per week, 39 weeks per year

Actual Gross Salary £13,451

(pro-rata to £31,273)

To start September 2020

Application Deadline: 09:30am 3rd June 2020

64 Carlton Road, Redhill, Surrey, RH1 2LQ Telephone: 01737 212108

Belonging

Education

Determination

Excellence

Service

Ofsted
Outstanding
Provider



About St Bede's

At St Bede's we are proud to serve roughly 1,700 boys and girls of all abilities, age 11-18, from the Reigate, Redhill, Caterham, Horley and surrounding areas. This includes over 300 studying academic courses in the sixth form. The school has an Anglican, Catholic and Free Church foundation and we work hard to create an inclusive ethos. Our aim is to ensure that pupils thrive academically, socially and spiritually within a Christian framework.

In January 2017 Ofsted carried out an inspection of St Bede's and judged the school outstanding in every category. The report acknowledged that pupils make exceptional progress in all year groups and in almost all subjects. Disadvantaged pupils and those who have special educational needs and/or disabilities also make rapid progress. The inspection highlighted the teaching in the sixth form as consistently challenging and as a result, students are motivated to learn and achieve excellent outcomes.

Attainment and progress scores at GCSE and A level are consistently above national averages. We are particularly proud of the English and Maths results achieved in the new 9-1 GCSEs. Both departments achieved fantastic results at 4 and 7 grades. St Bede's also saw a steep rise in the number of students achieving the English Baccalaureate.

Measure	2017	2018	2019
Attainment 8	54.9	57.6	58.27
Progress 8	+0.48	+0.68	+0.73
EBACC	43%	49%	54%
EBACC entered	74%	77%	84%
4+ English	84%	86%	92%
4 +Maths	89%	88%	89%

Our school is committed to the safeguarding of children so all appointments are subject to a satisfactory enhanced DBS check. Only applications made on our School Application Form will be considered; we do not accept CVs or unsolicited testimonials. It is our policy always to request references prior to interview.

Please see our staff prospectus for further information about working at St Bede's.

"A zest for learning permeates the whole school. Teachers' high expectations mean that pupils are ambitious for their own futures and approach their learning with determination and resilience."
Ofsted 2017

Chaplaincy at St Bede's

This vacancy is for a Catholic Chaplain to work 18 hours per week during the 39 term time weeks of the year (including inset days). The weekly working pattern will be agreed with the person appointed.

We are seeking to expand the range and quality of our chaplaincy provision at St Bede's by appointing three, part time, chaplains to represent each of the Christian traditions at St Bede's. We are proud to be an ecumenical school and welcome pupils from a wide variety of Christian backgrounds.

The chaplains at St Bede's benefit from the use of a recently refurbished chapel with an office and counselling room attached. There is considerable scope to develop this area once the new appointments have been made.

The chaplains are responsible in collaboration with a senior member of staff, for the worship life of the school and provide liturgical material for tutors to use in daily acts of worship with individual tutor groups and year assemblies.

We follow the pattern of the Christian year and the chaplaincy team take responsibility for organising and leading services and other activities during the year, e.g. Christmas, Easter and Lent.

We value our links with local parishes and churches and encourage clergy and church workers into school. Currently we organise Christian Unions and a number of other activities with the support of churches locally and this is an area we wish to expand.

In a large school, there are always a number of pastoral and mental health issues that we are dealing with. The chaplaincy team support our pastoral work and gets involved in one-to-one and small group counselling.

Within the classroom, members of the chaplaincy team are regular visitors to RE lessons to explain the practices of our different traditions or to support Christian development. The chaplaincy team offer support to teaching right across the age range from 11 to 18 from when children arrive to when they are preparing for university.

With an expanding team, we hope that those appointed will have their own ideas about how we can develop our Christian witness both inside and outside of St Bede's.

Job Profile

St Bede's is a voluntary-aided ecumenical school in which staff are employed by the Governors and will work within the policies approved and adopted by the Governing Body and under the direction of the Headteacher. All staff are expected to support the Christian ethos of the school, maintain the highest professional standards and contribute to the development of St Bede's as a thriving community.

Role Purpose: The Chaplain can be described as “the Public Face of God” in the school and as such is called to model the life of Christ. They promote the Christian ethos, spiritual values and mission of the school by establishing and maintaining a visible and approachable chaplaincy presence, taking a lead in the liturgical life of the school, organising acts of Christian worship, and seeking to meet the pastoral needs of students, staff and governors.

Key Deliverables:

- Lead and promote distinctive Catholic teaching and worship at the school within an ecumenical framework
- Work within an ecumenical framework to ensure the chaplaincy works as a team providing support regardless of tradition
- Developing the worship life of the school in way that is relevant to the 21st century
- Providing relevant pastoral support to pupils, staff and governors
- Maintaining and developing links with local churches and clergy
- Maintaining a visible chaplaincy presence in all areas of the school
- Work with middle & senior leaders to develop the Christian life of the school.

Contract

The contractual basis of this post is the current Surrey Pay scheme and any other regulations currently in force.

Job Family: Children Learning & Educational Support **Grade:** PS8

Responsible to: Assistant Headteacher (Spiritual development)

Accountabilities & Tasks

The key accountabilities are listed below. Additional information/responsibilities are shown as bullet points under each accountability and are not considered to be exhaustive.

Service & Support Delivery

- Deliver a range of specialist services advising and assisting pupils, staff and parents in area of expertise, to maximise service quality, efficiency and continuity.
- Plan and prioritise own work activities for the months ahead, to ensure operational efficiency. Respond effectively to changing demands adjusting priorities as needed.

Liturgical

- Resource and support daily prayer and the prayer and worship in tutor time
- Resource and support the assembly programme by providing material to staff and/or taking assemblies
- Organise and support regular liturgical celebrations such as the Eucharist and Reconciliation
- Develop student participation and involvement in liturgy at all levels
- Facilitate the programme of Christian worship, including opportunities for Eucharist, Masses and termly services; enabling effective access to students and staff alike
- Take an active role in enabling whole school Christian worship
- Lead relevant staff training

Pastoral

- Provide effective pastoral support for students
- Member of the pastoral support team in working with Heads of Year

Retreats

- Co-ordinate, prepare and lead spiritual activities appropriate for the age and understanding of the participants, including days of reflection, residential retreats and attendance at diocesan events

Common Good

- Develop and introduce and lead initiatives for students that encourage 'faith in action' and raise awareness of the Church's social teaching
- Actively support the fundraising activities of the school

Parish & Community Links

- Lead and develop outreach work with parishes that are linked to the school
- Liaise with local clergy, other schools, the Dioceses and other agencies as required
- Encourage clergy and other church workers to take pastoral/liturgical opportunities in school

Curriculum support

- Support the work of the Religious Education department through participation in lessons as appropriate
- Support wider areas of the curriculum, such as assisting on trips, giving religious input in some lessons (e.g. Citizenship & PHSE)

Chaplaincy team

- Develop a collaborative style of ministry that encourages a team approach and manage volunteers and staff who may from time to time, be assigned to the chaplaincy

Chapel & Religious Icons

- Develop the use of the chapel, making it an inviting space for worship, prayer and reflection
- Ensure that there are a variety of visual icons around the site which reflect the Christian ethos of the school

Working with Others

- Liaise, communicate and build relationships with governors, staff, pupils, parents, churches and diocese and represent the school.

Duties for all

- Values: To uphold and actively support the values of St Bede's School.
- Equality & Diversity: To work inclusively, with a diverse range of stakeholders and promote equality of opportunity.
- Health, Safety & Welfare: To maintain high standards of Health, Safety and Welfare at work and take reasonable care for the health and safety of yourself and others.

- Core National Standards for Supporting Teaching & Learning: to understand and carry out role in line with agreed standards, expectations & qualifications.
- Contribute to and influence children's learning and personal development.
- To have regard to and comply with safeguarding policy and procedure as appropriate

Additional Requirements

Carry out any other task which might reasonably be required.



Person specification

	Essential	Desirable
Christian Commitment	<ul style="list-style-type: none"> • A personally committed Christian from the Roman Catholic tradition. • Member in good standing of a Church in membership of 'Churches together. 	
Education and Training	<ul style="list-style-type: none"> • A level or post-A level education with the ability to communicate effectively – able to be credible to students and school staff. • Theologically literate – able to appreciate and work with a range of Christian understanding. • Ecumenically aware – able to appreciate and understand issues from a range of Church traditions. 	<ul style="list-style-type: none"> • Graduate • Training and education relevant for Christian ministry • Training and education relevant for ministry to young people • Training and education relevant to providing pastoral support.
Experience	<ul style="list-style-type: none"> • Successful in a role or roles which involve working with young people. • Successful in a role or roles involving elements of leadership and organising teams of people. • Successful in organising and planning prayer and worship 	<ul style="list-style-type: none"> • Successful in recognised Christian ministry • Successful in professional youth work or related field. • Experience of work in a ecumenical context
Personal Qualities	<ul style="list-style-type: none"> • A good example of Christian life and commitment • Excellent communicator • Well organised and resilient under pressure • Approachable and a good listener • Sense of humour and sense of fun • Good team worker capable of taking initiative and working alone • Someone who sees things through • Creative and imaginative 	

How to apply

If you would like to apply please complete our application form for teaching posts and send it to us with a supporting statement which explains what attracts you to the post, as well as detailing the skills and experience you would bring to it.

Your completed application can be emailed to:

jobs@st-bedes.surrey.sch.uk

or sent by post to:

HR Team
St Bede's School
64, Carlton Road
Redhill
Surrey
RH1 2LQ

If you have any queries please send an email to jobs@st-bedes.surrey.sch.uk

The deadline for receipt of completed applications is 09:30am on 03rd June 2020.

We look forward to hearing from you.

Our data protection policy for job applicants is available at:
<http://www.st-bedes.surrey.sch.uk/3041/data-protection>

