

SCHOOL CHAPLAIN/CHURCH YOUTH PASTOR

Required to start 1st September 2020

Closing Date: 12 noon Wednesday 20th May

**Completed application form and covering letter to be emailed
to:**

jobs@standrewsleyland.org.uk

Shortlisting: Friday 22nd May

First stage interviews online: Week beginning 25th May.

SCHOOL CHAPLAIN and CHURCH YOUTH PASTOR

The Role – an overview:

This role is a significant and innovative partnership between Saint Andrew's Church in Leyland and Balshaw's Church of England High School. Together we are seeking a person who lives with the warmth and passion of the love of Christ to be a mission lead with four key areas of responsibility:

- To facilitate young people and students in exploring faith and growing as disciples of Christ
- To lead the vision for Christian Distinctiveness at Balshaw's Church of England High School
- To lead and develop the exciting youth ministry amongst 11-18 year olds at St Andrew's
- To build the partnership between Balshaw's and Saint Andrew's

The Role in more detail:

This role is exciting because it combines Chaplaincy with Youth Ministry.

Within the life of St Andrew's this means that you will be called to lead the ministry to St Andrew's young people (aged 11-18), their families, and the community which we are seeking to reach. You will be responsible for directing, encouraging and equipping our teams of volunteers, and ministering personally to our young people and their families as you seek to help them grow as disciples of Christ, living joyfully and obediently in the light of God's Word.

Within school this means that you are both a spiritual caregiver to *all* those who work and study and also work with young people, regardless of faith commitment, to explore their spirituality and ultimately prepare the ground that will allow young people to be planted as disciples of Christ now or in the future.

St Andrew's Church and Balshaw's Church of England High School have a long history of partnership and it is natural that this role is one that connects Chaplaincy in the school and Youth Ministry in the church. There are strong connections between the school and the church at all levels and the successful candidate will build the partnership between the church, its Youth Team and the school to even greater symbiosis.

The time will be divided flexibly between school and church with many of the responsibilities contributing to both roles. There will be a commitment to working on Sundays and an expectation that a clear day off is taken each week. The nature of the school holidays means that there will be an annual pattern of quieter and busier times. We expect the Chaplain/Youth Pastor to play a large part in developing and shaping the role, but some of the elements within the key areas of responsibility would include:

- To facilitate young people and students in exploring faith and growing as disciples of Christ:
In every context that this role covers we are looking for someone of deep and mature Christian faith who can teach the bible faithfully and engagingly in an age-appropriate way; model a life of prayer and discipleship to young people, volunteer leaders and the school community; build supportive relationships with staff and the families of young people, working in partnership with parents/carers.
We are looking for someone with the faith, vision and maturity to hold together and respect the unique and multi-faith context of a school, the distinctive Christian character of Balshaw's, and the gospel-centred disciple-making focus of an evangelical church.

- To lead the vision for Christian Distinctiveness at Balshaw’s Church of England High School: Christian Distinctiveness is about all aspects of the Christian ethos of the school. This, of course, includes overseeing, leading and evaluating acts of worship. However, it also encompasses how the school shapes its bereavement policy, providing pastoral care for staff, governors and parents, praying with and for people, creating displays around the school, organising and planning trips, supporting the RE department.

There is the need to grow links with other Christian organisations, support events and activities that take place. Leading the vision for Christian Distinctiveness is not about ‘developing’ the ethos – it’s about living it and embodying it through all aspects of the work that you do within the school. It is through *living* the ethos that the ethos is developed, deepened and enriched.

- To lead and develop the exiting youth ministry amongst 11-18 year olds at St Andrew’s: Working alongside our Children’s Ministry Coordinator and Minister for Outreach and Families, St Andrew’s is looking to appoint a proven pastoral leader who can support a large and faithful team of volunteers in building up our gospel-focussed and bible-led youth ministry.

This will entail taking leadership responsibility within our weekly groups and encouraging young people to play an active part in the wider life of St Andrew’s.

In taking up this key role within the youth ministry at St Andrew’s, you will have a rich resource to build and channel the young people of Balshaw’s towards.

- To build the partnership between Balshaw’s and St Andrew’s: There are many formal links between Balshaw’s and St Andrew’s. The church provides oversight of the foundation governors who hold the property of the school in trust. The church hosts major acts of worship for the school – notably Easter, Christmas and Remembrance Day. There are employees of the church who are married to employees of the school, there are employees of the school who are members of the congregation at the church, the clergy are parents of Balshavians or married to Balshavians. There are students of the school who attend Youth activities at the church.

This list could go on, however, the successful candidate will connect all of these things together in a more organic way as a living, spiritual relationship; framed by a shared vision of Christ’s love in action.

Context of the School:

Balshaw's CE High School is an outstanding Voluntary Controlled Church of England High School in Leyland. It is the school of choice for parents in the area with a very proud history stretching back to 1782 and is heavily oversubscribed with approximately 920 students on roll. As a Voluntary Controlled Church of England High School, Balshaw’s admissions and funding are entirely under the control of the Local Authority. There are no church attendance requirements for a young person to join the school. We believe this is very important as it allows our Christian ethos and values to reach students who otherwise may not experience the love of Christ in their educational context. Although we are not Voluntary Aided, the school has long standing links with the Diocese and clergy who are regular visitors to the school to deliver worship and advice.

As well as our academic success, what is equally important to us is the richness of opportunity available to students at Balshaw's. Set in 21 acres of beautiful land, Balshaw's staff provide extra-curricular opportunities that other schools could only hope for. The huge range of clubs and activities have taken many of our students on to careers in sport and media with a number of well-known alumni. The school adds significant value to its students from their starting points in Year 7 to the time when they leave in Year 11. Many will go on to study at Runshaw College which was originally the Sixth Form of Balshaw's and others will take up apprenticeships or employment.

OFSTED (2013)

- 'This is an outstanding school'
- 'Students make outstanding progress from their starting points.'
- 'Students say how safe they feel and are particularly appreciative of the exceptionally personal support which the school gives them'
- 'Students feel very safe and talk freely about the sense of community the school engenders'
- 'Much of the teaching is outstanding and across the school it is consistently good'
- 'Students, parents and staff are fulsome in their praise of the school'

SIAMS (2019)

- 'Religious Education is both inspirational and challenging.'
- 'Strongly held values infuse the school community.'
- 'Collective worship is exemplary.'
- 'The senior leadership team provide inspirational and caring leadership.'
- 'The quality and range of their [pupils'] theological thinking is impressive.'

Context of Saint Andrew's:

St Andrew's Leyland is a Reformed, conservative evangelical Anglican church in the Diocese of Blackburn; its usual Sunday attendance across four congregations is over 400, including 100+ children and young people (with many more during the week). We are passionate about seeing lives changed under the power of God's Word, and thrilled about the opportunities He is opening for us.

Our building is well situated with a prominent position close to the town centre, and with good, long-established relationships with two Primary schools, Runshaw College of further and higher education, as well as Balshaw's CE High School. This year will see St Andrew's celebrate its 800th anniversary and this long history provides both a delightful opportunity and a clear testimony to the church's role within the town and wider community.

The church has a long-established pattern of being a resource for equipping and pioneering churches within our region. We work closely with the North West Gospel Partnership who use our facilities for training and conferencing.

To fulfil our church-wide vision of REACH, GROW and SEND we long to reach as many young people as we can in our church family and our parish with the gospel of Jesus; to see those young people then grow in Christ and; to send them out into the world to love and serve others for Jesus. Our work amongst teenagers currently consists of a large 11-14s work (AXIS) that meets both on a Friday night and during both our mid-morning Sunday services. Our smaller 14-18s work (StAY) meets for a Bible study on Thursday evenings.

You would be joining a staff team at St Andrew's that currently consists of 6 full and part-time posts including the Vicar, two Associate Vicars, a Children's Ministry Coordinator, a Church Administrator, and the PA to the vicar. The team is relatively new and undergoing some

restructuring since our Vicar arrived in July 2019. It is therefore an exciting time to join as we prepare and shape the team for the years to come.

Accountability:

The post holder will be employed by St Andrew's PCC and will be line managed through regular meetings by the Minister for Outreach and Families.

The post holder will be responsible for providing chaplaincy services to the school on behalf of the church, and will be line managed for this by the head of RE. An office and equipment within school is to be provided as a base for the post holder.

Termly meetings between the post holder, the school and the church will provide an opportunity to review and ensure that any challenges that arise from the unusual nature of the arrangement can be resolved.

Remuneration:

The post holder will be employed by St Andrew's PCC.

Hours: 40 hours per week over 6 days, including Sunday. The post holder is expected to take one full day off a week, normally Saturday, but where events require Saturday working, an alternative full day off is to be taken.

Salary: Stipend to match that of a curate in Blackburn Diocese (£25,265 p.a.)

Pension: 12% pension contribution to an existing pension of your choice, or workplace pension available.

Annual leave: 36 days plus bank holidays, to be taken in school holidays in agreement with your line manager.

Summary:

This is a rare chance to take on a genuinely pioneering and fulfilling role in which the successful candidate will be able to proactively develop and embody the much-valued partnership between our church and school. This role calls for and expresses an investment in the deepening spirituality of all and encourages growth in faith across the whole school and church community, and bringing new people to a relationship with Christ Jesus.

We hope that when you visit Balshaw's and St Andrew's you will get a strong sense of the Christian family and biblical convictions that underpin what we do and why we believe God has brought us to work together.

The closing date is **12 noon on Wednesday 20th May 2020.**

Please note that the church and the school are committed to safeguarding and promoting the welfare of young people and expects all staff and volunteers to share this commitment. This post is subject to an enhanced DBS disclosure.

March 2020

Job Specification

It is important that this specification is addressed as fully as possible by candidates. The successful candidate will show evidence of some, many or all of these skills depending upon their strengths. Evidence for how far candidates meet these requirements will be through the Application, their References, their Letter and Interview. (A / R / L / I in the table below)

Person Specification - ESSENTIAL		
Qualifications and Training	<ul style="list-style-type: none"> Theological training/qualification at Level 3 (A-level) or equivalent. Educated to degree or Diploma level or currently working towards this. 	A / I / L
Experience	<ul style="list-style-type: none"> Minimum of two years' experience working with young people aged 11-18. A solid understanding and knowledge of the Bible, and how to teach it appropriately and engagingly to children and young people Experience of leading worship for both adults and young people. Ability to give a considered and informed account of the Gospel, framed within a contemporary context. Awareness and experience of using liturgy in worship. Awareness of the requirements of working in an educational context. Awareness of youth culture and issues currently facing young people. Competency with ICT Working knowledge of the Church of England and Anglican traditions, worship and organisation, or willingness to learn as part of St Andrew's congregation and staff. 	A / I / L / R
General Attributes	<ul style="list-style-type: none"> A person of integrity with a godly character, a person of prayer, someone who seeks to apply biblical principles to your work. A person who has a genuine love for Children and Young People and longs to see them come to know the love of Jesus and grow in their knowledge of Him. Ability to lead and inspire others. A self-starter - able to think of new ideas and action them, drawing others in as appropriate. Innovative and creative in approach. Clear, confident and appropriate communicator to a range of audiences. Friendly and approachable with an ability to appropriately build positive relationships. Good sense of humour. Excellent organisational skills and ability to work effectively under pressure. 	A / I / L / R

	<ul style="list-style-type: none"> • Ability to work on own initiative and with excellent time management skills. • Sensitivity to working with young people, staff and others from all faiths and none. • Flexible and co-operative team worker. • Commitment to continuing professional development. • A careful listener who exhibits humility and teachability • Ability to reflect theologically on youth/children’s work. • An ability to respect matters of confidentiality and sensitivity, whilst being aware of child protection issues. 	
Circumstances	<ul style="list-style-type: none"> • Will need to become a member of the congregation of St Andrew’s Church as well as its employee. • Enhanced DBS clearance (a DBS check will be carried out upon offer of employment). • A committed Christian with a lively evangelical faith, active as a member of a church within Churches Together in Britain and Ireland or the Evangelical Alliance, and in agreement with the Church of England Evangelical Council Basis of Faith. • Full driving licence and access to a car or demonstrative alternatives available. 	R / A

Person Specification - DESIRABLE

Qualifications and Training	<ul style="list-style-type: none"> • Training in Children’s, Youth or Community Work, with particular reference to teaching the Bible to young people 	
Experience	<ul style="list-style-type: none"> • Experience of working autonomously, with minimal supervision. • Experience of paid youth work. • Experience of working with volunteers, preferably as a line manager • Experience of leading and delivering training. • Experience of working in a school or other educational context. • Confidence in dealing with a variety of stakeholders. • Training or employed experience in working with people from a variety of faiths. 	A / L / I / R
General Attributes	<ul style="list-style-type: none"> • Ability to lead and inspire others. • Innovative and creative in approach. • Clear, confident and appropriate communicator to a range of audiences. • Friendly and approachable with an ability to appropriately build positive relationships. • Good sense of humour. • Excellent organisational skills and ability to work effectively under pressure. • Sensitivity to working with young people, staff and others from all faiths and none. • Flexible and co-operative team worker. • Commitment to continuing professional development. • Ability to reflect theologically on youth/children’s work. 	A / L / I / R
Circumstances	<ul style="list-style-type: none"> • Full driving licence and access to a car or demonstrative alternatives available. 	A
Professional Development Opportunities with this post	<ul style="list-style-type: none"> • Opportunities for continued professional development e.g. CPD programme within school, conferences, training from the Diocese. • Opportunities to meet regularly with other Youth Worker/Chaplains to share good practice and offer each other support. • Opportunity to join the Local Government Pension Scheme. 	-

ROLE PROFILE:

Main duties associated with the role of Chaplain

- To explain the Christian faith to our young people and help them to explore what it is to be a Christian in the 21st Century.
- To design and manage the worshipping life of the school, developing the skills of both staff and students in leading worship.
- To foster an understanding and appreciation of the Christian calendar and the sacraments as a part of the day-to-day life of the school.
- To facilitate a rich prayer life in the school that is responsive to the immediate need and diligent in regular prayer for the school.
- To organise and co-ordinate Christian groups across the school, including Youth Alpha, developing our young people as leaders.
- To work alongside the Headteacher and Senior Leadership Team to set priorities for the ongoing Christian distinctiveness of the school.
- To work closely with the RE department, supporting their teaching and development.
- To take a lead role in the development of spirituality across the curriculum, especially in PSHE and Tutor Time.
- To champion the notion of service and charity work across the school, especially in our Lenten Charity Weeks.
- To develop a pastoral ministry within the school for both staff and pupils, working closely with the Pastoral Team.
- To liaise with parents and families as necessary for the wellbeing of our young people.
- To foster strong relationships with our local churches, both Anglican and other, to ensure that Balshaw's is seen as part of the local Christian community. In particular the school has very strong links with St Andrew's Parish Church.
- To work with Diocesan Youth Leaders and Chaplains in professional development and foster links with faith leaders at other Diocesan Schools.
- To organise trips and events for young people with a Christian focus.
- To adhere to all school policies and practices relevant to the role, maintaining confidentiality when required and reporting any concerns immediately.
- To gather feedback regularly and use it to improve vision.

Main duties associated with the role of Youth Pastor

General responsibilities

- To teach the bible engagingly and creatively in an age-appropriate way to our young people
- To be a full member of the Staff Team and to attend weekly Staff meetings and regular prayer times.
- To exercise oversight over our youth ministries which are gospel focused and Bible-led.
- To model living as a disciple of Christ, to young people and the volunteer leaders
- To ensure time for prayer and Bible study in order to continue to foster and grow a personal relationship with Jesus Christ
- To build relationships with families of our young people, working in partnership with parents/carers.
- To encourage young people to be actively involved in the wider life of St Andrew's.
- As a part of a team, to plan, lead and speak in services as appropriate.
- To adhere to the Church's Safeguarding of Children and Young People's Policy at all times, and ensure full compliance by all volunteer youth workers.

Strategic responsibilities

- To take overall leadership and responsibility for the spiritual direction and programme of the youth ministries under the authority of the Vicar and PCC, and under the direction of the Associate Vicar for Outreach and Families.
- To work with our Children's Ministry Coordinator and Associate Vicar for Outreach and Families to produce an achievable medium and long term strategic plan to grow and develop our youth work.
- To be committed to growing our young people to be passionate disciples and disciple-makers of Jesus Christ.
- To recruit, train, encourage and support, on an ongoing basis, a team of dedicated volunteer leaders.
 - giving leaders and helpers opportunities to exercise their gifts
 - equipping leaders with the required resources and training
 - regular, individual pastoral support of youth leaders
- To ensure effective transitions into the youth programmes at age 11 (school year 7), age 14 (school year 10) and then at 18 (school year 13) into the life of the wider church family.
- To equip our young people to share their faith and help provide supportive contexts for that to happen
- To encourage engagement with evangelistic events such as St Andrew's summer holiday club and overseas short-term missions.

Strengthening outside links

- To keep abreast of wider national and global developments in Christian ministries.
- To liaise with the Diocesan Youth and the North West Gospel Partnership Youth contacts.

This job description provides a guide to the duties and responsibilities of the post and is not an exhaustive list. In addition, other duties at no higher a responsibility level may be interchanged with/added to this list at any time.

There is a Genuine Occupational Requirement that the post-holder is a Christian. (Equality Act 2010) Applicants should be a member of a church that belongs to Churches Together in Britain and Ireland (www.ctbi.org.uk) or the Evangelical Alliance (www.eauk.org).

HOW TO APPLY:

To apply for this role you need to provide a 2 page covering letter and download and complete an application form that can be obtained from the church website www.standrewsleyland.org.uk

Applications should be emailed to jobs@standrewsleyland.org.uk by **12 noon Wednesday 20th May**. Applications sent to other email addresses will not be accepted.

Thank you for your interest in this position.