



THE GREY COAT HOSPITAL

CHURCH OF ENGLAND COMPREHENSIVE SCHOOL FOR GIRLS



Chaplain

The Grey Coat Hospital, founded in 1698, is a Church of England school for girls aged eleven to eighteen with a mixed Sixth Form. The historic foundation of the school and its current ethos are rooted in a confident and generous Christian faith and practice, which welcomes students and staff of all backgrounds and beliefs. The school is supported by the Grey Coat Hospital Foundation, and enjoys strong links with Westminster Abbey.

We are a school with strong values, committed to ensuring that each student is known as an individual, develops the knowledge, skills and personal qualities to lead successful and fulfilling lives, and is empowered to do so. The aim of The Grey Coat Hospital is 'to enable students to take charge of their learning, make decisions based on Christian values, live in the world as independent women and men and meet the challenges of the twenty-first century'. We aim for excellence both in and out of the classroom, seeking to develop the qualities of inquisitiveness, resilience, independence, humility and kindness.

As a community we want to be the very best school for our students, one which ensures each student is both stretched to their full potential and supported to the full; an environment where students learn in a reflective, creative, vibrant and co-operative way, so that all our students may thrive.

The Grey Coat Hospital is a unique school with a fine tradition and a promising future, offering both stability and challenge to those who work in it.

The Chaplain's role

This is a senior position. The Chaplain's overall role is to help maintain and develop the Christian ethos of the school as a whole. S/he will assist and advise the Head Teacher in all matters relating to the social, moral and spiritual priorities of the school and the welfare of its staff and students, working closely with other senior staff.

Main elements of the role:

- **Spiritual:** Leading and developing, together with the Head Teacher, the Church of England ethos of the school;
- **Liturgical:** Leading, facilitating, and resourcing collective worship across the school and all Church services;
- **Pastoral:** Offering pastoral support to students within the existing pastoral structure of the school and offering support to staff;
- **Pedagogical:** Providing opportunities for spiritual, moral, social and cultural development, and Christian teaching, for individuals and groups.
- **Community:** Maintaining a Christian perspective on all aspects of the life of the school. Working with staff, students and parents from across the school. Maintaining and establishing links beyond the school.



Main duties:

- Leading and resourcing school collective worship and church services, including liaison with Westminster Abbey and St Margaret's Church for major school services. Supporting staff in the preparation for collective worship;
- Contributing to the annual school theme, and incorporating it within the spiritual life of the school;
- Preparing students for baptism and confirmation in Westminster Abbey;
- Supporting students through prayer groups;
- Maintaining and developing links with churches, charities, and other cultural organisations outside the school;
- Preparing for the Statutory Inspection of Anglican and Methodist Schools (SIAMS); evaluating the effectiveness of the school's Christian ethos;
- Acting as staff representative on the parents' Guild; taking responsibility for guild events;
- Working with the Head of Religious Studies to ensure provision for Religious Education.

Key criteria of effectiveness

The effectiveness of Christian ministry can usefully be measured using the criteria below:

- Impact of collective worship on staff and students monitored through regular feedback by survey and discussion;
- General spiritual wellbeing of staff, students, parents; assessed by informal feedback and by monitoring levels of participation in the social and spiritual life of the school;
- Positive SIAMS and Ofsted assessments of the Christian distinctiveness and effectiveness of the school and SMSC at the school.

Person Specification

Occupational requirement: Ordained priest in the Church of England

Education and training:

- Graduate with broad educational background
- Degree
- Teacher Training qualification would be a requirement for a full-time position which incorporates teaching to KS3-5 and an advantage for a part-time position which is non-teaching.

Teaching and background:

- For a full time role - teaching experience at secondary school level
- Pastoral oversight of young people and adults
- Institutional life and dynamics

Character and understanding:

- A person with well-grounded personal Christian faith, pastoral wisdom, and good judgement;
- A person with excellent knowledge of a variety of Christian traditions and cultures, and good knowledge of other faiths and their cultures;
- Someone able to exercise sympathetic commitment to the wellbeing and flourishing of all students and staff irrespective of their religious faith;
- A heart for children and young people and the ability to engage them;
- A person with the ability to lead within a collaborative environment;
- The ability to initiate and sustain developments;
- Good understanding of safeguarding practice;
- Someone with intellectual curiosity, flexibility of mind, and good awareness of contemporary society and its issues.

Specific skills:

- An ability to expound and explain Christian faith in a contemporary context;
- Excellent communication and inter-personal skills;
- Excellent organisational and administrative skills;
- Good IT skills.

Teaching requirements

- For a full time position this would include (0.6FTE 6 hours per week teaching). - Teaching Religious Education at Key Stages 3-5 as required. Other subjects taught in the school would also be considered.

Accountability and support

- The Chaplain is accountable to the Headteacher.
- The Chaplain contributes to termly reports to the Governing Body.
- Pastoral support for the Chaplain is offered by the Westminster Abbey member of Chapter on the GCH Governing Body.

Terms and Conditions

- This is either a part-time Chaplaincy position (0.6FTE) or full-time, if the additional time is made up with teaching lessons.
- School Teachers' Pay (Inner London Leadership scale point 1)
- Teachers' Pension Scheme / Local government Pension Scheme



The school is committed to safeguarding and promoting the welfare of young people and expects all members of staff to share this commitment. We are an inclusive school which welcomes applications from diverse communities.

An enhanced DBS disclosure is required for all posts.

Canvassing any employee, or member of the Governing Body, directly or indirectly is prohibited and will be considered as a disqualification.

