

School Chaplain

Note to Candidates

Thank you for your interest in joining De La Salle School.

At De La Salle, we are proud to be a vibrant Lasallian community where every member of staff plays a vital role in living out our mission of providing an exceptional Catholic education. Rooted in the teachings of St John Baptist de La Salle, we are committed to nurturing the spiritual, academic and personal development of every young person, ensuring they are known, valued and supported to fulfil their potential.

We are proud that in our most recent **Catholic Schools Inspection (CSI)** we received **Outstanding judgements for both Catholic Life and Mission and Chaplaincy** and a **Good judgement overall and for Religious Education**. These outcomes reflect our commitment to ensuring that faith, service and the wellbeing of every young person remain at the heart of school life.

De La Salle School is proud to be part of the **Lasallian District of Great Britain**, joining a worldwide family of Lasallian schools and educational communities inspired by the vision of St John Baptist de La Salle. Our Lasallian identity shapes our relationships, our curriculum and our commitment to developing young people who make a positive difference in the world.

We are also proud to be part of the **Laetare Catholic Multi Academy Trust**, a family of Catholic Religious Order schools united by a shared mission to provide outstanding Catholic education. Membership of the Trust provides opportunities for collaboration, professional learning and leadership development.

We are looking for colleagues who:

- Share our commitment to the dignity and potential of every young person.
- Will actively support our Lasallian values through their daily interactions and professional conduct.
- Recognise the importance of chaplaincy, prayer, collective worship and service in shaping the lives of our students.
- Are committed to supporting the spiritual, personal and academic development of every young person through the mission and chaplaincy life of the school.

Whether you are an experienced practitioner or at an earlier stage of your career, we are seeking colleagues who will embrace our mission, inspire young people and help us continue to build on our strong provision and ambitious vision for the future.

We look forward to learning more about you and wish you every success with your application.

School Chaplain

Job Description

Responsible to:	SLT Line Manager
Responsible for:	Developing and animating the spiritual and religious life of our Lasallian community
Core Purpose:	To develop a strategic, systematic and inspiring plan for the students' spiritual development in keeping with Our Lasallian tradition. To be a high profile witness to our Lasallian commitment to the spiritual development of every member of our school community, both within and beyond the school day. Safeguarding pupils' in accordance with statutory provisions.
Salary Scale:	SCP 19-22
Hours:	37 hours per week, term time plus 3 weeks

Our Chaplain will:

- Be a visible faith presence in our school community
- Plan and deliver appropriate liturgy throughout the Church year.
- Develop the physical environment into one which reminds us all of our Christian, Lasallian commitment and develop the Chapel as a sacred space within our community.
- Organise residential retreat opportunities and other off-timetable activities for all staff and students.
- Plan, coordinate, and lead meaningful daily prayer experiences that support the spiritual life of the school/community and encourage participation from students, staff.
- Coordinate and deliver prayer and liturgy assemblies in school.
- Have input, where appropriate, into the school development plan.
- Represent the school at Diocesan level and build up links with other appropriate groups, charities and agencies.
- Develop our Annual Founders Day celebrations, Mission Week, liturgy and other appropriate events.
- Provide opportunities for pupils to respond to social justice issues.
- Develop links with local parishes, clergy, the Lasallian network and the wider community.
- Assist in the PHSE programme where appropriate.
- Lead our student Chaplaincy groups such as St Vincent De Paul Society.
- Be available to support students and staff, accompanying them with their joys and sorrows, hopes and fears.
- Support all aspects of the pastoral network in our school, where appropriate.
- Regularly review and evaluate their role and mission.

For our pupils, our chaplain will:

- meet them where they are on their faith journey.
- be aware of their needs and listen to their concerns.
- inspire through their example of Lasallian living
- challenge and support on standards, morals and values of Christian life.
- Share with and lead pupils in prayer and provide opportunities for stillness and reflection.

For our staff, our chaplain will:

- support staff and build up good relationships.
- be a link in our Catholic community.
- support staff in their delivery of classroom worship and assemblies.
- accompany staff in their own faith development, providing opportunities for stillness and reflection.
- Deliver formation sessions to staff.
- Deliver prayers and reflections at key points in the liturgical year.

For our Governors, our chaplain will:

- advise and support where appropriate.
- advise on the spiritual development of pupils.
- advise on our schools distinctive Lasallian nature.
- provide appropriate formation as needed.

For our Chaplain, our school will:

- require no subject specific curriculum teaching
- provide an office and other appropriate resources.
- ensure that the role of the chaplain and Chaplaincy is always seen as important and valued in school life
- recognise and affirm the support the chaplain needs to be given.
- provide training if needed and opportunities to support the faith development of the chaplain.
- provide clear line management and suitable performance management.



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Person Specification A = Application Stage, I = Interview Stage

	Attributes	Essential / Desirable	Stage Identified
Qualifications & Training	Degree or equivalent qualification or comparable level of relevant experience	E	A
Experience	- Experience of working with young people - Experience of working in a Catholic environment/community: parish, school, retreat centre or youth service - Experience of preparing and delivering liturgies - Effective organisational and administrative skills - The ability to manage time and workload effectively - Experience of working with or within religious order communities	E E E E E D	A/I A/I A/I A/I A/I A/I
Professional Knowledge	- Demonstrate knowledge and understanding of issues affecting young people - Ability to relate to and inspire young people - Practising and committed Roman Catholic - Demonstrate an understanding of Catholic Education and the ability to develop and deliver Catholic education programmes - Demonstrate knowledge and understanding of social and education programmes in the context of the teaching of the Catholic Church and our Lasallian identity - Commitment to continuing personal and professional development	E E E E E	A/I I A/I I A/I
Leadership Skills & Values	- Ability to inspire, motivate and challenge students and staff - Ability to communicate effectively with colleagues, students, parents and external agencies	E E	A/I A/I
Personal Attributes	- Flexibility and responsibility to cope with diverse needs of the post - Resilience to work under pressure - Positive, optimistic and a problem solver - Ability to quickly establish positive relationships with students, staff and parents - Ability to use technology effectively - Commitment to safeguarding and protecting the welfare of young people	E E E E E E	I I I I A/I A/I
Other	- Ability to relate to the everyday needs of our students and staff - To work creatively, collaboratively and humbly in all aspects of the role - An ability to fulfil all spoken aspects of the role with confidence through the medium of English	E E E	A/I A/I I

