



LIGHTHOUSE
SCHOOLS PARTNERSHIP



Application Pack

October 2024

Flourish Leader/ Chaplain

Working with the Lighthouse Schools Partnership and
the Diocese of Bath and Wells



A mature partnership dedicated to the flourishing of our pupils, our colleagues and our whole communities

Welcome from the Chief Executive, Gary Lewis

Dear Applicant,

Thank you for your interest in the role of Flourish Leader/Chaplain. In Lighthouse Schools Partnership we work closely with the Diocese of Bath and Wells and the Diocese of Bristol. The Church of England has invited us to be part of a pilot developing links between schools and their local churches and supporting young people in faith, character and courageous advocacy.

Since the Lighthouse Schools Partnership (LSP) was started in 2016 we have experienced rapid growth. We currently number 30 schools and have nearly 13,000 pupils in our schools and more than 1,900 employees. We will be growing further over the next year with three schools joining in January.

We are recruiting a new post of Flourish Chaplain as part of the Church of England's Flourish initiative. We are looking for people with a background in youth work or education, with excellent people skills and a positive approach. We set and expect high standards in all that we do.

There is a Genuine Occupational Requirement (GOR) that the holder

of this post is a practising Christian. This post will also require an enhanced Disclosure & Barring Service check.

I hope that you are interested and decide to apply. In this pack you will find the advertisement, a job description and a person specification. If you wish to discuss the role informally prior to making an application, please contact me by email (glewis@lsp.org.uk) or call 01275 841396.

Applications should be submitted via our online eRecruitment system here:

[Job search \(webitrent.com\)](https://www.webitrent.com)

Deadlines for applications, addressing the person specification, are to be submitted by midday on Monday 4 November 2024. Interviews are planned for the afternoon of Tuesday 12 November 2024.

Yours sincerely,

Gary Lewis, Chief Executive



Our Vision and Values



LIGHTHOUSE
SCHOOLS PARTNERSHIP

We believe that:





Job Advert

Job Title:

Flourish Leader/Chaplain

Contract:

Full-time (37 hours) on a 20 month fixed term contract

Term-time only plus 20 additional days

JG6 SCP22 £31,364.00 - SCP23 £32,076.00 pa. (FTE)

Actual annual pro-rata salary £29,353.19 pa - £30,019.54 pa

The post is fixed term from 1 January 2025 until 31 August 2026.

Lighthouse Schools Partnership is a Multi-Academy Trust of 30 schools with further schools joining in the next few months.

The Trust is cross-phase and includes Infant, Junior, Primary and Secondary schools. Lighthouse Schools Partnership is a mixed MAT and includes both non-denominational and Church of England schools.

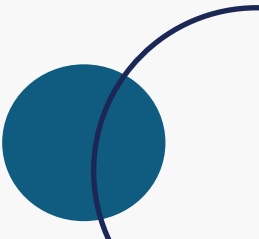
We are seeking to appoint a Flourish Leader/Chaplain. The postholder will work with two of our large community secondary schools: Chew Valley School in Chew Magna and Gordano School in Portishead.

[Flourish is a pilot collaboration](#) between Lighthouse Schools Partnership (The Trust) and the Church of England to support young people and build connections across communities. Flourish chaplaincy will be a bridge across which local churches can support their secondary school and young people can use to express or explore faith. The post-holders will also contribute to the pastoral work of the school through mentoring and coaching a small caseload of young people for pastoral, motivational or organisational support.

The postholder will spend a minimum of two days in each school each week and will have a day for planning and liaison with our parish partners.

Key purposes of the post:

- To bring a dimension of Christian spirituality to the school
- To contribute to wider character development and courageous advocacy
- To support the schools' goals of inclusion and pastoral care
- To act as a focus within school for young people of faith or enquiring about faith
- To contribute to the inclusion and understanding of young people of all faiths and none.



Job Description

Job Title:

Flourish Leader/Chaplin

Location:

Post to cover two of our secondary schools: Chew Valley and Gordano

Reports to:

Chief Executive Officer



Main responsibilities and duties:

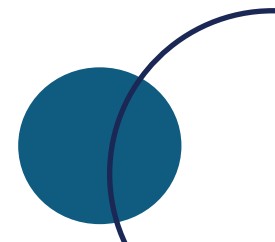
The Flourish Chaplain will develop an understanding of the existing opportunities and partnerships already existing between the schools, local churches and the community so that Flourish augments and does not detract from current provision. The Flourish Chaplain will be able to build strong relationships with Senior Leaders in the schools and involve them closely in the delivery of the pilot. Headteachers will determine the balance of priority between the strands below, accepting the priority of Track 1 for the funding body (The Archbishops' Council).

Flourish Track 1 – Spirituality and Community

- look to develop opportunities to explore faith/worship/prayer through supporting the development of a Christian Union, breakfast club, after school club, or spiritual reflection space in each of the schools.
- lead charitable or cultural activities that can be shared between pupils at the school and congregations in local churches, for example a fundraising project to support a charity such as [Refugee Roots](#) or an art installation/display in a local church building.

Flourish track 2 – Pastoral support and mentoring

- (depending on prior experience and training and under the direction of the school's pastoral senior leader) take on a caseload of young people for pastoral/motivational or organisational support.
- Contribute to existing character development programmes in the schools.





Job Description

continued

Application Deadline:

Midday on Monday 4 November 2024

Interview Date:

Tuesday 12 November 2024

Application Link

[Click here to apply.](#)



Administration, reports, and communication

- Communicate developments of Flourish to the Headteachers and Trust Chief Executive Officer.
- Connect monthly with Diocesan Flourish Manager to update on developments.
- Contribute to Flourish reports.
- Liaise with a link parish and ensure that there are opportunities for the school and the parish to share and collaborate.

This job description is supported by a person specification on the next page.

How to apply:

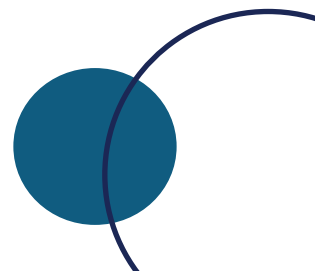
Applications should be addressed to Gary Lewis (Chief Executive Officer) and submitted with a covering letter (no more than two sides of A4) addressing the person specification and setting out how you would make a positive difference in this role.

Applications should be submitted via our [online eRecruitment system](#).

Deadline for applications is midday on Monday 4 November 2024.

Lighthouse Schools Partnership supports Equal Opportunities Employment.

This Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. Enhanced DBS checks are required for all successful applicants.



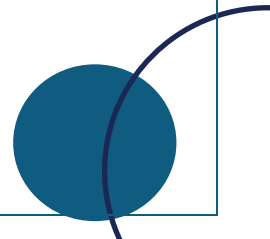


Person Specification

There is a Genuine Occupational Requirement (GOR) that the holder of this post is a practicing Christian.
 This post will require an enhanced Disclosure & Barring Service check.



Area	Essential	Desirable
Qualifications, Knowledge and Experience	<ul style="list-style-type: none"> • A qualification or proven experience in children/youth ministry, chaplaincy, or teaching so they can carry out the role. • Experience working with children / young people in a parish or schools' context. • Experience of planning and leading a range of worship, especially in a school setting. • A good knowledge and understanding of Safeguarding in a children/youth/school context. • Experience of working with and leading volunteers. 	<ul style="list-style-type: none"> • Some understanding of how the Anglican church works and its structures. • Experience of working with church and or school governing bodies. • Experience of working alongside different levels of church and school leadership. • Some understanding of inter-generational worship. • Pastoral, coaching or other relevant qualification.
Skills, Competencies and Abilities	<ul style="list-style-type: none"> • Good interpersonal and listening skills. • Able to communicate the Christian faith and worship in creative and relevant ways. • Able to identify and develop the gifts of children/young people. • Able to understand and value difference, especially in relation to people of other or no faith tradition. 	<ul style="list-style-type: none"> • Able to identify and source appropriate resources for worship. • Ability to help churches and schools to work together. • Able to work across a wide range of theological expressions.
Work Related Personal Qualities	<ul style="list-style-type: none"> • Willing to work flexible and occasionally unsocial hours. • Friendly, warm and approachable. • A willingness to learn and grow in the role. • Open to working in partnership with others (ecumenical and secular) • Able to build good relationships across all generations. • Have a full driving license with access to your own vehicle. 	





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Lighthouse Schools Partnership, St Marys Road,
Portishead, Bristol ,BS20 7QR

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www.lsp.org.uk

