



DIOCESE OF  
**Bath & Wells**

Living the story. Telling the story.

**HinkleyPointC**  
Helping Britain Achieve **Net Zero**



**CHURCHES  
TOGETHER**  
in **Somerset**

gifts of all God's people • sustained by prayer • spiritual and numerical growth • sharing the story of Jesus • working for the  
common good • worship and witness • loving and serving our communities • journeying together • working for the com  
unities • releasing the gifts of all God's people • **Living and Telling** • trust in God's holy spirit • confident, every

# Chaplain, Hinkley Point C

Application Pack March 2024

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## Contact details

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### Human Resources

Phone: 01749 685113

Email: [recruitment@bathwells.anglican.org](mailto:recruitment@bathwells.anglican.org)

### Chaplaincy

Revd Mike Haslam, Chaplaincy Adviser

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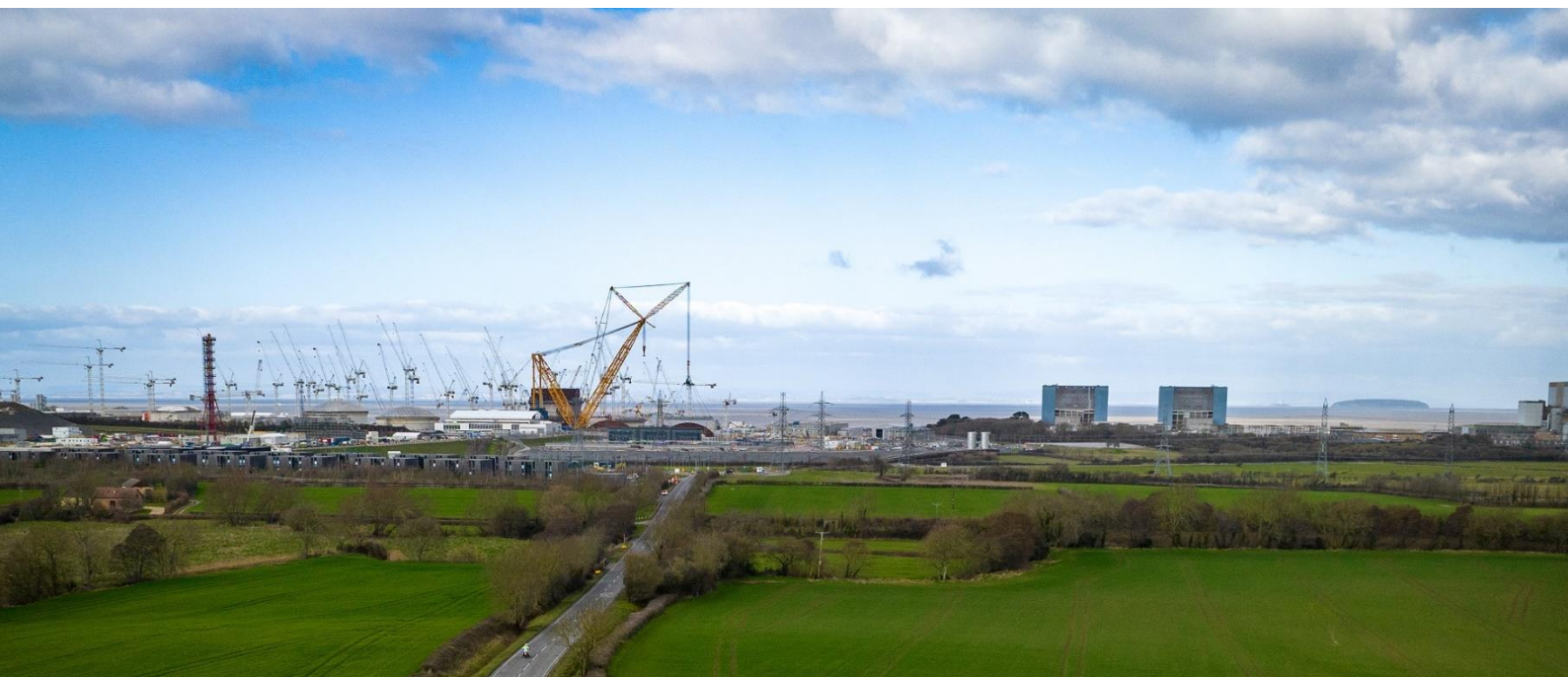
Dear applicant

Thank you for your interest in the post of Chaplain to Hinkley Point C. This is an exciting partnership appointment of the Diocese of Bath and Wells, Churches Together in Somerset and EDF Energy. The diocese will act as the employer for the Chaplain.

We hope you find the application pack provides all the information you need in order to consider your candidature for this post. If, however, you have any further questions please initially contact Human Resources.

If you would like an informal conversation about the post you are welcome to contact Revd Mike Haslam, Chaplaincy Adviser, on 07530 677493 or [mike.haslam@bathwells.anglican.org](mailto:mike.haslam@bathwells.anglican.org).

Below are the key dates for the appointment process. Should you decide to apply for this post we look forward to receiving your application and wish you well. We will be praying for you and for all who are considering this new ministry.



## Applications

Applications must be received by **12 noon, Monday 15 April 2024**. Application forms, with a covering letter no more than one side of A4 describing what attracts you to this role should be returned to Human Resources by email to [recruitment@bathwells.anglican.org](mailto:recruitment@bathwells.anglican.org). Application forms can be downloaded from the website <https://www.bathandwells.org.uk/-vacancies/>

## Shortlisting

To ensure the fairness of the selection process, shortlisting will be based upon the information which you provide in your application and assumptions will not be made about your experience or skills. We will look for demonstrable evidence that you meet the criteria set out in the person specification. Information provided on the application form will be viewed by HR, the recruiting manager and interview panel. A copy of our privacy policy for job applicants can be downloaded from our website. Shortlisting will take place on **22 April 2024** and all applicants will be informed of the outcome.

## Interview

Interviews will take place at Hinkley Point C on **9 May 2024**. Further details regarding the selection process will be communicated at the time applicants are invited for interview. However, all candidates invited for interview will need to complete a simple security screening to be allowed onto the Hinkley C site. The preferred candidate will also be asked to meet with Rob Jordan, Chief Executive Officer of Hinkley Point C.

## Health and Safety

The appointed Chaplain will need to undertake health and safety training and pass relevant exams in order to have open access to the site. There will also be a full on-site induction.

## Safeguarding

We are committed to the safeguarding and protection of all children, young people and adults, and the care and nurture of children within our church communities. We will carefully select, train and support all those with any responsibility within the Church, in line with Safer Recruitment principles. This means that we will:

- Ensure that our recruitment and selection processes are inclusive, fair, consistent and transparent.
- Take all reasonable steps to prevent those who might harm children or adults from taking up, in our churches, positions of respect, responsibility or authority where they are trusted by others.
- Adhere to safer recruitment legislation, guidance and standards.

Further information can be found in our Safeguarding Policy available on the diocesan website. All applicants are required to complete a Confidential Declaration Form as part of our recruitment process when an offer of employment is made. This form is strictly confidential and, except under compulsion of law, will be seen only by those involved in the recruitment/appointment process and, when appropriate, the nominated safeguarding lead or someone acting in a similar role/position. All forms will be kept securely in compliance with the General Data Protection Regulation, 2018.



## **The Diocese of Bath and Wells**

The Diocese of Bath and Wells is one of 41 Church of England dioceses in the country. The diocese stretches from Portishead in the north to Crewkerne in the south, Minehead in the west to Frome in the east.

The diocese loves and serves the 1,000,000 people who live here through its family of 466 parishes and 183 church schools. This family works for the good of local communities in a range of practical as well as pastoral ways; caring for the vulnerable in our societies, supporting local families and encouraging children and young people.

Everything the diocese does is underpinned by prayer and worship and is driven by our vision:

“In response to God’s immense love for us, we seek to be God’s people, living and telling the story of Jesus.”

If successful in your application, you will be arriving in the diocese as we are refreshing the vision and strategy and have identified our priorities:

- Valuing and cherishing the people and resources we already have
- Developing new Christian worshipping communities
- Sharing in ministry and leadership
- Deepening and growing faith

More information is available at [www.bathandwells.org.uk/](http://www.bathandwells.org.uk/) and [www.bathandwells.org.uk/chaplaincy/](http://www.bathandwells.org.uk/chaplaincy/).

## **Churches Together in Somerset [CTS]**

Churches Together in Somerset unites in pilgrimage those Churches in its area which, acknowledging God's revelation in Christ, confess the Lord Jesus Christ as God and Saviour according to the Scriptures, and, in obedience to God's will and in the power of the Holy Spirit, commit themselves to seek a deepening of their communion with Christ and with one another in the Church, which is his body and to fulfil their mission to proclaim the Gospel by common witness and service in the world.

More information is available at [www.sctog.org.uk](http://www.sctog.org.uk)

## About the Role



Hinkley Point C is the largest construction site in the UK and one of the largest in Europe. It is also a nuclear construction site, the first in the UK for decades. The workforce currently numbers 11,000 individuals and will increase still further as it leaves the main construction phase and moves into mechanical and electrical installation. Reactor One is anticipated to go live in 2029-30 and Reactor Two a year or so after that. Once both reactors are live HPC will provide 7% of our nation's electricity for at least the next 60 years.

HPC was the first company in UK construction to appoint a salaried Chaplain for the care of their workforce in 2020, just before Covid struck. HPC already cared for the workforce's physical health through Hinkley Health, their medical centre, and likewise had a team of Mental Health First Aiders and Trainers. They recognised that something else was needed to care for the whole person, and so a Lead Chaplain was appointed for spiritual and pastoral care. The team has grown to include six Associate Volunteer Chaplains who each offer up to a day a week.

The new Chaplain would join this team and 'become part of the journey', building capacity in a ministry that has become accepted and valued and has made a significant impact across Hinkley. All this will work alongside a team of more than 500 Mental Health First Aider 'buddies'. The intention is for the Associate Volunteer Chaplaincy team to grow to nine and to expand into organising courses and covering the first hours of the 'night shift' once a week (covering up till 9 or 10pm). We would be looking to source expertise that would trial courses on marriage/partnership, assisting families, handling conflict in relationships, parenting (and parenting remotely), faith, teens and more.

Set between the Quantock Hills and the North Somerset Coast, Hinkley is a place of superlatives and one that inspires strong emotions. The numbers are enormous, as is the scale; you see what looks like a toy truck at the bottom of a pit and realize that it is a full-size digger. It is a rapidly growing and fast changing community. Many of the contracts are short-term and a significant proportion of the employees work away from home. Caring for the mental health of the workforce is a high priority and hundreds of

buddies have been trained in mental health first aid. There is also a strong awareness of spiritual health and the Chaplains play a key role in this care. There are enormous opportunities therefore to lead, serve and care, and to live and tell the story of God's love.

More information is available at

[www.edfenergy.com/energy/nuclear-new-build-projects/hinkley-point-c](http://www.edfenergy.com/energy/nuclear-new-build-projects/hinkley-point-c).





## Job Description

<b>Post:</b>	<b>Chaplain Hinkley Point C</b> (Fixed term for 5 years)
<b>Our vision</b>	In response to God's immense love for us, we seek to be God's people living and telling the story of Jesus.
<b>Key purpose of the post:</b>	The chaplain and chaplaincy team will offer spiritual and pastoral care to the staff of the Hinkley communities; living and telling the story of God and seeking the common good for all.
<b>Location:</b>	Hinkley Point C Construction Site, Bridgwater, Somerset TA5 1UF. Health, Safety and Environment and Wellbeing departments
<b>Reporting to:</b>	Lead Chaplain, Hinkley Point C
<b>Hours of work:</b>	Full time (36 hours per week) with some flexibility of working hours with some evening and weekends
<b>Key relationships:</b>	Relevant managers, unions and staff groups at Hinkley Point C Lead Chaplain Chaplaincy Adviser Local Faith Leaders Somerset Church Leaders

## **Main Responsibilities:**

- Work with the Lead Chaplain and a team of up to nine Associate Volunteer Chaplains to give spiritual and pastoral care to the workforce and allow expansion into the night shift and experimental courses on marriage/partnership, assisting families, handling conflict in relationships, parenting (and parenting remotely), faith, teens and more.
- Be an impartial, non-judgemental, non-anxious presence on site to all levels of the workforce and value and respect everyone.
- Contribute to building an inclusive and cohesive community in our diverse context and to seeking the common good for all.
- Provide timely support to individuals wherever they are; listen, offer spiritual and pastoral care and signpost as required. Be equipped to meet complex ongoing needs and respond appropriately in times of crisis. Be able to signpost to our agencies.
- Work with the wellbeing team and Mental Health First Aider 'buddies' offering group and personal encouragement.
- Be an officiant at ceremonies in times of celebration and grief; lead prayer meetings, small groups and times of Christian worship and encouragement.
- Liaise with and encourage other faiths, beliefs and cultures on site and, when necessary, help them find a key leader (point of contact). Be a liaison between leadership and faith communities. Promote and model religious respect, tolerance and inter-working. Deal with issues of faith and site interaction as appropriate. Create a multi-faith environment that welcomes users of all faiths, cultures and spiritualities as well as those with no faith.
- Be a reminder on site that faith is often part of who people are, and that we welcome the whole person to our workplace.
- Build and maintain first class relationships with local faith communities, working with community groups to provide support to diverse communities on site.
- Lead and chair appropriate meetings.
- Develop and maintain effective relationships with local charities and support networks.

### **Training requirements.**

- CITB General Operatives Health and Safety Course (prior to being on site, Lead Chaplain will advise)
- Mental Health First Aid England course (once on site)

## Person Specification

Construction is a distinctive environment and we are looking for the ‘right person for the right place’. The incoming Chaplain will be overseen by the Lead Chaplain, Ewen Huffman, and will have everyday contact with him. There will also be regular contact with the Associate Chaplains (delegating contacts to them when suitable), the Wellbeing Lead (Angie Young) and the Mental Health First Aider Lead (Justine Goff).

Area	Criteria
<b>Work related personal qualities</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Able to be present with people amidst the challenges of life, faith and doubt and able to be a chaplain to ‘all faiths and none’</li> <li>• Able to handle the rough and tumble of site, be unoffendable</li> <li>• Strong in their convictions and faith yet highly empathetic to others</li> <li>• Deeply prayerful, personable, and be flexible, adaptable and resilient. Firm in their own faith they will have an understanding and respect of other faiths, beliefs and cultures</li> <li>• A person (lay or ordained) in ‘good standing’ in a church which is a member of Churches Together in Britain and Ireland</li> <li>• Impartial, non-judgemental and a non-anxious presence</li> <li>• Be in line with our site values of humility, positivity, respect, solidarity and clarity</li> </ul>
<b>Qualifications, knowledge and experience</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Extensive pastoral experience, including in the workplace and in contexts of trauma.</li> <li>• Trained to degree level in theology or an associated subject, or with an equivalent amount of experience.</li> <li>• Experienced in chaplaincy or church leadership with an understanding of the demands of a modern industrial environment.</li> <li>• Experience of calling, training and supporting teams of volunteers</li> <li>• ICT and social media literate</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>○ Postgraduate qualification in ministry or chaplaincy</li> <li>○ Some understanding of the nuclear power industry</li> <li>○ Experience in trauma and post incident care.</li> <li>○ Experience within a mental health support setting or similar.</li> </ul>
<b>Skills, Competencies and Abilities</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Good communication skills</li> <li>• Management and leadership skills</li> <li>• An excellent listener</li> </ul>

Applications are open to lay or ordained candidates. There is a Genuine Occupational Requirement (GOR) that the holder of this post is a practising Christian in good standing with a denomination recognised by Churches Together in England (Equality Act 2010 part 1). This post is subject to an enhanced DBS check and the Chaplain will need to complete Health and Safety training.



# Main Terms and Conditions

Employed by the Bath & Wells Diocesan Board of Finance (DBF)

<b>Hours of Work</b>	Full-time (36 hours per week) with some flexibility of working hours and time off in lieu, some evening and weekend work.
<b>Salary</b>	£41,050 per annum
<b>Term</b>	This is a fixed term contract for 5 years due to time limited funding, with a possibility of renewal.
<b>Pension</b>	Pension Scheme administered by the Church of England Pensions Board. The employer will contribute 10% of the employee's pensionable salary and the employee may choose to make an additional voluntary contribution of any proportion of their pensionable salary.
<b>Holiday</b>	25 days per calendar year plus bank holidays. The holiday year runs from 1 January to 31 December. Additional discretionary days may be given at Christmas and Easter.
<b>Expenses</b>	All reasonable working expenses will be met at the agreed Diocesan rates.
<b>Probation</b>	This post will be subject to a 6 month probationary period.

