



CLIFTON
COLLEGE

Together, we are Clifton

— Brief for the position of Chaplain
Clifton College

Contents

Pg. 04 ———
Clifton College

Pg. 06 ———
**A history of
Clifton College**

Pg. 08 ———
**Clifton College
today**

Pg. 10 ———
The Role

Pg. 11 ———
The Person

Pg. 12 ———
How to Apply

Clifton College

Clifton College is a leading co-educational public boarding school welcoming pupils aged three months to 18 years from all over the world. Situated in the vibrant city of Bristol, we are a school with exceptional pastoral care, inspirational teaching, first-class inclusive sport, diverse co-curricular activities and an outstanding environment.

The College is seeking to appoint an ordained Anglican Chaplain, to start in September 2022 or as soon as possible afterwards. A strong sense of vocation, combined with the energy to maintain a significant pastoral presence in our vibrant, busy school community is an important requirement for the role.

The Chaplain will be passionate about caring for the individual and collective needs of our children, staff, parents and Old Cliftonian network of former pupils, many of whom return to the College to mark significant life events.

Reporting to the Head of College and working closely with the Upper and Preparatory School's senior pastoral teams, the successful Chaplain requires an ability to work independently, whilst engaging closely with team leaders from across the College in their specialist roles.

An ability to manage a broad workload of pastoral care and academic teaching, alongside a requirement to build relationships with pupils by taking part in a variety of co-curricular and sporting activities is essential. The academic subject taught and co-curricular activities can be tailored to the successful applicant's skill set.

Our Values

Integrity

We treat each other with kindness, sincerity and respect. We are liberal and open-minded, free from prejudice and pretension. We strive to make a positive difference in everything we do.

Spirit

We are determined to explore and develop what excites and motivates us, to fulfil our potential and realise our dreams. We are curious, adventurous and intellectually agile.

Resilience

We believe everyone should be empowered and supported to take risks. We are not afraid of setbacks. We learn from our successes and challenges. We encourage bravery and, through reflection, build inner strength.

Our Vision

Clifton prepares every pupil for a rapidly changing modern world.

Our Mission

To inspire each child to seize learning and opportunity and realise their full potential through an eagerness to embrace life with passion, integrity and resilience, and to make a positive difference to the lives of others.

To be a school with exceptional pastoral care, inspirational teaching, first-class inclusive sport, diverse co-curricular activities and an outstanding environment.

A history of Clifton College

— The College's 150-year heritage is evidence of its ethos and achievements.

Clifton has a unique story amongst leading public schools which explains the character and achievements of today's Cliftonians.

Clifton was founded by Bristol businessmen and led by Dr John Percival, a visionary, intellectual Head Master who believed in science, the education of women and racial tolerance.

He was a Victorian ahead of his time; he aimed to produce 'children of varied but definite character' and built a school where the teaching, library and Chapel were central to the school.

His curriculum and activities outside the classroom developed young people who were confident without arrogance and had a sense of responsibility towards others; characteristics which remain today.

The buildings have a rich history of their own, from the famous architects who designed them to the people who occupied them. In the 1880s, the provision of education for Jewish pupils fostered cultural understanding, whilst in the 1940s, occupation by the US Army meant the pupils had to be evacuated to Cornwall, producing a modern, focused outlook amongst the pupils and staff.

This ensured the next generation was well-equipped to handle the social changes in the 1960s, when many equivalent schools struggled. These unique events ensured an easy transition into co-education in the 1980s.



Clifton College today

— The College welcomes pupils from the UK and overseas and offers day, flexi and full boarding places

Exceptional pastoral care

From ages 8-18 pastoral care is House-based, where Housemasters and Housemistresses and their teams offer a 'home from home'. Our Pre-Prep pupils' pastoral care is provided by their dedicated classroom teachers.

Inspirational teaching

We provide a rigorous and stimulating academic curriculum and we select teachers that lead in their field and share best practice. They encourage intellectual curiosity and independent learning, engendering academic self-belief and confidence in our pupils.

Diverse co-curricular activities

Our ethos encourages participation and all of our pupils engage with a diverse range of co-curricular activities and experiences. Through these activities we provide opportunities and challenges for pupils to find new

strengths and talents and encourage collaboration.

In all our activities we seek to perform at the highest level.

Outstanding environment

The College successfully combines heritage with modernity, enjoying the best of both. Landscaped greenery surrounds our magnificent Grade II listed buildings, which are on the outskirts of a vibrant international city.

The Chapel is one of our most cherished buildings, the Redgrave is the second largest theatre in Bristol and the Joseph Cooper Music School offers pupils cutting-edge facilities. Our superb sporting facilities include The Close and the 90-acre site known as Beggar Bush, which is Bristol's biggest outdoor sports complex, providing all the latest sporting facilities.



The Role

Chaplain (Cross-College)

Accountable to: Head of College

The Chaplain is responsible for the management of the College Chapel on a day to day basis, and for leading the regular chapel services that are an important part of the College's rhythm of life.

The Chaplain will be skilled at communicating with children and young people, ensuring that Chapel services will help a diverse community of individuals to develop their faith, along with a personal sense of ethical and moral responsibility in the world.

Key Responsibilities

Liturgical

- To plan, prepare and lead the Upper School's Chapel services three times a week and Preparatory School services and assemblies on a regular basis.
- To advise and support pupils and teachers in their contributions to Chapel Worship.
- To devise and oversee the compulsory Chapel services for the Upper and Preparatory Schools on three or four Sundays each term.
- To lead a weekly voluntary Eucharist and Compline service.
- To arrange and host visiting preachers for weekend services.
- To devise, working closely with the Upper and Preparatory Schools' Directors of Music and the College organist, the choral liturgies for significant services

on special occasions such as Remembrance, Advent, Christmas and Commemoration.

- To create and lead special Chapel services for pupils, staff and parents at other times such as Harvest, Christmas and Lent.
- To prepare and lead the Christmas Eve Crib and Christingle service and a Christmas Day Communion service.
- To be responsible for the day-to-day running and management of the Chapel and the College's Multi-Faith Prayer Room.

Pastoral

- To offer priestly ministry, support and counsel to all members of the extended College community.
- To liaise with the Housemasters and Housemistresses in order to support pupils as required.
- To liaise with and participate in the weekly Parents' Prayer Group meeting.
- To contribute to local parish worship as appropriate.
- To officiate at the Occasional Offices of baptism, marriage, funerals and memorial services in the Chapel, for members of the wider College community.

Educational

- To encourage an inclusive approach to all members of the community, regardless of their faith position.
- To nurture and support the growth of pupils in all traditions of the Christian faith, including

the preparation of pupils for Confirmation and facilitating opportunities for pupils to explore their own sense of vocation into Christian ministry.

- To teach a subject on the curriculum on a reduced timetable. This subject need not be Religious Studies.
- To participate fully as a tutor and in the co-curricular programme of the school.
- To promote the College's values and the exploration of religious understandings and values in society.
- To liaise with the College Rabbi and participate in occasional joint services, e.g. Holocaust Memorial Day.
- To prepare and deliver assemblies and talks in the Preparatory School.

The Person

The successful candidate will possess the following experience, knowledge, skills and personal attributes:

Experience

- Ordained as a priest within the Church of England.
- Educated to degree level or equivalent.
- A qualification would be desirable.
- Experience of planning and delivering thought provoking, contextual and inspirational services and assemblies.
- Previous working in a school context would be desirable.

Knowledge and Skills

- Empathy when working with others.
- An excellent communicator at all levels and to different age groups of children.
- Excellent planning, leadership and organisational skills.
- The ability to maintain confidentiality in sensitive situations, knowing when to share information with the wider pastoral team or Head of College.
- The ability to work under own initiative within role boundaries and as an effective team member.
- Confidence to accept responsibility for decision making.
- An empathy with the 24/7 nature of a busy boarding school and a willingness to work flexibly in order to fulfil the demands of the role.

Personal Attributes

- Kind and approachable, with the ability to instil confidence and trust to all in the College community.
- Friendly, warm personality with excellent interpersonal skills.
- Commitment to the Christian ethos and activities of the school.
- Genuine personal faith, high emotional intelligence and a passion to support others, regardless of their beliefs.
- Infectious enthusiasm and a passion and belief in the potential of every pupil.
- Wholehearted commitment to the life of a vibrant school.
- A total commitment to the principles of diversity, fairness and equality.
- A full commitment to working within the College's safeguarding policies.

How to apply

Interested candidates are invited to contact Tim Greene, Head of College should they wish to discuss the role before application.

Dr Tim Greene:
ecastellano@cliftoncollege.com
0117 3157 106

The deadline for receipt of applications is **Thursday 26th May 2022**. Initial interviews will commence in the week beginning **Tuesday 14th June**.

The application form is found [here](#).

Once completed, please email it to myfuture@cliftoncollege.com along with a covering letter addressed to Dr Greene, Head of College.

We are committed to creating and promoting a diverse and inclusive workforce that better reflects our community. Applications are welcome from all suitably qualified candidates regardless of ethnicity, gender, age or disability. We particularly encourage applications from under-represented groups.

Clifton College are committed to safeguarding and promoting the welfare of children and young people, all staff and volunteers are required to share this commitment.

Due to the nature of the role, you will need to complete an enhanced criminal record disclosure (DBS check) and undergo our pre-employment screening.

As a regulated sector we are required to ask for references prior to interview, by applying for this role you are consenting for us to contact your referees.

This role is exempt from the Rehabilitation of Offenders Act 1974 therefore you will be asked to disclose all previous convictions not exempt under amendments to the Exceptions Order 1975, 2013 and 2020.

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