



FRANCIS HOLLAND SCHOOL
SLOANE SQUARE

APPOINTMENT OF SCHOOL CHAPLAIN

**Full-time, permanent position
Required from September 2022**



GENERAL INFORMATION

Francis Holland School Sloane Square is a highly sought-after, independent selective school for around 700 girls aged 4 to 18 (HMC and GSA). There are around 165 Juniors and 550 Seniors, including about 130 in a fast-growing Sixth Form. The School is located on a spacious site in a beautiful residential part of Belgravia, close to the Saatchi Gallery and many cultural institutions such as the Victoria and Albert Museum, the Science and Natural History Museums, the Royal Academy and the Tate Galleries. The proximity to Imperial College offers us unparalleled access to lectures and support.

The School has enjoyed some significant building developments in recent years to accommodate a dramatically increasing roll and our vision for creative learning for the real world. Most recently, the Sixth Form has moved into a spacious and inspirational building

called The Old School House, which forms a bridge with the local community and provides an exciting environment for young people to develop their entrepreneurial talents.

Pupils come from all parts of London with many of the Junior School pupils choosing to stay for the Senior School. Ours is a vibrant international community, and families from major cities abroad often seek places for their children here as a priority. Each member of staff is involved in the pastoral life of the School, normally as a Form Tutor, and the care of the children is renowned and exceptional. A team of counsellors provide constant support to the pupils and staff, reflecting our emphasis on supporting wellbeing.

A very wide range of co-curricular opportunities is offered to the pupils, and all staff contribute to this vibrant dimension of the School. Over sixty clubs and societies, outstanding music and drama opportunities and renowned art department are complemented by an exceptional sporting reputation which benefits from the superb facilities of nearby Battersea Park. Overseas trips and annual expeditions for all pupils build resilience and independence. The School has a distinctive emphasis on creativity and innovation, and all pupils learn to use their 'time, talent and treasure' in the service of the local and wider community. Volunteering and fundraising are strong, and all girls develop an understanding of social enterprise, with many setting up their own business ventures. The School has several energetic partnerships, including a link school in Tanzania.

Academic standards are consistently high throughout the School, placing it amongst the most successful schools in the UK. On leaving, after A Levels, girls proceed to a wide range of prestigious higher education courses, sometimes after a gap year.

The staffing ratio is generous and the School has its own attractive salary scale. Interest free travel loans are available for new appointments.

THE APPOINTMENT

The position of School Chaplain is a key one in the life of the school and becomes available in September 2022 when the current incumbent stands down after nineteen years of outstanding service to the school. Whilst the role has, historically, been undertaken by an ordained priest in the Church of England, applications will also be considered from lay candidates within the Anglican Communion (such as a lay reader or lay preacher) whose values and aims are in line with the Church of England foundation of the school, having been founded by Canon Francis Holland in 1881. Applicants who are lay candidates will be expected to apply to the Bishop of London for Permission to Officiate at school services.

A central figure in the life of the school, we are looking for an exceptional individual capable of nurturing and engaging faith and open mindedness across our whole community. The ethos at Francis Holland is school is, unashamedly, Christian, and built upon values of love, humility, compassion, courage, hope and thankfulness. The pupil and staff body is a diverse one, with many faiths (and none) represented. You will help to preserve the Christian framework of the school so that the values of Christian teaching are visible throughout the Junior and Senior schools, but in such a way that those of other faiths and none feel included and are treated with equal respect and tolerance. You will provide excellent pastoral care and develop opportunities for spiritual development, worship and reflection for all members of

our community. The Chaplain also has an important role to play in building up links with the wider community through their links with the parish, especially the churches of St Mary's, Bourne Street (C of E), Holy Trinity, Sloane Square (C of E), and St Columba's, Pont Street (Church of Scotland).

The Chaplain reports to the Head and is line-managed by the Senior Deputy Head. They have frequent contact and engagement with the Deputy Head Pastoral, the Director of Music, the Head of the Junior School and the Lead Counsellor. Whilst they have no formal role within the management of pastoral care, the Chaplain is a frequent point of contact and spiritual support for pupils experiencing a wide range of issues including bereavement, family conflict, issues of faith and identity, and often working closely with tutors and other members of the pastoral team. The Chaplain must demonstrate an obvious love and commitment to working with young people, be visible and approachable to pupils and staff, and enjoy the energy and momentum of a busy central London day school. The Chaplain also provides valuable support and guidance to teaching and support staff regardless of their faith and background.

It is envisaged that the Chaplain will teach an agreed number of periods of Theology and Philosophy, though candidates who offer other subjects will also be considered. Candidates from non-educational backgrounds are also encouraged to apply and their particular skill sets and strengths will be explored at interview. A vital aspect of the post is that the Chaplain must be able to develop the spiritual and critical thinking of pupils and staff. They will lead discussions about current ethical or moral issues and debate and be someone who encourages each pupil to develop an independent and enquiring mind, with a view to examining the bigger picture as well as themselves. A willingness to be involved in the Life Skills (PSHE) programme of the school will be an advantage. A core value of the school is the emphasis on serving others, and the Chaplain will likely embody a character of servanthood. Candidates must be able to demonstrate a successful track record in ordained Anglican ministry, or lay ministry, and have a strong record of professional and personal development, perhaps including counselling qualifications.

APPLICATIONS

Completed applications should be emailed to jobs@fhs-sw1.org.uk by 10:00 on Tuesday 3rd May 2022. Interviews will take place on Wednesday 11th May 2022. Early application is advised. Applications will be assessed in order of receipt, and interviews may occur at any stage after applications are received.

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. Statutory checks including a satisfactory DBS certificate and references will be a requirement for this role. This role is classed as regulated activity with children as it involves teaching, training or supervising children on a day-to-day basis and is exempt from the Rehabilitation of Offenders Act, 1974.

JOB DESCRIPTION

Aims of the Post

To nurture the formal and informal expression of the Christian ethos of Francis Holland School and to support the spiritual life of the school community.

Key responsibilities

- To be an active, living witness to the value of Christian, ordained ministry within a pressured, secular community
- To develop a 'spiritual hub' within the school
- To work collectively and individually to represent a Christian, spiritual approach to issues of human development and relationships as presented in school, underpinned by overt acknowledgment of the power and the love of God and the earthly ministry of his Son, Jesus Christ
- To publicise the work of the chaplaincy through the school website and through printed media
- Lead in the creation and development of whole school services, liaising with staff as appropriate
- To organise the assembly rota of the Senior School, and to take a number of assemblies
- Contribute to the pastoral care of the whole school community, working closely with the Deputy Head Pastoral
- To support the spiritual development of the school and its wider community

Key Tasks

Worship

- Organisation of whole school services, liaising closely with the music department and the SLT
- Lead and assist at formal acts of worship including whole school services, voluntary communions, etc.
- Prepare candidates for Confirmation, liaising with the Bishop's office and other Clergy and organisations as needed
- Create and disseminate the assembly rota
- Ensure that church seasons are publicly & creatively celebrated within life of the school (including in display, celebrations and electronic communications – e.g. website etc.)
- Enrich and develop quality of corporate worship drawing on the creative gifts & resources within the school community
- Lead assemblies in the Senior School as part of the rota and contribute to end of term
- Lead assemblies in the Junior School
- Support tutors in creating more space for spiritual reflection in form time

Contribution to teaching and learning:

- To teach throughout the school any subject specialism at an appropriate timetable fraction
- Lead discussions within T & P, PSHE and citizenship lessons about spiritual matters where appropriate
- Review the School SMSC policy and maintain an overview of the schools formal & informal curriculum in line with this

To support spiritual development and pastoral wellbeing of the school and its wider community:

- Develop additional student/staff groups of a spiritual nature as appropriate
- Nurture and build links with St. Mary's, Bourne Street and other local churches
- Foster interfaith dialogue between members of the school community
- Encourage and support the awareness and understanding of faith practice across the whole school community
- Support the private prayer life and reflectiveness of the whole school community
- Provide individual support to identified students and staff as appropriate
- To provide a 'spiritually pastoral presence' within the school community
- Work with the Heads of Section/student Leadership team to provide peer mentoring for students as appropriate
- To contribute to the development of pastoral systems so that they reflect Christian principles

General Responsibilities:

- Relating well to children as well as the future they represent
- Working to sustain a mutual respect and understanding amongst individuals of different faiths or none
- Offering guidance and support to those who are facing dilemmas, tensions and uncertainties in their lives
- Working with local Christian churches – and other world faith groups locally represented – to embrace and enhance their work in the life of the school developing an overt spiritual dimension within the curriculum through work with curriculum and pastoral leaders and the establishment of curriculum, and pastoral link teams
- Commending the value and the power of prayer as a valid human activity before God
- Developing or adapt appropriate forms of liturgy for use under appropriate circumstances within the school
- Providing a counterbalance to the negative circumstances often associated with religion
- To manage and be accountable to the Senior Deputy Head for a small budget to set up and run the work of a chaplaincy
- To enter fully into the broader life of the school in order to help fulfil one of its key purposes which is to work towards the realisation of each pupil's potential and the acquisition of necessary skills and values.