



Job Description

POST:	Managing Chaplain
TEAM:	Oasis Restore
RESPONSIBLE TO:	Principal and Managing Director
RESPONSIBLE FOR:	Oasis Restore Volunteer Chaplaincy team
SALARY:	L1 £51,773 to L5 £57,137 plus Local Government Pensions Scheme (LGPS).
LOCATION:	Oasis Restore Secure School in Rochester, Medway, Kent.
WORKING PATTERN:	Full time 39 hours per week. This role will require regular weekend working, as well as other unsociable hours.
DISCLOSURE LEVEL:	Enhanced

About Oasis Restore

Oasis Restore is the country's first Secure School. It is a proof-of-concept policy initiative funded by the Ministry of Justice (MoJ) and the Youth Custody Service. Oasis Restore's mission is to transform the life chances of children aged 12-18 years in the criminal justice system through delivering psychologically informed, integrated practice centring on trusted, safe relationships between staff and children. Oasis Restore is a learning community that embeds hope, stability, and opportunity for children beyond the secure school.

The Oasis ethos stems from our inclusive Christ-centred roots and is an expression of our character. It's a declaration of who we are, the lens through which we assess all we do. It is essential that the successful applicant fully embraces and owns our ethos, worked out through the Oasis five ethos statements:

- a passion to include everyone;
- a desire to treat everyone equally, respecting differences;
- a commitment to healthy and open relationships;

- a deep sense of hope that things can change and be transformed;
- a sense of perseverance to keep going for the long haul.

For more please watch Steve Chalke's video that describes Oasis theology, ethos and values including the Oasis Nine Habits: <https://youtu.be/EpF7ndnjZ0U>

Job Purpose

To provide strategic leadership for chaplaincy, faith, belief and spiritual life across Oasis Restore Secure School, ensuring that all provision contributes to the vision, values and mission of Oasis and supports the flourishing of children, families, staff and volunteers.

To work as a member of the Senior Leadership Team, contributing to the development of a safe, therapeutic, trauma-informed and relational culture that enables children and young people to thrive and achieve positive outcomes.

To lead and manage a diverse, inclusive and multi-faith chaplaincy team, which will in time include, volunteers, faith representatives, team members and community partners, ensuring that provision reflects the needs, backgrounds and beliefs of the Secure School community.

To oversee the delivery of high-quality faith, belief, spiritual and pastoral care in accordance with Oasis ethos, Children's Homes Regulations, Quality Standards, safeguarding requirements and Secure School operational frameworks, contributing to outstanding practice and outcomes.

To act as the senior lead for faith, belief, spirituality, chaplaincy and pastoral support, ensuring equitable access to worship, reflection, faith practice, spiritual development and pastoral care for all children and staff, irrespective of faith, belief or worldview.

To be a visible champion of the Oasis ethos, modelling and articulating the Oasis values of Hope, Compassion, Justice, Patience, Forgiveness, Humility and Kindness in a manner that is inclusive, welcoming and respectful of diversity.

To ensure that the religious, spiritual, sacramental, pastoral, cultural and wellbeing needs of children, families and staff are understood and appropriately met, including those with no faith affiliation or who are exploring questions of identity, meaning and belief.

To contribute strategically to safeguarding, wellbeing, behaviour support, restorative practice, inclusion, equality and transition planning, ensuring chaplaincy is fully integrated within multidisciplinary and child-centred practice.

To lead the development of partnerships with faith communities, community organisations, volunteers and external agencies that support positive identity formation, belonging, family engagement and successful resettlement.

To provide leadership and oversight for chaplaincy contributions to SMSC, RSHE, personal development, character education, restorative culture and community life.

To ensure that chaplaincy provision supports children in developing hope, resilience, purpose, moral awareness, healthy relationships and positive aspirations for the future.

To provide specialist support in response to bereavement, trauma, crisis, significant life events, family separation and other matters affecting the emotional, spiritual and relational wellbeing of children and staff.

To develop, monitor and evaluate the impact of chaplaincy services, ensuring continuous improvement and contributing to whole-school self-evaluation, quality assurance and inspection readiness.

To maintain responsibility for personal spiritual wellbeing, professional development and leadership growth, ensuring authentic and sustainable practice.

Specific Responsibilities

Leadership and Management

- Lead, develop and manage the Secure School's chaplaincy, faith and belief provision, ensuring it reflects the needs of children, families and staff from all faiths, beliefs and none.
- Recruit, induct, supervise and support a diverse multi-faith and belief chaplaincy team, including a part time employed chaplain, volunteers, faith representatives and community partners.
- Ensure chaplaincy services are visible, accessible and responsive across the Secure School community, including evenings, weekends and key periods of need.
- Provide strategic leadership for faith, spirituality, belonging and pastoral care, contributing to the overall vision and development of Oasis Restore.
- Develop and implement the Chaplaincy, Faith and Belief Strategy, aligning provision with Oasis values, Children's Homes Regulations, Quality Standards and Secure School expectations.
- Manage the chaplaincy budget and resources, ensuring effective stewardship and development of provision.
- Ensure robust systems for recording, monitoring and evaluating chaplaincy activity, outcomes and impact.

Safeguarding, Wellbeing and Inclusion

- Actively contribute to safeguarding, wellbeing and multidisciplinary planning processes, ensuring chaplaincy is integrated within child-centred practice.
- Provide leadership regarding spiritual wellbeing, identity, belonging and pastoral support for children experiencing trauma, loss, bereavement, exploitation, self-harm concerns or family separation.
- Advocate for the rights, faith, belief and cultural needs of young people and staff across the Secure School.
- Support the development of inclusive practice that promotes equality, diversity and mutual respect.

- Contribute to risk management, behaviour support and restorative practice processes as appropriate.

Faith and Belief Provision

- Ensure equitable opportunities for worship, prayer, reflection, spiritual development and faith practice.
- Oversee the planning and delivery of major religious festivals, faith observances and community celebrations.
- Ensure appropriate provision for sacramental, pastoral, cultural and religious needs.
- Develop relationships with local faith communities and belief organisations to support children during placement and transition into the community.

Education and Personal Development

- Lead chaplaincy contributions to the Spiritual, Moral, Social and Cultural (SMSC) curriculum, RSHE, personal development and character education programmes.
- Develop opportunities for children to explore identity, meaning, values, hope, purpose and belonging through formal and informal learning.
- Support educational staff in delivering inclusive and culturally aware practice.
- Contribute to curriculum enrichment, mentoring programmes, leadership opportunities and community engagement activities.

Partnerships and Community Engagement

- Develop and maintain partnerships with faith communities, the wider Oasis family, charities, community organisations, volunteers and external agencies.
- Represent Oasis Restore at regional and national faith, chaplaincy, youth justice and Secure School networks.
- Promote opportunities for community participation, mentoring and positive role modelling.
- Support transition and resettlement planning through faith and community connections where desired by the child.

Quality Assurance and Professional Standards

- Ensure compliance with relevant legislation, safeguarding requirements, Children's Homes Regulations, Quality Standards and Oasis policies.
- Contribute to Ofsted inspections, self-evaluation and organisational quality assurance processes.
- Produce reports for senior leaders and trustees on chaplaincy provision, outcomes and development priorities.
- Ensure all chaplaincy staff and volunteers receive appropriate supervision, training, safeguarding updates and professional development.

Resource Development and Fundraising

- Work collaboratively with Oasis national teams, local partners and external funders to secure additional resources that enhance chaplaincy, mentoring, faith and belonging provision.
- Develop sustainable partnerships that increase capacity and extend opportunities for children and families.

General Responsibilities

- To support and contribute to the vision, mission, values and strategic objectives of Oasis Restore Secure School
- To contribute as a member of the Senior Leadership Team to the strategic leadership, development and continuous improvement of the Secure School.
- To promote and embody the Oasis ethos, values and foundations in a manner that is inclusive, respectful and welcoming to those of all faiths, beliefs and none.
- To uphold the highest standards of safeguarding, professional conduct, equality, diversity and inclusion, ensuring that the wellbeing and welfare of children and young people remain paramount.
- To maintain effective working relationships with colleagues, families, faith and belief communities, partner agencies, volunteers and external stakeholders.
- To actively participate in staff meetings, leadership meetings, training, supervision, professional development activities and wider organisational events.
- To contribute to the development and implementation of organisational policies, procedures and improvement plans as required.
- To act as an ambassador for Oasis Restore, fostering positive partnerships and promoting the work and values of the organisation within local, regional and national networks.
- To undertake such other duties and responsibilities as may reasonably be required by the Principal, Managing Director or Executive Leadership Team, commensurate with the grade, scope and responsibilities of the post.
- To maintain responsibility for personal spiritual wellbeing, professional development and leadership growth, ensuring effective and sustainable practice.

The duties and responsibilities outlined within this Job Description are intended as a guide to the principal functions of the post and are not intended to be exhaustive. The postholder may be required to undertake other duties appropriate to the level and nature of the role, following consultation with the Principal, to meet the evolving needs of Oasis Restore Secure School.

Signed

Employee	Line Manager
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Print Name		Print Name	
Date		Date	

Person Specification

Our Purpose

Oasis exists to provide a rich and balanced educational environment which caters for the whole person - academically, vocationally, socially, morally, spiritually, physically, emotionally and environmentally. Our task is to serve our students as well as to provide a learning hub for the entire community. In this way we will raise aspirations, unlock potential and work to achieve excellence through encouraging a 'can do' culture which nurtures confident and competent people.

Oasis Ethos

Our ethos is an expression of our character - it is a statement of who we are and therefore the lens through which we assess all we do. Our work is motivated and inspired by the life, message and example of Christ, which shapes and guides every aspect of each of our schools. This is foundational to our belief that all people are created and loved by God as equal and unique beings, and to our commitment to model inclusion and compassion throughout all the aspects of the life and culture of each community that bears our name.

	Criteria (<i>Essential and Desirable</i>)	How it will be assessed
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Values and Ethos	Demonstrates a clear commitment to the Oasis ethos, values and foundations.	A, I
	Ability to articulate and model the Oasis values of Hope, Compassion, Respect, Forgiveness, Humility, Patience, Joy and Consideration.	A, I
	Commitment to inclusion and the dignity, value and potential of every child and young person.	A, I
	Ability to work respectfully and effectively with people of all faiths, beliefs and none.	A, I
	Personal integrity, authenticity and emotional maturity.	I

	Criteria (<i>Essential and Desirable</i>)	How it will be assessed
Leadership and Management	Significant experience of leading and developing teams, staff and/or volunteers.	A, I
	Experience of strategic leadership within chaplaincy, education, youth work, community work, faith-based organisations or related sectors.	A, I
	Ability to develop vision, strategy and operational plans and translate them into effective practice.	A, I
	Experience of partnership working with multiple agencies and stakeholders.	A, I
	Ability to influence, inspire and motivate others.	A, I, A
	Excellent organisational and project management skills.	A, I
	Experience of monitoring, evaluating and improving services.	A, I
	Desirable	
	Experience of managing budgets and resources.	A, I

	Experience as a member of a senior leadership team.	A, I
Safeguarding and child-centered practice	Strong understanding of safeguarding responsibilities and child protection practice. Experience of working with vulnerable children, young people and families. Understanding of trauma-informed and relational practice. Ability to contribute effectively to multidisciplinary planning and decision-making. Understanding of equality, diversity and inclusion principles Desirable Knowledge of Children's Homes Regulations, Quality Standards and Ofsted frameworks. Experience of working within secure, residential, education, youth justice or care settings.	A, I A, I A, I, AC A, I A, I A, I A, I
Faith, Belief and Chaplaincy Leadership	Ability to provide spiritual leadership while leading an inclusive multi-faith and belief chaplaincy service. Experience of pastoral care, chaplaincy, ministry, youth work, counselling or similar practice. Understanding of faith, belief, spirituality and identity in	A, I A, I A, I

	diverse communities Ability to lead worship, reflection and faith-based activities appropriate to context. Ability to support people experiencing loss, bereavement, crisis, trauma or significant life transitions. Experience of recruiting, developing and supporting volunteers. Desirable Experience of multi-faith chaplaincy leadership. Ordination, commissioning, accreditation or recognised leadership status within an established faith denomination, community, network or tradition	A, I, AC A, I A, I A, I A, I A, I
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	Criteria (<i>Essential and Desirable</i>)	How it will be assessed
Communication and relationship building	Highly developed interpersonal and relational skills. Ability to build trust and credibility with children, families, staff and external partners. Strong written and verbal communication skills. Ability to manage conflict constructively and maintain professional boundaries. Ability to facilitate difficult conversations with sensitivity and professionalism. Confidence in public speaking, presentations and group facilitation.	A, I A, I, AC A, I, UT A, I A, I A, I, AC
	Criteria (<i>Essential and Desirable</i>)	How it will be assessed

Knowledge and Understanding	Understanding of the role of chaplaincy within education, care, health or custodial settings.	A, I
	Understanding of spiritual, moral, social and cultural development (SMSC).	A, I
	Understanding of restorative, relational and therapeutic approaches.	A, I
	Knowledge of issues affecting vulnerable and marginalised young people.	A, I
	Desirable	
	Knowledge of youth justice, secure schools or custodial chaplaincy practice.	A, I
	Knowledge of relevant HMPPS faith and pastoral care frameworks.	A, I

Qualifications	Essential	
	Degree-level qualification or equivalent professional qualification in Theology, Chaplaincy, Ministry, Youth Work, Education, Social Care, Counselling or a related discipline.	A
	Evidence of continuing professional development.	A
	Desirable	
	Postgraduate qualification in a relevant field.	A
	Professional registration or membership of a relevant body.	
	Registration, or ability to be registered with the Council of Professional Chaplains & Pastoral Carers (formerly UKBHC). (It is not compulsory for Chaplains to be registered with the Council for Professional Chaplains and Pastoral Carers but the Professional Standards Authority for Health and Social Care recommends choosing them from an Accredited Register.)	
	Post graduate qualification or Masters, or equivalent post basic training or work experience with demonstrable outcomes of learning relevant to healthcare chaplaincy	

*A= Application form

I= Panel interview

AC= Assessment Centre

UT= Unseen task, Mini Teach, Presentation