

# CHAPLAIN

REQUIRED FOR JANUARY 2024

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CANDIDATE PACK

  
jags

James Allen's Girls' School

# JAMES ALLEN'S GIRLS' SCHOOL

With its distinctive heritage as the oldest independent girls' school in London, James Allen's Girls' School, JAGS, provides a forward-thinking and contemporary education for over 1100 girls aged 4 to 18.

Located in the London borough of Southwark, JAGS has a diverse school community and is committed to inclusive recruitment and inclusion in the workplace. The school has entered an exciting new phase in its development and this post presents the opportunity to work in a community without barriers to full participation. JAGS recognises that celebrating the full diversity of staff and students has a positive impact on all and invites applications from candidates from a broad range of backgrounds.

Your input will help to bring a bold educational vision to life for all students and colleagues as we work together to develop this already exceptional school in its next chapter.



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James Allen's Girls' School 144 East Dulwich Grove London SE22 8TE

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## MESSAGE FROM THE HEAD

I am delighted that you are interested in joining the JAGS community. As Head, it's absolutely my belief that all girls should be given the opportunity to grow and flourish in an environment where there is no limit to their ambitions.

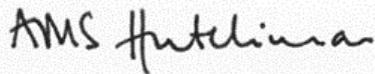
At JAGS you will find a happy, diverse and dynamic community, rooted in academic excellence and yet fully committed to the breadth of a holistic education both in and out of the classroom. Compassion and commitment are central to our ethos, in this environment that values individuality and inclusivity.

Our school aims, both in and out of the classroom, are clear:

- To celebrate our diverse and inclusive community
- To champion social awareness and sustainability
- To empower courage, creativity and compassion in each student
- To inspire aspirational and authentic lifelong learners and leaders
- To nurture respectful, resilient and kind individuals

It is an enormous privilege to lead this exceptional school, where all members of our school community share a passion for life and learning.

I hope that this matches your educational vision, and look forward to welcoming you soon.



MRS ALEX HUTCHINSON, MA (OXON) PGCE



# CHAPLAIN

## WORKING AT JAGS

Working at JAGS is about more than just working. JAGS is a community and a family that nurtures a warm and supportive environment for both the students and staff who come to learn and work here. From your first day at JAGS you will have access to some of the best educational facilities in the country and will be encouraged to take part in the many shared activities here.

JAGS works hard to attract the best staff from both the independent and maintained sectors and the benefit package is both generous and competitive. Candidates are welcome to visit JAGS prior to application should they wish to gain a greater sense of the school community. Please contact Nichola Puddick ([Nichola.puddick@jags.org.uk](mailto:Nichola.puddick@jags.org.uk)) if you would like to arrange this.



### We offer:

- The opportunity to join our outstanding school where public examination results consistently place JAGS amongst the leading schools in the UK
- A community of considerate, creative and compassionate students and staff
- A highly diverse and inclusive school community, committed to our bursary provision
- An inspiring and enthusiastic team of colleagues across the teaching and support staff
- Excellent facilities, including the latest resources to support learning
- A diverse benefits package including:
  - Competitive salary
  - Pension scheme with 10% employer contributions
  - Free onsite parking
  - Free gym membership with discounted family rates
  - Employee Assistance Programme
  - Free lunches
  - Free access to the Dulwich Picture Gallery
  - School fee discount
  - Cycle to work scheme
  - Interest-free computer loans
  - Interest-free transport season ticket loans

# CHAPLAIN

## THE ROLE

**JOB TITLE:** Chaplain

**TERMS & CONDITIONS:** Full-time, term time only, although flexibility in these conditions may be considered for the preferred candidate. As such, we will consider candidates looking for a significant part-time role rather than full-time, or year-round working rather than term-time only.

**SALARY:** Commensurate with experience

### Main responsibilities

#### General

- Oversee and run the school Chaplaincy, working alongside the Foundation School Chaplains at Dulwich College and Alleyn's School.
- If the successful candidate is a teacher, the opportunity to teach a considerably reduced timetable
- Be licensed to a local parish, and share in its work, with particular focus on school services.
- Organise and run seasonal services during Lent and Advent.
- Organise and co-ordinate special services through the year, including Commemoration, Founder's Day and Remembrance Day services, joint services between JAGS, Alleyn's School and Dulwich College, and other termly or half-termly services which may be appropriate to the community's spiritual needs.
- Maintain the school's Prayer Room as a welcoming place for the prayer and devotion of students of all faiths, and for the reflection and contemplation of those with none.
- Take an active role in planning and delivering the assembly programme in the Senior School, and support the assembly programmes in the Junior School.
- Meet regularly with the Deputy Head People, school counsellors, Head Nurse & SENDCo
- Offer assistance to the Co-ordinators of Charities and Houses in their community action work.
- Lead the school's Outreach and Partnership work.
- Support events and visitors to the school as necessary. The Chaplain is a highly visible member of the school community and an ambassador for the school.
- Carry out any other reasonable requests that are commensurate with the role

#### Pastoral & the Spiritual and Moral Dimension

- Be responsible for the spiritual guidance and welfare of pupils and staff.
- Reach out to all faith communities represented at JAGS, ensuring the school calendar recognises and celebrates significant moments of religious or spiritual celebration.
- Working with relevant staff, develop opportunities across the school for students' moral and spiritual development, their response to life's fundamental questions, and the practice of ethical beliefs.
- The school employs two qualified counsellors and the Chaplain will contribute to the overall package of support to students and school staff.
- Advise the Deputy Head People on matters concerning the welfare of pupils and staff.
- Run the school's Christian Union and liaise with the Parent Prayer Group at appropriate points in the year.

# CHAPLAIN

## PERSON SPECIFICATION

### Operational Excellence

- First degree or equivalent relevant qualification
- Ordained Anglican Priest, in good standing to work with the Church of England
- Experience of sustained and successful work with children and young people.
- Experience of working in a diverse and multi-cultural community
- Ability to work in partnership with pupils, parents, staff, governors, local clergy, church and community groups
- Ability to reach into the local community and ensure the school's intellectual and broad-minded reputation is maintained
- Articulate in all forms of communication; fluent and accurate written and spoken English
- Excellent digital literacy
- Counselling qualification (desirable)
- Other evidence of appropriate professional or ministerial development (desirable)
- Experience of working in the education sector (desirable)
- Experience of developing new initiatives in partnership with others (desirable)
- The school welcomes applications from qualified teachers

### Personal Behaviours

- An excellent speaker and preacher, with the benevolence and understanding which befits a multi-cultural setting
- Kindness and open-mindedness
- Intellectual curiosity, enthusiasm and a personal ethos of lifelong learning
- Resilience and optimism; someone who is willing to go the extra mile in the busy life of the school
- Team-working abilities and a keenness to enable all colleagues to contribute ideas and be part of positive change
- Integrity, discretion and diligence
- Flexibility and pragmatism
- Extremely high standards in all aspects of professional conduct (including attendance and punctuality)

### Ethos and Whole School Values

- The enthusiasm to assist in a strong co-curricular programme
- An individual with a genuine commitment to the wellbeing of the staff and students in their care
- Committed to operating as part of the School community
- Committed to equality, diversity, inclusion and anti-racism in the School community
- Committed to sustainability within the School community

### Safeguarding and Pastoral

- Committed to safeguarding and promoting the welfare of children and young people
- A satisfactory Enhanced Disclosure from the Disclosure and Barring Service

# CHAPLAIN

## HOW TO APPLY

We welcome applications from all parts of the community and know that our school is strengthened when staff and pupils feel a true sense of belonging. To enable us to make any reasonable adjustments, please let us know when you submit your application whether you have any special requirements.

If you are seeking accommodation with this role, please do contact the Deputy Head People, Paul O'Dwyer [paul.odwyer@jags.org.uk](mailto:paul.odwyer@jags.org.uk), who will be able to discuss this with you. Please also indicate this in your application form.

Please visit our website [www.jags.org.uk/day-to-day/vacancies/](http://www.jags.org.uk/day-to-day/vacancies/) to download an Application Form.

Please note that CVs and letters sent without a completed application form will not be accepted.

For further information please contact [recruitment@jags.org.uk](mailto:recruitment@jags.org.uk) or James Allen's Girls' School, 144 East Dulwich Grove, London SE22 8TE.

**Closing Date** : 9am on Friday 13 October 2023

**Interview date** : First Round: week commencing 6 November 2023

Second Round: week commencing 13 November 2023

*Interviews may be held at any stage after applications are received. Interested candidates are advised to apply as soon as possible. We reserve the right to close this vacancy earlier than the specified deadline, if a suitable candidate is found.*

*JAGS is committed to the safeguarding and welfare of children and applicants must be willing to undergo child protection screening appropriate to this post, including checks with past employers, the Disclosure and Barring Service, and overseas police and regulatory authorities where relevant.*

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# James Allen's Girls' School

Ages 4-18

144 East Dulwich Grove, London SE22 8TE  
Telephone: 020 8693 1181 • Email: [enquiries@jags.org.uk](mailto:enquiries@jags.org.uk)  
[www.jags.org.uk](http://www.jags.org.uk)