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# Chaplain

## Candidate Information

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The School wish to appoint a new Chaplain to take up office on **1st September 2020**. We now invite applications for the post from suitably qualified applicants.

This brochure contains useful information for those considering applying for the position of Chaplain. More details about the School can be found at: **[www.tauntonschool.co.uk](http://www.tauntonschool.co.uk)**.





# A Summary

The Chaplain plays a vital role at Taunton School and is at the heart of school life. There are many aspects to the role but the primary one is to “make the students think”. As is accepted in a boarding school, the hours required to fulfil the role of Chaplain do not fit to a standard working pattern. Flexibility and resilience are essential.

Our school is based on a Christian ethos and we are proud of our non-conformist history which continues to be recognised in the non-denominational forms of worship followed in the Chapel.

The Chaplain will reflect Christian spirituality to the community of Taunton School but must have a strong

appreciation of, and respect for, all faiths in our diverse and inclusive community. Engagement is vital and the successful candidate will demonstrate the ability to engage, and challenge, the whole community during regular Chapel services.

The role is not for someone who will provide a hymn, a prayer, a talk and a blessing alongside small Christian Union meetings. It is a role for someone who can think outside the box to enable young people to recognise the importance of spiritual thinking. It will suit an ambitious, vibrant, energetic person with a desire to build something special.





# The School and its history

Taunton School is unique in its structure and history. It is a community of 1,100 pupils, with over 400 boarders, from over 40 different countries. The community includes over 600 staff.

It is made up of the Pre-Prep School (0 to 7); Prep School (7 to 13); Senior School (13 to 18); Taunton School International (TSI - 14 and 18) and Taunton School International Middle School (TSIMS - 8 to 14).

Our aim is to challenge, nurture and inspire young people to succeed in a global community. It is busy, energetic, challenging, ambitious, caring and very proud of its history.

Taunton School was founded in 1847 on a denominational (Congregational) basis as the West of England Dissenter's Proprietary School admitting sons of non-conformist families. Subsequently it was renamed, first as Independent College, and then as Taunton School.

Girls were admitted to the Senior School at all levels in 1976.

An extensive programme of new developments then made possible the concentration of all pupils and activities on one site, and the unification of the existing boys' and girls' Junior Schools in the new co-educational Preparatory School which opened in 1994.

Since then the school has gone from strength to strength, opening TSI in 1996 and TSIMS in 2012. Finances are strong due to controls over costs and healthy student recruitment. A new dining hall and kitchen are under construction which will be opened in the summer term of 2020. The Chapel has been fitted with cutting edge AV technology to enable outstanding communication.

Taunton School is focused on the future. The Chaplain will play a key role in its further development.



# The role

The Chaplain reflects multi-faith spirituality and is friend to all members of the School community.

It is important for the Chaplain to be well known and prominent about the campus. Involvement in all aspects of school life provide the Chaplain with countless opportunities to get to know the many members of the community. Involvement may include being engaged in activities such as lessons, boarding, sport, music, charity, DofE, CCF etc. Actual commitment will depend on the successful applicant's experience and qualifications.

The arrangements for Chapel services fall under the jurisdiction of the Chaplain. Plenty of ideas, support and initiative for these occasions can be found within the school community, particularly from the pupils who are keen to take part and share their own ideas on spirituality and morality.

The regular Chapel services across the school provide many opportunities for the Chaplain to engage with the community. Chapel services must be engaging and tailored to suit the needs of all ages. They must prompt

thought and discussion and will therefore often include an element of fun. Chapel worship aims to provide an opportunity for all to reflect upon life and its questions, ultimate or immediate. A sensitivity to the understandings, deeper feelings and questioning by young people is of paramount importance.

Although the School has a Christian ethos, and Chapel attendance is regarded as one of the essential components of community life, the Chaplain should ensure that the spiritual needs of people belonging to all faiths are acknowledged and considered. As Chapel attendance is required of all pupils of every faith, direct evangelism is not considered to be appropriate.

The Chaplain is to help those of Free Church and other Christian traditions who wish to be received into Church membership, by liaising with the relevant Church authorities to ensure that appropriate preparation is given and arrangements are made. The Chaplain would also co-ordinate the processes required to be confirmed into the Church of England. The Chaplain would be required to arrange for pupils to join in the annual Deanery

Confirmation service. Fostering the faith and practice of such pupils throughout the rest of their school career is, of course, a major responsibility.

The School Chapel is made available to the wider community of Taunton, current staff and to Old Tauntonians for weddings out of term time and in line with the Occasional Offices Policy. The Chaplain will have responsibility for ensuring that all weddings conducted by a minister nominated by Taunton School are in a spirit of Christian hospitality and with due regard to the ethos and tradition of the School.

The Chaplain reports to the Headmaster and to the Churches Advisory Panel in matters relating to spirituality, and is a member of the Churches Advisory Panel which supports the School's Christian ethos and comprises both invited Governors and leading local and regional church figures.

Please note, in accordance with the Equality Act 2010: Part 1, Schedule 9, there is a genuine occupational requirement for the postholder to be a practising Christian.



# Required characteristics and skills

The following job skills are essential for the role of Chaplain:

**Communicates clearly and effectively:**

Is a strong communicator and has the presence and charisma to engage the community. Is thought provoking, knowledgeable and able to challenge appropriately. Communicates well in writing and according to the needs of different people and their differing requirements (pupils, parents, colleagues). Listens carefully and responds sensitively to feedback.

**Demonstrates leadership and personal responsibility:**

Well-disciplined and ordered. Able to manage own time well and be able to deal with pressure, keep confidences and have a good self-awareness. Takes responsibility for own work and actions and able to lead by personal example, establishing clear goals and objectives. Shows good judgement in a range of situations. Recognises the achievements and efforts of others and is clear

about School aims. Is adaptable, compassionate, flexible and resourceful. Represents the School in a professional manner.

**Gets the job done:** Is focused and determined to complete a task or action. Does not “watch the clock”. Gets the job done on time and to the appropriate quality. Is accurate and well organised. Reflects regularly and strives to make improvements. Manages change, establishing new priorities, identifying barriers to progress and creating solutions to overcome them.

**Works well with other people:** Provides a valuable service to others. Earns respect, trust and commitment. Is a good team member.

**Manages resources:** Able to manage information and own time effectively making the best use of resources available to implement School policies and procedures to achieve School aims.





# Other activities

## **Further training and development**

Participating in arrangements for own professional development

Undertaking such training as may be reasonably required to enable you to adapt to the changing requirements of the School and your role or as may be necessary to fulfil the School's statutory or regulatory obligations.

## **Child protection, discipline, health and safety**

Promoting and safeguarding the welfare of children and young persons for whom you are responsible and with whom you came into contact.

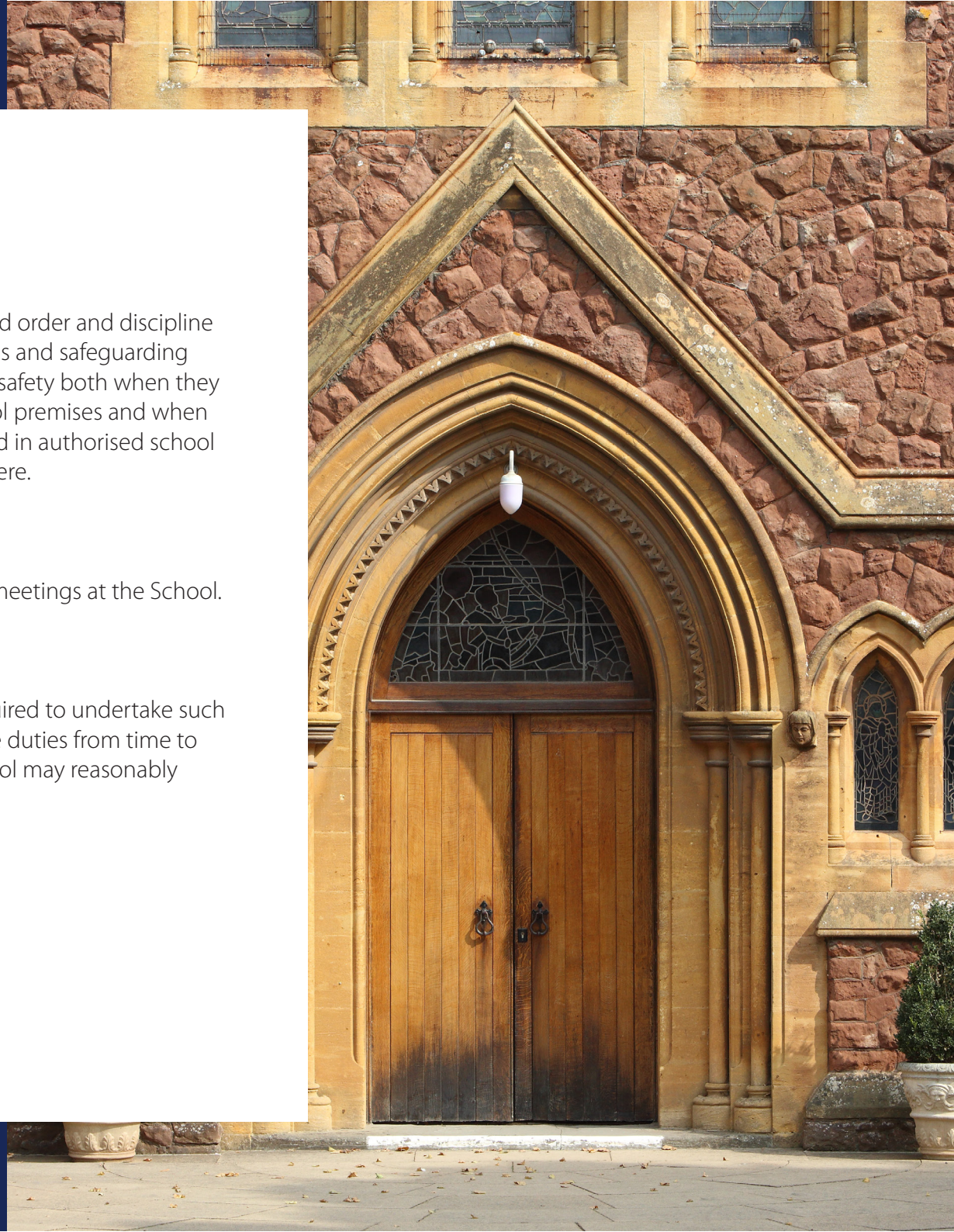
Maintaining good order and discipline among the pupils and safeguarding their health and safety both when they are on the School premises and when they are engaged in authorised school activities elsewhere.

## **Staff meetings**

Participating in meetings at the School.

## **Flexibility**

You may be required to undertake such other reasonable duties from time to time as the School may reasonably require.





# Application process

Applicants should complete a School application form electronically, an equal opportunities monitoring form and email it, together with a covering letter explaining their motivations for applying. This should be addressed to Mr Lee Glaser and emailed to [tsrecruit@tauntonschool.co.uk](mailto:tsrecruit@tauntonschool.co.uk). There is no need to submit a CV.

The names, addresses, telephone numbers and emails of three referees should be included on the application form. References will not be taken up until interviews are arranged, but please indicate on your application form any sensitivity associated with reference taking.

Closing date for receipt of applications is midnight on **Sunday 19th April 2020.**

*Taunton School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An offer of employment will be subject to a number of pre-employment checks including ID, Right to Work in the UK, medical, satisfactory references and a successful enhanced DBS check.*

# Recruitment process

Interviews for the role will take place on **Monday 27th April 2020.**

The process will include the following:

- Panel interview – comprising of Mr Henry Keeling, Chairman of the Board of Governors; Mr Lee Glaser, Head of Taunton School; and representatives from the Churches Advisory Panel
- Panel interview with the Heads of each of the Schools and the HR Director
- Tour of each School
- Assembly / Chapel
- Pupil Group Discussion
- Lunch
- Psychometric Test

The start date for the role is **1st September 2020.**