



St **Dunstan's**
— College —

College
Chaplain

Introduction to St Dunstan's College

Welcome to St Dunstan's College; an ambitious, forward-thinking community that champions individuality through a broad, liberal, and academically exciting education, whilst retaining our historic and valued traditions.

We are a school driven by our values and the development of individual character above institutional personality. We cherish the diversity of our pupils, with each being encouraged to navigate their own journey through life whilst being nurtured to develop the courage to be who they are, the creativity to develop new ideas and approaches, the confidence to try, succeed and fail, the compassion to understand and appreciate others, and the curiosity to always want to discover more.

Translating as 'Adorn the White', our College motto, *Albam Exorna*, is as relevant today as it was at the time of our Lewisham foundation, in 1888. Established on the basis that the school should 'be ahead of its current time', our white shield serves as a blank canvas onto which is emblazoned the unique story of each St Dunstan's pupil. We support and inspire each individual to find their own way, make their own mark, and discover who they are; becoming comfortable with their emerging identity and the diversity of life that surrounds them, whilst being unashamedly ambitious for themselves and their community.

St Dunstan's is ideally suited to enlivening this narrative. Our vibrant corner of south-east London presents us with a diversity we embrace and celebrate, allowing for all manner of cultures, views and styles. Our co-educational setting introduces pupils to the realities of life, staving-off gender stereotypes, and creating well-balanced, grounded young people. Our Nursery to Year 13 school allows for a community that cares for one another and engenders respect and kindness. Our namesake, St Dunstan – a great polymath – sits at the forefront of an inspiring, innovative history of cutting-edge education, and has helped us forge a deliberately wide-reaching, challenging and creative curriculum.

In recent years, we have proved to be at the forefront of educational thinking. Our Wellness Centre serves as a hub for the support of physical and mental health across the St Dunstan's community, our co-curricular Forder Programme, Summer Festival, additional Stuart Curriculum, Sixth Form Diploma and the St Dunstan's Diapason, are all born from a school that refuses to stand still and constantly looks at how we can do things differently and better.

2021 signified the beginning of the most fundamental redevelopment of our estate since the nineteenth century. This has included a new Junior School, STEM Block, Sixth Form Centre, Performing Arts Centre, Theatre and a wide range of outdoor educational and recreational facilities, including a woodland classroom. An additional 21 acres of land, just five minutes from the main College campus, has undergone significant investment in recent years, transforming the Jubilee Ground into a hub for our wide-reaching programme of

community engagement as well as supporting sporting excellence within our trailblazing gender-neutral sports programme.

Our work with the broader community in Lewisham is an integral part of our identity and we are passionate about the significant work we undertake with local partners, in order to provide life-enhancing opportunities for local residents and community groups. St Dunstan's was named Co-educational School of the Year at the Independent Schools of the Year Awards in 2020 and was then named Independent Senior School of the Year at the TES Awards in 2022. It is testament to the extraordinary drive and ambition of so many that we have been able to create the unique school culture we enjoy today at St Dunstan's.

The Professional Services Team

The Professional Services team consists of over 120 employees who support the successful day-to-day running of the College.

Led by the Deputy Head Pastoral, the SEND, Pastoral and Medical provision operates in various sites across the College, including our dedicated Wellness Centre and consists of:

- Deputy Head Pastoral
- College SENDCO
- College Nurse
- Junior School and one Senior School Learning Support Coordinators
- Junior School Learning Support Assistants
- College Chaplain
- Visiting Counsellors
- Wellness Centre receptionist and first aider
- Teaching pastoral and safeguarding team including Junior School Deputy Head
- Assistant Heads Pastoral and Heads of Year.

The Role

Responsible to: Deputy Head Pastoral

An exciting opportunity has arisen to support the community of St Dunstan's College as our Chaplain, supporting pupils aged 3-18, as well as the wider community, including our staff and parents.

The Chaplain plays a key role in the pastoral life of the school, in both spiritual and material matters. He/she is a very visible presence for the whole school community, nurturing pupils' emotional, pastoral, and spiritual development. The Chaplain is based at the Wellness Centre and works closely with the College Nurse, visiting counsellors, SEND team and all teaching members of the pastoral team. Most of the Chaplain's time in a typical week will be spent supporting pupils at the Wellness Centre, both those dropping in due to

unforeseen wellbeing issues, as well as those with regular appointments to see the Chaplain for non-judgemental support with emotional difficulties, which could be related to friendships, schoolwork or family life. The Chaplain regularly speaks at assembly and gives a blessing to all Senior School students during Senior School assembly each Monday.

The Chaplain also plays a significant role in school events, including our Remembrance Service, Christmas Carol service, Commemoration Day, Harvest Festival (Junior School) and many others. Voluntary Holy Communion services are held during Lent for staff and students. The Chaplain also supports other school activities, such as school concerts, plays, exhibitions, House events and significant sporting fixtures.

It is important that the Chaplain recognises that they will be working in a multi-cultural, grounded Lewisham community, with pupils, staff and parents of numerous different faiths and none. The Chaplain must be available to all of these people. St Dunstan's College is an inclusive environment where we encourage everybody in the community to be themselves and celebrate difference in others. We respect and rejoice in each other's lives, including those of our LGBTQ+ community and the Chaplain must also respect and celebrate all within these identities.

We are hoping to appoint a school Chaplain who is also an excellent fit to be licensed as priest-in-charge for the parish of St Augustine's, Honor Oak Park. This arrangement has worked successfully for many years. The priest-in-charge of St Augustine's would need to commit to the equivalent of two days' work in the parish per week, plus Sundays. A full parish profile is available on request.

Post Requirements

Applicants will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS). This post is open to ordained Anglican priests signed off for incumbency status with the right to work in the UK.

Employment Status: Part Time (in school), Term Time Only (Permanent)

Required from: September 2023

Job Location: Whole College

Application Closing Date: 0900 Monday 12 June 2023

Longlist Interviews: w/c 12 June 2023

Shortlist Interviews (On-Site): w/c 26 June 2023



Job Description

The following list is not exhaustive but serves as an indication of what the role encompasses:

- To oversee and run the school Chaplaincy
- Be licensed to the Parish of St Augustine's, Honor Oak Park, and share in the work of the parish, with particular focus on inclusivity, church musicianship, including choral music, and on building the recently restarted Sunday School for children, young people and families
- Organise and run services for the parish in line with the liturgical calendar including Lent and Advent services
- Participate in and run services for important school celebrations, including our Remembrance Service, Christmas Carol service, Commemoration Day and Harvest Festival (Junior School)
- Attend assembly every Monday morning, including delivering a reflection at select assemblies
- Support the welfare of all pupils and staff
- Lead the Religion pillar of the St Dunstan's Diapason, working with students to plan tutor time materials, assemblies and displays related to all major world religious festivals
- Work with the staff leads for the other pillars of the St Dunstan's Diapason: Race, Disability, Sex and Gender, Sexual Orientation
- Offer one-to-one pastoral support to pupils in the Junior School and the Senior School, in conjunction with the College counsellor
- Advise the Deputy Head Pastoral on any welfare matters connected to staff or pupils
- Be an active participant on the Wren Committee which leads on charitable and partnership work in the school
- Attend regular meetings with the Deputy Head Pastoral and the Wellness Centre team
- Occasional support covering lessons in the event of an unexpected, last-minute absence, dependent on experience
- Work with the Wellness Centre Team, Assistant Heads Pastoral and Heads of Year to share information required to safeguard pupils at the College

Safeguarding Responsibilities and Pastoral Care

Applicants will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS). The School may carry out online searches on shortlisted applicants and all applicants will be required to provide details of their online profile, including social media accounts, as part of their application.

The safeguarding responsibilities of the post include promoting and safeguarding the welfare of children and young persons for whom they are responsible for or with whom they come into contact with. All staff are required to adhere to and ensure compliance with the School's safeguarding and child protection policies and procedures at all times and to complete appropriate training. If in the course of carrying out their duties the post-holder becomes aware of any actual or potential risks to the safety or welfare of children in the School, they must report any concerns to the School's Safeguarding Lead, or in relation to concerns regarding a member of staff, the Head.

The post is exempt from the Rehabilitation of Offenders Act 1974. The School is therefore permitted to ask job applicants to declare all convictions and cautions on a self-declaration form in advance of attending an interview (including those which are "spent" unless they are "protected" under the DBS filtering rules) in order to assess their suitability to work with children.

Further information and copies of the School's Code of Practice and Policy on the Recruitment of Ex-Offenders is available from the HR team.



Person Specification

THE FOLLOWING EXPERIENCE/SKILLS ARE ESSENTIAL/DESIRABLE:	ESSENTIAL	DESIRABLE
A counselling qualification		X
Ordained Anglican priest, in good standing to work with the Church of England	X	
Experience of long-term and successful work with children and young people	X	
Previous experience working in the education sector		X
Outstanding communicator, able to work with staff, pupils, parents, local clergy, parishioners and community groups	X	
Broad-minded, liberal and able to work with all faiths or none, in a multi-cultural setting	X	
Resilient, flexible and able to go the extra mile	X	
Ability to foster links with the local community to further the College's charitable endeavours	X	
High levels of integrity and discretion when dealing with confidential matters	X	
Competence using computer and Microsoft applications, including Word, Teams and Outlook.	X	
High standards of professional conduct, including attendance and punctuality	X	

The Package

Salary: Salary commensurate with experience

Pension: Contributory Pension Scheme ISPS (DC)*

Benefits:

Tuition fee remission (which is means tested and capped) and no registration fees*

Private Health Care Insurance (50% paid by employer) with reduced health club membership

Health care cash plan

Free lunch and beverages, during term time

Free off-road parking

Salary Sacrifice Schemes

Season Ticket Loan

Free winter and summer social events

Annual flu immunisation

* Conditions apply





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Tes Schools Awards 2022

Winner: Independent Senior School of the Year
St Dunstan's College

