



Application Pack

## **SCHOOL CHAPLAIN**

**37 hours per week, term-time + 1 week**

**Grade 7 - £24,295 - £27,290 actual salary**



# THE DEANERY

Church of England High School and Sixth Form College



# An education for life

Jesus said, "I have come that they may have life – life in all its fullness."  
John 10:10

Dear Applicant,

Thank you for your interest in this post at The Deanery Church of England High School and Sixth Form College. I hope the attached documentation will provide you with the information you need and that you will feel encouraged to apply for the post.

The Deanery is an 11-18 Church of England school at the heart of the local community in Wigan. We are a successful and heavily oversubscribed school of around 1450 pupils with a thriving and growing Sixth Form. Serving the Diocese of Liverpool and the parishes of the Wigan Deanery, we aim to provide an education for life, enabling all of our community to flourish and live life to the full. We live by our Christian values of Faith, Hope, Love, Wisdom, Courage and Integrity and our mantra Work Hard, Be Kind, Make a Difference.

In December 2021, the school received the highest grade of 'Excellent' across all areas of our SIAMS inspection.

As a school, we nurture young people in body, mind and spirit, recognising that there is a spiritual dimension to the fullness of life. We see all young people as individuals, recognising their unique God-given talents, potential and purpose and seeking to nurture these through a rich, deep and horizon-broadening curriculum. We promote a culture of academic excellence and the highest expectations, set firmly within a guiding framework of lived and visible Christian values, beliefs and practices. We are passionate about excellence in education and aim to give pupils the very best start in life with the firm belief that excellent teaching transforms lives. We are unapologetically ambitious for every child, no matter what their background, prior attainment or needs.

At The Deanery, we believe that a traditional ethos and common sense approach to the curriculum and behaviour works best in promoting pupils' progress, both academically and socially. This includes:

- Strict discipline
- Smart school uniforms
- Academic rigour
- High expectations

We have dedicated and highly motivated teaching and support staff, who are committed to the continual improvement of the school. We place a very high value on managing staff workload and wellbeing, as recognised by the NASUWT's Valued Worker Scheme.

The Deanery enjoys a magnificent new £27m building, opened in 2017. We have outstanding facilities, including advanced science laboratories, state of the art purpose-built curriculum suites, sixth form centre, a modern ICT network, new 4G all-weather pitches, activity studio, gym and a fully equipped technology suite. Learning here has never been more exciting.

Please do take a look at our website to get a fuller picture of our school and what we stand for. On it you will be able to see our prospectus, details of our curriculum offer and the wide-ranging opportunities available to pupils.

We take being a Church school seriously and expect all colleagues to support our ethos, whatever their own personal faith position may be. Our aim is simply to serve our local community through providing an outstanding education to children of all faiths and none. We emphasise our Christian distinctiveness through regular acts of worship, but more importantly by valuing and caring for every member of our community.

If you would like to visit the school prior to applying please contact my PA, Mrs Wogan, on 01942 597501. If you wish to make an application please complete the form and write a letter (no longer than 2 sides of A4 – font Tahoma 11) outlining how your skills and experience fit you for the post and how you will contribute to the life of The Deanery.

We are committed to safeguarding and promoting the welfare of children. We expect all staff to share this commitment. Appointments are made subject to satisfactory references and to an enhanced Disclosure and Barring Service check.

The Deanery is a very welcoming and close-knit community and a great place to work! If you share our vision and would like to be a part of this dynamic and successful school, I would encourage you to apply for the post. Alternatively, you can send us your CV to add our talent pool for any future vacancies that may be of interest to you.



**Mr M Wood**  
Headteacher

# About us

## Introduction

A school with a church foundation has existed on this site for 91 years. In 1932, All Saints' Senior Church School was founded for *'the nurture of the hearts and minds of children'* in Wigan. In 1970, All Saints' School closed to allow the formation of a new high school. For the last 53 years, The Deanery Church of England High School has honoured that rich legacy and has been a beacon of distinctive Christian education for generations.

Our school sits at the heart of Wigan and serves young people and families from every parish of the town.

Our school's history can be seen in its badge:

- 30 dots, representing the 30 traditional parishes in the Wigan Deanery
- The Red Rose of Lancashire
- 3 crosses to represent the 3 original constituent schools
- A branch from the Wiggan Tree



## Key Information

- Our pupils and students are fantastic – they are highly motivated and engaged young people with supportive and caring parents.
- As a Church of England school, we aim to maintain a distinctly Christian ethos while being genuinely welcoming and inclusive.
- We have over 1450 pupils and students, including almost 200 in our Sixth Form.
- The school admits 250 children into Year 7 each year, and is heavily oversubscribed.
- In 2022, we had over 870 applications for our 250 places in Year 7.
- We offer a rich co-curricular provision, including music, drama and sport.
- Our school building was completed in September 2017 offering state of the art facilities.
- Our Sixth Form Centre gives a modern area in which to work and study. It allows us to have a distinctive sixth form which is still closely linked to the main school.
- In 2020, our Sixth Form was the top performing college in Wigan for Value Added and above national averages.

## Leadership

Martin Wood, taking on his second headship, joined the school in 2019 as Headteacher, leading a dynamic and forward-thinking Senior Leadership Team. This team comprises three Deputy Headteachers, seven Assistant Headteachers and the Director of Business & Finance.

*"A school in which pupils and adults flourish."*  
**SIAMS Inspection Report - December 2021**

*"Staff are very proud to be part of the school."*  
**Ofsted Inspection Report - May 2022**

# About the Role



*"Come, follow me," Jesus said, "and I will send you out to fish for people." And at once they left their nets and followed him"*  
Matthew 4:19-20

This role is an innovative and exciting position for someone who will use their commitment to Christ to develop the faith of pupils, staff, governors and parents of The Deanery Church of England High School. Above all, you will be someone who is clearly called – to serve the young people of Wigan.

You will be someone of whom others say, "I can see Christ in them." Because you pray often and seek always to walk humbly in the Holy Spirit, you will be known for bringing wisdom and insight to complex situations as well as being courageous and working with integrity. You will be someone who supports people with faith, love and hope.

Your reliance on God will be matched by your passion and energy to see young people become disciples of Jesus. You will be creative and innovative in your spiritual and faith leadership. You will be a spiritual investor, discerning the potential in others and delighting to see fruit grown on their trees.

The role will be challenging and therefore you will be resilient. You will fully understand the challenges, opportunities and complexity of young people in Wigan. You will be an open and self-aware so that you can be credible to teenagers. You will relish the challenge of walking alongside young people at times when they need you most.

You will have excellent organisational skills. You will be a confident and inspirational leader of worship. You will also realise the importance of being guided and supported by Church Wigan and other local churches.

As a town centre Church of England High School, with over 1400 pupils and over 150 staff, this is the most wonderful opportunity to grow a worshipping community in the heart of Wigan.



*"The atmosphere and environment of the school is calm and purposeful with a powerful hallmark of respect and excellent relationships at all levels."*

**SIAMS quote - Report 2021**



# Job Description – Chaplain

Responsible to:	Headteacher
Line Manager:	Deputy Headteacher (Pastoral)
Salary	G7 - £24,295 - £27,420 actual salary, based on new starter with no previous service
Start date:	As soon as possible
Hours:	37 hours per week – term-time + 1 week Mon – Thurs: 8.30am - 4.30pm Fri: 8.30am – 4.00pm (30-minute unpaid lunch break)
Annual leave entitlement:	24 days per annum, plus Bank Holidays, based on new starter with no previous service. Up to 5 days per annum can be requested during term-time, subject to approval by the Headteacher

## School Mission Statement

As a Church of England school, we aim to provide an education for life, enabling all of our community to flourish and live life to the full.

## Role Purpose

1. To lead the development of the school as a worshipping Christian community
2. To lead the planning and co-ordination of the whole-school worship programme for the year
3. To facilitate a rich prayer life in the school that is responsive to immediate need and diligent in regular prayer for the school
4. To lead worship regularly in the school, including whole-school, year group and form group worship
5. To quality assure all worship across the school (form, collective and church worship)
6. To play an active leadership role in Christian groups, such as Alpha, VIPs, Worship Ambassadors etc.
7. To plan innovative opportunities for worship, to engage pupils and staff at all stages of their faith journey
8. To ensure the school environment and displays reflect the school's Christian identity
9. To promote and care for the Chapel as a sacred space
10. To work alongside the Headteacher and Senior Leadership Team to set priorities for the ongoing development of the Christian distinctiveness of the school, including supporting SIAMS inspections
11. To champion service and charity work across the school, with a particular focus on courageous advocacy, year group charities and the VIP young leadership group
12. To develop a pastoral ministry within the school for both staff and pupils, working closely with the Pastoral team
13. To support and enhance the RE curriculum
14. To liaise with parents and families as necessary for the well-being of our young people
15. To foster strong relationships with our local churches, both Anglican and other, to ensure that The Deanery is part of the local Christian community and Church Wigan
16. To celebrate and share the faith life of the school with the wider community
17. To liaise with Diocesan agencies, groups and individuals, where appropriate
18. To adhere to all school policies and practices relevant to the role, maintaining confidentiality when required and reporting any concerns immediately
19. Any other duties commensurate with the grade and job title as directed

**To develop professionally, all staff are expected:**

- To receive and act on feedback to build on strengths and improve performance.
- To take ownership of their own professional development, engaging in professional development activities as appropriate to their own career stage.
- To contribute to the professional development of others as appropriate to own career stage.

**All staff are expected to model the following values, behaviours and attitudes:**

- Actively supporting, articulating and promoting the Christian values and ethos of this Church of England High School and Sixth Form College
- Putting pupils first and being positive about young people
- Committing fully to the safeguarding of pupils
- Having a commitment to excellence and high standards in everything we do
- Having and communicating the highest expectations of young people academically and personally
- Having a commitment to social justice and equality of opportunity
- Being committed to ethical behaviour: demonstrating integrity, honesty, resilience, professionalism, kindness and humility
- Behaving in a professional manner with staff and pupils at all times, treating all members of the school community with dignity and respect
- Contributing to the overall aims of the school by complying with and implementing school policies and by working collaboratively as part of pastoral and academic teams

**Applicable contract terms**

There is a Genuine Occupational Requirement that the postholder is a Christian (Equality Act 2010)

Applicants should be a member of a church that belongs to Churches Together in Britain and Ireland, or the Evangelical Alliance.

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

This job description (role definition) is current at the date shown, but in consultation with you it is liable to variation by the management of the school via the Headteacher to reflect or anticipate change in or to the job commensurate with the responsibility level (grade.)

# Person Specification

Attribute	Essential	Desirable	Assessed by				
			Application form	Letter	Reference	Task/ observation	Interview
<b>Training and Qualifications</b>							
Theological training /qualification at Level 3 (A Level) or above	✓		✓				
Educated to Degree or Diploma level, or currently working towards this	✓		✓			✓	
Training in Children's, Youth or Community work		✓	✓	✓			
<b>Church connection</b>							
Practising Christian	✓		✓	✓	✓		
<b>Previous experience</b>							
Minimum 2 years working with young people	✓		✓	✓		✓	
Experience of leading worship for adults and young people	✓		✓	✓	✓		✓
Ability to give a considered and informed account of the Gospel	✓		✓			✓	
Awareness and experience of using liturgy in worship	✓		✓			✓	
Awareness of the requirements of working in an educational context	✓		✓	✓			
Awareness of youth culture and issues currently facing young people	✓			✓		✓	
Working knowledge of the Church of England and Anglican traditions, worship and organisation	✓			✓	✓		
<b>Knowledge/abilities</b>							
Ability to lead and inspire others	✓			✓		✓	✓
Innovative and creative approach	✓			✓		✓	✓
Clear, confident and appropriate communicator to a range of audiences	✓			✓		✓	✓
Friendly and approachable, with an ability to appropriately build positive relationships	✓			✓		✓	✓
Good sense of humour	✓			✓		✓	✓
Excellent organisational skills and able to work effectively under pressure	✓			✓		✓	✓
Sensitivity to working with young people, staff and others from all faiths and none	✓			✓		✓	✓

<b>Behavioural competencies</b>							
Flexible and co-operative team worker	✓			✓	✓		✓
Able to reflect theologically on youth work	✓			✓			✓
Able to work without direct supervision	✓		✓				✓
To be able to anticipate and solve problems creatively	✓			✓	✓	✓	
To demonstrate loyalty and confidentiality	✓			✓	✓		✓
To effectively deploy the financial and other resources of the school	✓			✓		✓	✓
To work as part of the whole school team and support the vision and ethos of the school	✓			✓	✓		✓
Letter and application form are fully completed and error-free	✓		✓	✓			
Strong support/positive recommendation from referees	✓				✓		
<b>Support and development opportunities offered with this post</b>							
<p>The Chaplain will have:</p> <ul style="list-style-type: none"> <li>○ Weekly meetings with the Headteacher/Senior staff to offer support and pray for the school</li> <li>○ Opportunities for continual professional development, e.g. training courses, conferences</li> <li>○ Opportunities to meet with other Chaplains to share good practice and offer each other support</li> <li>○ Opportunity to join the Local Government Pension Scheme</li> </ul>							



# Selection Process

Application	Interview Tasks	Interview
<p>Please make sure your letter of application is a maximum of 2 sides A4, font Tahoma, size 11. It must <u>directly</u> address the following:</p> <ol style="list-style-type: none"><li>1. Why you want to work at The Deanery</li><li>2. Your previous experiences</li><li>3. What positive impact you could have on The Deanery</li><li>4. Your personality and what makes you unique</li></ol>	<p>Shortlisted candidates may be asked to carry out the following tasks:</p> <ul style="list-style-type: none"><li>• Pupil discussion activity</li><li>• Tour of the school</li><li>• Staff panel</li></ul>	<p>The interview panel will comprise the Headteacher, senior staff and governors</p>

*Please see our website for privacy notices.*

## Completed applications should be emailed to:

Mrs Tracy Wogan, Executive Assistant to the Headteacher  
E: [swogant@deanery.wigan.sch.uk](mailto:swogant@deanery.wigan.sch.uk)  
T: 01942 597501

## Key Dates

### Monday 6<sup>th</sup> November 2023

Deadline for receipt of applications is 9.00am.

Applications should be emailed to Mrs T Wogan, Executive Assistant to the Headteacher:  
[swogant@deanery.wigan.sch.uk](mailto:swogant@deanery.wigan.sch.uk)

### w/b. 13<sup>th</sup> November 2023

Formal interviews will take place at school.

### Monday 13<sup>th</sup> November 2023

If you have not heard from us, please assume that you have not been shortlisted and accept our thanks for your interest and best wishes for your future career.

# Why work at The Deanery?



Our core employee rewards and benefits include:

- A professional working environment in which all staff are valued, listened to and able to fully use their gifts and talents
- 'Warm and strict' behaviour systems, meaning pupils can learn and teachers can teach
- Exceptionally visible Senior Leadership Team with open door policy
- A Well-Being Team which is responsible for wellbeing of staff and students
- A bespoke CPD programme for all staff, exciting career opportunities and individual leadership coaching
- A comprehensive induction programme
- State of the art facilities, located in the centre of the wonderful town of Wigan
- Competitive salaries for all postholders
- Higher preference in our Admissions Policy for children of staff
- Family friendly leave, pay and working arrangements
- Free on-site parking
- Discounted gym membership
- A dedicated, enthusiastic and highly professional staff team
- We have been awarded the NASUWT Valued Worker Scheme in recognition of exceptional support for staff
- We are members of the DFE's Education Staff Well-Being Charter



The Valued Worker Scheme is an initiative jointly promoted by the NASUWT, GMB, UNISON and Unite to recognise and support good employment relations in schools and colleges.

The Valued Worker Scheme aims to recognise those employers that are committed to valuing their staff. The scheme recognises employers who commit to treating all employees fairly, equitably and with dignity.



We are a Disability Confident Committed employer. Our recruitment process is inclusive and accessible. We guarantee to interview all disabled applicants who meet the minimum criteria for the vacancy.

*"Leaders and Governors are considerate of staff's workload and well-being. Staff described the school as a happy place to work."*

**Ofsted Inspection Report - May 2022**

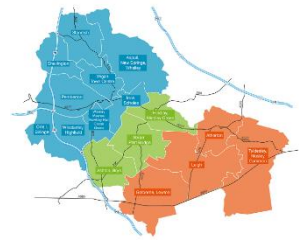
# About Wigan



## Getting Around

At the heart of the motorway network, Wigan has easy access to the M6, M58 and M61 so there is no better place to live.

The West Coast rail line runs right through Wigan, which makes London and other great cities of the UK accessible within a few hours. We are located only a 10-minute walk away from both train stations. We are also only a 5-minute walk from Wigan's bus station.



## A rich history

From the first century when the area was conquered by the Romans, through to the present day, Wigan has a vibrant and rich history meaning it is great for history buffs.

Wigan Pier, a wharf on the Leeds and Liverpool canal, was made famous by the writer George Orwell in his book, 'The Road to Wigan Pier.'

After the decline of industrial activities in the region, Wigan Pier's collection of warehouses and wharfs became a local heritage centre and cultural quarter.

## Sporting Traditions

Wigan has a proud tradition of sporting excellence, especially in Rugby League, with Wigan Warriors being one of the most famous and successful sporting clubs in the world.

In football, Wigan Athletic play in the English Football League and won the FA Cup in 2013.



## We are ...

We are the town that is kept aglow,  
With mintballs made by Uncle Joe,  
We are Ben Watson's FA Cup final goal,  
We are Casino all-nighters and Northern Soul,  
We are Orwell's The Road to Wigan Pier,  
We are Coccium when the Romans lived here,  
We are notserbad, belting, bob on, oreet,  
We are babby's yed, gravy and mushy peas,  
We are Thomas Woodcock's Victoria Cross,  
We are Davey Boy Smith and Hacker T Dog,  
We are Sissay's poems and Isherwood's art,  
We are Sir Ian McKellen's acting parts,  
We are a Bittersweet Symphony that's life,  
We are Challenge Cups and Offiah's tries,  
We are the Little Theatre and The Deanery,  
We are the Diggers and Gerard Winstanley,  
We are The Lathums fighting on,  
We are Emily Borthwick when the medal is won,  
We are the Battle of Wigan Lane,  
We are Mokaev as he steps in the cage,

We are Haigh Hall and the Plantation Gates,  
We are the Market, Galleries and Grand Arcade,  
We are Mesnes Park and feeding the ducks,  
We are rubbing the statue's shoe for luck,  
We are the River Douglas flowing through gaily,  
We are George Formby and his ukulele,  
We are Galloway's pies and De Roma ice cream,  
We are the town that always believes.  
We are our history:  
Our pubs, our mills, our mines,  
Our accent, our sport,  
our happy times.

We are Wigan.

**By The Deanery Bard**





# Work Hard Be Kind Make a Difference

The Deanery Church of England High School  
Frog Lane, Wigan WN1 1HQ

01942 768801

[enquiries@deanery.wigan.sch.uk](mailto:enquiries@deanery.wigan.sch.uk)  
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