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**WE'RE
HIRING!**

CHAPLAINCY IN SCHOOLS

**JOIN THE BRIDGE TEAM AND MAKE A
TRULY UNIQUE DIFFERENCE TO
LOCAL SCHOOLS**

Reimagining Chaplaincy in Schools...

Thank you so much for your interest in Bridge Chaplaincy! This year we are celebrating 30 years of serving children and young people across Salisbury and surrounding areas. We are at an exciting stage in our development with a fresh vision to pioneer our innovative brand of chaplaincy to schools. We believe that Bridge Chaplains play a crucial, often missing role in school communities; helping to bridge the gap between school and church, acting as that interruptible, Christian presence in the heart of the school community and serving not just students but also parents and staff, too. It's an exciting time to join the Bridge team; as of January 2024, we provide a weekly Chaplaincy presence to 22 schools across Wiltshire. With a number of schools on our waiting list, we can't wait to see what the future holds!

We have a number of Chaplaincy positions coming up over the weeks and months ahead! Part-time, full-time, 3-year, permanent, primary, secondary, and some combined! We'd love to invite general applications from anyone who might be interested in joining the Bridge team within these various roles and capacities. We'd then look to explore options at interview stage, based on your specific skillset and availability/suitability.

Some notable aspects of upcoming roles:

- Serving each school through the lens of our innovative framework, delivering bespoke pieces of work and ministry in the areas of faith (spiritual development), hope (wellbeing) and love (advocacy).
- Acting as a bridge between the school and its local community, particularly with adjoining churches, enabling the emergence of a chaplaincy team (Chaplaincy as ultimately plural not singular!)
- Taking the initiative to plan and resource the work across both schools, using 6-hours on a Monday effectively (inc. team time).
- Someone with a specialism/interest in mentoring young people.
- Speaking into and helping to shape the model of Bridge Chaplaincy across local schools, working with your line manager and wider team in order to grow and nurture this evolving ministry to school communities.

What we can offer you!

Salary: £23,557-25,261 FTE (£20,856 - £22,275 actual), dependent upon experience and qualifications. Term-time only (40 weeks of the year).

Hours: Roles ranging from 22-40 hours per week and 5.6 weeks statutory holiday including bank holidays. Part time roles are flexible (only Mondays are mandatory).

Location: Schools within 10-mile radius of Salisbury, Bridge office (Pembroke Park Primary School) and some home-working.

Pension: 7.5% employer contributions.

Additional benefits:

- 3 retreat days every year (including one whole-team)
- Ongoing training and development
- Weekly prayer and reflection as a team
- Discounts and benefits with retailers.

Closing date: 14th April 2024, with interviews on 22nd April 2024.

Start dates: Ranging from immediate-September 2024.



Person Specification

Bridge Chaplain

Training and Experience	Essential	Desirable
A commitment to lifelong learning with evidence of learning in one of these core areas: theology, youth or children's work or mental health/emotional literacy or community work.	✓	
Experience of engagement within a primary and/or secondary school context or an equivalent pastoral role in another sector.	✓	
Experience of pastoral work with children and/or young people.		✓
2:2 qualification or above in youth/children's work or theology.		✓
Core competencies		
An understanding of youth and children's culture and proven ability to relate well to children and young people and to their families.	✓	
Ability to dialogue effectively and sensitively with students and staff.	✓	
Good written and verbal communication skills.	✓	
Ability to work as an effective team member within the school and wider Bridge team.	✓	
Ability to identify, plan and deliver potential new areas of work.	✓	
Proficient organisation, self-management and the ability to adapt and pivot quickly to the ever-changing needs within a school day.	✓	
Good listening skills and the ability to work with children, staff and parents on a 1-2-1 basis.	✓	
A self-starter who is creative, motivated and can work on their own initiative	✓	
A good level of knowledge and appreciation of the variety of expression of Christian faith, tradition, prayer and worship.	✓	
A theoretical understanding of basic models of pastoral care and counselling.		✓
Able to articulate the central Christian message and an awareness of how to do this contextually.	✓	
Ability to relate well to a wide range of professionals including teachers, senior management, church leaders and other school staff.	✓	
Able to articulate your own ongoing journey of discipleship with Jesus and demonstrate a high level of honesty and integrity, seeking to model the character and example of Jesus	✓	
Proficient IT skills including MS Word and PowerPoint or Apple Pages/Keynote.		✓
Knowledge around safeguarding	✓	

Access to own transport.		✓
A great sense of humour	✓	
Non-judgmental and approachable	✓	
A commitment to inclusion, equality and diversity, enhancing the wellbeing of children and young people regardless of their religion, gender, race, disability or sexuality etc...	✓	
A reflective practitioner with a commitment to continuous professional development and growth	✓	



Our recent findings...

In the summer of 2023 we conducted a thorough consultation across the schools and found that...

- Bridge Chaplaincy offers a unique layer to pastoral support in the school which is hugely valued by both students and staff.
- The Chaplain creates an inclusive and welcoming environment for all.
- The Chaplains' input in RS and collective worship offers a vital ingredient for spiritual exploration and growth.
- Students told us of all the many ways their Chaplain has helped them improve their wellbeing. The wide range of outcomes demonstrates the Chaplains' targeted, and child centred approach. Chaplains, through effective listening, are able to get to the root of what is going on with each individual and help them to set goals.
- Bridge Chaplaincy creates significant opportunities for school communities to experience Christian faith practices which gives students the opportunity to critically reflect both on christian faith and their own place in the world.
- Chaplains have the capacity to create deeper links in the community: drawing families, community organisations and the local church around schools.



How to apply...

Please go to our website and click on the "work with us" page, which can be found at www.the-bridge.org.uk/jobs. There you can submit an application, complete our statement of faith and upload your cover letter. Please ensure this is no more than 2 sides of A4, and tell us (a) how you meet the person specification and (b) your motivation for wanting to work with the Bridge.

We would also welcome the opportunity to have an informal chat with you if that would help, so please do not hesitate to contact our Director, Alex, at alex.ewing@the-bridge.org.uk and we can find a mutually convenient time.

Please note: We take safeguarding very seriously at all stages and we are a safer recruitment employer. Recruitment will be subject to a full, enhanced DBS check and satisfactory references. It is a genuine occupational requirement that the post-holder be a committed, practising Christian.