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WE'RE HIRING!

BRIDGE CHAPLAIN

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

Reimagining Chaplaincy in Schools...

Thank you for your interest in joining the Bridge!

At The Bridge Youth Project, we believe school chaplains play a vital – and often missing – role in the life of a school community. Our Chaplains are a trusted, consistent, interruptible Christian presence in school, offering pastoral care, spiritual support and advocacy for pupils, staff and families. They help bridge the gap between school and church, offering support not just to students, but also to staff and parents alike.

Our unique model of Chaplaincy is built around a framework of **Faith** (Spirituality), **Hope** (Wellbeing), and **Love** (Advocacy), ensuring our work is holistic, compassionate, and deeply rooted in the Christian faith. Every school we serve represents a unique opportunity to be a listening presence and a source of light in that community.

It's an exciting time to be part of the Bridge team. After a rapid time of growth, we are now keen to build on the legacies of previous post-holders and create capacity to expand into more schools in and around Salisbury.

We are looking for potentially multiple Chaplains for 3 days (2 schools), 4 days (3 schools), or 5 days (4 schools) per week. We always seek to match the right Chaplain to the right school and there is some flexibility in which days are worked and the number of days worked (3-5) for the right candidate(s).

Some notable aspects of the role:

- Serving each school through the lens of our innovative framework, delivering bespoke pieces of work and ministry in the areas of faith (spirituality), hope (wellbeing) and love (advocacy).
- Delivering pastoral care (1:1's and group work) and support to children, staff and parents in accordance with the needs of the school community.
- Being a listening, fun presence in the heart of each school community.
- Working with the school to support their spiritual development, ethos and values.
- Taking the initiative to plan and resource the work across the schools, using 6-hours on a Monday effectively (inc. connecting with the team).

What we can offer you!

Salary: £26,265–27,761 FTE. Term-time only (40 weeks of the year).

Hours: 5.6 weeks holiday, including bank holidays. 3-year post (initially).
22 hours per week (x2 schools) inc. 6 hours on a Monday.
30 hours per week (x3 schools) inc. 6 hours on a Monday.
38 hours per week (x4 schools) inc. 6 hours on a Monday.

Location: Chaplaincy schools and Mondays remote (Bridge office in Salisbury once-a-month).

Pension: 7.5% employer contributions.

Additional benefits:

- 3 retreat days every year (including one whole-team).
- Training, reflective practice, clusters (weekly small groups for support).
- Monthly prayer and worship as a team.
- Discounts and benefits with retailers.

Closing date: Rolling deadline, apply as soon as possible! We reserve the right to close applications at short notice.

Start date: As soon as possible!



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	✓	

IMPACT
24/25

“Other staff are often really stretched but with our Chaplain she has that time that no-one else seems to have!”
- Headteacher

“She's vital to staff morale and wellbeing, she runs a TA support group and they always come back buzzing. She just always seems to have that time!”
- Yr 6 teacher

“He has an incredible relationship with some of our most vulnerable families who she has really helped out of some dark times.”
- Yr 3 teacher

“Parents have shown much better engagement with her than with other staff. I think it's because she's not “staff” in quite the same way and I mean that in a good way!”
- Headteacher

“Our Chaplain is a venting post- a shoulder to cry on.”
- Caretaker

“She has that time and capacity that others don't have and, despite only being in once a week, her presence is felt throughout the whole week.”
- Pastoral Lead

“My daughter had some serious health issues to deal with but our Chaplain was there for her, in fact I would go so far to say she was a God-send.”
- Parent

Our recent findings...

We conducted a recent consultation across the schools...

- 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 send us 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 Operations Lead, Graham, at graham.nagelsmith@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.