



LAMBROOK

SCHOOL CHAPLAIN

Required for January or April 2027

The closing date for applications is 9.00am, Friday 9 October

Interviews will take place shortly after the closing date.

Should we appoint early, we reserve the right to close the position.



INFORMATION FOR CANDIDATES

CANDIDATE SEARCH

The Headmaster, Mr Jonathan Perry, seeks to appoint a strongly pastoral, inspirational and committed Christian Chaplain to support the whole Lambrook community and lead the spiritual life of the school.

Lambrook's Chapel is central to the geography and life of the school. It is a much-loved space and an important part of the school's identity and heritage. The Chaplain will play a significant role in developing this spiritual life, promoting Christian values and providing pastoral care to pupils, staff and families in line with the Lambrook ethos.

The Chaplain will be a senior and visible member of the school community and a trusted presence for pupils of all faiths and none. Through their words, actions and relationships, they will demonstrate Christian faith and the love of God, while providing wisdom, compassion and support to those in their care.

The post may be full or part time. A full-time Chaplain would normally also teach, coach sport and contribute to the wider co-curricular life of the school, according to their skills and experience. An exceptional candidate who is not a teacher may be considered for a part-time appointment. Ordination is desirable but non-ordained candidates with appropriate experience, Christian commitment and vision will also be considered.

The appointment will initially be for one year, with the possibility of becoming permanent.

KEY RESPONSIBILITIES

PUPILS AND PASTORAL CARE

The Chaplain will:

- Be an approachable, trusted and visible pastoral presence for pupils across the school.
- Build strong relationships with young people and provide a listening ear, wisdom and appropriate pastoral support within the school's safeguarding and child protection framework.
- Work closely with the pastoral team, nursing team and other colleagues to support pupils and families experiencing difficulty, illness or bereavement.
- Support and develop opportunities for Christian faith exploration, prayer and Bible study across the Prep and Pre-Prep.
- Develop positive relationships with the Boarding teams and seek appropriate opportunities to engage with boarders.
- Contribute to the PSHCE programme where appropriate.



WORSHIP AND SPIRITUAL LIFE

The Chaplain will have overall responsibility for worship across the school and will bring creativity, energy and theological depth to both formal and informal opportunities for worship.

Responsibilities will include:

- Leading and developing the school's Chapel programme for pupils of different ages.
- Planning and leading the Saturday Chapel service for Years 7 and 8, including its liturgy and format.
- Arranging appropriate preachers and guest speakers, either preaching personally or involving visiting clergy or suitably gifted members of staff.
- Ensuring that guest speakers are appropriately welcomed and supported.
- Contributing to school assemblies and other occasions where appropriate such as key Christian festivals e.g. Christmas and Easter.
- Working closely with the Director of Performing Arts and Head of School Music on music for Chapel and significant school occasions.
- Communicating the Gospel in an engaging, imaginative and age-appropriate way to children, while recognising the wider spiritual needs of staff and parents.
- Providing leadership for weekly staff prayer and contributing to the monthly parent prayer meeting.

The Chaplain will help to establish a strong Christian presence and moral compass throughout school life, working with the Headmaster and Senior Leadership Team to ensure that Lambrook's Christian foundation continues to inform its values and practice.

STAFF, PARENTS AND THE WIDER COMMUNITY

The Chaplain will be a familiar and valued presence throughout the school community, building positive relationships with pupils, teaching and support staff, parents and the wider local community.

They will:

- Take an active interest in the life of the Common Room and wider staff community.
- Develop constructive relationships with parents and families.
- Work closely with the Headmaster and Senior Leadership Team.
- Attend the Pastoral Leaders' Group and other relevant meetings.
- Engage with local Christian leaders, other school Chaplains, TISCA and the Diocesan Education Team.
- Develop links with Christian youth organisations and promote appropriate opportunities for pupils to participate in Christian camps and activities.

The successful candidate will understand that Lambrook's rhythm and intensity during term time is distinctive. They will bring calmness, resilience and good humour to a busy community while maintaining a healthy personal spiritual life.

Outside specific school occasions, there is no expectation that the Chaplain will normally be required in school on Sundays, allowing them to participate regularly in a local church for their own spiritual refreshment.

WIDER SCHOOL LIFE AND CO-CURRICULAR CONTRIBUTION

The Chaplain is encouraged to contribute actively to the wider life of Lambrook, including:

- Teaching, where appropriate, with Philosophy, Theology and Religion particularly relevant to the role.
- Coaching sport and contributing to clubs, activities and trips according to their interests and expertise.
- Participating in school trips and the wider co-curricular programme.
- Supporting the development of the school's service and charitable programmes.
- Encouraging pupils to develop a culture of service, generosity and practical care for others.
- Working alongside staff responsible for the school's charitable activities and giving.

For a part-time Chaplain, the extent of involvement in wider school life will be agreed as part of the appointment.

PERSON SPECIFICATION

ESSENTIAL

The successful candidate will demonstrate:

- A committed Christian faith and a desire to see Word and Spirit at the heart of their leadership.
- A degree or equivalent qualification.
- Experience of working with young people and, ideally, within a community or school environment.
- Experience of preaching and communicating Christian faith effectively.
- Excellent communication skills with children, young people and adults.
- An engaging, creative and imaginative approach to speaking and worship.
- Strong pastoral instincts and the ability to listen, empathise and build trust.
- An inclusive and unifying approach, with the ability to work positively across the whole school community.
- Diplomacy, humility, patience and compassion.
- Strong organisational and administrative skills, together with a reliable work ethic and determination to see things through.
- The ability to work collaboratively and develop positive, lasting relationships.
- Loyalty, discretion and dedication.
- The maturity to act as a positive role model and remain non-partisan within both the Christian and wider school community.
- Confidence in both the formal and informal aspects of independent school life.

DESIRABLE

The following would be advantageous:

- Ordination or recognised ministry experience.
- A teaching qualification.
- A counselling qualification.
- A postgraduate qualification.
- Previous experience working as a school Chaplain or in education.
- Experience of Christian youth work or camps, such as Scripture Union, Steward's Trust or Christians In Sport.
- Good ICT skills.
- A willingness to live on site, should suitable accommodation be available.

IDEAL CANDIDATE

Above all, Lambrook is seeking a pastor first: someone who loves children and young people, is deeply grounded in their Christian faith, and has the warmth, wisdom and maturity to care for an entire school community.

The successful candidate will combine spiritual leadership with strong pastoral gifts, be an imaginative communicator and preacher, and embrace opportunities to contribute to the classroom, Chapel and wider life of the school. They will be approachable and humble, while possessing the confidence and resilience required of a highly visible member of the Lambrook community.

THE APPLICATION PROCESS

The school has its own generous salary scale and benefits including contributory Pension Scheme, free lunches (term time only), bike to work scheme, life assurance scheme. If the candidate has a child who has been accepted into the school, subject to availability of spaces, a means tested fee remission may be available.

Applicants are asked to provide the Headmaster with a letter of application (no more than two sides of A4). The letter of application should offer a personal insight into the skills and aspirations of the candidate. Letters should be sent to the Headmaster via HR@lambrookschool.co.uk.

Applications will only be accepted from candidates completing the School's Application Form in full.

Any offer to a successful candidate will be conditional upon:

Verification of identity, qualifications and confirmation of right to work in the UK.

A minimum of two references.

A new satisfactory Enhanced Disclosure clearance (DBS) including the Children's Barred List must be in place before employment can commence.

Verification of medical fitness.

Where a candidate has worked or been in residence overseas in the previous five years, such checks and/or Visa documents are required in accordance with statutory guidance.

Online checks are made for all candidates.

All appointments to the School are subject to satisfactory completion of a probationary period.

If you are currently working with children on either a paid or voluntary basis, your current employer will be asked about disciplinary offences, including disciplinary offences relating to children or young persons (whether the disciplinary sanction is current or time expired), and whether you have been the subject of any child protection allegations or concerns and, if so, the outcome of any enquiry or disciplinary procedure. If you are not currently working with children, but have done so in the past, that previous employer will be asked about these issues. Where neither your current nor your previous employment has involved working with children, your current employer will still be asked about your suitability to work with children, although they may, where appropriate, answer 'not applicable' if your duties have not brought you into contact with children or young persons.

You should be aware that provision of false information is an offence and could result in the application being rejected or in summary dismissal, if the applicant has been selected, and possible referral to the police and/or the department for Education Children's Safeguarding Operation Unit.

