

Benefice of Hanham and Kingswood

Job Description

1. Job Title

Secondary School and Youth Chaplain

2. Reports To

Rev Catriona Rawlins, Curate

3. Job Purpose / Summary

At Kingswood and Hanham we have experienced growing interest in faith among young people in our community and have had encouraging discussions with the local school in offering some form of Christian presence there. We have sought to respond and in the past 12 months have run a Youth Alpha, begun a fortnightly Christian youth space (Wednesday 7.30-9pm) and explored the potential of running a CU or other connections with the local secondary school.

The whole Church community is excited to see so many young people growing in their faith and is committed to developing and supporting a fruitful youth ministry in both the church and wider community. This is a core part of the Church's vision.

We recognise the importance of relationship and journeying with people and want to continue our churches mission in building bridges across church, home, school and community. This person will play a key role in developing this ministry.

The school and youth chaplain would:

- Build networks and bridges between the local school(s), church, and wider community
- Listen to and engage with the voice of young people in order to develop an offering shaped and informed by them
- Develop and facilitate spaces, within and beyond the church, for young people to explore Christianity and grow in their faith (e.g. a faith exploring youth space, Youth Alpha, Christian Union)
- Support a culture where people see the importance of working across the generations and help to build teams
- Be committed to the safeguarding and wellbeing of all young people
- Facilitate the development of a Growing Faith Team to support faith opportunities across Church, Home and School

4. Key Responsibilities

Facilitate the development of a Growing Faith Team to support faith opportunities across Church, Home and School.

Recruit and develop volunteers to serve in this ministry.

To work with the parish team (clergy, staff and Parochial Church Council), ensuring the needs and voice of young people are represented.

School chaplaincy

Over the last year the connection with schools has identified some key areas for potential support through a chaplain including-

- Supporting those going through transition from year 6 to year 7
- Responding to the voices of young people in secondary settings

This role will involve undertaking chaplaincy activities in the schools, and also facilitating the development of a chaplaincy team.

Within these primary and secondary settings this role aims to

- Build and establish good, effective relationships with the SLT, RE staff and any staff with Christian faith to identify and collaborate on opportunities to share the Christian faith in school. This could include:
 - Providing pastoral support and a spiritual resource from a distinctively Christian perspective to the staff and students of the school, inclusive of everyone. To offer unconditional person-centred spiritual care to all, meeting people where they are and accompanying them on their next steps.
 - Being present within and available to the school community regularly and consistently.
 - Creating safe places for intentional spiritual dialogue
 - Hosting reflective and prayer spaces for the whole school community (young people, staff and parents)
- Support the staff and students of the school who have faith.
- Organise opportunities for staff and community prayer for the school

These would be developed through a church and school partnership plan and all chaplaincy activities would be undertaken in line with the Under 18s Chaplaincy Ethos document.

Youth Chaplaincy

In our community we are seeing an increase in young people interested in faith and wanting to explore Christianity more. We have been working with young people in the last year to co-create safe spaces and content to support their journey. This role will help to continue this work.

Within our community setting this role aims to-

- Intentionally being present and available at church gatherings where young people attend
- Encourage and equip young people to seek out and take up opportunities for ministry within the church and in sharing their faith with their peers
- Oversee and plan the midweek youth space for those exploring faith. Ensuring the space is safe (safeguarding, health and safety policies etc) and responds the needs of young people through appropriate materials such as Alpha Youth, prayer courses).
- Support opportunities for further development of discipleship pathways to meet the spiritual and social needs of young people. These will be overseen and discerned through the Growing Faith Team and the voice of young people. This may involve some special events, Sunday worship.

General responsibilities

- To ensure the Parish's policies are observed, with particular reference to safeguarding and to work within any frameworks set out by the relevant schools.
- To be part of the wider leadership team and where needed attend staff meetings, including PCC.
- To raise the profile of young people among the church congregations at Christ Church Hanham.
- Engage in training including being an active member of the Under 18s Chaplaincy learning community.
- Contribute to evaluation including with the Diocese of Bristol and any requirement associated with the funding of this role.

To continue to develop as a Christian disciple and minister

- To maintain a vibrant Christian life by regular prayer, Bible reading and worship and keep up to date with Christian youth work.
- To have regular time off and holidays.

5. Person Specification

Category	Criteria	Essential (E) / Desirable (D)
Education	Relevant qualifications in education or youth work	D
Experience	Experience of working with young people	E
Experience	Awareness of issues facing young people and how to engage pastorally with these issues	E
Experience	Working collaboratively as part of a team	E
Experience	Building and maintaining effective teams	E
Experience	Experience of working in a school environment	D
Experience	Experience of chaplaincy / counselling / mentoring	D
Experience	Experience of managing challenging behaviour	E
Behaviours	Approachable and empathetic; an able listener	E
Behaviours	Able to maintain appropriate professional boundaries.	E
Behaviours	Able to sustain own spiritual life, and nurture the spiritual life of others	E
Skills	Able to communicate faith in vibrant, creative and relevant ways to young people	E
Skills	Ability to network with adults and young people in a variety of contexts (e.g. school and church)	E
Skills	Highly effective communication skills; ability to communicate with a wide range of people	E
Skills	Good organisational and time management skills; works well under pressure	E
Skills	Good IT skills	E
Attributes	Committed Christian	E
Attributes	Committed to the safeguarding of all young people	E
Attributes	Committed to Equality and Diversity	E

Attributes	Committed to own continuing professional development in a changing environment	D
Other	Willingness to occasionally work outside normal working hours - prior notice given	D

6. Relationships and Accountability

The post will report to Rev Catriona Rawlins and be part of the wider ministry team for the Benefice. Catriona will provide regular support and supervision and quarterly review sessions for prayer and reflection.

There will be occasional Team days by agreement.

The post will be responsible for developing a team of volunteers to support them in their role and accountable for their supervision and training.

Links with our local secondary school Hanham Woods Academy are growing, but it is early days. There is a good working relationship with one of the members of the SLT and we have an invitation to start a Christian Union or something similar in the school.

7. Working Hours and Conditions

The post will be based in Hanham, with office space available in the Benefice Office, Holy Trinity Church, 18 High St, BS15 4AB if required.

The post is for 18 hours a week, which will include some Sundays. Starting requirement, one 10.30am service per month and two 3.30pm services per month.

The rest of the hours to be worked flexibly, to a pattern agreed with the successful candidate, but will include some evenings.

8. Safeguarding

Safeguarding

The creation and promotion of a safer culture and environment to ensure the safeguarding of others is of vital importance. The post holder must be committed to the safeguarding of others demonstrated in their adherence to all safeguarding policies and procedures and undertaking safeguarding training as required.

Any appointment will be made subject to the satisfactory completion and return of an enhanced DBS check with barred lists and references.

9. Faith Commitment

This post has a Genuine Occupational Requirement (under the Equality Acts 2010) that the post holder is a committed Christian.

10. Salary and Benefits

£32,000 - £35,000 pro rata, depending on experience

A contributory pension will be offered in line with statutory requirements.

25 days annual leave, plus bank holidays pro rata to hours worked. Working pattern may change/be flexible during school holidays with prior agreement.

Fixed term contract: 3 years with a probationary period of 6 months.

Employer: Parochial Church Council (PCC) of the parish of Hanham

There is free car parking at Christ Church, Church Hall and Christ Church is close to a main bus route.

The Diocese of Bristol offer support through-

- Under 18s Chaplaincy Network. This provides connection and a learning community.
- A Padlet of resources including guidance and frameworks to support good practice.
- Signposting to and provision of relevant training and advice.

If you would like an informal conversation or to ask any questions about the role please contact: revcatrionarawlins@gmail.com

If you would like to apply, please provide a CV and covering letter setting out What you see as the opportunities and challenges of this role and how your experience and attributes will equip you.

Applications should be submitted to officechristchurchhanham@gmail.com by 9am on Friday 24th April 2026

Closing date for applications: Friday 24th April, 9am

Interviews date: Afternoon of Wednesday 13th May