

Job Description P/T Assistant Chaplain based at Twyford CofE High School

Job Title: P/T Chaplain

Grade: Salary equivalent to incumbent stipend (London Diocese) Pro rata. Term Time only

Line Manager: Associate Headteacher/Trust Chaplain

Supervisory Responsibility: students/staff and volunteers in your care.

- **Hours:** Full-time (part-time at Twyford & part-time at St Martins)
- **Pension to be negotiated with the London Diocese and Church Commissioners.**

Profile

Twyford Church of England High School is a mixed entry school which has a diverse ethnic and social mix. It has majority CofE applicants with other applicants including, music scholars, those of other faiths, and applicants with a statement. The role of Chaplaincy is central to the pastoral life of The Twyford Trust. Our mission statement reflects our aim and states "Jesus has come to bring life and life to the full." (John chapter 10:10). This reminds us that although we are seeking for academic excellence, we primarily seek to build students who are equipped to be confident, humble, community minded citizens with a grounding that is distinctively Christian, but openly inclusive of other religions and none, within the school community. The chaplaincy role at Twyford High School is particularly distinctive as the school has a majority intake from Anglican schools in the Willesden area of the London Diocese. The school has a longstanding Christian fellowship which is run by volunteers and staff from the school.

We are therefore seeking to fund and appoint a part-time Chaplain to work alongside our full-time Trust Chaplain already in post, the SMSC leads and volunteers as part of the chaplaincy team at Twyford High School.

Main purpose of the job

- To assist the Trust chaplain in the outworking of the formal and informal expressions of Christian ethos, worship, and spiritual life of The Twyford Trust working at Twyford High School.
- To assist in the development of the chaplaincy within the aims of the Director's ongoing Development plan
- To promote the Trust ethos amongst staff, students and parents who are part of the Twyford Community.

Key Responsibilities

- Routine chaplaincy responsibilities (undertaken within Chaplaincy team)
- Assist the chaplain in the development of the worship-life of the Trust
- Contribute to the pastoral care of the whole school community
- Mission (Community Outreach)
- Mission (to articulate and model faith in Jesus in an attractive/invitational manner)

Routine Lay chaplaincy responsibilities (undertaken within Chaplaincy team)

- Help to lead & develop the use of whole school liturgy in relation to communions.
- The setting up of opportunities for prayer and fellowship, including prayer spaces and fellowship groups.
- Contribute to the pastoral care of the whole school community in particular mentoring programmes collaborating with the school pastoral team.
- Mentoring support with students

Assist the Trust chaplain in the development of the worship-life of the Trust

- Assist in fulfilling the worship calendar for the Trust ensuring that assemblies and acts of worship in Twyford are appropriately resourced and supported
- Work with the Trust Chaplain and whole school SMSC leads to support whole school worship which engages and embraces all members of the school community

Contribute to the pastoral care of the whole school community

- Create opportunities for students to develop their understanding of Christian care and of social responsibility. Develop in collaboration with volunteers, prayer spaces and opportunities for collective worship outside of the communions, in particular the Ignite services.
- Provide individual and group mentoring to support students and occasionally staff as appropriate in collaboration with Heads of Year and Inclusion dept.
- Provide a 'pastoral presence' within the school community.
- Liaise with inclusion teams and Pastoral Deputy Headteachers over the provision of specific group support programmes (such as mentoring groups etc.)

Mission (to articulate and model faith in Jesus in an attractive/invitational manner)

- Help run Christian nurture courses for staff or students as appropriate.
- Equip students who are already Christians to be appropriate ambassadors of their faith to their peers by supporting the Christian Union offer.
- Connect students with questions of faith to St Martins and other local churches who have suitable mechanisms of follow up for young people.

Mission (Provide Community Outreach opportunities)

- To build strong links with St Martins Parish Church, deanery as appropriate as part of the school hub.
- Sign post opportunities for voluntary work with the local churches and community involving students as part of the school youth hub.
- promote and run termly initiatives which enable student chaplains in particular, but also the wider student cohort and staff to engage with initiatives seeking for justice and peace within the community and the world.

Mission (Community Outreach): development of the School Youth Hub involving local religious leaders and youth workers.

- To articulate and model Christian faith in an attractive/invitational manner in particular to help lead and develop the CU groups at Twyford.

To support spiritual development of the schools and their wider communities

- Support the Christian fellowship groups from within the wider team ministry at the school.
- Assist in the running of the two annual retreats for students when required.
- Support the development of the chapel and Elms basement as a spiritual focus in the school.

Key measures of success

- Wellbeing of students in all year groups (measurements to include attendance/conduct points/exclusions/engagement measures & student wellbeing surveys)

Signatures

Signature of Manager: _____ Date: _____

Signature of Post Holder: _____ Date: _____



Background Information about the role of Chaplain at Twyford.

<https://twyford.org.uk/>

The role of Chaplain at Twyford CofE high School is an exciting opportunity to combine parish and frontline school ministry, in a school which holds 1500 students. The chaplain will be central to the pastoral life of the school. Our mission statement reflects our aim and states “Jesus has come to bring life and life to the full.” (John chapter 10:10). We are seeking a chaplain to work alongside the Trust Chaplain and our chaplaincy team. Part of the role is to enable students and staff to be equipped to be confident, humble, community minded citizens with a grounding that is distinctively Christian, but openly inclusive of students and staff from other religions and none within the school community. Therefore, the mentality of the chaplain is to treat the school as a parish working with all within the school community (as is possible within a 1/3rd post). They will need to have had experience in working with young people and preferably in a secondary school context and have skills in leading groups and ‘engaging’ public speaking, managing volunteer teams.

Welcome to Twyford CofE High School

I extend a warm welcome to you as Twyford CofE High School's Headteacher. I am privileged to lead such an aspirational and prestigious school which believes in each child living ‘life in all its fullness’. Twyford’s deeply Christian foundations mean we believe that every child has extraordinary God-given potential, and this motivates us to never settle for less than excellence for our students because they deserve the highest expectations.

Twyford CofE High School is a comprehensive school with a roll of just over 1600, including a Sixth Form of over 600 students.

Twyford is part of **Twyford Church of England Academies Trust** and our curriculum has been designed to support students of all abilities to be ambitious in their progression through school and on to future pathways. We offer an extensive extra-curricular programme which extends the school day and sustains breadth beyond taught courses and exam syllabuses. Teachers are very aware of the needs of students with SEND and care is taken to ensure access to the curriculum for these students. 7% of students in years 7-11 have Education, Health and Care plans and there is an additionally resourced provision specialising in the support of Speech and Language development and ASD students.

The sixth form offers a wide range of A-Levels giving the breadth of opportunity. In addition, as part of the Twyford CofE Academies Trust, students also have the option of progressing to more specialist courses at our partner schools.

The majority of students from the sixth form progress to university taking a wide range of routes including competitive courses such as Medicine and Engineering at Oxbridge and top Russell Group universities. We are equally proud of the students from our successful creative and technical post-16 offer (Music & Music Tech/Graphic Design/Art/Photography/Film and Drama) who go on to practical courses and training places in the creative industries.

Throughout the school Twyford has an exceptional emphasis on community service and supporting each other through engagement with a wide-ranging extra-curricular programme. Twyford’s Music specialism provides a wealth of opportunities for students to participate at all levels in musical choirs and ensembles. Our Sports programmes include competitive house competitions as well as borough and national teams. Meanwhile other societies across the school range from everything from

beekeeping to chess club, Engineering Society to Twyford Christian Fellowship group. Each student is encouraged to participate and serve in the area which suits their gifts best. Finally, there is also a very strong student leadership team from Years 7-13, led by the Sixth Form, who energise the student body and each year renew and add to Twyford's unique heritage and identity.

I hope this broad welcome gives you a sense of how ambitious Twyford is for our students; for their spiritual, moral and cultural development, as well as their academic performance, because this is what 'life in all its fullness' means to us.

Twyford CofE High School Profile:

Twyford continues to make great strides as an outstanding school (recently inspected by OFSTED). The Twyford Trust takes as its motto: *'I have come that you should have life and life in all its fullness'*.

The text is taken from John chapter 10 verse 10 and from this the Trust has created the 10:10 Ethic which is the principle that informs all Trust schools – irrespective of their different individual identities, intakes or admission criteria.

We believe that there are three Core Values in our 10:10 Ethic:

1. All individuals have God-given gifts which they can develop for the good of others
2. All individuals do bad things sometimes but that it is not acceptable to believe that anyone has to stay in a 'bad place'
3. All individuals can find their valued place within community

The 10:10 Ethic is also often articulated as having the following positive disciplines:

- Know yourself
- Be an agent for good
- Understand weakness
- Accept Support
- Engage Fully
- Stretch



Our 10:10 ethic

At Twyford we wish to instil a love of learning. The curriculum is broad and balanced. The core subjects of Mathematics, English and Science provide a very secure foundation for progress. With each intake of new Year 7 students we aim to build immediately on their achievements at Key Stage 2. Setting in Maths, Science and Languages starts in Year 7 and in other subjects in Year 8. As students move up the school, their available options become increasingly varied.

Our language curriculum is very well developed - at KS3 students study either French or Spanish with able linguists (half the year group) also studying Latin. In Year 8, more able linguists are offered German as a second modern foreign language. All students are then encouraged to study at least one Modern Language at GCSE (they choose from French, German or Spanish). Many take more than one language at GCSE and some elect to study Latin as an extra subject. At KS3 pupils have the opportunity to take part in a wide variety of trips to Normandy, Madrid, Black Forest and Verulamium. At KS4 the school organises trips to Barcelona and Paris and at KS5 students are supported to arrange bespoke exchange visits with students in France, Spain and Germany. In addition, our teachers have developed privileged links with primary schools across the borough and help to train teachers to teach French and Latin at KS2.

All students take ICT, History, Geography, Music, Drama, PE, Art and Religious Education. Religious Education GCSE is taken one year in advance of other subjects and our success rate in this subject is particularly high.

All students have ICT lessons and use computers as a learning tool in many subjects. A full programme of Personal, Social and Health Education and Citizenship is also followed by all students.

As a Specialist Music College Twyford has a well-established reputation throughout the local community. In 2011 it has been the lead partner within the newly established Ealing Music Partnership providing support with the development of ensemble music and music teaching across the Borough. Twyford's extensive programme of over 20 extra-curricular ensembles has led to collaborations with BBC Songs of Praise, The World Service, The English Chamber Orchestra, The Mayor of London, St Paul's Cathedral, Ealing Youth Orchestra, The Royal Opera House, The Royal Albert Hall, Jazz FM, Trinity College, Streetaction, Inspire-works and Music for Youth. More recently the school organised and hosted the Ealing Youth Music Prom in association with Ealing Youth Music and amazing event featuring acts of over 500 students from 17 different schools across the borough.

The Arts have a very high profile at the school. In Drama and Music students learn confidence in performance which enriches their ability to learn in all other subjects. The school also has an excellent reputation for a wide range of sports. PE lessons cover Netball, Gymnastics, Dance, Football, Hockey, Basketball, Cricket, Rugby and Athletics; with each sport entering teams into borough competitions.