



BROMSGROVE

CANDIDATE INFORMATION
FOR THE POST OF
SCHOOL CHAPLAIN



Senior Campus: looking towards Headmaster's Study and Administration



INTRODUCTION

Founded in 1553, Bromsgrove School is one of the oldest schools in the country, yet it remains a dynamic and forward-looking educational institution. As one of the largest independent day and boarding schools in the UK, with around 2,000 pupils, Bromsgrove delivers an outstanding education with quiet confidence, combining academic excellence with a deep commitment to individual care. It is a happy, unpretentious community where every individual is valued and where kindness, humility and mutual respect are central to school life. Pupils benefit from a broad and flexible curriculum, with A Levels, the International Baccalaureate and BTECs available in the Sixth Form, alongside exceptional co-curricular opportunities supported by significant investment in facilities. Although large in scale, Bromsgrove places great emphasis on personalised pastoral care, and its thriving House system fosters a strong sense of belonging, ensuring that pupils are part of a warm, inclusive and vibrant community throughout their time at the School.

BROMSGROVE SCHOOL MISSION STATEMENT:

FLAIR : DISCIPLINE : ACADEMIC RIGOUR

Bromsgrove School aims to produce: happy, creative, moral citizens who live motivated, fulfilled lives while enriching the lives of others.

It seeks to achieve this through an enlightened, disciplined and broad education that responds to global change while retaining core values.

The Core Values Bromsgrove seeks to foster in its pupils are: Humility and Confidence; Compassion and Ambition; Respect and Curiosity; Tolerance and Vision.

THE ROLE OF CHAPLAIN AT BROMSGROVE SCHOOL

We are seeking to appoint a strongly pastoral Anglican Chaplain to support the whole School community and lead the spiritual life of Bromsgrove School. The Chaplain's primary role is to serve as pastor to the entire School community, including day and boarding pupils, teaching and support staff, Old Bromsgrovians, parents and friends of the School. We are looking for a committed Christian and ordained priest in the Church of England, with experience of working across the breadth of the Anglican tradition, while embracing the diverse character of Bromsgrove School, which warmly welcomes those of all faiths and none. Although visitors are often struck by the impressive Chapel at the heart of the campus, the Chaplain's ministry extends far beyond the building itself, playing a central role in the life of the School through spiritual leadership, pastoral care and as a visible presence across the community. The School community will, in many respects, become the Chaplain's parish.





THE CHAPLAINCY

At the heart of Bromsgrove School stands its magnificent Memorial Chapel, one of the School's defining features both architecturally and spiritually. Hallowed in 1931 and completed in 1960, the Chapel was built in memory of the 93 former pupils and staff who lost their lives in the First World War and later came to commemorate those who died in the Second World War. Designed by the distinguished architect Sir Giles Gilbert Scott, whose work includes Liverpool Cathedral, Cambridge University Library, Waterloo Bridge and London's Tate Modern, the Chapel occupies a central place in the life of the School. While it provides an inspiring setting for major School services, it is equally suited to more intimate occasions such as baptisms, blessings and personal acts of worship. The Chapel serves as the focal point for the School's spiritual life, where regular services bring the community together to listen, sing, pray and reflect on themes relevant to modern life. Beyond leading worship, the Chaplain plays a vital pastoral role, offering support, guidance and care to pupils and staff of all faiths and none. Open to all and available for matters spiritual, personal or practical, the Chaplain helps ensure that the Chapel remains not only a place of worship, but also a sanctuary for reflection, comfort and community within the wider life of Bromsgrove School.

During term time, the Chapel sustains the rhythm of the School's communal life. This includes occasional Sunday services to mark significant occasions such as Mothering Sunday and Remembrance, together with weekday Chapel services held at 8.30am from Tuesday to Friday for different sections of the School. The Chapel also plays a central role in the observance of the Christian year, with regular celebrations of key seasons and festivals including Harvest, Advent and Lent. Through these services, pupils and staff are given opportunities to gather as a community, engage with Scripture, sing, pray and reflect on themes that speak to both faith and contemporary life.



THE ROLE

The Chaplain is a key pastoral leader within the School, responsible for nurturing and promoting the Christian faith, values and ethos that lie at the heart of Bromsgrove School, while supporting the spiritual development of pupils and staff across the community. Working closely with the wider pastoral team, the Chaplain will play an active role in ensuring the highest standards of care and wellbeing for young people, offering guidance, encouragement and support to pupils of all faiths and none. Central to the life of the School, the Chaplain will foster positive relationships based on respect, kindness, integrity and trust, contributing to the spiritual, emotional and moral development of both pupils and staff. The role involves close collaboration with the senior leaders to deliver effective pastoral support and strengthen the sense of community that characterises Bromsgrove. The Chaplain will report to the Deputy Head (Pastoral) and work closely with the Head of Prep School and senior leaders across both the Senior and Prep Schools.

Though the following is not exhaustive, the Chaplain will:

PASTORAL

- Support all members of the School's community, notably but not exclusively at times of pastoral or spiritual need, and liaise where necessary with House teams, the wellbeing service and other staff.
- Extend similar care to former pupils, their parents, former staff and the wider Bromsgrove community.
- Be available for duties in the boarding houses when required and ensure a regular pattern of visits to the houses to get to know staff and pupils.
- Support and engage with pupils and colleagues through attendance at School plays, concerts, sports matches and House events.

SPIRITUAL AND WORSHIP

- Promote the Christian ethos of the School and embed Christian values.
- Conduct daily Chapel worship and coordinate the involvement of pupils and staff.
- Prepare and conduct formal acts of worship and special services, including but not limited to Carol Services, Confirmation Services, Remembrance Sunday, and the Leavers' Service.
- Prepare candidates for Confirmation.
- Work with colleagues, support pupils in their understanding and development of the Christian faith.
- Promote and nurture the sacramental life of the School, particularly through the celebration of the Eucharist.
- Make provisions for the needs of students from different faith groups.
- Encourage and support prayer within the life of the School.
- Manage Assistant Chaplains as required.

CHAPEL MUSIC

- Work closely with the directors of music to provide an appropriate, ambitious and uplifting programme of liturgical music.

TEACHING

The School would welcome applications from candidates who have the ability and desire to teach an academic subject. While teaching is not an essential requirement of the role, there may be an opportunity for a suitably qualified candidate to undertake a reduced teaching commitment, depending on their experience and the needs of the School. There may also be the opportunity to gain Qualified Teacher Status.

- Promote the School's values and encourage pupils to think deeply about the world around them and to develop their own views during their time at the School.
- Promote the general progress and well-being of pupils to ensure the best possible academic outcome.
- Attend INSET and other opportunities for training and participate in the School's professional development programme.

The successful Chaplain will be a trusted presence across the School: visible, approachable and compassionate; able to support those of faith, doubt or none; and capable of leading worship that is thoughtful, engaging and relevant for a contemporary school community. This is an exceptional opportunity to exercise a wide-ranging and influential ministry within one of the country's leading independent schools. The Chaplain will have the privilege of working with a vibrant community of young people and colleagues, helping to shape the spiritual life of the School whilst providing pastoral support at every stage of school life. It is a role that offers both significant responsibility and the opportunity to make a lasting difference to the lives of others.



PERSONAL ATTRIBUTES

The Chaplain is expected to be involved in the wider life of the School as time allows and the details of this would be agreed prior to appointment. The Chaplain will be a very visible figure in the life of the School. They must be an excellent communicator with the ability to support pupils from a range of faith backgrounds and offer a creative and joyful approach to Christian worship, working in line with the Christian foundation of the School. They will enjoy engaging with the faith, doubts and scepticism of intelligent young people and colleagues and possess the theological depth and intellectual confidence to do so.

The successful candidate will be:

- A gifted preacher with the ability to articulate the spiritual ethos of the School.
- Open, warm and friendly.
- Able to work on their own initiative.
- A good communicator with excellent interpersonal skills at all levels with pupils, staff and parents.
- Able to build, develop and maintain professional relationships.
- Committed to playing a central role in safeguarding, working closely with pastoral leaders, Houseparents, the wellbeing team and designated safeguarding leads to promote and protect the welfare of pupils.
- Ordained as a priest in the Church of England.
- Experience of working in a school or other educational setting is desirable but not essential.

Essential

- Ordained priest in the Church of England.
- Degree level education.
- Experience of preaching and leading worship.
- Experience of working with young people.
- Excellent interpersonal and communication skills.
- Ability to build trusting relationships across a diverse community.
- Strong organisational skills.
- Demonstrable commitment to safeguarding, pastoral care and the welfare of young people.

Desirable

- School chaplaincy experience.
- Teaching qualification or experience.
- Theological qualification.
- Counselling or pastoral qualification.
- Experience of Christian youth work.

Safeguarding

Bromsgrove School is committed to safeguarding and promoting the welfare of children and young people. The successful applicant will be expected to share this commitment, adhere to all safeguarding policies and procedures, and play an active role in promoting and protecting the welfare of pupils across the School.

APPLICATION PROCESS

To apply, please complete the online application form.

The closing date is Friday 4th September.

The School is committed to safeguarding and promoting the welfare of children and young people. Applicants must be willing to undergo child protection screening including checks with past employers and the DBS.

STAFF BENEFITS



PLACE OF WORK

Bromsgrove is situated in beautiful Worcestershire and benefits from good transport links



PARKING

Free on-site parking



FEE REMISSION

Fee concession of 50% for all staff (pro-rata if part time) for children in reception onwards



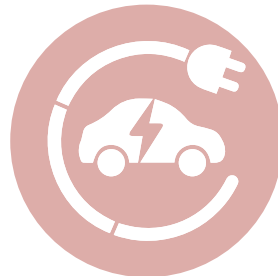
PENSION SCHEME

Contributory pension scheme with employer's contribution



MEALS AND SNACKS

Free lunches and refreshments while working



ELECTRIC CHARGING POINTS

Located on site in designated parking bays



GYM

Free use of the School gym



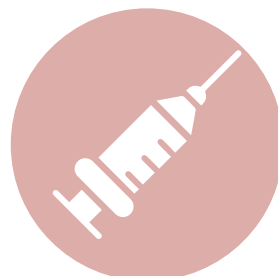
CYCLE

Cycle to work scheme



WELLBEING PROGRAMME

Through the School's provider



FLU VACCINE

All staff are entitled to an annual free flu vaccine



PROFESSIONAL DEVELOPMENT

The School has a dedicated training budget for staff



DEATH IN SERVICE

If an employee dies while in service

One of the UK's leading co-educational boarding and day schools.
2090 pupils aged 2 - 18

Bromsgrove School Worcester Road Bromsgrove Worcestershire B61 7DU
www.bromsgrove-school.co.uk
+ 44 (0) 1527 579679