



ST LAWRENCE COLLEGE

CHAPLAIN

ADDITIONAL INFORMATION AND JOB DESCRIPTION

The College

St Lawrence College is a boarding and day school in Ramsgate, East Kent for pupils aged 3-18. It is a member of the prestigious HMC group of schools and was founded in 1879, with the Junior School being a member of IAPS. There are currently around 660 pupils across the College, with around 200 in the Junior School (which includes the Nursery) and around 460 in the Senior School (from Year 7). Numbers have grown substantially in recent years, with the Senior School now broadly at capacity with waiting lists at some points of entry. At the same time, numbers per year group are deliberately kept to a maximum of about 70, with small class sizes of around 15, to support learning and maintain the close community ethos of the College.

The College is very well resourced, with significant investment in the past six years including a new girls' boarding house, a new theatre, a new sports hall, a second astro turf sports pitch (water base), plus the recently completed Canon Perfect Centre, a £6M Science, Art and Technology development. Alongside major building projects, continued renovations have taken place throughout the school, and there are significant development projects planned for the future.

Boarding is central to the ethos of the school, with around 190-200 Senior School pupils being boarders, with a % that increases in older year groups. The majority of all pupils are British and the largest group of boarders comes from the UK, but the School community is very diverse, with 31 nationalities present, and a very active focus upon integration. It is a remarkably friendly, vibrant and tolerant community.

The Senior School has compulsory Saturday lessons from Year 9 along with Saturday activities in the Junior School and Kirby House, with a traditional boarding school routine to which day pupils fully subscribe. There are four boarding houses: Kirby House for Y7 & 8 is for coeducational day and boarding, and includes the junior boarders; Bellerby House is for boarding girls Y9-13 and Lodge and Tower House provide boys' boarding from Y9-13. The Senior School has four day houses: Laing and Clifford for girls and Newlands and Deacon for boys. The College is truly coeducational, with more girls than boys in the Junior School, and considerable growth of day girl pupils in recent years in the Senior School. All teaching staff are assigned a tutor group in one of the Houses, and are expected to contribute to the broader life of a busy boarding and day school, through co-curricular activities, trips, academic enrichment etc.

Academic standards are high, even though the school is not narrowly selective; St Lawrence regularly has higher A Level grades at A*-B% than local selective grammar schools, with a high proportion of pupils leaving to attend Russell Group universities. Two former pupils started at Oxford University in 2017, alongside larger number who went to a wide range of other prestigious universities like Warwick, Durham and KCL. In 2018, 37% of all GCSE grades were A*/A, the fourth year of rising results. At the same time, the College rejoices in the success of less academically able pupils who may gain C grades at A Level and then proceed to a good university, appropriate to their needs. These results are fostered by a close sense of community and a supportive atmosphere that puts great emphasis upon the needs of the individual pupil.

The College also has a strong and growing reputation for co-curricular success. The extended school day and week foster a very rich co-curricular life, including House Play and House Singing competitions, choirs, whole school performances and outstanding sporting achievements; hockey has been a particular area of success in recent years, including becoming U13 National Champions in 2017 and U18 National Champions at indoor hockey in January 2018, but across all sports an increasing number of pupils are representing their county and nation, within a sport for all culture. An emphasis is placed upon careful balancing of time and focus to enable pupils to be involved in a rich variety of activities that support academic success.

The Christian Life

St Lawrence College was founded in 1879 by local clergy and business people, in the words of its Articles of Association "to provide, maintain, and promote sound Public School Education on a religious basis in accordance with the Scriptural and Evangelical doctrines and principles of the Church of England, as declared in the Thirty Nine Articles". There is a palpable sense in which the Christian ethos pervades all of school life, and the Governors are keen to nurture and develop this.

The pupil and staff body is diverse, with representatives of all the major faiths and none, so the Chaplain needs to minister the gospel with warmth, sensitivity and sincerity. This ministry takes place formally through Chapel, which is at the heart of school life, and which all pupils and teaching staff attend. Senior School pupils meet twice per week, currently on Tuesday and Thursday mornings for around 15 minutes, plus a longer Sunday meeting for boarders, and occasional Friday afternoons. In the Junior School there are two, more informal Christian assemblies for the prep and pre-prep sections. In addition, there are a number of other, voluntary, Christian activities: Holy Communion, "Lighthouse" in the Junior School, Kirby Church and a nascent CU. There is also a regular Parents' Prayer Meeting, with a number of very supportive parents and staff.

The current Chaplain will be leaving St Lawrence at the end of December after completing ten years of rewarding service, in order to commit himself to other local ministry. There are currently two teachers who carry out the role of Assistant Chaplain, and who would be available to cover any interregnum, so a start date for the new Chaplain at any time between January and September 2019 is possible.

The Role

The Chaplain is appointed by the Governors of the College but works closely with the Principal, Head of Junior School and other senior management in overseeing the Christian life and ethos of the College. The Chaplain has overall responsibility for all the worship that takes place in Chapel, taking the primary lead in services but also involving pupils and other staff where possible. The Chaplain also provides confidential pastoral care to pupils and staff, liaising where necessary with other pastoral staff. This is a high profile role, involving considerable contact with all members of the school community as well as having links to the wider local community.

It is expected that the Chaplain will do some teaching in order to be embedded in school life, probably, but not necessarily, RS. The current Chaplain teaches about a 40% timetable, across Junior and Senior Schools. It is not a requirement that the Chaplain is a qualified teacher, and formal training can be provided if needed. The Chaplain would not normally have a tutor group, but would remain available to support all pupils. There is not a requirement for the Chaplain to provide co-curricular or boarding activities and support, although high visibility as a member of the school community is very important.

Detailed Job Description and Person Requirement

Job Description

- Have ultimate responsibility for leading all the Chapel services across the Junior and Senior School, involving others where appropriate
- Stewardship of the Chapel and its resources, ensuring the Chapel remains at the heart of school life
- Prepare candidates for Confirmation, liaising with the Bishop of Dover where required
- Provide guidance to other staff to ensure the Christian ethos of the School continues to be nurtured
- Support the development of the wider community work of the School, developing links with other local schools and churches, and overseeing charitable activity
- Help to organise the volunteering activity of pupils, supporting a culture of serving others
- Form a close working relationship with other key staff, particularly Senior Management and the Directors of Music
- Provide necessary support and leadership to all other activities that foster the spiritual growth and development of all pupils (Christian Union, study groups etc)
- Be available for private consultation and pastoral support for pupils, staff and parents
- Visit members of the community at times of difficulty, for example during hospitalisation
- Support the overall pastoral care provided by the School
- Present an annual report on the Christian ethos of the School to Governors
- Be a significant presence at major whole school events, including Open Day, Speech Day, Old Lawrentian Day etc
- Oversee the support provided by the assistant Chaplains
- Attend relevant Housemaster meetings
- Teach a reduced timetable.

Person Requirement

| | Essential | Desirable |
|---|-----------|-----------|
| Clear and consistent commitment to the evangelical Christian basis of the School: "accept and be in full accord with the Scriptural and Evangelical principles of the Church of England, as declared in the Thirty-Nine Articles" | √ | |
| A clear and tested calling to Christian ministry within the Church of England, or a Christian denomination in good accord with it | √ | |
| Ability to preach regularly with clarity, warmth and faithfulness. | √ | |
| Sensitivity to the needs of pupils of all faiths and none | √ | |
| Experience of a boarding school environment | | √ |
| Experience of teaching | | √ |
| Ability to relate to a diverse pupil and staff body | √ | |
| Commitment and ability to be a visible and accessible presence around the School | √ | |

Other Information

Family accommodation is available on site for the better performance of duties. A competitive salary will be paid, plus other benefits that include an attractive staff discount for children attending the school.

Closing date: Monday 5th November, 2018.

Interviews: Expected to be in the week commencing 12th November.

Any potential candidates who want a confidential conversation regarding this post before making an application are very welcome to contact the Principal, Antony Spencer, on principal@slcuk.com

A handwritten signature in black ink, appearing to read 'David Taylor', with a stylized flourish extending from the end.

David Taylor
Chair of Governors
September 2018