



All Saints'
Academy
Cheltenham

Catholic Chaplain Application Pack

*Where every member of our extended family realises their God-given potential,
inspired by John 10:10. Jesus said 'I have come so you may have life in all its fullness.'*





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Principal's Welcome

Dear Applicant,

Thank you for considering All Saints' Academy in Cheltenham as the next step in your career. Our Academy is driven by a commitment to Christian values—love, peace, justice, respect, reconciliation, and service to others. We are proud of our school, our students' outcomes over many years and the people that they become during their time with us.

Our vision is rooted in helping each member of our community realize their God-given potential, inspired by John 10:10: "I have come so you may have life in all its fullness." We work closely with families and local partners to ensure every student has the support to thrive academically and personally.

If you share our passion for excellence in a caring, faith-inspired environment, I encourage you to apply. For more information, feel free to reach out to our HR team at HR@asachelt.org.

We look forward to welcoming you to our Academy community.

Warm regards,

Benjamin Williams
Principal
All Saints' Academy





All Saints'
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Cheltenham

Catholic Chaplain

Catholic Chaplain (Lay or ordained)

Start date: As soon as possible

Salary: Grade 7 (Points 21-25) £32,115 - £35,235 pro-rata (Pro-rata salary for 30 hours £26,013 - £28,540 per annum)

Hours of Work: 20-30 hours per week / All Year Round

Contract: Permanent

Closing date: 9.00 am, Thursday 20 February 2025

Interview date: Monday 03 March 2025

Who we are:

All Saints' Academy, Cheltenham is a successful 11 – 18 secondary, Anglican Church Academy, sponsored by the Diocese of Gloucester. In many ways All Saints' is a unique and special place to work.

While now exclusively part of the Anglican church, All Saints' was founded when a Catholic school and Anglican school merged. There has long been Catholic education in this part of Cheltenham which we are keen to sustain into the next generation of students that come through the Academy.

Our Academy is immersed in the 'Life Vision' of the diocese and we have a vision to ensure we serve as a place:

'Where every member of our extended family realises their God-given potential, inspired by John 10:10. Jesus said 'I have come so you may have life in all its fullness'.



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With a purpose:

‘To be a beacon of hope founded on Christian values serving Cheltenham and the Diocese of Gloucester where there is excellence in learning, achievement and fulfilment’.

Since opening in September 2011, All Saints Academy has become among one of the best performing non-selective secondary schools in Cheltenham and Tewkesbury. We are an outward facing Academy that has the local community and Diocese of Gloucester in our hearts.

In All Saints’ Academy, there is the belief that Christ is at the centre of all we do and are. Rooted in His teaching, we seek to fulfil in every member of our community their full potential so they are able to ‘live life to the full’ and recognise that they are called to use their gifts and talents for the benefit of all.

We seek to appoint a Catholic Chaplain to work alongside our Anglican Chaplain in deepening our Christian ethos.

A Chaplain who has a passion to provide ‘Life in all its fullness’ for all our students, staff, families and the local community.

This appointment will suit an ordained or lay candidate and requires a working commitment of 3 - 5 days. There may also be the requirement to participate with local parishes on the occasional weekend or evening event or service.

Sponsored by the Anglican Diocese of Gloucester, we are an Academy serving at the heart of our local community. All Saints’ Academy has a Life Vision, ‘Where every member of our extended family realises their God-given potential, inspired by John 10:10. Jesus said ‘I have come so you may have life in all its fullness’.



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The Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Shortlisted candidates will be subject to an online search in line with Keeping Children Safe in Education 2022 recommendations. Successful applicants will be subject to an enhanced DBS clearance.

To apply for this role please complete an online application form that can be found on the Academy website www.asachelt.org. If you have any questions regarding this role or wish to visit the Academy please contact the HR Department at hr@asachelt.org

All Saints' Academy is committed to ensuring that all applicants and employees are given equal opportunities and that no applicants or employees are discriminated against on the basis of gender, gender reassignment, race, disability, pregnancy or maternity, sexual orientation, marital or civil partnership status, age or religion and belief.



Staff Benefits

What we offer:

Purpose

- We believe that our whole community should live “Life in all its fullness” including our staff, reflected in our culture and leadership decisions.
- Our staff make a real difference to a community with high levels of deprivation.
- Our Chaplaincy serves the whole Academy community - students and staff ensure our ethos is lived out each day.
- A cohesive staff team who build strong relationships with students and each other.
- Compassionate leadership that is considerate of workload and well-being.
- Drama and Sport in particular form a huge part of extra-curricular offer. There are high staff and student engagement levels in life beyond the classroom.

Development

- New staff are given a tailored induction programme and mentor.
- We invest in our staff through continued professional development. Our teachers are given time to regularly engage with ‘Walkthrus’ through drop-ins and coaching.
- Staff and students benefit from well-established partnerships with independent and state schools in Cheltenham.

Extras

- Excellent facilities, featuring a modern, spacious building and advanced IT resources
- Access to our on-site gym
- Close to the M5
- Employee Assistance Scheme
- Free onsite parking including electric charging points
- Entry to Local Government or Teachers Pension scheme
- Cycle to work or Electric Car Scheme
- Newly refurbished staff room and hot desking area
- Eligible for Blue light Card and Discounts For Teachers
- Discount on Just Camps holiday clubs held in the Academy during school holidays
- Discount at Energie Fitness
- Access to Smart Clinic for staff wellbeing and support services
- Free eye tests for VDU users



Job Description

Job Title: Catholic Chaplain
Salary: Grade 7 Points 21-25

Reserved post: Our sponsors, the Diocese of Gloucester wish to appoint a committed Catholic to this position. The Catholic Chaplain will uphold the Christian vision and values of the Academy.

Reporting to: Principal, Senior Leader (Spirituality and Ethos)

Core Purpose:

- Proactively support the activities and nature of a Church Academy with its Christian distinctiveness.
- To work in the Academy, parish and associated communities to support the Academy's distinctive Christian ethos.
- Take an active role to realise the vision for the Academy

Key tasks and activities

Working in partnership with the Anglican Chaplain, you are to exercise a ministry which is:

Pastoral

To care for the whole community, students, staff and as appropriate their families, working in close collaboration with the West Cheltenham Parish (in which the Academy is located) and other parishes and local feeder schools.

Spiritual

To lead the spiritual life of the community making the Christian faith visible and present in the Academy community.

Liturgical

Leading prayer and worship, ensuring the seasons and significant occasions are celebrated in the life of the Academy.



Job Description

Missional

Engaging with students, staff, families and the wider community sharing the good news of God in Christ for all.

Prophetic

'Speaking the truth' in appropriate ways to the institution and to the wider community.

Pedagogic

Teaching and nurturing the faith.

This ministry should be marked by the following characteristics:

- It should recognise each individual as unique and made in the image of God
- It should be inclusive of the whole community
- It should be participative
- It should be responsive to the individual
- An enthusiasm for the Gospel
- Relational

Activities include:

Leading worship.

- Organising groups, programmes and activities to enable young people to grow personally and spiritually
- Recruiting, training and leading volunteers to assist the work of the chaplaincy
- Community engagement – including occasional preaching/leading of worship in local churches
- Supporting staff to embed the Christian ethos in their day-to-day practice
- Supporting the Senior Leadership team in policy development, inspections etc.
- Contributing to Academy policies and practices
- Administration
- Pastoral care for the Principal and other staff

To be responsible with the Anglican Chaplain for the chapel ensuring it is the spiritual heart of the Academy and a creative learning area.

To actively build and develop collaborative links with local Catholic Clergy.

To work collaboratively with the Diocesan Education Team.



Job Description

Other specific duties:

All staff are expected to accept reasonable flexibility in working arrangements and the allocation of duties, in pursuance of raising student achievement and effective team working. Chaplains will also:

- model the ethos and vision for the Academy
- continue personal professional development as required
- actively engage in the performance review process
- lead whole Academy acts of worship and prayers for the day.

It is important that all staff recognise that they are an integral part of the Academy and have a duty to contribute to its overall effectiveness both within their specific areas and beyond.

It is the vision of the Academy to involve all support staff in the life of the Academy and in particular in supporting students as Tutors, Mentors and other appropriate ways.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task may not be identified. Employees will be expected to comply with any reasonable request from the Principal to undertake work of a similar level that is not specified in this job description and to undertake all duties reasonably requested in a manner consistent with the vision of All Saints' Academy.

The Academy will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.



Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Educated to A Level standard or equivalent • Or other relevant equivalent qualifications • A communicant member of the Catholic church rooted in a worshipping community 	<ul style="list-style-type: none"> • Further professional qualifications relating to the role • Safeguarding Training • A Level in Religious Studies or other Theological qualifications
Skills	<ul style="list-style-type: none"> • A person who understands and follows the scriptures, worship and the sacraments • An empathy with youth culture and the issues facing young people today and the ability to relate the Gospel to these issues • Experience of working with young people • Show initiative and approach challenges with a positive attitude • A track record of leading collective worship to young people • Teaching skills and the ability to communicate to young people • An understanding of Anglican spirituality, worship and liturgy combined with a creative approach to demonstrate its relevance to the lives of young people in this generation 	<ul style="list-style-type: none"> • Leadership skills – desirably in an educational context
General	<ul style="list-style-type: none"> • The sensitivity to work alongside an Anglican Chaplain and local Priests • Flexible and enthusiastic attitude • Clear ability to relate to young people • A commitment to a positive culture • Resilience to support and find ways to develop young people • Excellent communication skills • Willingness to organise and participate in school trips when required • Ability to be part of a team 	<ul style="list-style-type: none"> • Have ideas that you can turn into practice. • Ability to self-review effectively and set appropriate targets



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For more information about us please visit
our website and social media channels.

www.asachelt.org



@asachelt