



Job Description

Debenham High School Chaplain & leader of Youth Orientated Congregation

PURPOSES

To provide pastoral care and opportunities for worship and prayer for students and staff and offer pathways to explore Christian faith including through the development of a Youth Congregation for and shaped by young people.

REPORTING TO

Incumbent of St Mary's Debenham and via the Incumbent to the Programme Board

DIRECT REPORTS

Incumbent of St Mary Magdalene, Debenham

KEY CONNECTIONS

Management Group (Incumbent of St Mary Magdalene, Debenham (chair); Head of Debenham High School; Diocesan Youth Officer; Incumbent of Framlingham and Framlingham College School Chaplain; Treasurer St Mary Magdalene, Debenham)

Debenham High School Senior Leadership Team.

Youth Worker Forge Church

Director of Mission and Ministry

Clergy colleagues from parishes within Debenham High School Catchment.

Church Army Pioneer Evangelist Suffolk Centre of Mission (Worker with Chantry High School and Suffolk One).

Head and Senior Staff of Thomas Mills High School.

Heads of feeder primary schools.

Director of Missional Youth Church Network.

KEY TASKS

Provide pastoral support to students and staff identifying recurring issues and integrating with complementary pastoral provision offered by Debenham High School.

Enhance the worship provision offered for festivals and special occasions and pastoral situations drawing on the rich Anglican traditions and using the church calendar.

Develop appropriate stepping-stones for students to explore Christian faith through provision in school, and also in after school activities with a view to creating a youth orientated congregation.

Support young people to develop their leadership skills and gain confidence as a way is discerned to develop a youth congregation.

Develop relationships with feeder schools and the parish churches in which they are located to support students and their families navigate the transition into secondary school provision and continue their faith exploration.

Be part of the Debenham Benefice Ministry Team Work assisting in worship on Sundays and major festivals, but with a particular remit to link the chaplaincy with wider community through appropriate church services and other provision.

Seek to build and develop a volunteer team both to support the chaplaincy at the school and help to create and support a youth orientated congregation.

Seek to develop relationships with Thomas Mills High School Framlingham and connections with Suffolk One to ease the transition into sixth form and support the provision of further opportunities explore Christian faith.

PERSON SPECIFICATION

ESSENTIAL	DESIRABLE
Qualifications, Knowledge and Experience	
Theological training	Specific Chaplaincy qualification and knowledge of ' <i>Every Child Matters</i> ' and ' <i>Growing Faith</i> '.
Ordained with experience of leading worship for all ages	Chaplaincy or detached youth work experience
Experience of working in youth/student contexts	Pioneering experience of building a new worshipping community.
	Rural experience of a local church/school
Skills and Abilities / Aptitudes	
Excellent pastoral and interpersonal skills with the ability to establish good relationships with young people and staff and specially to listen well	
Confident in developing discipleship pathways to enable students to explore faith leading to confirmation and leadership	
Building and leading a volunteer team	
A self-starter able to work independently and imaginatively	
Work Related Personal Qualities	
A deep personal faith with an understanding of their own faith journey	
An appreciation of a range of Christian traditions beyond their own and an awareness of other faiths	
A commitment to honour, nurture and respect equality and diversity	
A strong commitment to young people and awareness of the factors affecting their lives	
A desire to continually learn and develop new skills	
An ability to draw out the skills and gifts of others.	
Resilience	

GENERAL INFORMATION

About Us

The Diocese of St Edmundsbury & Ipswich has 445 parishes in 129 benefices and serves approximately 660,000 people living in a geographical area of more than 1,400 square miles.

The Diocesan Board of Finance (DBF) serves and supports our parishes and schools offering the people of Suffolk the opportunity to encounter God and grow in Christian faith. We strive to do this in providing service and support in line with our values of Respect, Transparency, Quality and Well-being.

Debenham High School is a CofE school attracting 600+ students aged 11-16 from Debenham and surrounding area often attracting those particularly drawn to a CofE secondary school, one of only two in the county. The Chaplain is employed by the Diocese of St Edmundsbury & Ipswich and the chaplaincy is underpinned by a Memorandum of Understanding with Debenham High School.

Salary and Benefits	There is a flexible pay and benefits package available, which can be tailored depending on individual circumstances, equivalent to a stipend and pension plus house. A minimum salary of £28,000 per annum.
Housing Allowance	A housing allowance may form part of the benefits package.
Term	3 years with intention of securing 2 more years funding
Pension provision	Either usual provision for stipend priest in the Church of England or PensionBuilder Scheme if DBF employed.
Hours of work	Full time, flexible working hours, to include some evenings, a minimum of 2 Sunday's per month and religious festivals particularly Christmas and Easter.
Holidays	25 days paid leave in addition to the usual public holidays plus discretionary days, which maybe subject to review.
Probation Period	Six months during which time progress is regularly reviewed and the period may be extended.
Notice period	During probation 2 weeks and thereafter 1 month.
Place of work	The postholder will be based at Debenham High School, Debenham, IP14 and required to travel to associated schools in the diocese on occasion and attend a wide range of meetings.
Other	The appointment is subject to an enhanced DBS check Use of own personal transport and insurance for business use. Expenses for mileage will be met by the school.

NOTES: The current main duties and responsibilities of this post are outlined in the job description. The list is not meant to be exhaustive. The need for flexibility, shared accountability and team working is required. The post-holder is expected to carry out other related duties that are within the employees' skills and abilities, commensurate with the post's banding and whenever reasonably instructed.

For an informal conversation please contact: The Revd Susan Taylor
Rector of Debenham & Helmingham Benefice revsusantaylor@icloud.com
01728 860222

Application packs available from: Diocese of St Edmundsbury & Ipswich Website [Vacancies -
Diocese of St Edmundsbury and Ipswich \(cofesuffolk.org\)](#)

Please note: Applications will only be accepted on our DBF application forms. Please do not apply directly from online jobsites or send CVs.

Applications marked 'Confidential Application' to be sent to:
[email - HR@cofesuffolk.org](mailto:HR@cofesuffolk.org) or by post to Diocesan Office, St Nicholas Centre, 4 Cutler Street, Ipswich
IP1 1UQ.

Closing date: 8 February 2024
Interview date: 29 February 2024