



# APPLICATION **PACK**

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## CHAPLIN

ST JAMES'S CHURCH OF ENGLAND HIGH SCHOOL



**THE BISHOP FRASER TRUST**  
A CHURCH OF ENGLAND MULTI-ACADEMY TRUST



# WELCOME

Dear Applicant,

I'm delighted that you are thinking about joining us. The Bishop Fraser Trust is Multi Academy Trust which was set up on the 1st December 2017. Our family of schools are as follows:

- St James's Church of England High School (11-16)
- Canon Slade School (11-18)
- Bolton St Catherine's Academy (3-16)
- Bury Church of England High School (11-16)
- St Catherine's Church of England Primary, Horwich (3-11)



At The Bishop Fraser Trust, our vision is to ensure all our communities experience **'LIFE IN ALL ITS FULLNESS'** (JOHN, 10:10).

**For our pupils**, this means an unwavering commitment to ensuring our pupils attain the outcomes they need to lead a happy life, but also that they have been immersed in a wide range of experiences both within the taught curriculum and through enrichment opportunities. This is so they will leave us knowing how they might best lead a life in its fullness. This also means knowing how to navigate setbacks and harder times.

**For our staff**, we know they cannot achieve life in its fullness if they are not fulfilled at work. We know our staff have great moral purpose, so for our staff we need to ensure we are providing an environment where they feel great job satisfaction and know that we will invest in their own career pathways, in the same way they are doing so for our children.

**For our parents and carers**, we know that they cannot live life in their fullness if they feel that their own child is not able to thrive in their school community. To this end, we need to work with all our parents in a partnership to remove any barriers which are hindering their children flourishing. We know our children very well, but the real expert is the parent/carers and we recognise this.

**For our communities**, we want our mission to reach beyond the school gates and even beyond our family homes. At The Bishop Fraser Trust we believe that we should be adding value to our communities. All our children will engage with community social action while they are with us. This is because we want to ensure that they develop a sense of pride and agency in their community and a sense of civic duty. This will ultimately help develop, sustain and improve our communities.

## What this means in practice:

If we are serious about this (and we are), this meant that when deciding on the next set of goals for our strategy, they needed to reflect that personal development of our children was as important to us as their educational outcomes. Therefore, perhaps unusually in such an attainment driven system, we have collectively set goals for our schools around enrichment experiences and social action, as well as the value we add to ensuring that our young people will remain in either education, employment or training, long after they leave us. This, we know, will only happen if we have taught our children successfully on how to navigate setbacks through a

rich personal development and character education programme.

We are an outward facing Trust and constantly look to learn and collaborate with others. We also have an excellent provision via our Train Teach Lead Partnership (TTLP), which offers excellent CPD and school to school support. Our links with Manchester Diocese, GMLP and the Bolton Learning Partnership continues to be strong.

Our employees are very important to us as we rise or fall by the professionalism and dedication of our staff. As such, I place great importance on continuous professional development for all staff members and have always strived to create a culture where our educators know that if they go the extra mile for our children, we will do the same for them.

Educational attainment is important to me, I want to make sure we are opening all doors for our children. However, as important to me is children's personal development. I firmly believe that character education is a cornerstone in the development of well-rounded, responsible, and empathetic individuals who will go on to make meaningful contributions to our world. In this way we prepare our pupils to lead 'life in all its fullness'.

When recruiting, we always look for people who share these beliefs. If this strikes a chord with you, then we would love to hear from you.

### **Tuesday Humby**

Chief Executive Officer



## WELCOME TO ST. JAMES'S CE HIGH SCHOOL!

### A WORD FROM HEADTEACHER CATHERINE ANDERSON

Thank you for your interest in our current vacancy here at St James's Church of England High School.

St James's High School is ambitious for every young person and we work to ensure young people grow to be ambitious for themselves. Our whole staff team work hard each day to ensure every student, no matter what their starting point, reaches their full potential. Our current vacancy gives you the opportunity to join us in this mission of working with young people to shape their futures. We really are in the business of changing lives!



Our relentless ambition doesn't stop with the students. If you choose to join our staff team, we will invest in you and give you the opportunity to grow and develop here.

Our church school ethos underpins our success. We have an exceptional pastoral system which supports every student. We also understand the importance of nurturing your staff team. I understand as headteacher that I have a responsibility to make the job both 'doable' and enjoyable. We describe ourselves as a family here at St James's, this means we work together harmoniously, we support each other and we approach our work with good spirits, optimism and good humour.

We were last visited by OFSTED in November 2022. Please read our glowing report (available on our school website) to give you a snapshot of our school. We were graded as 'good' with behaviour and attitudes; personal development as well as leadership and management at the school being described as 'outstanding'.

We are proud members of The Bishop Fraser Trust and by joining our school you are joining a wider family of schools who work together in the best interests of all the young people in our schools. You will find further information about our school and our Trust via our website.

Thank you in advance for your application. Unfortunately, we do not have the capacity to respond to every applicant. If you have not been contacted within 2 weeks of the closing date, please assume your application has been unsuccessful.

I wish you luck with your application.

**Catherine Anderson** (Headteacher)

## WHY WORK FOR THE BISHOP FRASER TRUST?

### PERFORMANCE DEVELOPMENT – Touchbase opportunities as part of your working day.

At The Bishop Fraser Trust, we focus on **growth and supporting your professional development**. That's why we've replaced traditional appraisals with a more supportive approach:

**No Formal Appraisals** – Say goodbye to rigid performance reviews.

**Performance Development** – Ongoing support to help you succeed, not just a once-a-year check-in.

**Touchbase Opportunities** – Regular, informal check-ins during your workday to discuss progress, goals, and support needs.

We believe in continuous development and real-time feedback to help you thrive—without the stress of traditional appraisals!

### AUTOMATIC PAY PROGRESSION FOR ALL

We believe in recognizing and rewarding your hard work. That's why we offer **automatic pay progression** for all employees, including Teachers. As you grow with us, your reward grows too—without the need for negotiations or uncertainty.

**Clear and Fair Growth** – Your pay increases automatically at set milestones.

**No Unnecessary Hassle** – No need to request raises; they're built into your journey.

**Commitment to Your Success** – We value long-term dedication and make sure it's reflected in your earnings.

Join us and build your future with confidence!

### LEADERSHIP DEVELOPMENT OPPORTUNITIES

At The Bishop Fraser Trust, we invest in your future. Our **Leadership Professional Development Programmes** are designed to help you grow, lead, and succeed.

**Tailored Leadership Training** – Develop the skills to take your career to the next level, with our Into SLT, Aspiring Leaders Programme, Into Deputy and Into Headship programmes.

**Real Growth Opportunities** – Clear pathways to leadership roles within the company.

**Ongoing Support & Mentorship** – Learn from experienced leaders and gain valuable insights.

Whether you're aspiring to lead or looking to enhance your leadership skills, we provide the tools and support to help you **reach your full potential!**

### EQUALITY, DIVERSITY, AND INCLUSION

Our strategy underscores the importance of **weaving equality, diversity and inclusion** throughout all our work. While we acknowledge that there is more to be done in this area, we are committed to the process of inclusion, and the continuing focus on removing barriers to participation and access, alongside the focus on recruitment and support of a diverse workforce.

**Become a more diverse organisation at senior levels** - We welcome applications from black and ethnic minority candidates who are currently underrepresented.

**We always hire on merit** – We welcome discussions around flexible working. We believe in the power of our people and their potential to make a positive impact on the lives of our pupils.



Join us in shaping a brighter future for education, where **everyone is valued and empowered** to succeed!

### WELLBEING AND SUPPORT

We understand the **importance of taking care of our employees' wellbeing**. We know that the thing that has the biggest impact on people's wellbeing is their leadership, and with that in mind we are focussed on developing our leadership capability across the trust. In addition, we also offer a range of services that are designed to support your health and wellbeing:

**Employee assistance programme** - A counselling service and legal helplines, fitness and wellbeing support, to gym and retail discounts for you and your family. We strive to ensure your happiness and health in your role. Additionally, our academies have the freedom to offer workload support tailored to their local preferences, which may vary slightly from one location to another.

**Refreshment and re-energisation** – We offer generous holiday provisions, parental leave, and flexible working arrangements. Working for TBFT also includes membership of either the Local Government Pension Scheme (LGPS) or Teachers' Pension Scheme (TPS) depending on the role applied for. Our package of support continues to evolve as we refine how we recognise and reward our employees' contributions in various ways.

We recognise the importance of TBFT being a **flexible workplace** and are determined to be creative and to develop our approach further!



## ABOUT OUR TRUST

The Bishop Fraser Trust was established in December 2017. We came together to support one another and enhance our schools' communities to enable all of our young people to experience **'LIFE IN ALL ITS FULLNESS'** through an excellent education based on our Christian values.

We are dedicated to the Bolton and Bury areas. All our schools can be reached within 20 mins from our Central Office, which is based at Bolton St Catherine's Academy.

Our strategic growth plan aims to expand our primary sector to around 4 / 5 schools in the next few years and establish the primary trust offer. We would also consider further growth in our secondary sector.

Our vision is: allow all young people to experience **'LIFE IN ALL ITS FULLNESS'** (John 10:10), no matter what their starting point. Our Trustees' work focuses on how we operate as a Christian Trust through our four values of:

**WISDOM**

**COMMUNITY**

**HOPE**

**DIGNITY**

These values are the basis of all decision making and are woven through each of the schools' personal core values. We work collaboratively at all levels; Executive Team, Strategic Leadership Group, Senior Leader Teams, Departmental Hubs and with our large body of associate support staff. What is clear is that together we are stronger. Our teams now share best practice at all levels, benefitting our young people's education, both academically, spiritually and culturally and their own professional development.

Developing our workforce is so important to us. We have a legacy teaching school which we have retained, the Train Teach Lead Partnership (TTLP), a standalone centre based at St James's CE High School with a Director and Manager to oversee all aspects. The Director of Teaching and Learning works closely with TTLP. Through TTLP, we support the Trust with:

- Support the training and development of new teachers through our Initial Teacher Training Programme and will continue in partnership with local universities. The Trust successfully appoints ITT candidates, who have completed their training through the TTLP.
- NPQs & Apprenticeships.
- SLT, Trustee, Governor, Middle Leader & Support Staff Training.
- School to school support, both in the Trust and the local area, where we have 50+ SLEs registered.

We are approved by the Department of Education as an academy sponsor and are seeking to continue to grow our Trust further.

## LIVING AND WORKING IN BOLTON AND BURY

**Affordable cost of living:** compared to some of the bigger cities in the UK, the cost of living in Bolton and Bury is relatively affordable.

**Convenient transportation:** Bolton and Bury have transportation links, with easy access to the M60, M61 and M62 motorways and regular train services into Manchester City Centre. Bury has an excellent tram link to Manchester central and two major train stations.



**Beautiful green spaces:** Bolton and Bury have a range of beautiful parks and green spaces, such as Heaton Park, Jumbles Country Park and Rivington and Moses Gate Country Park. These offer an opportunity to escape from the hustle and bustle of daily life, and enjoy nature walks, picnics, or outdoor activities. The local moorland is exceptional.

**Cultural attractions:** Both Bury and Bolton are rich in industrial history and have several museums, galleries and historical landmarks that showcase this proud heritage. These include the Bolton Steam Museum, Bury Transport Museum, and the East Lancashire Railway, which is a popular tourist attraction. Bolton has an excellent theatre, The Octagon. Manchester offers a huge array of culture and arts programmes. There is also a plethora of eating places, country pubs and activities. Bolton runs the UK Iron Man competitions in July and there is the Food Festival in August.



**Academic institutions:** Bolton and Bury are home to a number of Universities, Colleges and other academic institutions, such as the University of Bolton, and Bolton and Bury Colleges. There are great links with universities in the area, such as Manchester University, MMU and Salford.



## Job Description

<b>Job Title:</b>	School Chaplain Working across 2 Trust schools St James's (3 days) Bury Church (2 days)	<b>Department/ Group:</b>	Support Staff
<b>Level/Salary Range:</b>	Grade F SCP 17 - 23	<b>Reporting to:</b>	SLT worship Lead in each school
<b>Contract term:</b>	Permanent Term Time plus 10 days	<b>Hours per week:</b>	37 hours
<b>Safer Recruitment Statement:</b>			
The Bishop Fraser Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.			
<b>Vision Statement:</b>			
<p><b><i>"To allow all children to experience 'life in all its fullness' no matter what their starting point" by:</i></b></p> <ul style="list-style-type: none"> <li>• Offering a high quality, inclusive and distinctive education</li> <li>• A caring and nurturing environment based on our Christian values</li> <li>• Recognising the unique nature of each child.</li> </ul>			
<b>All staff employed by the Bishop Fraser Trust are required to:</b>			
<ul style="list-style-type: none"> <li>• Uphold and promote the Trust's vision.</li> <li>• Uphold and promote the Christian ethos of all schools within the Trust.</li> <li>• Support and contribute to the achievement of all students academically and pastorally.</li> <li>• Support and contribute to the Trust's responsibility for safeguarding all students.</li> <li>• Undertake professional training to enhance personal development and job performance.</li> <li>• Comply with all Trust and individual school policies and procedures, including safeguarding, child protection, health, safety and security, confidentiality and data protection.</li> <li>• Maintain high professional standards of attendance, punctuality, appearance, conduct and positive relationships with all pupils, parents/carers, colleagues, governors, trustees and members, treating everyone with dignity and respect.</li> <li>• Share best practice, expertise and skills with others.</li> </ul>			
<b>Main Objectives of Role:</b>			
To provide spiritual and pastoral leadership across both schools, supporting the Christian ethos and Anglican foundation of each community. The chaplain will support collective worship, spiritual development, and community engagement, promote the values of each school while helping students and staff explore faith and spirituality in inclusive and relevant ways.			
<b>Job Description:</b>			
<p><b>Collective Worship and School Ethos:</b></p> <ul style="list-style-type: none"> <li>• Work in consultation with Headteachers and SLT leads to develop and implement a clear, inspiring whole-school collective worship strategy tailored to each school's context.</li> <li>• Have responsibility for setting the weekly worship themes and providing associated resources to support form tutor leadership of in class worship. Offer support and training to form tutors in leading in class worship.</li> <li>• Contribute regularly to the delivery of collective worship in assemblies and other settings.</li> <li>• Support and coach staff involved in leading collective worship, offering training and resources to build confidence and creativity.</li> <li>• Model and encourage values-led leadership, contributing to the shaping of a school culture that reflects the schools' Christian values.</li> </ul>			

- Monitor and evaluate worship to ensure that it is consistently valuable to all staff and pupils.

#### **Special Events and Liturgical Calendar:**

- Work with SLT to lead and coordinate events marking key moments in the Christian calendar (Advent, Christmas, Lent, Easter, etc.), including services such as school communions.
- Develop opportunities across the year for students to explore spirituality in diverse and creative ways.

#### **Spiritual and Pastoral Support:**

- Lead small group sessions for students focused on faith, spiritual development, and ethical reflection.
- Be available to offer pastoral support to students and staff, working alongside pastoral teams as needed.

#### **Faith-Based Enrichment:**

- Organise and lead faith-based extracurricular activities (e.g. discussion groups, prayer spaces, social action projects, leadership circles).
- Take an active role in school events, including Duke of Edinburgh, residentials (this will not be regular e.g. max 1 or 2 per year), enrichment days, and trips as and when required.

#### **Community and Church Links:**

- Act as a key liaison between both schools and the Manchester Diocese, strengthening relationships with local parishes and the wider Church of England community.
- Foster positive links with parents, local churches, charities, and other community organisations to enrich the schools' spiritual life and outreach.
- To work with the Manchester Diocese Children Changing Place / Growing Younger team if appropriate and to provide direction/guidance and support to the Growing Younger Chaplaincy assistant at St James's.

#### **Communication:**

- To promote the work of chaplaincy via social media in line with school policy.
- To produce reports outlining the work and impact of chaplaincy for governors and the Trust when appropriate (approximately twice per year).
- To contribute articles for school newsletters.

#### **All staff at the Bishop Fraser Trust will:**

- Seek to be positive and build up the common good through their own individual contribution to the life of their school.
- Offer ideas and suggestions for making things better.
- Engage actively in the appraisal and performance review process.
- Seek to develop a better work/life balance.
- Appreciate that whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified in this job description.
- Work within the Trust and individual school's Health & Safety Policies to ensure a safe working environment for all staff and pupils.
- Follow any reasonable request to undertake work of a similar level that is not specified in this job description.
- Be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.
- Promote equality and celebrate diversity, seeking to reduce disadvantage, and to encourage aspirations and participation from people who might not otherwise join in.

If appointed, the successful applicant must be aware that the principal responsibilities and tasks as set out above are not intended to be exhaustive. The need for flexibility, accountability and team working is required.

This job description is current at the date shown, but following consultation with you, may be changed to reflect or anticipate changes in the job which are commensurate with the salary and job title. It allocates duties and responsibilities but does not direct the amount of time to be spent on carrying them out. The above responsibilities are subject to the general duties and responsibilities contained in the statement of conditions of employment.

<b>Last Updated:</b>	June 2025
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## Person Specification

Categories	Essential / Desirable
<b>Professional values and practices of The Bishop Fraser Trust</b>	
Ability to build and maintain successful relationships with students, treat them consistently with respect and consideration and demonstrate concern for their development as learners.	E
Commitment to the Trust's Christian ethos and educational purpose, demonstrating and promoting the positive values, attitudes and behaviour they expect from the students with whom they work.	E
Ability to work collaboratively with colleagues and carry out the role effectively, knowing when to seek help and advice.	E
Able to liaise sensitively and effectively with parents and carers, recognising their role in student learning.	E
Able to improve their own practice through evaluations and discussions with colleagues.	E
Flexible, with an ability to be able to embrace and generate change.	E
<b>Personal Qualities</b>	
A recognised Christian faith commitment and active involvement in a church community.	E
A passion for working with young people and supporting their spiritual and emotional growth.	E
A clear, lived Christian faith that is inclusive, relational, and grounded in service.	E
Reflective, approachable, compassionate, and able to work with sensitivity.	E
Self-motivated and personally resilient.	E
High levels of personal integrity, discretion, honesty, reliability and self-awareness.	E
Conscientious and diligent work ethic.	E
High standard of personal presentation with an excellent attendance and time-keeping record.	E
Exacting standards, with high levels of attention to detail and accuracy.	E
Patience, kindness and understanding.	E
<b>Professional Dispositions</b>	
Pro-active in using initiative.	E
Able to manage the demands of working across two schools.	E
Flexibility, on occasions and within reason, in approach to working hours.	E
<b>Qualifications</b>	
5 GCSEs or equivalent A*-C, including Maths and English at C grade or higher.	E
Qualifications at Level 3 or higher	E
Theological or ministry-related training (e.g. youth ministry, chaplaincy, RE, pastoral care).	D
An awareness and ability to work within the rules of relevant policies, legislation and good practice relating to schools, particularly Data Protection, Child Protection and Safeguarding.	E
<b>Experience</b>	
Experience of working with young people in a pastoral, educational, or faith-based context.	E
Experience of leading collective worship or faith-based assemblies.	E
Experience of working in a high school.	D
Experience of supporting young people pastorally	D

Categories	Essential / Desirable
<b>Skills and Knowledge</b>	
Ability to lead and model inclusive, engaging collective worship.	E
Able to plan and organise events, resources, and small group activities effectively.	E
Ability to reflect the Christian ethos of the school in a way that is invitational, respectful, and inclusive for all students including those of other faiths.	E
Good time management skills and a high level of personal organisation.	E
Able to work effectively as part of a team	E
Good interpersonal and communication skills.	E
Good level of competency in using Microsoft applications (esp. Outlook, Word, Excel, PowerPoint)	E
Competence in using social media and digital platforms for communication and engagement.	D
Willing to train as a first aider.	E
<b>Safeguarding of Children and Young People</b>	
Ability to form and maintain appropriate relationships and personal boundaries with children and young people.	E