



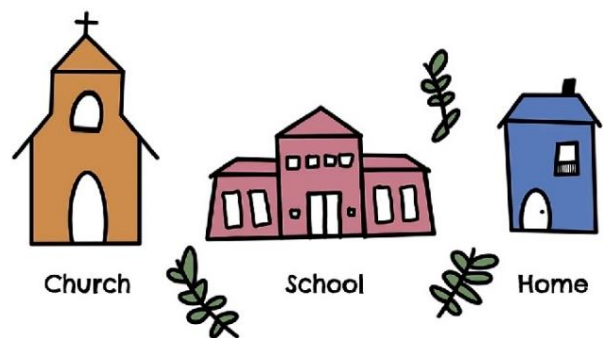
# Exploring Chaplaincy in Education

“School Chaplaincy, as a ‘ministry of presence’, is the Church’s most likely point of direct contact with the young in our post-Christian society.”

*John Caperon – A Vital Ministry*



*“The Growing Faith Adventure seeks to create opportunities for spiritual encounters through the partnership between church, household and school and across generations.”*



## Exploring developing chaplaincy as a means of Growing Faith...

*This toolkit has been kindly shared with us and has been developed and written within the Diocese of Bath and Wells and the ecumenical chaplaincy network in Somerset. Particular thanks to Revd. Mike Haslam - Chaplaincy Development Advisor for Bath and Wells. It has been adapted by members of the Diocese of Durham Mission, Discipleship and Ministry Team.*



# Toolkit for Exploring Chaplaincy in Education

This is an area we are committed to developing in Durham Diocese and are excited to be part of a national picture that is seeing chaplaincy as a growing and integral part of ministry and mission to our children and young people.

I hope that you find that this toolkit helps you to answer some of the questions as we explore together:

- 'How does chaplaincy work in a school or college?'
- 'Can community schools have chaplains?' [brief answer, 'Yes.']
- 'How can we develop a new chaplaincy?'
- 'How do I become a chaplain?'
- 'Can a lay person be a chaplain?' [Yes, chaplains are lay or ordained and members of any Christian denomination or church.]

In order to establish a new chaplaincy the following will need to be agreed:

- the vision and job description;
- the funding;
- the training support and line management.



We are in the process of pulling together a working party to look at these questions on our particular context and especially as we move into a post-Covid recovery period. How can we best serve our schools and colleges? We will also be launching a new local network to support existing and emerging chaplains in education that will include on-going support and training both locally and tapping into resources nationally.

# Vision for Chaplaincy - life in all its fullness...

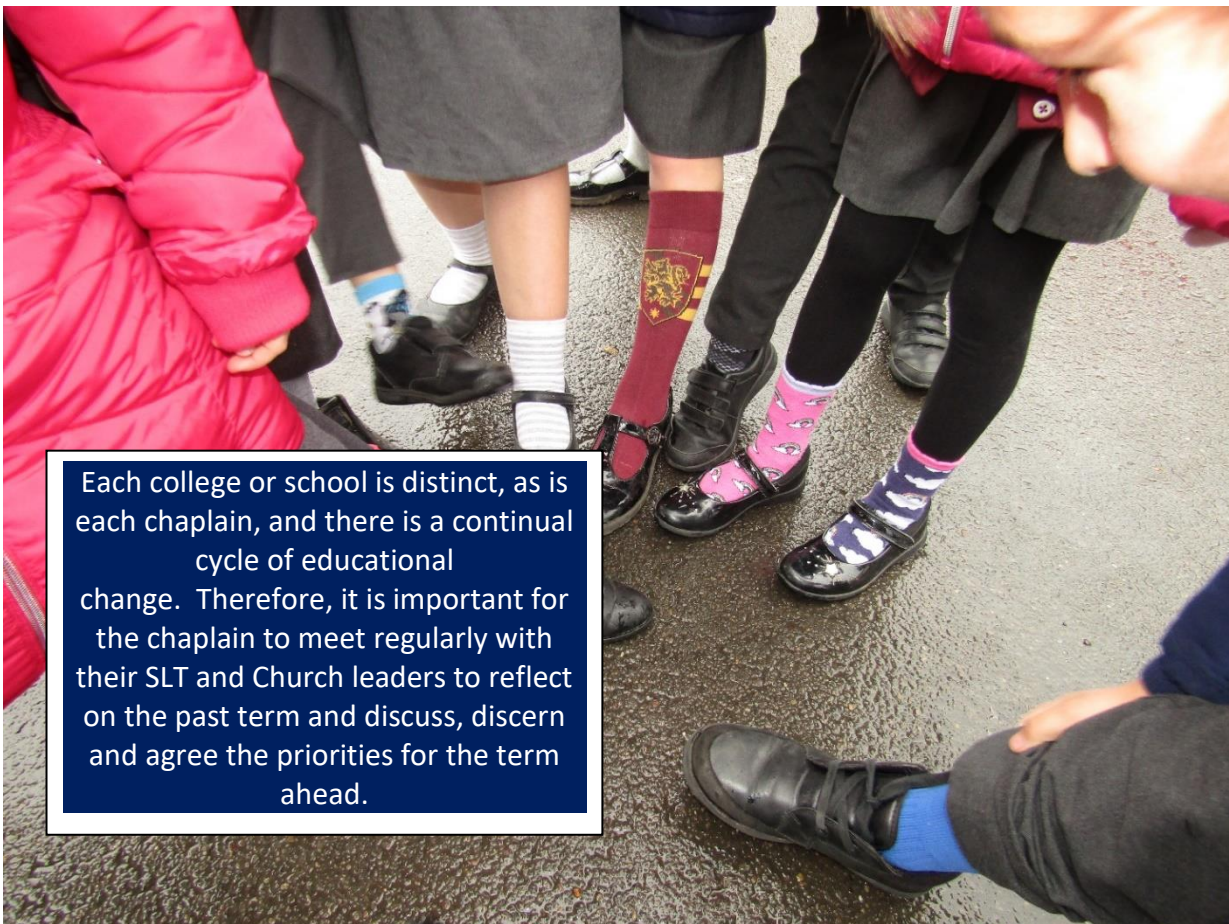
There are many ways of articulating a vision for chaplaincy in education.

Some of them are:

- Distinctively Christian and utterly inclusive, working with people of all faiths and cultures.
- Bringing 'life in all its fullness' to schools and colleges.
- Spiritual and pastoral care for all.
- The chaplain is there to listen and care, to pray for and bless the school.
- The public face of God.
- Existentially literate, at ease with spirituality and with matters of life and death.
- Sharing the life of the community; a member of the team, rather than a visitor.



However, what matters is your vision for chaplaincy in your college, school or MAT and how this may fit within the wider vision for the school or MAT. Out of your vision will come the job description and the recruitment of your chaplain. From the vision will also come the resources, whether financial to pay a Chaplain, or gifts of volunteer time or, as is most common, a combination of both.



Each college or school is distinct, as is each chaplain, and there is a continual cycle of educational change. Therefore, it is important for the chaplain to meet regularly with their SLT and Church leaders to reflect on the past term and discuss, discern and agree the priorities for the term ahead.

# Job Description:

## School or College Chaplain

A chaplain is 'the public face of God' within an educational community. The role of the chaplain is key in developing the ethos and values of the school and offering pastoral and spiritual care to all. Chaplaincy is a missional and pioneering ministry. The number of hours a chaplain serves will inform the range of roles and responsibilities. Some of these roles and responsibilities are outlined below, but not all things are possible, especially within tight time constraints. It should also be remembered that the role is about being as much as it is about doing. Perhaps the most important part of a chaplain's ministry is to be seen and to meet people and listen to them.

- **Distinctive and Inclusive:** Christian chaplains are clear and distinctive about what they believe. Following the example of Jesus, a chaplain meets and welcomes people where they are, accepting them unconditionally. A chaplain can prompt and respond to questions of faith, and there are many wonderful opportunities for teaching, discussion and discipleship. The chaplain is there to be distinctive and inclusive, to share God's presence by words and actions. Chaplains in church schools help to develop the Christian ethos of the school and prepare for SIAMS.
- **Developing a chaplaincy team:** The chaplain will call, train and support a team of honorary associate chaplains from local churches. This team will fulfil a variety of the roles with some specialising [for instance in mentoring or leading a CU] and others having a more general role. All will be safely recruited and fully trained and supported in their roles.
- **Listening:** A chaplain goes into schools to listen. Assemblies, Bible Clubs, prayer meetings and worship are important part of chaplaincy ministry, but the chaplain is there, first and foremost, to meet people where they are, to listen and to develop trusting relationships.
- **Spiritual and Pastoral Care:** Chaplains offer spiritual and pastoral care to all. This is offered, for instance, through listening, restorative justice and mentoring for children, staff and families. In their spiritual and pastoral care, chaplains work with the school pastoral staff and with external agencies.
- **Prayer and Worship:** The chaplain is there to pray for and with a school. In liaison with SLT, chaplains lead worship, collectively and corporately and enable prayer, worship and reflection through projects such as prayer boxes or trees, Easter Crosses, Christmas Stars or other creative and reflective activities.
- **Celebrations, Charities and Crises:** In liaison with SLT a chaplain will enable some of the great celebrations, faith festivals, anniversaries, jubilees and parties. Jesus was good at parties and a chaplain can follow that example in a wonderful diversity of ways. A chaplain can be the charity coordinator, working with groups of students and enabling an outward focus. A chaplain can have a key support and leadership role amidst crises, whether caused by bereavement, redundancy, illness, major emergency or Ofsted! In such contexts the chaplain can signpost to specialist support, listen to and support everyone and lead or enable any appropriate services.
- **Working with local churches:** The chaplain will work with all of the local churches, reporting regularly and seeking partnerships for prayer and other forms of Christian ministry and especially enabling links between existing youth and children's ministry projects and the schools.
- **On the edge and in the centre:** A chaplain is at the centre of the school with a direct link person within the senior leadership [often the Pastoral Deputy Head or equivalent]. A chaplain is also one step removed from the organisation that s/he serves; able to take a wider view and reflect back pastorally and prophetically. A chaplain has support from local churches.



- **Clubs:** Alongside Christian Clubs, the chaplain can also be involved in a wide diversity of activities, sport, performing arts, home-work clubs, breakfast club, chess club... The list is endless and will depend on the skills and interests of the chaplain and the time available.

## Catherine Simpson

Former Chaplain at St Anne's CE Primary School Bishop Auckland

I had the privilege of being the school chaplain for 7+ years at St Anne's before I moved to a Diocesan role developing school chaplaincy. My role was about showing God's love through my actions and the things that I did. My prayer was that through the way I acted, as well as the things I said, all people connected to the school would see me as an approachable Christian presence – someone they could trust – the God person for the community! I supported the SLT to ensure that our Christian ethos and values were a lived reality.

When I first took up the role, some of the parents hadn't really realized their children attended a Church School, and found the idea of a chaplain a bit strange! I spent much of my first year building up relationships with the staff, children and their families. I always tried to have an open door to anybody, at any time. At first, staff thought I was there only for the children, but increasingly they shared things of their own lives. It was great to be able to support the teachers in this way and share something of my own Christian faith. I saw God at work in the school every day and my role is to help children, parents and teachers see that for themselves. I saw the school community as an extension of my church family without a doubt!

I was involved in setting up many, many pupil voice groups including a chaplaincy and charities team, I trained a different team of children to lead collective worship and other groups-initiated loads of great community projects too. We need to create opportunities for children to express and live out their faith in real ways that affect their world. These often linked into accredited awards for the school too i.e., ECO Green Flag, Investing in Children, BIG anti-bullying, Fair Trade, UNICEF Rights Respecting Schools Award to name but a few!



Being a school chaplain isn't without its challenges, but without a doubt it's one of the most rewarding things I've done.



# Funding & Partnership

## Models of Chaplaincy and Funding

There are many models of chaplaincy.

- **Full-time, paid**
- **Part-time, paid.** This can be anything from an extended lunchtime per week to four days a week. A contract of 12 hours per week can sometimes be spread over three days. It all depends on the chaplain and school or college.
- **Secondment of youth or children's worker from a local church** for a set number of hours.
- This can work very well and can have more impact than a visiting youth worker.
- **Honorary Chaplains** who can either be the lead chaplain or a member of a chaplaincy team. In both scenarios they will still need to be safely recruited with role descriptions and will need to be properly line-managed and resourced [there will be expenses even if there isn't a salary].

Chaplains can be paid anything from £20,000 to £40,000 [full time equivalent] depending on their roles and responsibilities. Chaplaincy posts are often part-time. A two day per week chaplain might cost...

16 hours per week at an hourly rate of £12.53:	£9,378.00 [full time equivalent £23,445]
On costs Employers NI and Pension:	£1,950.40
Expenses	£674.60
<b>Total</b>	<b>£12,000</b>

## Funding for Chaplaincy can come from a variety of sources

- **Schools and MATs:** We are under no illusions about how tight budgets are. However, schools, colleges and indeed NHS Trusts that do fund chaplaincy don't regret it. They also find that it is a remarkably cost efficient leadership resource!
- **Funding from Churches and individual Christians:** Churches and church members can be very generous and crowd-funding models can be used.
- **Funding from Trusts and Charities:** Charities and trust funds can fund chaplaincy. Local trusts and charities are helpful.

### £1 per child

One way of raising money is to ask each school in a MAT and each church which supports that school to give £1 for every child in the school. This can come from core funds or from special fundraising.

## Employment

The chaplain will need to be safely recruited, employed and line managed.

## Partnership

However, a chaplain is funded the creation of the role will almost certainly involve a partnership.

This partnership can be nurtured by meeting three times a year to receive reports from the chaplain, see the whole project, support the chaplain and discern the next steps. The partners who may be involved are:

- schools and MATs;
- churches;
- other funding bodies.



# How chaplaincy in education and local churches can connect...

## Prayer & Worship

Local churches welcome schools for festival worship and pray for the school or college. A prayer diary can be helpful. Collective worship is also an important cross-over between the local churches and the chaplain.

## Mentoring and Reading

Individuals Christians can support the school and chaplain through offering mentoring and reading support for small groups or individuals.

## Christian Groups

Help can be offered at Christian groups or with initiatives such as 'Open the Book' or festival celebrations.

## Finance

Local churches support chaplaincy financially [both through the costs of salary and with funds for events or programmes].



## The most important thing to do...

Seek to build a relationship with your local schools and ask them how you could support them and get involved.



## Making Chaplaincy work

- Pray...
- Clarity of vision and expectations with agreement from all the partners.
- Nurture the partnership with good communications.
- Pick up on any issues early and address them.

## Things to be careful of

- Changes in leaders within the partnership [chaplain, school or church].
- Remember, you're not a mental health nurse or indeed a school counsellor.
- It's important not to allow pastoral care [however important it is], to overwhelm the rest of chaplaincy ministry.
- Managing differing expectations.

### PS. Where are you based?

A chaplain will need a phone and laptop, access to a desk and the school or college's ICT system. A chaplain will need access to a room for individual or small group meetings. A chaplain will also be welcome across the whole campus. A Sanctuary, Chaplaincy or Haven can be ideal as a space for stillness and sanctuary and for running small groups. It also brings its own challenges, particularly staffing such a space.

### PS. What are you called?

A chaplain's name and title needs to be agreed by all involved. In some communities the chaplain is the chaplain and is called by his or her first name. In other places the chaplain is addressed as Mr... / Ms... / Revd ... . There are also communities which are cautious about the title 'chaplain'. In one primary school the chaplains became 'Faithful Friends'. There is no single answer, each context will be different, but it needs to be considered and agreed for it goes to the heart of the vision of the role.

## Conclusions

Chaplaincy in Education is transformative and:

- offers spiritual and pastoral care to everyone and shares the life of the community;
- is distinctively Christian and utterly inclusive and works with people of all faiths and cultures;
- is 'the public face of God' for the community;
- 'is there to listen and care, to pray for and bless the school/college.'

Chaplains can be lay or ordained and from any Christian church. With the support of local churches and the diocese, anyone can be called and trained to be a chaplain.

If you have any questions  
or would like to meet to discuss and explore Education Chaplaincy  
then please contact me.

**Catherine Simpson**

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Almighty God,  
whose service is perfect freedom,  
as we hear your call  
to serve your people through chaplaincy  
in our schools and colleges,  
lead us by your Spirit,  
transform us into the likeness of Christ,  
and help us to live in your liberty.  
Enfold our school and college communities in your love  
and draw us closer together.

For goodness is stronger than evil,  
Love is stronger than hate,  
Light is stronger than darkness,  
Life is stronger than death,  
Victory is ours through Jesus Christ who loves us.

Amen.



**Jesus said, 'I have come to give you life  
in all its fullness.' John 10.10**