

# RYDAL PENRHOS SCHOOL

## Vacancy of Chaplain – Rydal Penrhos School

### About Rydal Penrhos School

Rydal Penrhos is a leading independent day school based in North Wales that provides exceptional opportunities for boys and girls, age 2 to 18.

It is situated in the seaside town of Colwyn Bay and the current school estate extends beyond 38 acres including a Senior School; Prep and Pre-School, a creative hub, sporting hub and St Johns Church. The school has just over 350 pupils and 100 staff.

Rydal School was founded in 1885 by a leading Methodist educationalist, T G Osborn.

In 1952 the School expanded through the purchase of Pwlycrochan, which became home to Rydal Prep and Pre-School and remains the use of it today.

Rydal School started as a boys' school, was fully co-educational by 1984 and then in 1999 merged with Penrhos College, a Methodist girls' school based in Rhos-On-Sea, and became Rydal Penrhos.

Most of the senior school academic hub is originally centred around 'Old House' which is located off Lansdowne Road, in Colwyn Bay. Extensions around this initial building took place between 1885 and the 1950's School. All of these impressive buildings are Grade II Listed, designated for their importance as academic buildings and their architectural excellence.

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They all form a horseshoe around the beautiful Quad area which looks up to the hill behind and the home of the more recent modern dining, sports hall, swimming pool and creative hub of the school, Art, Drama, Music and Design Technology.

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Rydal Penrhos has remarkable facilities which enable us to make exceptional all-round provision for our pupils, and these are complemented by our location close to

Snowdonia National Park, a focal point for outdoor education. We also enjoy the benefits of Colwyn Bay beach on the North Wales coastline, which provides both a stunning vista and ready opportunities for watersports.

The range of extra-curricular opportunities for pupils is extensive and of high quality: it includes Music, Performing Arts, a thriving Duke of Edinburgh Award programme, a Sailing Centre accredited by the Royal Yachting Association, to this is added a rich and proud history of sporting success.

## The Ethos

Rydal Penrhos school is a Christian Foundation in the Methodist tradition, and all members of our inclusive community are valued for the unique contribution that each individual brings.

We seek to provide a safe and happy environment within which our pupils can thrive.

This features outstanding pastoral care, excellent teaching and a powerful extra-curricular programme which is designed to enable each pupil to live his or her life to the full, both whilst at school and afterwards.

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The school can best be judged by meeting our pupils, who are invariably well-mannered, kind, respectful, well-educated, hardworking, excellent company and good fun.

## Chaplain – Role Description

Rydal Penrhos School is seeking to appoint a Chaplain with effect from September 2021, or as soon as possible thereafter. The Chaplaincy is central to the life of Rydal Penrhos School and the Chaplain's role is of commensurately high profile.

This is an exciting opportunity to join a thriving independent day school with 350 pupils and over 100 staff to lead the School's worship and make a significant contribution to the school's pastoral and wider life.

The successful candidate will likely be a Methodist Minister or a minister of another denomination in sympathy with Methodist teaching and doctrine, or a suitably experienced lay person who is an accredited preacher or leader of worship.

***This is a part-time post of two to three days per week (equivalent to 50%).***

The Methodist Church is engaged in education as part of its Christian mission in the world. As one of its schools, Rydal Penrhos seeks to extend the Methodist ethos and character and contribute to diversity in education.

**Methodist schools aim:**

- To be caring Christian family communities committed to the development of the full potential of each individual, having regard to their personal attributes in addition to their academic aspirations;
  - To maintain high educational standards in all their academic, cultural and sporting activities, stimulating excitement in learning and requiring discipline in study whatever the ability of the child;
  - To work with and in the communities they serve;
  - To worship as Christians in the Methodist traditions; to uphold Christian values in practice as well as in theory and to make religious education a strong feature in the curriculum, whilst welcoming members of other faiths (and none) in a spirit of openness and respect;
  - To encourage students in a critical examination of the standards and values current in society and to discover and develop a personal faith to guide them throughout their lives.
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The School is an Associated School of the Methodist Independent Schools' Trust (MIST).

## **The Role of School Chaplain**

The Chaplain represents the wider Church in and to the School and also, with the Principal, represents the School to the wider Church.

The Chaplain has responsibility for maintaining and developing the Methodist tradition and ethos within the school and will be a main link between the School and the Methodist Church.

The Chaplain has responsibility for seeing that the Christian faith is proclaimed and explained in ways which respect the integrity and intelligence of all, for organising the planning and conduct of some or all services and collective worship, and for encouraging the Christian nurture of individuals whilst respecting the fact that a school community will comprise people of many different faiths and none.

The Chaplain should be seen as a senior member of staff who works alongside the Principal and members of the Senior Management Team, sharing with them a special responsibility for the development of a stimulating and compassionate school community in which individuals are valued and cared for, and where qualities such as honesty, tolerance, understanding and commitment are encouraged.

***A good working relationship between the Chaplain and the Principal is of crucial importance.***

The Chaplain serves the whole school community as listener, enabler, prophet and minister.

The Chaplain has a distinctive role in supporting and encouraging other members of staff in the exercise of their pastoral and other responsibilities.

The Chaplain will, at least annually, prepare a report for the Governors of the School on the spiritual well-being of the school, and attend in person when the Governors discuss the report.

The Chaplain will join the events arranged for Methodist School Chaplains throughout the year.

These include, for example: the annual dedication service, the annual Chaplain's Retreat, the annual Schools' Conference.

In meeting together Chaplains find mutual support, share issues of common concern and benefit from the fellowship and challenge such meetings can provide. MIST's Pastoral Visitor is always available for support.

Chaplaincy has religious leadership at its heart, not academic teaching. Chaplaincy has religious leadership at its heart, not academic teaching and such leadership can be exercised in a range of other ways too including, for example: classroom assistant, learning support, community outreach programmes and engagement in extra-curricular activities (eg. Music, Drama and sport).

Wherever possible, therefore, the School will seek to play to the strengths and experience of the Chaplain and in doing so enhance the Chaplain's wider role within the whole school community.

However deployed, the Chaplain has to abide by all school rules, procedures and policies.

There are certain responsibilities for the Chaplain which are perhaps less immediately evident.

Although adult members of the community may marry, or bring children to baptism, and although anyone may suffer bereavement, there are likely to be fewer such events than in a circuit.

However, the impact of such events when they do occur is likely to be far stronger than in a circuit, both because of the closeness of the school community and the youthfulness of it.

For many, for example, any experience of bereavement will be their first.

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Very few will come from Methodist backgrounds, a significant number will be barely acquainted with the Christian faith and many will follow other faiths and none.

Chaplains are at the leading edge of the church's mission and in schools will have more direct daily contact with young people than in any other context; they have an important role in telling the Christian (and Methodist) story and walking a Christian life.

## Selection Criteria

### Essential criteria:

- Well qualified (to degree level) with proven pastoral and leadership skills
- Capable of gaining the respect of teaching and support staff
- Able to relate to children and teenagers as well as adults
- Sensitive to the needs, interests and anxieties of all, committed to keeping children safe and to working in accordance with the School's statutory requirements for child protection and safeguarding
- Committed to an inclusive approach where all members of the school community feel equally included and valued
- Able to exercise a pastoral ministry to the whole school community (including families of pupils and staff)
- Able to plan thought-provoking and inspirational assemblies and opportunities for school workshop consistent with Methodist teaching and doctrine
- As a practising Christian, willing to stand clearly on religious and moral issues in the school including setting a high personal standard
- Interested in the wellbeing of the whole school

- Self-disciplined in all confidential matters both personal and organisational
  - Resilient and determined in supporting the needs of pupils, staff and parents
  - Able to maintain good discipline and exercising it in such a way as not to damage the pastoral relationship between chaplain and pupil
  - A team player, willing and able to abide by the Staff Code of Conduct and able to provide pastoral support to Senior staff
  - Good administrative ability
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  - Interested in the wellbeing of the whole school
  - Self-disciplined in all confidential matters both personal and organisational
  - Resilient and determined in supporting the needs of pupils, staff and parents
  - Able to maintain good discipline and exercising it in such a way as not to damage the pastoral relationship between chaplain and pupil
  - A team player, willing and able to abide by the Staff Code of Conduct and able to provide pastoral support to Senior staff
  - Good administrative ability

**Desirable criteria:**

- To be an ordained Methodist minister or a minister of another denomination in sympathy with Methodist teaching and doctrine
- Previous involvement in youth work (including school chaplaincy)

## **Job Specification**

**Specific responsibilities include:**

Having a liturgical sensitivity and an awareness of the best of current thinking about worship so that he or she can enable and encourage students and staff to experience and participate in worship;

Being responsible for weekday Chapels across the school;

Planning and arranging services at the School every Friday, engaging the services of a range of preachers from outside the school, as appropriate to the age of the pupils;

Liaising with the relevant staff over weekly assemblies and public occasion services;

Providing a regular voluntary service of Holy Communion for staff and pupils;

Making arrangements for special services. This includes not only occasional funerals, weddings, baptisms, and memorial services, but also organising (in close liaison with the senior staff) special celebratory services for the whole School, such as Founders' Day and Carol Services;

Preparing of pupils for confirmation;

Organising other groups as the need presents itself (social concerns, meditation fundraising, etc);

Organising meetings for Christian fellowship as part of the School's activities programme;

Encouraging those of other faiths within the School to share their faith and experience;

Accommodating his or her ministry to the fact that, in addition to Christians and followers of other faiths, there will be a large agnostic element and a small atheist element;

Being responsible for the chapel building and its facilities in consultation with the Principal and Estates Manager.

In serving the whole community as listener, enable, prophet and minister, responsibilities include:

Being pastor to Senior Staff and advising them on matters such as personnel, discipline, family problems and relationships within the School;

Being pastor to all pupils and staff, with an approach that encourages a sense of trust and inclusivity;

- Playing a distinctive role in supporting and encouraging other members of staff in the exercise of their pastoral and other responsibilities;
- Being a member of the team involved in pastoral care in the School, and, as such, attending appropriate committees and other meetings;
- Being available for individual counselling, house and hospital visits, case conferences, group work and any other issues involving pastoral care.

He or she will help the School understand theologically what it means to be a Christian institution so it may seek to measure itself against the values and standards of the Gospel and Kingdom. This includes:

- Reflecting critically with senior managers of the School's ethos in theory and practice;
- Encouraging the School to realise its place within the Church (ecumenical and denominational), international, national and local;
- Challenging individuals to seek avenues of service in the Church and in the community;
- Sharing personally in the wider life of the Church.

He or she will participate in the broad life of the School in such ways as he or she may feel able and as appropriate.

This is like to include sharing in the activities programme of the School according to his or her expertise, whether that be in games, coaching, drama, music, outdoor pursuits, community service or in some other area of interest.

## Terms & Conditions

### The Appointment

If the successful candidate is a Methodist minister, then the appointment is as a Methodist minister stationed to the School by the Methodist Conference and the post holder will remain under its authority and discipline. It is usual for the invitation to be for an initial period of up to five years after which an extension and re-invitation may be considered.

If the successful candidate is a minister of another denomination or lay person, then the appointment will follow as closely as possible to the terms and conditions as for a Methodist minister.

### Stipend, Allowances, Pensions and Expenses

The Chaplain will receive a (pro-rata) stipend equivalent to the 'basic' stipend as decided annually by the Methodist Conference (currently £25,524) plus 20%. This allowance recognises the fact that a Chaplain will not be able to avail himself/herself of the occasional fees that often come the way of a circuit minister.

Accommodation would be available to meet Methodist guidelines for the provision of a Manse.

## Child Protection – Chaplain

Rydal Penrhos School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share that commitment. The successful applicant will be appointed subject to an Enhanced DBS with Barred List check, satisfactory references, and medical report.



It is your responsibility help promote and safeguard the welfare of the children and young persons for whom you are responsible, or with whom you come into contact, and to adhere to and ensure compliance with the School's Child Protection Policy Statement at all times.

If, in the course of carrying out the duties of the post, you become aware of any actual or potential risks to the safety or welfare of children in the school, you must report any concerns to the School's Designated Safeguarding Lead.

Protecting children from the risk of radicalisation is part of the School's safeguarding duties (under the Prevent Duty).

## How to Apply

Your application should be addressed to the Principal of Rydal Penrhos School. It should be returned by email [kwalters@rydalpenrhos.com](mailto:kwalters@rydalpenrhos.com) or by post to the HR Department, Rydal Penrhos School, Pwllcrochan Avenue, Colwyn Bay, Conwy LL29 7BT

The closing date for applications is **Friday 7 May**.

If you have any questions about the recruitment process, please contact Kayleigh Walters on **01492 530155** or email [kwalters@rydalpenrhos.com](mailto:kwalters@rydalpenrhos.com)

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. You will be required to undergo child protection screening appropriate to the post, including checks with past employers and Disclosure and Barring Service (DBS).

## Important Documents

A job application can be found here: <https://rydalpenrhos.com/job-vacancies/>

Rydal Penrhos Policies can be found here: <https://rydalpenrhos.com/parent-new/policies/>

