



**ST EDMUND'S
SCHOOL**
CANTERBURY

CANDIDATE PACK

CHAPLAIN
PERMANENT, PART-TIME
APRIL 2027

WWW.STEDMUNDS.ORG.UK



THE SCHOOL

BACKGROUND

St Edmund's School was founded in 1749 as a charity to educate orphaned children of the clergy. This pastoral ethos and strong connection with the Church of England have been the defining features of the school's development. Since 1971, St Edmund's has been the choir school for Canterbury Cathedral. As such, we maintain extremely close and valued links with the Cathedral. The School occupies a generous, broad and central position within the Anglican tradition. Chapel worship is at the heart of the School's spiritual life but we also recognise and celebrate the diversity of the St Edmund's community. Our chaplaincy therefore seeks to be respectful of all, accessible to all and an energetic force for fostering positivity and mutual understanding within St Edmund's. In short, we are looking to build a Ministry of Presence, with our Chaplain both defining and embodying the good conscience of the School.



THE SCHOOL

OVERVIEW

We are a vibrant 3–18 independent co-educational day and boarding school, home to around 500 pupils, and are well known for our strong pastoral ethos and warm, family atmosphere. We value each pupil as an individual and offer a wide range of opportunities, enabling every child to discover and develop their own interests, strengths and talents.

Set in a historic location overlooking the City of Canterbury, the school is proud of the diversity that our day and boarding pupils bring to the community. Academic ambition and co-curricular involvement are equally encouraged, underpinned by a culture in which pupils feel known, valued and supported. Pupils are respectful of one another and work together to create a cohesive, inclusive and happy community.

The School is situated at the top of St Thomas Hill, with impressive views across the City of Canterbury. The Junior, Foundation and Senior Schools all share the same site.



OUR ETHOS

Our pupils benefit from a caring and supportive environment, high-calibre teaching and a holistic educational approach that seeks to develop creativity, leadership qualities and original thinking

A broad academic curriculum and extraordinarily diverse co-curricular programme enable pupils to find their path and grow to 'be all they can be'

Our small class sizes enable the personalisation of learning so that pupils receive the attention and academic challenge they need to excel

Every pupil here is known and understood

The fact that we educate children from the age of 3 to 18 underpins the strong family atmosphere and sense of community that pervade the school

St Edmund's is proud of its pupil-centred and ambitious academic ethos. We seek to foster original thinkers with the intellectual and personal skills to be leaders and decision makers in the future

Highly-qualified teachers mean that young people receive inspirational instruction, with vibrant debate and individual attention colouring every classroom

Pupils develop learning skills through project work and research opportunities such as the Extended Project Qualification and the Durrell Essay. We encourage cross-curricular work to promote original ideas and multi-dimensional thinking

Essentially, our pupils are encouraged throughout their time at St Edmund's to aim for and achieve the very highest academic standards of which they are capable.

DETAILS ABOUT THE POST

TITLE	Chaplain
TYPE OF POST	Part-Time (08.00am - 12.00pm, Tuesday - Friday)/Term-Time only
START DATE	April 2027
GRADE	Pay Range - £33,629 - £38,461 pro-rata
HOLIDAY	5 weeks -

Advert	St Edmund's is a vibrant and dynamic school with a wonderful, supportive ethos. The Chaplain is a vital figure in the community – known by all and central to shaping our identity. The Chaplaincy has three main areas of responsibility. They will be a key pastoral leader acting as the priest in the community with specific liturgical duties and oversee the spiritual life and direction of the School.
Role	Working at the heart of the school, the Chaplain will contribute significantly to the wellbeing and development of the community. Reporting to the Head and working closely with pastoral and senior colleagues, the postholder will provide spiritual leadership, pastoral care and guidance, ensuring that the school's Anglican foundation is upheld while remaining inclusive and accessible to all. As a key point of contact for those seeking support, the Chaplain will offer a ministry of presence, being available to listen, advise and accompany individuals through both the everyday and more challenging moments of school life. Through the planning and delivery of chapel services and other acts of worship, they will help create meaningful opportunities for reflection, celebration and shared experience. The role also includes leading and supporting the wider spiritual life of the school, maintaining strong links with Canterbury Cathedral and the local community, and contributing to the development of a culture rooted in kindness, respect and mutual understanding. Working collaboratively across the school, the Chaplain will play a vital role in nurturing a community where individuals feel supported, valued and encouraged to explore and develop their own beliefs and sense of purpose.

THE ROLE

KEY RESPONSIBILITIES

Pastoral Leadership

Primarily, the Chaplain should thus be available to all as a counsellor, friend and support.

This will be achieved by:

- Working with the Executive Group to promote pupil and staff wellbeing
- Being available to anyone who might need to talk in confidence
- Relating sensitively to pupils and staff of all faiths (recognising their needs and religious festivals making special arrangements as required)
- Liaising with Deputy Head (Pastoral), Housemasters and other pastoral staff
- Contributing to pastoral developments and initiatives
- Addressing whole school pastoral issues through the chapel programme

Priestly/Liturgical

The Chaplain is expected to:

- Fulfil the disciplines and duties of the priesthood as a daily priority
- Plan, organise and conduct a range of Chapel services
- Be creative in their approach to services and worship in a relevant way to young people's lives
- Organise and lead school morning worship (twice each week for Senior and Junior Schools)
- Take voluntary weekday communion services (Tuesday lunchtime)
- Occasionally conduct marriages, baptisms and funerals
- Prepare pupils (and members of the wider school family) for annual confirmation
- Prepare and lead the annual Carol Service (held in Canterbury Cathedral) and the St Edmund's Day Service (held in the Colyer Ferguson Building, UKC)
- Care for the Chapel and the accoutrements of sacramentally centred worship
- Maintain close contact with Dean and Chapter at Canterbury Cathedral and Choir House staff
- Maintain strong working links with the local Christian community

THE ROLE

KEY RESPONSIBILITIES CONTINUED

Overseeing the spiritual health and direction of the school

- The Chaplain must act as a moral compass for the community and for individuals within it
- Find ways, both traditional and inventive, to promote the ideals of Christian service
- Challenge, inspire and encourage all members of the community to fulfil their spiritual lives
- Be involved in the full life of the school, contributing to its community ethos
- The Chaplain meets weekly with the Head to discuss the spiritual and pastoral direction of the school

KEY SKILLS & ATTRIBUTES

The successful candidate will demonstrate a strong alignment with the values and expectations of the role, bringing the following skills and attributes:

- A compassionate and approachable individual, able to build trust and meaningful relationships with pupils, staff and families
- Strong pastoral instincts, with the ability to offer sensitive, confidential support and guidance
- An ordained priest within the Church of England (or in full communion with it), able to lead worship with authenticity and relevance
- Excellent communication skills, both spoken and written, with the ability to engage and inspire a wide audience
- Ability to relate positively to individuals of all faiths and none, fostering an inclusive and respectful environment
- Creativity and confidence in planning and delivering chapel services that resonate with young people
- Strong organisational skills, with the ability to manage a varied and busy workload effectively
- A collaborative approach, with the ability to work closely with colleagues across pastoral, academic and boarding teams
- A proactive and visible presence within the school community, contributing fully to its life and ethos
- Commitment to promoting wellbeing, spiritual development and a sense of purpose in others
- Ability to maintain strong relationships with external partners, including Canterbury Cathedral and the wider community

CONDITIONS OF SERVICE

BENEFITS

Workplace Pension Scheme, Employee Assistance Programme including counselling services and financial/legal advice line, Salary Sacrifice schemes such as Cycle2work, subsidised gym membership, retail discounts and cashback scheme.

Fee remission is available to all members of staff subject to spaces being available at the discretion of the Governors and subject to change.

SAFER RECRUITMENT

St Edmund's School Canterbury is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS).

UK GDPR

Personal information provided by candidates will be kept on a secure file in the school and will not be released to third parties outside the school without the permission of the person concerned, except where there is a legal requirement so to do. Retention of personal information is acted on consent, which can be withdrawn by the individual at any time.

APPLICATIONS

The deadline for receipt of application **9.00am Wednesday 7th October 2026**. Applications should be emailed to recruitment@stedmunds.org.uk.

Applications must take the form of an application form and covering letter including the candidate's suitability for the post with reference to the person specification. The names and contact details (including email addresses) of two referees are required (one of whom must be your current or most recent employer and neither referee should be a relative or someone known to you solely as a friend).

ST EDMUND'S VALUES



We Value....

EACH OTHER

Recognise our responsibility to create a caring and supportive community

We Value....

INDIVIDUALITY

Recognise that everyone is different and has unique needs, strengths and aspirations



We Value....

EXCELLENCE

Commit to being the best we can be

We Value....

INTELLECTUAL CURIOSITY & CREATIVITY

Love learning & seek to foster creative, critical & lateral learning



We Value....

SOCIAL RESPONSIBILITY

Promote the idea that individuals must contribute to the greater good of society

