

Candidate pack

Assistant Chaplain



THE *Stowe*
GROUP

Our Vision and Ethos

We are Change Makers

Our goal is to inspire pupils and colleagues to be Change Makers who will shape positive futures for themselves, their families and the global community. Our World-class facilities support our educational aims and are shared with the wider community. We strive for excellence and celebrate achievement, valuing education as a journey and not a destination in the belief that all pupils can exceed their potential. Learning is learnable and everyone can improve. Our aim is to encourage personal development by creating a flourishing, vibrant, cohesive, caring and socially inclusive community which embraces pluralism, diversity and intercultural understanding. We celebrate differences by giving everyone a voice and then listening to multiple viewpoints. It is our collective responsibility to develop the cognitive, physical, emotional and spiritual well-being of everyone in our community. We are committed to the development of character with particular emphasis on tolerance, resilience, honesty, humility, courage, compassion, gratitude and service. We strive to attract and retain employees of the highest calibre.

The Group's talented and committed workforce is one of our greatest strengths. We are committed to fostering team engagement, attracting, mentoring, developing and retaining our best teachers and support colleagues. We focus on employee well-being, provide opportunities for professional growth and create a culture of community and partnership. Environmental stewardship and sustainability are cornerstones of The Stowe Group.

Pupils and colleagues have a heightened awareness of their social and environmental responsibility in preserving our unique eco-system. We have developed and implemented a comprehensive Environmental Stewardship Programme which confronts a variety of challenges, including climate change and environmental sustainability.



Anthony Wallersteiner

Dr Anthony Wallersteiner
Head of The Stowe Group

“Our goal is to inspire pupils and colleagues to be Change Makers who will shape positive futures.”

THE *Stowe* GROUP

The Stowe Group of schools (Stowe, Ashfold, Swanbourne House and Winchester House) is situated on four separate sites in Buckinghamshire and Northamptonshire. Across the four schools, The Stowe Group can offer education for boys and girls from 3-18 years. Within The Stowe Group there are more than 1,800 pupils and 800 members of staff. The Schools occupy sites of historical significance in Swanbourne, Dorton, Brackley and the world-famous landscape gardens at Stowe, where we work with The National Trust to manage 880 acres and open the grounds to over 200,000 visitors a year. Stowe House is open to the public during the School holidays and for guided tours during term time. The Stowe Group is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. In 2021, The Stowe Group launched its transformational and substantive Change Makers vision and Change 100 programme.



Stowe



SWANBOURNE HOUSE
BUCKINGHAMSHIRE




ASHFOLD
SCHOOL



WINCHESTER
HOUSE 



We are Change Makers

who are:

PROFESSIONAL

CREATIVE PROBLEM SOLVERS

KIND

FLEXIBLE

COLLABORATIVE

COMMUNICATORS

Our values

PROFESSIONAL

01

We are ambassadors for The Stowe Group to the outside world. We are proud and passionate about working for The Stowe Group at all times. Colleagues are courteous, address everyone respectfully, and are always punctual and presentable. We present a professional image by effectively prioritising, being knowledgeable in our area of expertise and following through on our work commitments and initiatives. We work efficiently to enhance the pupil and parent experience. We do not wait to be asked, we are trusted to use our initiative to see what needs to be done. We act with reliability, diligence and consistency to deliver work outcomes to high quality standards and timescales. We maintain a positive attitude and demeanour and are flexible and cooperative, possessing an open mind and are self-reflective.

CREATIVE PROBLEM SOLVERS

02

We are adept at identifying a problem, looking for possible solutions and moving these forward to deliver the best course of action. We are committed to solving problems and completing all assigned work. Creative problem solvers are dynamic and therefore find new opportunities and solutions for problems by looking beyond current practices and using innovative thinking we are not afraid to think outside the 'box'. We are positively progressive in bringing new ideas and reinvent our processes to benefit our customers (pupils and parents) and the wider Stowe Group. As creative problem solvers we identify new opportunities to achieve goals and are willing to positively/appropriately challenge ideas or perceptions based on new information or contrary evidence which is presented. We find solutions through experimentation, imagination, questioning, collaboration and analytical methods and we look for ways to embrace technology and practical automation. We will look to acquire new knowledge, are inquisitive, and believe there is always more to learn.

KIND

03

We act with honesty, respect and integrity in our actions and decisions. Our interaction with others enriches the working experience as we look to genuinely build and maintain the trust of others. We show respect and patience for others and their working environment at all times, even when under pressure or when having a bad day. Kindness doesn't have to be mellow or soft – in many cases, it takes courage, vulnerability, compassion, empathy, and transparency. The ability to actively listen to others, be dependable, considerate and curious all create a culture of contagious kindness. The ability to thank and celebrate the success of others encourages growth, along with offering actionable constructive feedback. We are also kind to ourselves recognising when we need to manage our own energy levels or reach out for support.

Our values

FLEXIBLE

04

We are able to adapt successfully and swiftly to changing situations, keeping calm and being resilient in the face of difficulties. We plan ahead and have alternative options so are ready for all challenges. We are able to think quickly to respond to sudden changes in circumstances and take on new challenges at short notice. We are open to change and will look to explore external trends to build our own knowledge and skillset. The ability to balance and juggle a busy day job is countered by being empowered to use our initiative. We are adept at dealing with changing priorities and workload and succeed through the strong support network within The Stowe Group.

COLLABORATIVE

05

We make an invaluable and positive contribution to our immediate team and the wider Stowe Group team. We demonstrate calmness, leadership, collaboration and are great at coordinating with others to reach a common goal or outcome. We are honest, polite, and fair when working with others. We will look for ways to help others and provide assistance and encourage collaboration with other departments. We seek to find ways to empower others not to blame. We have a positive impact in the workplace and improve the positive energy level of the team. We work well and develop effective respectful relationships with a diversity of colleagues by listening and showing interest in others and their concerns.

COMMUNICATORS

06

We are clear, concise, confident and consistent in our communication to others. We actively listen to others and know when to adapt our communication to colleagues around us, encouraging open discussions. In a team or group setting, we show respect, knowing when to take part in a discussion, remaining open-minded and allowing others to speak without interruption. We share relevant information with others to ensure they are updated and also allowed an opportunity to share their ideas and thoughts for consideration. Opportunities to simplify communication are identified and we will not shy away from offering positive challenge or questioning to others. We act with positive body language and look for the body language clues that others offer to adapt to their communication style.

Job details

Appointment of: Assistant Chaplain

Required for: September 2025

Department: Chaplaincy

Accountable to: Chaplain

Location: Stowe School (with travel to our Prep Schools)

Contract type: This is a three year fixed term contract

“The Group’s talented and committed workforce is one of our greatest strengths. We are committed to fostering team engagement, attracting, mentoring, developing and retaining our best teachers and support colleagues.”

Purpose of the role:

- Stowe’s Christian ethos is built upon a Protestant Evangelical foundation. We aim to nurture young people who are well-equipped for life beyond school, spiritually, intellectually, and emotionally. The Chapel is at the heart of Stowe’s spiritual life, and we are seeking a passionate Assistant Chaplain who will help continue to develop our vibrant Christian ministry, supporting both our pupils and staff, and providing pastoral care to pupils of all faiths and none. You will assist the Chaplain in leading Stowe’s Christian ministry and spiritual life across the school, ensuring that it is inspiring, inclusive, and evangelical in nature.

Key Tasks:

Spiritual & Pastoral Care:

- Lead regular chapel services, prayer meetings, and Bible studies, offering opportunities for students and staff to explore their faith and grow spiritually.
- Provide pastoral care and spiritual guidance to students, staff, and the wider Stowe community, ensuring that support is readily available for those facing personal, spiritual, or emotional challenges.
- Encourage pupils to engage in voluntary opportunities to explore the Christian faith, including taking part in worship, prayer groups, and other activities designed to deepen their faith.
- Assist house chapel teams in the preparation of their house chapel service.
- Attend and help to facilitate the running of Crossfire (the weekly Christian meeting), weekly discipleship group(s) and the annual Confirmation course.

Teaching:

- Teach up to 12 lessons a week, typically within Religious Studies or your degree subject specialism.
- To enable pupils to acquire knowledge and make progress according to their ability so that they increase their understanding and develop their skills in the subject taught.
- To foster in pupils the application of intellectual, physical or creative effort, interest in their work, and the ability to think and learn for themselves.
- To create well-planned lessons and deliver through effective and appropriate teaching methods, activities and management of class time.
- To show a good understanding of the aptitudes, needs and prior attainments of the pupils and ensure these are taken into account in lesson-planning.
- To utilise effective strategies for managing behaviour and encouraging pupils to act responsibly.
- To teach, according to their educational needs, the pupils assigned to him/her, including the setting and marking of work to be carried out by the pupils in class, prep and elsewhere.
- To assess, record and report on pupils' development, progress and attainment and for all such records to be written in mark books (either paper copy or electronic) to be scrutinised and verified by the Head of Department or a member of SMT.
- To work with, and under the instruction and guidance of, the Head of the Department(s) to which the teacher is assigned, in the preparation and development of courses of study, teaching materials, teaching programmes.
- To carry out the terms of a departmental job description arrived at after individual discussion and consultation with the Head of Department(s) or manager to whom the teacher is assigned.
- To contribute to the development of the curriculum, and to be aware of the latest thinking in both subject and the national curricula.

To staff activities, clinics and other academic support measures according to the timetables and needs of the department.

Ministry to the Prep Schools:

- Visit Stowe's three prep schools (Ashfold School, Swanbourne House School and Winchester House School), ensuring that the Christian ethos and values are consistent throughout the Stowe Group.
- Lead occasional chapel services, Bible studies, and other spiritual activities at the prep schools, working closely with prep school staff to support the spiritual development of younger students.
- Foster positive relationships between Stowe and the prep schools, providing guidance and mentorship to both staff and students, and ensuring continuity of spiritual teaching and practices.
- Support the prep schools' pastoral teams with advice and pastoral care, offering guidance on spiritual matters, and assisting with key events like end-of-term services.

Pastoral Support:

- Be a visible and accessible presence around the school, offering pastoral support to both day and boarding students, including conducting boarding and day house visits.
- Mentor and encourage Christian students in leadership roles across the school, helping to foster a student-led Christian environment.



Professional Development:

- Engage in professional development opportunities to enhance both spiritual and academic skills, including training, conferences, and professional development.
- Regularly evaluate and contribute to the development of Stowe's spiritual and religious activities in line with the school's vision and ethos.

Sport & Co-curricular

- All staff are expected to assist with, and be involved in, the provision of both games and co-curricular activities. The nature of that assistance and the degree of involvement will naturally vary according to the experience, skills and aptitudes of individual colleagues. Nevertheless, in a boarding community, all colleagues can expect to be called upon during the week and at weekends, to contribute to this essential part of the School's educational provision.

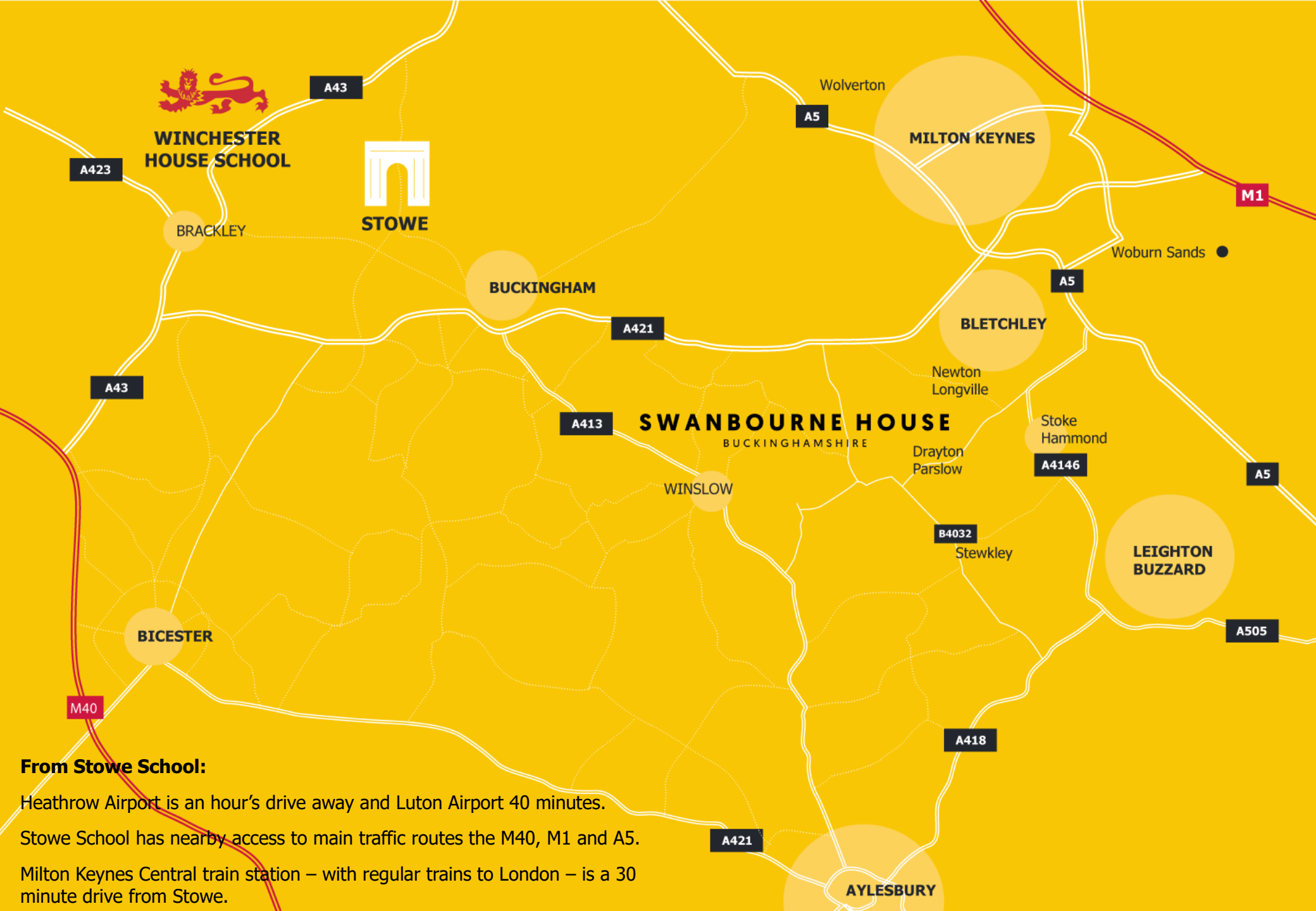
Person specification

The selection of candidates for short-listing will be based on this specification and candidates should bear this in mind when preparing their application and completing the application form

Attributes	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> An Honours degree (or equivalent) in a subject taught at Stowe School. 	<ul style="list-style-type: none"> Formal theological training. Post Graduate Certificate in Education.
Specialist Skills and Experience	<ul style="list-style-type: none"> A strong, evangelical Christian faith with a commitment to sharing the gospel and being a Christian witness in both personal and professional life. Previous experience in leading worship, providing pastoral care, and teaching Christian faith in a school or church context. Passion for working with young people and fostering their spiritual, emotional, and academic development. Strong communication skills, both written and verbal, with the ability to inspire students of all ages. Ability to balance teaching and ministry responsibilities effectively. The ability to work collaboratively with staff, students, and the wider school community. 	<ul style="list-style-type: none"> Experience working in or with a co-educational, independent school environment, particularly a boarding school context. Experience in coaching sport or teaching drama or music Experience in teaching a subject at a secondary school level. Experience working with or leading youth ministry or community outreach programs.
Personal Qualities	<ul style="list-style-type: none"> Exceptional communication and interpersonal skills. A passion for working with teenagers. Excellent personal and time management. 	

This job description and Person Specification reflects the present requirements of the post and as duties and responsibilities change/develop, the job description will be reviewed and be subject to amendment in consultation with the post holder

Date Agreed: February 2025



From Stowe School:

Heathrow Airport is an hour's drive away and Luton Airport 40 minutes.

Stowe School has nearby access to main traffic routes the M40, M1 and A5.

Milton Keynes Central train station – with regular trains to London – is a 30 minute drive from Stowe.



Enhanced holiday entitlement

Your contract will provide details of the exact holiday entitlement you will receive



Free School Meals

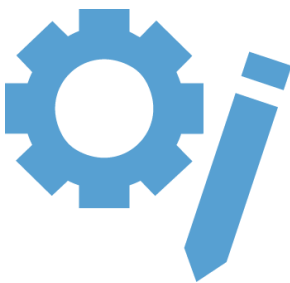
For colleagues working six hours or more during term time



Cycle2work scheme

(National Minimum Wage rules may impact eligibility)

Colleague benefits



Learning and development opportunities



Discounted School Fees

At Stowe Group schools

Access to the Stowe Library

Plus a range of online digital magazines and publications



Free annual flu vaccine



£70 Annual Golf Membership

For you and immediate family (applies to permanent colleagues only)



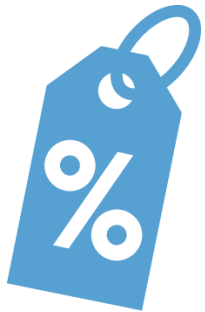
Volunteer leave

Up to 2 days paid leave for volunteering



Employee wellbeing programme

Including free access to counselling services, physiotherapy and more



Shopping discounts

Through the 'Discounts for Teachers' website



Free refreshments



Wraparound childcare

Free wraparound childcare available for all colleagues at Prep Schools



Free gym and swimming pool use

For you and your family (Stowe colleagues only, specific times apply.) Free Yoga classes at Stowe.

Plus many more benefits.



We are Change Makers

THE *Stowe*
GROUP

Stowe School, Stowe, Buckingham MK18 5EH
01280 818100 www.stowe.co.uk

Stowe School 01280 818

SECURITY

BARBARIAN