



All Saints'
Academy
Cheltenham

Chaplaincy School Connector Youth Minister Application Pack

Jesus told his followers, "You are the light of the world."

Matthew 5:14



DIOCESE OF
GLOUCESTER



The Parish of
West Cheltenham



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Principal's Welcome

Dear Applicant,

Thank you for considering All Saints' Academy in Cheltenham as the next step in your career.

Our Academy is shaped by Christian values, expressed through the *All Saints' Way*, which guides how we work and relate to one another:

- We put other people's needs first
- We listen to understand, aspiring to excellence
- We take responsibility and include everyone

These values underpin our vision to form students in **character, knowledge, and wisdom**, preparing them to lead and serve others beyond their time with us. We are inspired by Jesus' words in Matthew 5:14: "*You are the light of the world.*"

We are proud of our diverse student population and the strong outcomes our students achieve. This is made possible through our deep investment in high-quality teaching and our close partnerships with families and local organisations. Every student is known, supported, and encouraged to thrive.

If you share our commitment to excellence in a caring, faith-led environment, we warmly invite you to apply. For further information, please contact our HR team at HR@asachelt.org.

We look forward to welcoming you to our Academy community.

Warm regards,

Benjamin Williams
Principal
All Saints' Academy





Parish Welcome



Dear Applicant,

Thank you for your interest in the role of Schools Connector and Youth Minister at West Cheltenham Parish and All Saints' Academy.

Our vision as a parish is to see:

“Places and communities buzzing with the extraordinary presence of Jesus.”

We are one parish made up of three churches: St Mark's Church, St Barnabas' Church, and St Aidan and St Silas' Church. Our churches have a mix of worship styles and a shared passion for mission. We believe God is calling us to reach young people and families with the good news of Jesus Christ, both in our churches and in the wider community.

This role is key to our vision for nurturing young people as committed disciples of Jesus. Through our partnership with All Saints' Academy, we want to build meaningful relationships with young people in school and create pathways into discipleship, community,

and worshipping life across the parish. We are looking for someone who will engage confidently and build meaningful relationships with youth across our churches. Helping young people grow in faith and engage fully in church life with young people where they are, and support the growth of new worshipping communities.

You would be joining an established youth ministry with excellent volunteers and committed young people, alongside a supportive and collaborative team of clergy and lay leaders across the parish.

We are praying for someone with faith, creativity, and a heart for mission among young people.

Revd James Faragher
Acting Rector, West Cheltenham Parish





All Saints'
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Cheltenham



Chaplaincy School Connector/Youth Minister

Chaplaincy School Connector/ Youth Minister

Start date: As soon as possible

Salary: Grade 6 Points 15-20 £30,024 - £32,597 per annum

Hours of Work: Full-time (37 hours per week)

Term time rhythm: 3 days at All Saints' Academy, 2 days in West Cheltenham Parish

School holiday rhythm: 5 days in West Cheltenham Parish with holiday time factored in.

Contract: Fixed term for 3 years as it is initially contingent on external funding.

Closing date: 6th July with interviews w/b 13th July

This role spans the chaplaincy team at All Saints' Academy in Cheltenham and the West Cheltenham Parish. It recognises the young people that both the academy and parish serve have a significant overlap and that young people's lives are not contained either solely at school or home. All Saints' Academy will be the employer.

The role is funded through the Academy and Diocese of Gloucester. This post is reserved for practicing Christians.

About the faith life of All Saints' Academy:

All Saints' is a Church of England comprehensive secondary school with 1100 students. We predominantly serve the families of West Cheltenham. Our Christian ethos is central to who we are, expressed through our All Saints' Way and is well established. We have one Chaplain in post currently and have recently appointed a Chaplaincy School Connector, this role is in addition to these.

Our students experience daily acts of worship in different, smaller and larger settings. There is also an established prayer week which takes place in our chapel.

There is so much more that we can do to meet the needs of our students through pastoral support and intervention as well as connecting to the local church community. This new role is intended to do that.



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About the West Cheltenham Parish:

Our Chaplaincy Connector/Youth Minister will support the work of chaplaincy, grow links to our community and increase the capacity of the team whilst also developing the youth ministry in the parish- growing a team to that end.

The hours will be shared flexibly between a minimum of three days in school and two days alongside local churches in the wider community. Allocation of times to be decided in consultation between candidate, school and Rector of West Cheltenham Parish. We are looking for someone with the ability to form Christian Community across both the school and parish contexts.

Sponsored by the Anglican Diocese of Gloucester, we are an Academy serving at the heart of our local community. All Saints' Academy's vision would see all our students as the "Light of the World".

The Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Shortlisted candidates will be subject to an online search in line with Keeping Children Safe in Education 2025 recommendations. Successful applicants will be subject to an enhanced DBS clearance.

This post is exempt from the Rehabilitation of Offenders Act 1974 (as amended in 2013 & 2020), for further details please visit our Recruitment of ex Offenders information found on our website.

To apply for this role please complete an online application form through My New Term, a link can be found on the Academy website www.asachelt.org. If you have any questions regarding this role or wish to visit the Academy, please contact the HR Department at hr@asachelt.org

All Saints' Academy is committed to ensuring that all applicants and employees are given equal opportunities and that no applicants or employees are discriminated against on the basis of gender, gender reassignment, race, disability, pregnancy or maternity, sexual orientation, marital or civil partnership status, age or religion and belief.



Staff Benefits

What All Saints' Academy offers:

Purpose

- We believe that our whole community should live “Life in all its fullness” including our staff, reflected in our culture and leadership decisions.
- Our staff make a real difference to a community with high levels of deprivation.
- Our Chaplaincy serves the whole Academy community - students and staff ensure our ethos is lived out each day.
- A cohesive staff team who build strong relationships with students and each other.
- Compassionate leadership that is considerate of workload and well-being.
- Drama and Sport in particular form a huge part of extra-curricular offer. There are high staff and student engagement levels in life beyond the classroom.

Development

- New staff are given a tailored induction programme and mentor.
- We invest in our staff through continued professional development. Our teachers are given time to regularly engage with ‘Walkthrus’ through drop-ins and coaching.
- Staff and students benefit from well-established partnerships with independent and state schools in Cheltenham.
- Opportunities for youth ministry training within the Diocese of Gloucester and nationally.
- Support from the Diocesan Youth Connector

Extras

- Excellent facilities, featuring a modern, spacious building and advanced IT resources
- Access to our on-site gym
- Close to the M5
- Employee Assistance Scheme
- Free onsite parking including electric charging points
- Entry to Local Government or Teachers Pension scheme
- Cycle to work or Electric Car Scheme
- Newly refurbished staff room and hot desking area
- Eligible for Blue light Card and Discounts For Teachers
- Discount on Just Camps holiday clubs held in the Academy during school holidays
- Discount at Energie Fitness
- Access to Smart Clinic for staff wellbeing and support services
- Free eye tests for VDU users



Staff Benefits

What West Cheltenham Parish offers:

Purpose

- Our vision is to be “Places and communities buzzing with the extraordinary presence of Jesus”.
- An established and effective staff team of clergy and lay people who will support and encourage you.
- An engaged and active Parish Church Council (PCC) and Youth, Children and Families Action Group.
- Colleagues who have had careers in Christian Youth Ministry
- An enthusiastic team of Youth Ministry volunteers
- Administrative and governance support from our Operations Manager and members of the PCC.
- Existing links with local youth work organisations and other youth ministers.
- Three great church communities offering a spiritual home and a place to worship and serve.

Development

- New staff are given a tailored induction programme and line manager.
- Opportunities for youth ministry training within the Diocese of Gloucester and nationally.
- Discovering School Chaplaincy training course as an induction
- A half termly meet up for School Connectors which will function as a learning community, and peer support
- Level 2 award in listening with Let's Talk Well
- Youth Ministry Essentials training
- Specific group supervision with a clinical supervisor if dealing with young people with complex needs



Job Description

Job Title: Chaplaincy School Connector/Youth Minister

Salary: Grade 6 (Points 15-20)

Reporting to: Head of Spirituality/Rector of West Cheltenham Parish

Core Purpose:

Our Chaplaincy School Connector/Youth Minister will enhance “a sense of joy, happiness and curiosity” in the Academy and the wider parish so “that everyone is inspired to flourish, grow and learn” and reflect Jesus’ encouragement that our students and young people become “the light of the world”. They will build community, bridging the gap between the school and the parish in support of young people.

Job description

Working alongside in the Chaplaincy team, and Parish staff team, this role requires:

- Being known as a Christian presence within the school community – part of the team of adults within the school but distinctive as a Christian from the local church(es)
- Providing pastoral support, including prayer, for staff and students
- Building relationships with other Christians engaged in youth work in the catchment area. (eg parish clergy and staff, Church Youth Ministers, Sportily, The Rock, Viney Hill)
- Presence in the community, including working alongside other established organisations
- Strengthening connections with local feeder primary schools, with a particular focus on transitions work with Year 6 children.
- Working with the churches to develop missional expressions of youth ministry
- Discipleship of young people and development of young leaders
- Delivering youth ministry by developing youth leaders and equipping volunteers
- Connecting to training opportunity
- Supporting key transition points for young people, primary to secondary, secondary to further study or employment



Person Specification

	Essential	Desirable
Qualifications/ Experience	<ul style="list-style-type: none"> • 5+ GCSEs (A* - 4-9, including English and Maths) • Experience leading youth ministry in a church context • A committed Christian (confirmed through references at the interview stage) 	<ul style="list-style-type: none"> • Training in youth work
Skills	<ul style="list-style-type: none"> • Able to inspire and support young people. • Show initiative and approach challenges with a positive attitude. • A person in touch with contemporary youth culture and with experience of working with young people. • Ability to lead a team youth ministry volunteers in the parish • Ability to reflect theologically on youth issues. • An inclusive vision for helping young people explore what it is to be a Christian in the 21st century. • Effective communicator at all levels. • An understanding of the Church of England's involvement in education. • A strong commitment to work ecumenically. • A good understanding of the challenges and opportunities of working with young people and their families in estate communities. 	<ul style="list-style-type: none"> • Willingness to offer extra-curricular activities. • Experience of ministry in estate communities
General	<ul style="list-style-type: none"> • Flexible and enthusiastic attitude. • Sensitivity to working with young people and staff from all faiths and none. • Excellent organisational skills and attention to detail. • A vision for the development of worship and spirituality. • An ability to work with and manage teams. • Enthusiastic, inspired and motivated. • Good sense of humour. • Commitment to continuing professional development. • Understanding of the breadth of theologies and traditions in the Anglican church. • Clear ability to relate to young people. • A commitment to a positive culture of learning. • Resilience to support and find ways to develop young people. • Excellent communication skills. 	<ul style="list-style-type: none"> • Willingness to support and participate in school trips. • Willingness to be a School First Aider (Training to be given)



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For more information about us please visit
our website and social media channels.

www.asachelt.org

www.westchelt.org.uk



@asachelt