



All Saints'
Academy
Cheltenham

Chaplaincy School Connector Application Pack

*Where every member of our extended family realises their God-given potential,
inspired by John 10:10. Jesus said 'I have come so you may have life in all its fullness.'*



GOOD



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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





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Chaplaincy School Connector

Chaplaincy School Connector

Start date: As soon as possible

Salary: Grade 6 Points 15-20 £30,024 - £32,597 pro-rata

Hours of Work: Part-time - 20-30 hours per week/ Term-time plus five additional working weeks (Actual pro-rata salary range for 25 hours £19,197 - £20,842 per annum)

Contract: Fixed term for 2 years as it is initially contingent on external funding.

Closing date: 9 am 8th December 2025

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 historically have had a team of two- we are looking to grow the team again.

Our students experience daily acts of worship in different, smaller and larger settings. 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.

Our Chaplaincy Connector will support the work of chaplaincy, grow links to our community and increase the capacity of the team.

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".

This post is reserved for practising Christians.



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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 we offer:

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.

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



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Job Description

Job Title: Chaplaincy School Connector

Salary:: Grade 6 (Points 15-20)

Reporting to: Head of Spirituality

Core Purpose:

Our Chaplaincy School Connector will enhance “a sense of joy, happiness and curiosity” in the Academy so “that everyone is inspired to flourish, grow and learn” and reflect Jesus’ encouragement that our students become "the light of the world".

Job description

Working alongside in the Chaplaincy 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
- Mentoring for student groups and individuals
- Support for school services in the local church, eg Christmas, Easter, achievement celebrations, working with the local clergy and with school staff
- Workshops and events related to pastoral aspects of the school curriculum, including Mental Health and Wellbeing, Relationships and Sex Education, Transition, Human Spirituality
- Establishing and developing an extra-curricular group(s) for students who are Christian or curious about Christianity (lunchtimes / after school)
- Building relationships with other Christians engaged in youth work in the catchment area. (eg Church Youth Ministers, Sportily, The Rock, Viney Hill)
- Growing a team to develop the work – including developing young leaders within the school
- Strengthening connections with local feeder primary schools, with a particular focus on transitions work with Year 6 children.

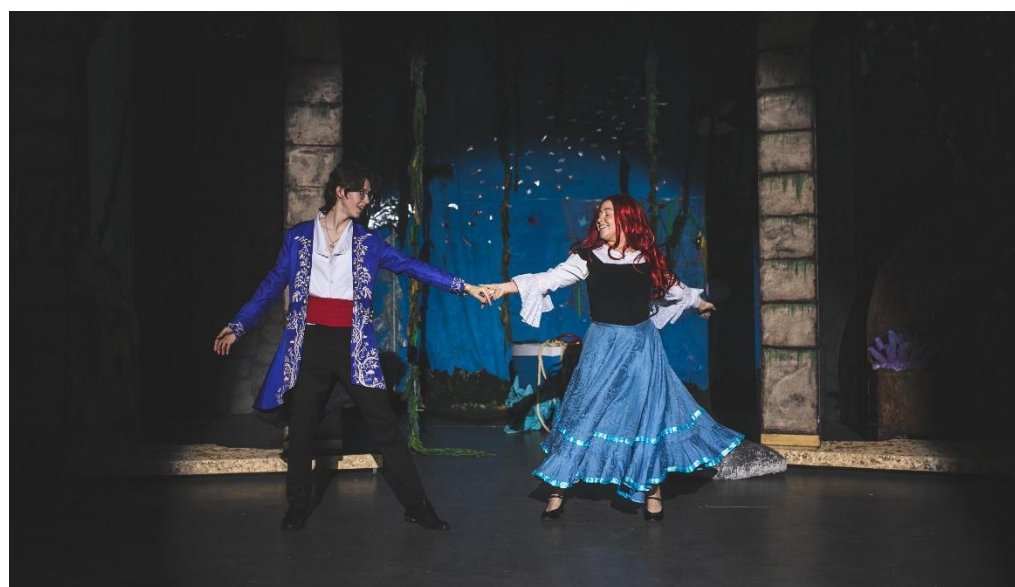


Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none">• 5+ GCSEs (A* - 4-9, including English and Maths)	<ul style="list-style-type: none">• Further qualifications in a relevant subject area
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 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.	<ul style="list-style-type: none">• Willingness to offer extra-curricular activities.
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.• A committed Christian (confirmed through references at the interview stage)• 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



@asachelt