



POCKLINGTON SCHOOL

Ages 0 to 18



Applicant Pack
Chaplain
April 2026





School Information

Pocklington School was founded by John Dolman in 1514 as part of a guild whose aims encompassed support for the poor and sick or the parish as well as the foundation of a school “for bringing up the youth in virtue and learning”

The foundation was thus based on a commitment to the value of education and to the creation of opportunity for those who would take their place in a society which was finding itself increasingly in need of an expansion of education. Today there is, in the school, a similar commitment to quality of education and the upholding of high standards in all facets of life.

We value our Christian foundation: of course pupils and staff comprise individuals of different faiths and beliefs but there is a desire to aspire to Christian values.

The majority of students are day pupils but there are also boarding pupils across 2 boarding houses accommodating senior and junior boys and girls. The Senior School and the Prep School work closely together, with the facilities across the site available for all ages. The school is fortunate in having good playing fields and plenty of open space and gardens. There are excellent facilities, including a fine theatre, a sixth form centre, a superb library, an Art and Design Centre, a swimming pool and other sports facilities.

We have recently expanded our provision to include a brand new state of the art nursery accommodating babies up to 4 years.

Set in extensive grounds on the edge of Pocklington, 12 miles east of York, we offer a unique working environment based within a historic market town, but close to major cities and heritage coastlines. The East Riding of Yorkshire is a wonderful place to work and live, with one of the local villages, Bishop Wilton having recently featured at number 5 on the Sunday Times' best secret villages to live in list.

Staff are supported by approachable and knowledgeable colleagues. You will be encouraged to undertake development opportunities and will find a friendly and welcoming working environment. We offer a community and family feel, not just a workplace.

Strategic Education Vision 2020-2026



The Pocklington Values of Courage, Truth and Trust, along with the nine Virtues which underpin them, are embedded in every aspect of Pocklington School life to sustain, inspire and galvanise the whole School community

ETHOS AND VALUES

A Pocklington Education is:

Academically challenging, supportive and individually personalised

Holistic, broad and full of opportunity

Family and community focussed

Grounded in our Values and Virtues

One that embeds personal and social responsibility

Designed to ensure pupils are adaptable and future-world ready

Inclusive and caring with a Christian ethos that welcomes all faiths and none

AIMS

We aim to:

Uphold our Pocklington Values and Virtues in all that we do

Broaden our pupils' horizons and raise their ambitions

Work closely with families in educating their children

Nurture innovation and adaptability and be proud of our tradition

Be a great place to live and work

Ensure our Foundation's long-term future

STRATEGIC OBJECTIVES

Our strategic objectives are to:

Foster and deliver teaching and learning of the highest quality

Retain and develop our first-class teaching and support staff

Further improve our outstanding

- sport, music, drama and wider co-curricular program
- boarding, pastoral care and provision for wellbeing

Optimise our pupil recruitment

Cultivate a culture of giving back and increase accessibility to the school

Be sustainable and efficient

Inspire, support and celebrate equity, diversity and inclusion

Extend and deepen our links with our local, national and international community

Continue to grow a technologically capable community



Aspiration Resilience Integrity Enquiry Creativity Reflection Collaboration Compassion Commitment

Employee Benefits

The following are on offer as part of your employment with the Foundation. For further information on anything detailed here, please speak to the Human Resources Team.

Foundation Benefits:

Generous Pension Scheme – We offer competitive employer contribution rates for all staff

Death in Service Benefit – 3 times salary or last 12 months salary for casual workers

Discounted School Tuition Fees for permanent staff - with the option to spread payments over 12 months

Discounted Gym Membership - Francis Scaife Leisure Centre (Pocklington)

Employee Assistance Programme – offering a health, wellbeing and counselling service for staff and their families

Smart Health – Unlimited access to 24/7 online GP as well as a range of other health & wellbeing experts. Available to you and your immediate family.

On-site Gym and Swimming Pool

Free Lunch in term time

Free Staff Room Refreshments – in term time

Enhanced Maternity and Adoption Pay - see the policies on the Extranet under Bursarial, HR & Payroll, Policies

Enhanced Sick Pay Arrangements – detailed within the Absences from Work Policy, also to be found on the Extranet

Annualised Pay where possible – allowing for easy home budgeting

Winter car lights & tyre testing – organised by the Transport Team each January

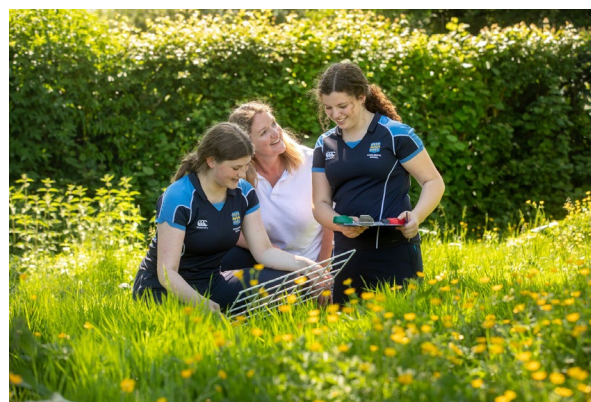
Internet and e-mail access at work (subject to appropriate use in accordance with the school policies)

Free parking

Free library services – including holiday book loans

HMRC:

Cycle to Work scheme - This scheme is offered on a salary sacrifice basis, allowing staff benefit from reduced tax and NI payments.



Job Information

Role Title: Chaplain

Overall Purpose: To lead the school in acts of worship and provide and caring and supportive role to the whole school community

Responsible To: Head

Staff Responsible For: N/A

Salary: To be discussed at interview, dependent upon skills and experience



Job Advert

Chaplain

Can you lead the spiritual life of our school with clear commitment to the Christian faith? Can you build effective relationships with our students, staff and wider community? If you are looking for an opportunity to make a genuine difference within a supportive whole school community, then we'd like to hear from you.

12 miles to the East of York, our successful co-educational day and boarding school is thriving, and we require a Chaplain to work 1½ days a week.

The more detailed duties and responsibilities of the post will depend on the candidate's particular qualities and strengths, but the role will include: organising and leading the school in acts of worship; exploring opportunities for outreach through liaison with the local parish and providing spiritual and pastoral care to the whole school community.

You will have excellent public speaking and communication skills, be able to inspire and enthuse a range of audiences through your church services, have the energy and commitment to contribute to the wider life of the Pocklington School Foundation and ideally be an ordained Anglican priest.

If you would like to have a chat about the role please contact Mr Martin Davies, Deputy Head (pastoral)

T: 01759 321200 E: mainoffice@pocklingtonschool.com

For more information and to apply via the MyNewTerm website please visit:
www.pocklingtonschool.com/work-with-us

Closing date: 9am 7th May 2026

At Pocklington School we strive to inspire, support & celebrate equity, diversity & inclusion, indeed this is so fundamental that it is one of our core strategic objectives. As such we are committed to promoting equality and diversity within our workforce. As part of our recruitment process, we actively encourage applications from individuals of all backgrounds, experiences, and identities, including but not limited to race, ethnicity, gender, sexual orientation, disability and age. We recognise the value of diverse perspectives and believe that a diverse team enhances innovation, creativity and success. We strive to create an inclusive environment where all employees feel valued, respected and empowered to contribute their best.

Pocklington School Foundation is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. The successful applicant will be required to undertake an enhanced disclosure via the DBS.

Job Description

POCKLINGTON SCHOOL FOUNDATION

CHAPLAIN

Reporting To:

Head

The Chaplain plays a key role in leading the school in acts of worship and providing a caring and supporting role to the whole school community.

Child Protection

The post holder is responsible for promoting and safeguarding the welfare of children and young persons for whom they are responsible, or with whom they come into contact, and will adhere to and ensure compliance with the Foundation's Child Protection Policy Statement at all times.

If, in the course of carrying out the duties of the post, the post holder becomes aware of any actual or potential risks to the safety or welfare of children in the school they must report any concerns to the Designated Safeguarding Lead or to the Head.

March 2026

Our Christian origins lie at the very heart of the Pocklington School Foundation, and the chaplaincy is integral to maintaining the Christian values and ethos of the school. The chaplain provides spiritual and pastoral guidance and support to our children, staff, and parents.

As a school that welcomes people from all faiths and none, the chaplain offers an invitation for all to consider the Christian faith and its teachings.

This is a part-time role and the successful candidate may bring additional initiatives to the role. The successful candidate is also expected to offer flexibility given the broad nature of the role.

Responsibilities

Organising and Leading Worship:

- Weekly services and assemblies for senior school, prep school, and boarders; major services marking key Christian festivals and school events in our local church.
- Weekly lunchtime service in our own chapel, prayer groups, and Christian discussion groups.
- Preparation of candidates for confirmation.

Outreach:

- Whole-school services take place in the local parish church, and we enjoy an excellent relationship with the parish team.
- The chaplain would liaise closely with the local parish and schools, looking for opportunities to offer support.

Spiritual and Pastoral Care:

- The chaplain needs to be a presence in the community and available to all for support. The role exists outside the main pastoral and academic hierarchy, so the chaplain is in a position to offer objective and direct guidance to all.

This job description is not exhaustive and the post holder may be required to undertake any other duties commensurate with their role.

Person specification – Chaplain

	Essential criteria	How measured
Experience	<ul style="list-style-type: none">• Experience of building effective relationships with the wider community	Application form / Interview
Education and Training	<ul style="list-style-type: none">• Be an ordained Anglican priest (desirable)• A good degree and/or have a proven commitment to education and/or youth ministry	Application form
Skills and knowledge	<ul style="list-style-type: none">• Ability to inspire others through Church services and in dealings with the community, both in boarding and day aspects of the school• Excellent public speaking and communication skills, with the ability to enthuse a range of audiences• Ability to build effective relationships e.g. with leaders in our local parish church• Knowledge of child protection issues and best practice• Awareness of professional obligations with regard to safeguarding the welfare of our pupils	Application form / interview
Personal attributes	<ul style="list-style-type: none">• Energy, commitment and dynamism to contribute to the wider life of the school• Successfully integrate into and support the whole school community with dynamism to make a real impact• Empathy with the principles, ethos, aims and aspirations of Pocklington School Foundation	Application form / interview

Child Protection: this post is subject to acceptable references and clearance from the Data Barring Service as part of the Foundation's commitment to providing a safe environment for our pupils.

Recruitment Timetable

Closing Date: 9am 7th May 2026

Expected Interview Date: To be arranged

Expected Start Date: 7th September 2026

Please apply online using the mynewterm applicant tracking system
<https://mynewterm.com>

This can be accessed through <https://www.pocklingtonschool.com/work-with-us> where you can find out more about working at the Pocklington School Foundation.

Please ensure you read the following policies in the “related documents” section

- application process and safer recruitment guidance
- recruitment of ex-offenders policy statement
- policy regarding disclosure information
- GDPR privacy notice relating to the Recruitment Process

These policies are also available to view on the key recruitment policies page of our website along with our safeguarding children policy
<https://www.pocklingtonschool.com/work-with-us>

We can also send these to you as a hard copy if requested.

For further information please contact Abby Popely, HR & Recruitment Advisor:
PopelyA@pocklingtonschool.com 01759 322666

Thank you for your interest in working with us and we look forward to receiving your application.

