
FOR SEPTEMBER 2027

SCHOOL CHAPLAIN



Applications should be submitted no later than noon on
Friday 16 October 2026 through the MyNewTerm application portal.

The School

St Albans School is a multi-dimensional institution: academic excellence, intellectual development and strong pastoral care lie at the core of an exceptional holistic education, enabling us to identify and nurture each pupil's potential. Our fundamental and unremitting focus on our pupils' wellbeing gives them the self-confidence and self-belief to do, and to give of, their best. Inspirational teaching ensures strong intellectual development whilst outstanding provision and achievements in the wider curriculum enrich each pupil's experience. Our pupils develop important values, qualities and skills, as well as learning an awareness and understanding of the wider world as they determine the contribution they intend to make to it in their adult lives.

We believe that a good education comprises so much more than just academic work and intellectual development. Significant emphasis is placed on wellbeing and pastoral care (organised by section and year group): the warmth and friendliness of the School community is one of its great strengths and most distinctive features. The School's vision is to help each pupil flourish intellectually and personally, developing self-knowledge and self-confidence in order to find meaning and purpose in life. Further information about the School's motto, ethos, aims, vision and values can be found [here](#).

The School has an excellent reputation for academic achievement, for success in university entrance and for achievement thereafter. Distinguished Old Albanian academics include Professor Lord Renfrew, formerly Master of Jesus College, Cambridge; the late Dr John Barber, formerly Vice Provost of King's College, Cambridge; and the late Professor Stephen Hawking. Academic standards are consistently very high: the five-year average of A Levels grades is A* 35%, A*-A 70% and A*-B 90%. At (I)GCSE the five-year grade average is 70% 9-8 grades and 87% 9-7 grades. Further information about examination results can be found [here](#).

However, the School sees examination results as means to an end rather than an end in themselves and the importance of the learning journey is prioritised. The focus of teaching and learning is to ensure pupils are educated in the fullest sense so that they may be productive in their communities in the spirit of the School motto (non nobis nati – born not for ourselves) and fulfil their potential. St Albans School pupils are holistic learners who take responsibility for their own education. We equip them, via our Learning to Learn (LTL) programme, with the theoretical, practical and creative skills to thrive in any environment, including in higher education and the workplace. Our teachers are subject specialists with a commitment to developing transferable skills as well as excellent subject knowledge; they are innovative and creative in their pedagogical approaches and have high expectations for their pupils. Support and training are provided by the Teaching and Learning Team who aim to develop and extend the professional community within and beyond the School.

All teachers are provided with a School laptop with WiFi connectivity to smart boards in classrooms. Whilst teaching and learning is not exclusively undertaken via digital means, teachers deploy a wide range of digital strategies and all classes utilise Microsoft Teams and OneNote notebooks.

The extensive co-curricular programme with over 200 clubs and activities plays a vital role in developing values, skills and qualities in preparation for adult life: drama, music, sport, CCF and the Duke of Edinburgh's Award Scheme are all thriving as is our extensive partnership scheme with 16 local state-maintained schools.





The School

The vast majority of our leavers are successful in securing places on competitive courses at Russell Group universities. The most popular destinations in recent years have been Bath, Bristol, Birmingham, Cambridge, Durham, Exeter, Leeds, Manchester, Nottingham, Oxford, Warwick and York.

St Albans School is among the most ancient educational foundations in the world and can trace its history back to its foundation in 948AD. After the dissolution of the monasteries, the School's activities were temporarily suspended before its re-founding in 1570. This was made possible by Queen Elizabeth I's grant of the wine licences for the borough of St Albans to Sir Nicholas Bacon, Lord Verulam and Lord Keeper of the Great Seal, who used the income to pay the annual salary of the Master of the School. For 300 years the School flourished in the Lady Chapel of the Abbey, until in 1870 it moved to occupy the Great Gateway of the Abbey and the beautiful adjacent site overlooking the remains of the Roman City of Verulamium. The School has not, therefore, been a Church Foundation since the Reformation, but its historical links with the Abbey have naturally helped to shape its character, and the School still meets for assembly in the Abbey twice a week.

The School was, for much of the twentieth century, a Direct Grant school, but is now fully independent. The present school roll is c.890 with a Sixth Form of about 320, and the teaching staff numbers some 110.

Over the years, significant investments have been made in the School's facilities, including the development of extensive sports grounds, a Field Study Centre in the Brecon Beacons, and various campus upgrades like a new Music School and Science laboratories. Our Sports Centre is also fully equipped with a swimming pool, sports hall, fitness centre, dance studio and climbing wall, and we recently opened the £6.5m Corfield Building for Mathematics and CCF. There is a rolling

programme of refurbishment: most recently, we refreshed the walls and floors of our Sports Grounds at Woollams.

At the last ISI Inspection in 2022 the School received the highest possible inspection grading with 'Excellent in all Areas'. The School also received a glowing review from The Good Schools Guide (February, 2024): "A school that does exactly what it says on the tin – brilliantly. Academics are a given – it's the pastoral care, participative ethos and outstanding extracurricular offering that makes St Albans stand out." A copy of the review can be found [here](#).

The School is heavily oversubscribed at all levels of entry. The main ages of entry are ages 11 and 13 for boys, and girls and boys are admitted into the Sixth Form. Scholarships are offered at all ages of entry, and the School is able to provide assistance to some families, in cases of proven need, from its own bursary fund. Entry at 11+ and 13+ is by competitive examination and interview. Many 13+ joiners secure their place through 12+ assessments in the Summer Term of Year 7. Entry into the Sixth Form is by interview and conditional upon GCSE results.

St Albans is a beautiful Cathedral city, with a lively cultural life, surrounded by countryside but only 20 minutes from London by train, with easy access to motorways and airports. It is a relatively affluent area on the edge of a densely populated conurbation with areas of affordable property within easy travelling distance.



The Chaplaincy at St Albans School

The relationship between St Albans School and St Albans Cathedral is woven deeply into the history of both institutions. The School traces its foundation to 948, when Abbot Wulsin established a school within the Abbey. Following the Reformation, it was housed for centuries in the Lady Chapel before moving, in 1871, to the medieval Abbey Gateway, which remains at the heart of the School today. More than a matter of proximity, this shared history has helped shape the character and identity of the School for over a thousand years.

That inheritance remains a living one. Twice each week, the whole School gathers in the Cathedral for worship and reflection, giving pupils a regular connection with the place from which the School itself emerged. The Cathedral also provides the setting for some of the most significant occasions in the School year, including the Carol and Remembrance Services, while Holy Communion, Morning Prayer and other opportunities for worship form part of the wider spiritual life of the community. A central part of the Chaplain's role is to sustain these traditions while helping each new generation of pupils to engage with them in a meaningful way.

Beyond formal worship, the Chaplaincy occupies a distinctive place in everyday School life. The Chaplain is a visible, approachable and trusted presence: someone who shares in the ordinary rhythms of the community and is also available at times of celebration, uncertainty, bereavement or difficulty. Rooted confidently in the Christian and Anglican tradition, the Chaplaincy serves the whole School, welcoming those of other faiths and none and encouraging thoughtful engagement with questions of faith, meaning, ethics and spirituality.

The appointment comes at an important and exciting moment. After 34 years of dedicated service by the current Chaplain, the next postholder will inherit established traditions, deep knowledge of the community and strong relationships on which to build. At the same time, there is a real opportunity to bring fresh energy, imagination and perspective to the role.

The School itself is also entering a new chapter as co-education develops across the age range. This creates an opportunity to think afresh about how the Chaplaincy can best serve an evolving School community while remaining firmly rooted in its Christian heritage.

There is considerable scope for the new Chaplain to shape that next chapter. Priorities will include creating further opportunities for voluntary prayer, Christian exploration and pupil involvement; supporting engagement with other faith societies; and continuing to strengthen the School's relationship with the Cathedral. It is envisaged that this will include an Associate Priest relationship with the Cathedral, subject to discussion and agreement.

The next Chaplain will therefore inherit both a rich tradition and a genuine opportunity for development. The role is not simply to preserve what has gone before, but to interpret that inheritance afresh, to make it accessible to a changing School community and to ensure that the Chaplaincy remains a vibrant, generous and relevant presence at the heart of St Albans School.





The Role

Knowledge/Skills/Abilities

Essential

- An ordained priest in the Church of England in good standing.
- Eligible to hold the appropriate licence or permission from the Bishop of St Albans.
- A strong personal Christian faith and a credible record of ordained ministry.
- Sound theological understanding and a high degree of religious literacy, with the ability to engage thoughtfully with contemporary religious, ethical and social issues.
- The ability to lead worship and communicate Christian faith with confidence, warmth and authenticity.
- An accomplished preacher and communicator, able to engage pupils across the full age range as well as staff and the wider School community.
- A genuine enthusiasm for working with young people and the ability to build appropriate and trusting relationships with pupils.
- Excellent pastoral and listening skills, together with discretion, sensitivity and a clear understanding of professional boundaries and safeguarding responsibilities.
- The ability to articulate and develop the School's Christian ethos in a way that is welcoming and respectful of those of other faiths and none.
- The ability to develop strong working relationships with senior leaders, staff, pupils, the Cathedral, Diocese, local churches and other external partners.
- Strong organisational and administrative skills, including the ability to plan significant services, manage the associated practical arrangements and administer a budget effectively.
- Integrity, sound judgement, resilience, flexibility and a willingness to contribute actively to the wider life of the School.
- Excellent oral and written communication skills.
- Commitment to continuing professional and ministerial development.

Desirable

- Previous experience of school chaplaincy or ministry within an educational setting.
- Experience of working pastorally with children and young people.
- Previous teaching experience or a recognised teaching qualification.
- Experience of Cathedral ministry, ecumenical work or multi-faith engagement.
- Experience of supporting communities through bereavement, serious illness or significant crisis.

Safeguarding children

St Albans School is committed to safeguarding young people and promoting the welfare of children. The appointee's responsibility for promoting and safeguarding the welfare of children and young persons for whom they come into contact will be to always adhere to and ensure compliance with the School's Safeguarding Policy and procedures. If in the course of carrying out the duties of the post the appointee becomes aware of any actual or potential risk to the safety or welfare of children in the School, they must report any concerns to the Headmaster or to the Designated Safeguarding Lead (DSL).



Staff Benefits

We believe that our staff are our greatest asset. We are proud to offer a generous and thoughtfully designed package of benefits to support your professional growth, wellbeing, and work-life balance.

Pension Options:

- **Teaching Staff:** Access to a defined contribution scheme through the Aviva Pension Trust for Independent Schools.
- **Support Staff:** Access to two defined contribution schemes provided by The Pensions Trust.

Free On-Site Parking: Parking is provided at no cost to staff, with availability in the evenings and weekends too.

Complimentary Lunches: A free daily hot lunch is provided during term time for staff working over the lunch period, including vegetarian options, bistro-style dishes, homemade soups and a fresh salad bar.

Professional Development: Staff benefit from extensive professional development opportunities, which can include gaining a teaching qualification whilst working with us.

Fee Remission: All staff are eligible for fee remission, with a reciprocal arrangement in place with St Albans High School. Details are available via our HR Department.

Health Care: Staff have access to Benenden Health Care who support employee physical, mental and financial health needs including 24/7 counselling and support helpline; 24/7 access to a GP; and discounted Health Assessments.

Cycle to Work Scheme: Through Cyclescheme, staff can purchase a bike or e-bike through salary sacrifice, saving up to 42%, depending on your tax band.

Salary Extras: All staff have access to Salary Extras, our online benefits platform, offering:

- Discounts on shopping, restaurants and leisure
- Health and wellbeing programmes
- An Employee Assistance Programme
- Financial advice and guidance
- Spread-the-cost schemes for technology and motor maintenance

Staff Accident Insurance: Claim money back for certain injuries or accidents occurring in and out of the workplace.

Counselling Support: Our on-site School Counsellor is available to staff (when not fully booked by pupils) for confidential mental health and emotional wellbeing support.

Annual Flu Vaccination: For staff not eligible for the NHS flu vaccination programme, the School offers free flu vaccinations every Autumn term.

Sports and Leisure Facilities: Enjoy full access to our excellent facilities, including:

- The fitness suite before/after school and on weekends
- The swimming pool (twice weekly and on weekends during term time; extended access in holidays)
- The Sports Hall, available for private use

Library Access: Staff can use our well-stocked School Library, offering a wide selection of fiction, non-fiction, academic resources, and online materials.



Further Information

This vacancy is for a full-time Chaplain.

Applications are welcomed from candidates with or without teaching experience. The position may be a teaching or non-teaching role, depending on the successful candidate's background and experience. The precise nature of the appointment will be discussed and confirmed during the interview process.

The School has its own salary structure based on, but substantially above, national scales and a wide range of opportunities for advancement beyond the basic incremental spine. The School provides statutory induction for ECTs and will assist graduate entrants to the profession to gain QT status.

St Albans School is committed to securing equality of opportunity through the creation of an environment in which individuals are treated on the sole basis of their relevant skills and abilities. The School recognises the benefits of having a diverse community of staff and pupils who value one another and the different contributions everyone can make. All policies and practices conform to the principle of equal opportunities including recruitment, selection, training, promotion and career development. Staff are selected according to their suitability for the post, irrespective of background or protected characteristic.

Chaplaincy accommodation is available, should the successful candidate wish to take it up, with the arrangements to be discussed with the Headmaster as part of the overall remuneration package.

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www.st-albans.herts.sch.uk/information/vacancies/

The School reserves the right to make an appointment before the closing date, so early applications are encouraged.

