



**Chaplain  
September 2021**



## Background

Founded in Folkestone in 1886, Kent College is an independent day and boarding school for girls, with a Senior School (ages 11–18) and Preparatory School (ages 3–11) sharing the same site, facilities and some specialist staff. From September 2020 the Prep School, welcomed boys into the Nursery (rising 3's). This will mark the beginning of a gradual transition for the Prep School in becoming fully co-educational by September 2027. The school is one of a group of twelve schools within the Methodist Independent Schools Trust. The school has a resident Chaplain who leads the Christian worship in the school.

Since 1939, Kent College has been located on 75 acres of beautiful countryside in Pembury, near Tunbridge Wells. The school campus comprises an elegant Victorian manor house and purpose-built modern facilities, including boarding houses, a music centre, science building, sports hall and an A level study centre. The school is committed to a continuous programme of development and the resources are excellent. IT provision is first-rate, including the number of interactive white boards, laptops and data projectors. In 2008, a new science wing was opened, providing inspirational science laboratories, and recent boarding refurbishment includes an extension of ICT facilities to individual study areas. The Countess of Wessex Theatre reopened in 2012 following extensive refurbishment and an iconic Library and Arts Centre opened in spring 2013. Our additional Sports Hall was opened in October 2015 and All Weather Pitch in autumn 2016. Planning permission has been obtained for the construction of a new swimming pool and fitness suite.

## The Senior School

The current roll in the Senior School is approximately 400 and attracts pupils from all over the world. Entry at eleven and thirteen is by the GL CAT4 test and the school accepts quite a wide range of academic ability, with approximately half of our KS3 intake within the top 25% of the national ability range.

Kent College offers a choice of over 26 GCSE subjects, with group sizes usually between three and eighteen. Most pupils complete 10 GCSEs or IGCSEs, but there is the opportunity to take more or less depending on interest or need. In summer 2019, 62% of GCSE grades awarded were 9–7 and the school's value added, based on predictions at KS3 baseline data, was among the best in the country. Excellence was seen in core subjects such as English, Languages and Science, with 93% of all English grades being 7–9. The school is in a highly competitive area with grammar schools, strong comprehensives and many independent schools locally.

Students are also accepted for entry at 16+ and there are approximately 100 pupils studying for A-level courses. In 2019, at A-level there were 72% A\*-B grades and 37% A\*-A Grades. We offer around 27 subjects: A-levels in most subjects including PE together with BTECs in PE and Drama. Class sizes at 16+ normally range between three and 12. Scholarships to the Senior School are offered at 11+, 13+, 16+ and means-tested bursaries are available.

Students are also accepted for entry at 16+ and there are approximately 100 pupils studying for A-level courses. In 2019, at A-level there were 72% A\*-B grades and 37% A\*-A Grades. We offer around 27 subjects: A-levels in most subjects and BTECs in PE and Drama. Class sizes at 16+ normally range between three and 12. Scholarships to the Senior School are offered at 11+, 13+, 16+ and means-tested bursaries are available.

### **The Prep School**

In 1945, a Prep School, 'Aultmore' was opened in the centre of Tunbridge Wells and in 1989; it was moved to the main school site in Pembury into architect-designed purpose built accommodation. The move also enabled the Prep School to benefit from a range of excellent facilities, which now include an indoor heated swimming pool, two sports halls, professional theatre, dining hall and all weather pitch as well as extensive play areas and superb Forest School.

The Prep School is a friendly, caring and happy school with a current roll of approximately 110 pupils aged 3 to 11 (Nursery – Year 6). The majority are day pupils with a small number of boarders. In addition to the core subjects of English, Maths and Science, all of the pupils in Key Stage 2 study Geography, History, Art, DT and RE, ICT Taught from Year 1 upwards. Specialist teachers in Music, French, Drama, PE and Swimming work with pupils throughout the school and Mandarin is now also taught in Year 6. Class sizes in KS1 and KS2 are normally a maximum of 18. Each year, a number of pupils apply for and are awarded scholarships to the Senior School.

From September 2020, we welcomed boys into the Nursery (rising 3's). This will mark the beginning of a gradual transition for the Prep School in becoming fully co-educational by September 2027.

### **Extra-curricular Activities (ECAs)**

Kent College places a strong emphasis on extra-curricular activities and has a flexible and innovative lunchtime and evening programme of prep and activity sessions. Boarders can choose when they do their prep and day girls choose whether to do homework at home or at school. All girls participate in extra-curricular activities and are encouraged to plan the use of their time so that they follow a balanced programme of academic work and extra-curricular activities. The pastoral care in the school is very strong and all staff are highly involved in PSHCE and general pastoral matters. All teaching staff are required to be involved in at least one ECA and most do more than this, as both subject and general ECA are available.

### **Inspection**

The school underwent a full integrated inspection by the Independent Schools Inspectorate in December 2015 and was found to be excellent in all areas. A compliance Inspection was carried out in January 2019, the inspection was a great success and the findings affirm the excellent quality of education and care that we provide here at Kent College. The reports together with other information about Kent College can be found on our website at [www.kent-college.co.uk](http://www.kent-college.co.uk)



Kent College Pembury is a happy and thriving school, offering a broad education aimed at developing character, inter-personal skills and all-round wellbeing. This is reflected particularly in our Growth Mindset, and Sport and Wellbeing programmes. It is hoped therefore staff joining the school would share the same sense of openness and enthusiasm that we aim to cultivate in our students.

### **Benefits**

Kent College Pembury employs over 200 people in both academic and support staff positions. The school excels in adding value both academically and pastorally and the highly skilled, dedicated and passionate staff are the driving force behind this.

We are delighted to welcome applications from candidates who share our core values and who are able to contribute to our continued future success. We recruit staff of the highest calibre who will inspire, support and challenge the pupils, and fellow colleagues, to achieve their full potential.

We believe in rewarding our staff and offer a complete range of employee benefits including:

- Reduced school fees on permanent roles (Rec-U6 Pupils)
- Meals whilst at school during term time working hours
- Reimbursement for eye tests
- On-site Flu Vaccinations
- Employee Assistance Programme for Staff Wellbeing
- Free on-site parking
- On-going professional training and development
- Use of fitness suite (at allocated times)





### **The Post**

Required for September 2022, initially for a five-year contract, a full-time Chaplain to lead the worship and spirituality of Kent College in both the Prep and Senior Schools.

The Chaplain is a senior member of staff who shares with the Headmistress a special responsibility for the development of a stimulating and compassionate school community.

The Chaplain's primary responsibility is to minister to the spiritual needs of the whole school community both students and staff within the traditions of Methodism and for seeing that the Christian faith is proclaimed and explained in ways which respect the integrity and intelligence of all.

Attractive on-site accommodation is provided in a beautiful rural location.

### **Areas of responsibility**

**Duties will include the following tasks and these duties can be expanded to cover other areas as requested by the Headmistress:**

- Arranging the programme of collective worship including special services throughout the school year in both the Prep and Senior School
- Leading assembly in each the senior and prep schools at least once every week.
- Leading worship for the boarders during the week and at the weekends Providing support for both the boarding and residential community
- Leading and/or overseeing school Christian discussion groups.
- Encouraging the Christian nurture of individuals and where appropriate preparing candidates for confirmation.
- Leading a short devotion at the staff meeting at the beginning of each term.
- Organising the assembly and service rota.
- Overseeing the school's charitable activities through the school's Foundation
- Presenting an annual report to governors on the spiritual wellbeing of the school.
- Attending the annual Chaplains' Conference of the Methodist Schools and the annual Service of Dedication
- Nurturing the unique relationship between Chaplain and Headmistress: offering confidential support to the Headmistress.
- At all times working in accordance with the safeguarding policies of the school

These duties involve working collaboratively with the Headmistress, the senior leadership team and those with pastoral responsibility in the school.



### Essential characteristics:

- To be well qualified, (to degree level) with proven pastoral and leadership skills
- To command respect amongst teaching and support staff particularly in any subject he/she will be teaching
- The ability to relate to children and young people as well as adults with the sensitivity to the needs, interests and anxieties of adolescents
- To be willing to exercise a pastoral ministry to the whole school community (including families of pupils and staff)
- To be sensitive to the needs, interests and anxieties of all, committed to keeping children safe and to working in accordance with the school's statutory requirements for child protection and safeguarding
- Resilient and determined in supporting the needs of pupils, staff and parents
- To be able to plan thought provoking and inspirational assemblies and opportunities for school worship consistent with Methodist teaching and doctrine
- As a practising Christian, be willing to provide a clear stand on religious and moral issues in the school; setting a high personal standard
- Interested in the well-being of the school as a whole, not just in the specifically religious aspects.
- Self-disciplined in confidential matters, which might include matters relating to the running of the school as well as pastoral situations
- Sensitive to issues of finance and public relations and to the pressures these impose
- Good administrative ability
- To be a team player, willing to work with others.

### Desirable characteristics:

- To be an ordained Methodist minister and normally to have held circuit experience. The school will also welcome applications from ordained deacons, presbyters and lay ministers
- The Chaplain could also be a teaching role if applicants have the relevant experience and qualification. The teaching commitment would not exceed 40% and would be subject to change each academic year depending on the needs of the school.
- Previous school experience or involvement in youth work.



### **Stipend and allowances, pension, expenses**

A school Chaplain receives a stipend calculated as “basic” stipend (declared annually by the Conference) plus 20%. (The supplement to the basic stipend is recognition of the fact that a Chaplain will not be able to avail himself/herself of the occasional fees, e.g. for weddings and funerals, which often come the way of circuit ministers.) No other allowances to ministerial stipend are recommended.

Attractive onsite family accommodation is provided.

### **Time off**

A Methodist minister is entitled to 35 days holiday (plus bank holidays) each year. The Chaplain must arrange these holidays outside of school term-time but also ensure they are available in school holidays, when not on annual leave, to serve the school community as Chaplain out of term-time; for example, many school staff work during school holidays, school accommodation is used by other groups in holiday periods and events requiring Chaplaincy support will also happen during school holiday periods (e.g. bereavements, crises and celebrations).

### **Application process**

The completed application form, including the names and addresses of two referees, cv and a letter of application should be sent to Headmistress, Ms Julie Lodrick, Kent College, Old Church Road, Pembury, Tunbridge Wells, Kent TN2 4AX by letter, fax (01892 820221) or email (hr@kentcollege.kent.sch.uk)

**Closing date:** Friday 24 September 2021 by Midday

**Interviews will be held:** Friday 8 October 2021

**Candidates are encouraged to apply well before the deadline. We reserve the right to interview candidates before the closing date.**

*References will be taken up prior to interview. One of the referees should normally be the applicant's current or most recent employer. The post requires the highest level of clearance through the Disclosure and Barring Service (DBS).*

*Kent College is committed to safeguarding and promoting the welfare of children. Appointees must be prepared to undergo child protection screening Child Protection and welfare are taken very seriously at Kent College, with guidelines on confidentiality and staff-pupil relationship procedures well-publicised to staff.*

*All gaps of employment are to be accounted for and rigorously investigated. Referees are contacted to ensure the validity of the reference. Testimonials are not acceptable in place of confidential references.*

