

The Diocese of Coventry  
and  
The University of Warwick

## Anglican Chaplain

### Background

**The University of Warwick** is widely recognised as one of the UK's leading Universities. Ranked 10<sup>th</sup> in the UK and 61<sup>st</sup> in the world (QS World University Rankings 2022), it is a teaching and research community of approximately 29,000 students and 7000 staff, led by Vice-Chancellor Professor Stuart Croft. The Chaplaincy Centre, situated at the very heart of the campus, serves as a place of welcome, meeting, engagement, prayer and stillness within the busy campus community, embodying the Chaplaincy's ethos of 'Faith, Friendship, Food'. With a significant contingent of international students (approximately one-third of the overall student population), the community is a diverse one. Promoting tolerance and reconciliation, the Chaplaincy proudly celebrates Warwick's diversity.

**The Diocese of Coventry** covers Coventry, Warwickshire and a part of Solihull and is led by the ninth Bishop of Coventry, the Right Reverend Dr Christopher Cocksworth. The themes of Peace and Reconciliation form a distinctive part of the heritage of the city, Cathedral, Diocese of Coventry, and the University. Coventry Cathedral has a world renowned reputation for promoting peace and reconciliation, and the Chaplaincy, as part of the Cross of Nails community, seeks to work with the Cathedral and Diocese to embody and share this calling within the university community.

**The Chaplaincy** is both a place and a team of people, serving students and staff of all faiths and none and makes an outstanding contribution to the whole University community. Working alongside the Anglican Chaplain are currently Free Church, Roman Catholic, Jewish and Muslim chaplains, as well as Faith Advisers: two Buddhist and one Sikh. A multi-faith agreement provides parameters for the team's functioning and we are committed to developing our provision for other faith communities even further, especially those with a sizeable student population.

The Anglican Chaplain is licensed by the Bishop of Coventry and is supported by the offices of the Director of Wellbeing and Safeguarding (University) and the Archdeacon Pastor (Diocese). It is a significant appointment to an important institution within the diocese. More excitingly, it provides an opportunity to make a real difference to the lives and outlook of those belonging to a community renowned as a world leader in the fields of research and education.

### Accountability

The Anglican Chaplain serves under the Licence of The Bishop of Coventry, as a stipendiary priest within the Diocese of Coventry. They are responsible to, and will be line managed by, the University's Director of Wellbeing & Safeguarding, presently Dr Hannah Friend. You will be accountable to the Bishop through the Archdeacon Pastor, Sue Field for ecclesiastical matters, and accountable to the Diocesan Secretary, Ruth Marlow, for contractual matters.

The Anglican Chaplain has a special place in the constitution of the University, as they are formally named as a “Member of the University”, although not a University employee. The Chaplaincy Team reports to the University Council and Steering Group and links to the wider institution through the Director of Wellbeing and Safeguarding as well as the Chaplaincy Reference Group (chaired by the Secretary to Council). In addition to these formal routes, there are multiple informal relationships and links.

In the day to day operation of the Chaplaincy Centre, the Chaplaincy Team operates a model of shared working in which all are equals, supported by the Chaplaincy Coordinator. Chaplains seek to reach consensus decisions on general matters while respecting the distinctive work of each on matters relating to their own faith community or tradition.

## **House**

The Chaplain will be housed in a Diocesan property close to the main University campus. It is a four-bedroomed house with a study on the ground floor which is provided as a place of work as well as a home. The opportunity presented by the house as a place for hospitality to students and staff as well as a venue for pastoral meetings constitutes an important support to the Chaplain’s role.

## **The Chaplaincy**

The Chaplains constitute a small, multi-faith community called to serve the wider university community and to model to them peace through understanding.

Set at the heart of central campus, the chaplaincy is a vibrant space for all members of the University community. Students go there for meetings, to relax or study together, enjoy light refreshments, or spend time in public worship or quiet thought. It is a popular gathering place that welcomes students and staff of any or no faith.

The ethos of the team is that chaplains are always glad to meet students and staff socially and pastorally. As a valued part of the University’s welfare and support network, the chaplains offer a sympathetic ear in total confidence.

For worship, the Anglican and Free Church Chaplains work together, providing a shared programme of worship for the Anglican/Free Church community, which has an explicitly inclusive and welcoming ethos, especially creating space for those who may have experienced a lack of welcome because of disability, sexuality, gender identity, neurological diversity, race or illness. There are some services through the year (e.g. carol service, Ash Wednesday) which are shared by all Christian chaplains as ecumenical occasions. Alongside Christian worship, there are regular services and opportunities for prayer for a variety of other faiths. On Friday nights Jewish Students meet for the Shabbat meal; a kosher kitchen is available in the building. The Islamic prayer hall was added in March 2006 providing prayer spaces for men and women, a halal kitchen, ablution facilities and a library, and is widely recognised as one of the finest facilities of its kind in the UK.

## **Roles and Responsibilities**

The Anglican Chaplain is expected to play a full role in realising the aims of the Chaplaincy generally as well as fulfilling their role as an Anglican priest. They will be expected to work constructively and collegially within the Chaplaincy team, where decisions are taken openly and collectively in regular team meetings and to engage with both the Chaplaincy Reference Group and the (student led) User Forum.

The aims of the Chaplaincy include:

1. Ministering to the human needs of the University Community, both students and staff, with a particular emphasis on :-
  - a. encouraging personal spirituality and individual relationships with God.
  - b. the encouragement of relationships within the Community (especially between ‘Communities of Faith’ including Christian Churches and the major world faiths)

- c. the encouragement of relationships between the University and the City and County.
  - d. the provision of special ministry to those who are caught up in increasing pressures (to give busy people an opportunity to consider what lies behind their activity).
2. To provide support and care, in situations of crisis and distress.
  3. To provide opportunity for quietness, reflection and, as appropriate, for worship, within the University Community and in neighbouring places of worship.
  4. To provide active liaison and links with the various denominational worshipping and serving Communities within the City and the County, into which students might be drawn (to mutual benefit of 'town and gown'), and including the Cathedral and the Community of the Cross of Nails.
  5. To promote peace through understanding within the institutional life of the University and support good communications within it, supporting the development the University and to aid reconciliation when institutional conflicts arise.

**Key Duties and Responsibilities:**

- Providing direct pastoral care and confidential listening to students and staff of the University, [including out of hours availability] to meet emotional, religious and spiritual needs.
- To work closely alongside student support services and to attend meetings on these matters.
- To lead Christian worship and in collaboration with the other Christian chaplains to organise the annual University Christmas Carol Service.
- To be a part of the chaplaincy team providing vision and strategic thinking to the team of chaplains.
- To encourage and support the work of the Student Christian societies, and to develop strong and productive links with all faith groups.
- To develop good relationships with the local community, especially through faith communities and churches.
- To be a chaplain to the whole institution, engaging with issues of ethics, morality and values.
- To seek ways to engage with the curriculum.
- To develop good working relationships with other HE chaplaincies, especially Coventry University.
- To sit on University and Diocesan Committees when requested.
- To be involved in major incident planning and crisis intervention, including situations involving the death of staff and students, and the providing of bereavement support and other pastoral and liturgical response.
- To inform the Bishop and Diocese about issues and needs in Higher Education.

**Close working relationships include:**

- Chaplains from other faiths and Christian denominations
- Coventry Cathedral
- Coventry South Deanery Chapter and Area Dean
- Chaplaincy Reference Group
- Student Support Services
- The Students' Union (and Sabbatical Officers)
- The Student Faith Societies
- Director of Wellbeing and Safeguarding
- The Head of Student Support and wellbeing Services
- The Head of Counselling and Psychology
- The International Office
- The Vice Chancellor
- The Archdeacon Pastor
- The National Adviser for HE & Chaplaincy, Church of England

**Beyond** the role of Chaplaincy, and not to be confused with it, a Chaplain may be invited to undertake a teaching function if their academic background provides an appropriate and timely opportunity. Remuneration would be assigned to the diocese.

## **Diversity Statement**

Both the Diocese of Coventry and the University of Warwick are committed to creating and sustaining a diverse and inclusive workforce which represents the communities we are part of and therefore we welcome all applications.

As an equal opportunities employer, we particularly welcome applications from United Kingdom Minority Ethnic / Global Majority Heritage (UKME/GMH) candidates who are currently underrepresented in our organisation. All appointments will be made on merit of skill and experience relative to the role.

If you have a disability or long-term illness that otherwise prevents you from meeting any of the essential criteria, please contact us to discuss whether reasonable adjustments can be made.

## **Relationship with the Diocese**

Coventry Diocese is committed to Peace and Reconciliation and wishes any Anglican worshipping Christian community to exhibit these characteristics within their life.

The Diocese of Coventry is committed to a bold and imaginative Mission and Growth Strategy, building on our 'Whole Diocese' approach, which sees the diocese as including Churches and worshipping communities, Cathedral, Schools and Chaplaincies. The diocese is committed to numerical and spiritual growth, and as part of this is seeking to develop 150 new worshipping communities in the next ten years, as well as broadly maintaining the existing structures of Churches and worshipping communities, Cathedral, Schools and Chaplaincies. The growth strategy will be significantly resourced by fostering more vocations, innovative 'mission led' deployment of clergy and licensed lay ministers, the development of local mission and ministry teams and investing in training resources (including online mission and ministry learning resources via the Equip online learning platform).

The Anglican Chaplain is a member of the Coventry South Deanery Chapter, and the local Anglican clergy are fully supportive of Chaplaincy ministry. Many of the local churches have students in their congregations and the Anglican Chaplain is encouraged to make good relationships and partnerships with the different churches in the area, and especially those churches that provide members of the chaplains' team and the churches where students worship.

Training/Appraisal: As a Priest in the Diocese of Coventry, the Anglican Chaplain is required to be part of Continuing Ministerial Development (CMD) organised by the diocese and take part in the yearly Ministerial Development Review (MDR) programme. The post holder will participate in reviews of progress every 6 months and an annual review as a member of Diocesan Staff.

In addition to support from the diocese, the Church of England has a full time National Adviser for Higher Education and Chaplaincy whose role includes pastoral support, consultancy and training for University Chaplains.

## **Pay and Recruitment**

£27,000 (equivalent to an Incumbent's Stipend) plus a house will be provided for the better performance of your duties. 8.5% employer contribution to the Church Workers Pension Scheme and 0.5% salary paid to Life insurance scheme. Your expenses of office can be claimed on a standard expenses form which you will need to submit to your Line Manager. Guidance on expenses which should be claimed from the Diocese and those which should be claimed from the University will be provided by Archdeacon and your Line Manager.

**Informal conversations welcome:** please contact the Venerable Sue Field (Archdeacon Pastor) via email to [sue.field@coventry.anglican.org](mailto:sue.field@coventry.anglican.org) or by phone on 07885 714829.

Closing dates for applications: Noon, Friday 5<sup>th</sup> November

**Interviews will take place on Thursday 25 November.** The process will include a formal interview incorporating a presentation; a 'stakeholder' interview with a sub-set of individuals and groups with whom the chaplaincy will work most closely; and a tour of the facilities.

**It is hoped that the new Chaplain will start early in 2022.**

This post is subject to enhanced DBS disclosure and it is a genuine occupational requirement that the post holder is a practising Christian under Part 1 of Schedule 9 to the Equality Act 2010

It is a condition of any offer of employment we make to you that you have, or gain, permission to work in the UK. By law, you will not be able to start working for us until you are able to provide evidence that this permission has been granted.

**For further information:**

For further details about the Diocese of Coventry please refer to the diocesan website [http://www.dioceseofcoventry.org/vacancies/current\\_vacancies](http://www.dioceseofcoventry.org/vacancies/current_vacancies)

To find out more about the University of Warwick please refer to their website [www.warwick.ac.uk](http://www.warwick.ac.uk)

**Person Specification:**

<b>Attributes</b>	<b>Essential</b>	<b>Desirable</b>	<b>Means of Assessment</b>
<p>Education &amp; Qualifications</p>	<p>University degree</p> <p>Tertiary level training/education in theology</p> <p>Ordained priest of the Church of England or a church in communion with it</p>	<p>Advanced degree</p> <p>Professional training in pastoral care and/or counselling and/or mediation and/or reconciliation</p>	<p>Application</p>
<p>Experience &amp; Knowledge</p>	<p>A vibrant and attractive Christian faith</p> <p>Understanding and experience of meeting the pastoral, spiritual, psychological, intellectual and emotional needs of young adults</p> <p>Understanding and experience of successful mediation and/or reconciliation</p> <p>Creating and sustaining positive and mutually enriching relationships with people from a wide range of faith and cultural backgrounds.</p> <p>Understanding of multi-faith issues and needs of those from other faith communities.</p> <p>Understanding of issues of equality, diversity and inclusion and their interaction with chaplaincy ministry</p>	<p>Understanding of University contexts and current Higher Education issues.</p> <p>Experience of multi-faith chaplaincies.</p>	<p>Application and interview</p>

<p>Competencies &amp; Skills</p>	<p>Creative and innovatory          Good team player          Excellent listener, interpersonal and pastoral skills          Excellent facilitator          Excellent networker          Basic IT skills and Social Media applications          Understanding of budgetary issues</p>	<p>Excellent oral and written communication skills          Experience of managing a budget</p>	<p>Application, interview, informal gathering, task</p>
<p>Other Attributes and Abilities</p>	<p>Peaceful. Forgiving. Flexible.          Faithful personal prayer life.          Evidence of fulfilling the 8 'Essential Qualities' in ministry.</p>	<p>Fun to be around!</p>	<p>Application, interview</p>

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