



Person Specification

Key: (AF) - Application Form (I) - Interview IT - Interview Task

	Trust Chaplain - CRITERIA	Essential / Desirable	Method of Assessment
Professional values and practices of the Archbishop Temple Trust	Able to uphold, promote and develop the Trust's Christian ethos and professional behaviours	E	AF/ I/ IT
	An ability to provide care for children and young people, by listening to them, by offering them support and guidance, by praying for them, and by working within a team of staff providing that care	E	AF/ I/ IT
Personal Qualities	This role has an Occupational Requirement to be a practising Christian (who as permitted under Schedule 9, Part 1 of the Equality Act 2010) committed to ensuring that children and young people engage with their faith	E	AF/I
	Ability to respect matters of confidentiality	E	AF/ I/ IT
	Prayerfulness	E	I/IT
	Be an advocate for the Gospel, presenting the love of God in Christ to the Trust community	E	AF/I/IT
	Pastoral awareness of a wide range of challenges that children and young people experience	E	AF/ I/ IT
	Effective time management and personal organisation	E	AF/ I/ IT
	Able to work as part of a team, flexible, dependable and loyal	E	AF/ I/ IT
	Approachable, courteous patient and kind with a sense of humour	E	AF/ I/ IT
Role Specific Professional Dispositions	Knowledge of the issues involved in children and young people's lives and how to respond to them effectively	E	AF/ I/ IT
	An ability to relate well to children and young people and enjoy their company, as well as be able to develop and establish good relationships with a broad range of people	E	AF/ I/ IT
Qualifications	A levels or equivalent Level 3 qualifications	E	AF
	Degree qualification or equivalent	D	AF
Experience	Have a good understanding of the Church's liturgy and be able to encourage and enthuse children and young people to take part in school worship	E	AF/ I/ IT
	Effective counselling / listening skills	D	AF/ I/ IT
	Willing to undertake training relating to the post	E	I
	Experience of working with primary age students either in a school or its wider Church family	E	AF/ I/ IT
	Experience in a parish or youth ministry	D	AF/I
	An appreciation of the diverse communities in our Trust, Bolton and the wider Diocese and a sensitivity to those of other faiths and beliefs	E	AF/I
Skills and Knowledge	At ease with the aims, values and diversity of the Church of England	E	AF/ I/ IT
	Be comfortable working in a classroom environment when the role requires it	E	I

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	Good communication skills, both written and verbal	E	AF/ I/ IT
	Excellent digital and social media skills	E	AF/I/IT
	Ability to work on own initiative, working independently and proactively to develop ministry opportunities	E	AF/I
Safeguarding of Children and Young People	Ability to form and maintain appropriate relationships and personal boundaries with children and young people	E	AF/I
	A working understanding of child safeguarding policy and procedures.	E	AF/ I
Work related circumstances	Able to work flexibly with some evening and weekend work	E	AF/I
	Willingness to travel by car	D	AF/I

June 2025