



St Swithun's  
WINCHESTER

# Chaplain

Required from September 2026





St Swithun's  
WINCHESTER

# Welcome from the Headmistress

Thank you for your interest in St Swithun's!

We are proud members of the High Performance Learning Fellowship of World Class Schools. HPL involves the systematic and explicit encouragement and empowerment of students to develop ways of thinking and of behaving that will equip them for success in school and beyond.

Christian values underpin our approach to education and have done since the school was founded in 1884 by Anna Bramston, daughter of the Dean of Winchester.

As a girls' school we expect and support our students to enjoy and excel in a range of subjects and activities according to their interests and not their gender. We seek to be free from unhelpful stereotyping and to offer genuinely limitless education.



We are a high trust community and try to behave with a seriousness of intention and a lightness of touch. We believe the best of each other and often see our expectations exceeded and a joke cracked along the way.

Above our front door are the words *caritas*, *humilitas* and *sinceritas*, qualities associated with Saint Swithun himself. If we can equip our students to be kind, quietly self-confident and honest, we know that will take them far.

If this brief introduction resonates with you, we will very much welcome an application from you.

Jane Gandee  
Headmistress





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# Our school

St Swithun's School, Winchester is a leading GSA and HMC school offering day, weekly boarding and full boarding for 520 girls aged 11-18. The senior school has six boarding houses for full and weekly boarders, with separate houses for those in their first year and those in the upper sixth. There is also an adjoining IAPS Prep School for girls aged 3-11 with a co-educational nursery.

Girls at St Swithun's benefit from excellent teaching, sporting and recreational facilities. The school is academically selective and regularly appears in the top 30 schools in the national league tables.



## Our Location

St Swithun's is set on a campus of 45 acres overlooking the Hampshire Downs and within the South Downs National Park. The school is within walking distance of the centre of Winchester and within an hour of central London.

Winchester and its surrounding areas offer outstanding local cultural, historical, sporting and entertainment opportunities in addition to fantastic access to outdoor pursuits. Southampton, Portsmouth, Salisbury and Bournemouth are all easily accessible on public transport.



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# Our ethos



St Swithun's is an appropriately academic school which means that we celebrate intellectual curiosity and the life of the mind, but not to the exclusion of all else. We expect our pupils to develop individual passions and through them to acquire a range of skills and characteristics. These characteristics will include a willingness to take risks, to question and to debate, and to persevere in the face of difficulty. In the words of Samuel Beckett: "Ever tried. Ever failed. No matter. Try again. Fail again. Fail better."

If a girl can immediately excel at everything we ask of her, we as educators must set the bar higher.

We want pupils to learn about life beyond the school gates, to appreciate the rich variety of our world, to develop an understanding of compassion and to value justice. We encourage all pupils to become involved in fundraising and community work to appreciate how their decisions and their actions affect those around them.

By the time a pupil leaves St Swithun's she will be well-educated, courageous, compassionate, committed and self-confident with a love of learning, a moral compass and a sense of humour.



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# Our community

St Swithun's was founded in 1884 by Anna Bramston, daughter of the Dean of Winchester, and Christian values underpin our approach to education. We provide a civilised and caring environment in which all girls and staff are valued for their individual gifts and encouraged to develop a sense of spirituality and of kindness.

We believe that kindness and tolerance are at the heart of any fully functioning community. Our staff are friendly and supportive, and the school is committed to supporting the wellbeing and professional development of employees.



The school is committed to maintaining the vision of its founder by offering bursaries for girls who would otherwise not have the opportunity of a St Swithun's education. A separate charity, [\*\*Bramston Foundation\*\*](#), looks after our transformational bursary programme.



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# Our facilities



Our school buildings are modern and well equipped. As well as academic classrooms and science labs, there is a magnificent performing arts centre with a 600-seat auditorium, a music school, art and technology block, sports halls and a full-size swimming pool.

Our prep school is housed in two light and spacious buildings opened ten years ago.

The school grounds are spacious and encompass sports fields, courts and gardens.

Our modern chapel is a peaceful, multi-use space, overseen by the Chaplain but made available for a range of school activities.

We have recently started the first phase of a major project to create new indoor sports facilities. Information about our Active Lives project can be found [here](#).

The School is registered as a Company Limited by Guarantee and as a charity and has a wholly owned subsidiary company (St Swithun's School Letting Company Limited).



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# Chaplaincy at St Swithun's

## *Role overview*

Chaplaincy at St Swithun's is a caring and supportive presence at the heart of the school community. The Chaplain offers space, time and attentive listening, helping pupils and staff to reflect, find perspective and navigate both the opportunities and challenges of school life.

The Chaplain plays a central role in enabling girls to engage thoughtfully with the riches of the Christian tradition that underpins the school, rooted in the Anglican (Church of England) tradition. This includes helping them to understand the Church, its language and practices and the place of faith in shaping a life of purpose. At the same time, the Chaplain serves and supports the entire school community, nurturing spirituality in all people, whatever their background, belief or creed.

Visible, approachable and closely connected to daily school life, the Chaplain helps to foster a culture of compassion, service and thoughtful reflection.

### **The Chaplain will:**

- Enrich the life of the school through worship, prayer, reflection, assemblies and the rhythms of the Christian year
- Offer pastoral support and spiritual guidance to students and staff, providing a compassionate and listening presence
- Contribute to the school's values and ethos and encourage students to explore meaning, purpose and personal values
- Be a visible, approachable and engaged presence within the daily life of the school community
- Promote charitable action, service and outreach in ways that reflect the school's Christian foundation and culture of compassion



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# Chaplaincy at St Swithun's

## *Why here?*

St Swithun's offers a distinctive and rewarding setting for chaplaincy: a thriving girls' boarding and day school where academic ambition is balanced by a strong commitment to care and community. Rooted in its Anglican foundation, the school values reflection, service and generosity of spirit and seeks to help each girl develop confidence along with compassion and a sense of purpose. Chaplaincy at St Swithun's is offered as ordained ministry, rooted in the sacramental and worshipping life of the Church and lived out through pastoral presence within a school community.

The Chaplain can play a key role in supporting pupils and staff pastorally, including through close engagement with the boarding houses. On-site accommodation can be available with this role, enabling the Chaplain to be fully part of the rhythm and life of the school.

We hope that the new Chaplain will continue to develop opportunities for worship, reflection and Christian fellowship. At ease both in formal worship and in informal everyday moments; the Chaplain will contribute fully to the life of the school. St Swithun's enjoys close links with Winchester Cathedral and there are opportunities to strengthen these further, alongside building relationships with local parishes, enriching both school life and the wider church community.





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# Chaplain

## *Key responsibilities*

### **Pastoral**

- Offer pastoral support across the whole school community, including pupils, staff and families
- Provide regular pastoral support to individual pupils and staff as appropriate
- Be actively involved in the wider life of the school, including accompanying trips; contributing to boarding life; supporting the PSHE and Positive Education programmes; and leading some lessons in the Prep School
- Oversee Assist, the pupil-led group that supports fundraising and charitable initiatives
- Be a member of the Welfare Committee, contributing to the school's pastoral care structures
- Be a caring, approachable and visible Christian presence within the school, modelling compassion and integrity in daily interactions

### **Liturgical and Spiritual**

- Prepare and lead weekly Sunday evening chapel services for boarders
- Oversee, coordinate and play a key role in leading daily assemblies in the Senior School and lead regular (fortnightly) assemblies in the Prep School
- Organise and lead a Senior School communion service once a term, and a staff communion service at the beginning of each term
- Organise and oversee key services held at Winchester Cathedral each year, typically including three Evensongs, the Christmas Carol Service and the Valedictory Service at the end of the summer term
- Support members of the community who wish to explore or deepen their Christian faith, including through confirmation preparation and opportunities for fellowship and study
- Support the teaching of RPE, acting as a Christian and theological resource for the department
- Uphold the school and its community in prayer



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# Person specification

## Essential

The successful candidate will:

- Be an ordained priest of the Church of England, or a Church in communion with it, with a personal commitment to the Christian faith
- Have a clear commitment to pastoral ministry and service, particularly within a school community
- Demonstrate a strong pastoral heart, with the ability to listen attentively and respond sensitively
- Be warm, empathetic, inclusive and approachable, able to build trust with pupils, staff and parents
- Be a clear and confident communicator, able to engage individuals, groups and congregations
- Possess strong organisational skills, with the ability to manage the varied demands of the role
- Be able to work collaboratively across a large and diverse school community





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# Person specification

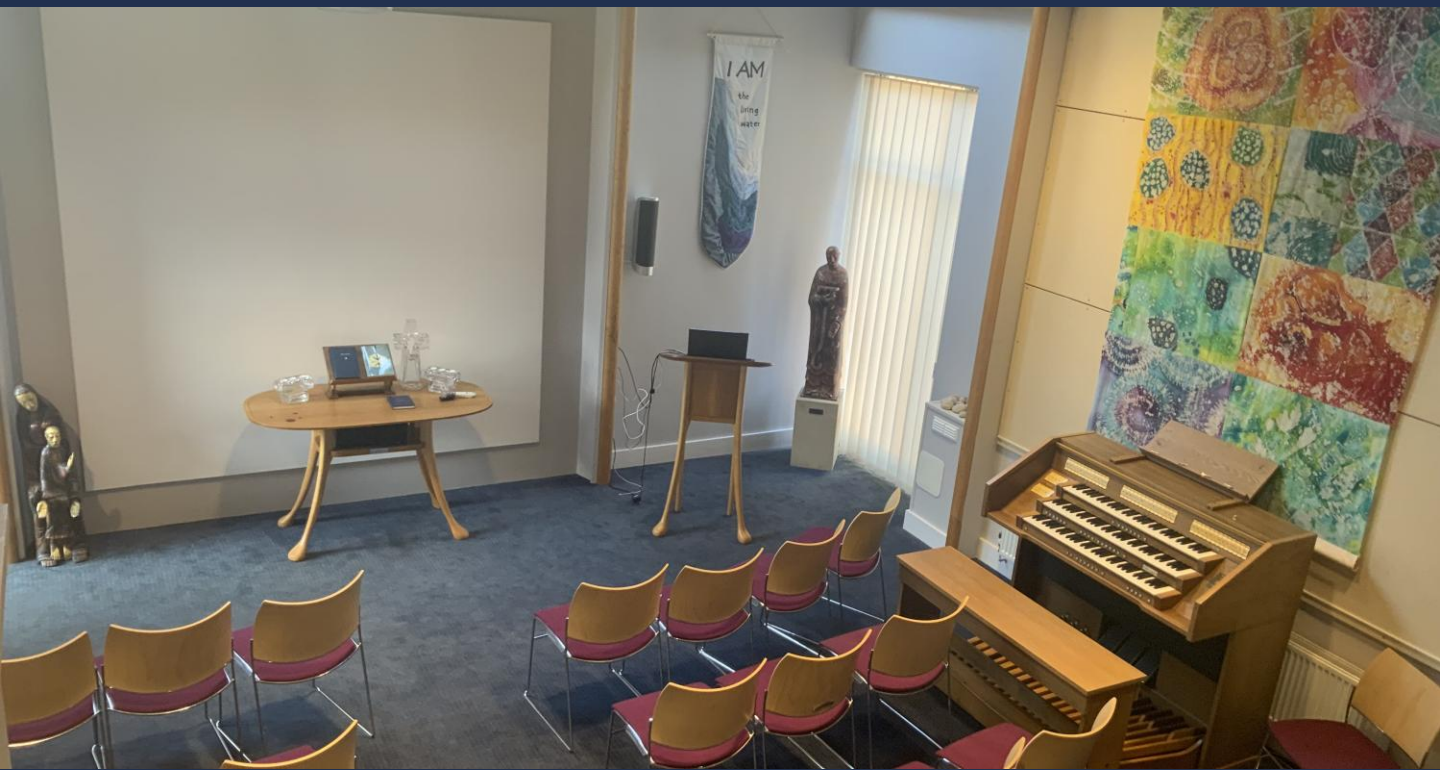
## Desirable

It would be desirable for the successful candidate to have:

- Experience or confidence in leading music, reflection or creative approaches to worship, appropriate to a school context
- Previous experience of chaplaincy or ministry within a school setting, particularly in independent or boarding schools
- A background in chaplaincy, youth work, ministry or pastoral care, especially with children or young people
- An interest in developing links with the wider Church, including Winchester Cathedral, local parishes and churches nationally or internationally

*These qualities will be assessed through application, references and during the interview process.*

*In accordance with the Equality Act 2010 (Schedule 9), there is a genuine occupational requirement for the post holder to be an ordained Anglican priest.*





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# Terms and conditions and application process

## TERMS AND CONDITIONS

This is a permanent, full-time position. St Swithun's term time is 35 weeks per year. The salary for this role is competitive and will be based on experience.

The school offers a range of benefits, which currently includes:

- On-site accommodation may be available for single occupancy or for a family
- Generous DC pension scheme
- Free membership of the school swimming pool and heavily subsidised access to a range of activities on site including yoga and strength and conditioning.
- Discount on school fees
- Refreshments whilst working and free meals when on duty during term time
- Access to an employee assistance programme

## APPLICATION PROCESS

The closing date for applications is Monday 11 May at 9.00am.

Please complete our online application form which can be found [here](#).

We cannot accept CVs as an alternative.

If you have any questions about the role or the application process, please contact the HR Department by telephone: 01962 835798 or by email: [recruitment@stswithuns.com](mailto:recruitment@stswithuns.com)

*Applications will be considered as they are received, and we reserve the right to close applications before the closing date.*



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# Child protection and safeguarding

*“St Swithun’s is committed to safeguarding and promoting the welfare of children.*

*All staff are expected to share and support this commitment, and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure & Barring Service.”*

## **Child Protection Statement**

- Every child has the right to freedom from physical, racial, sexual, verbal or mental abuse (this includes bullying and intimidation). Our overriding aim is the protection of the individual child within the school.
- We require staff to be fully aware of what child abuse is and the different forms in which it may present itself, and of their duties in respect to child protection.
- We will provide adequate training (both as part of an induction and an ongoing process) in recognising abuse, and what to do if abuse is suspected.
- We are committed to maintaining good communication within the School on child protection issues and to following recognised procedures.
- The Head ensures that the recommended procedures are followed when recruiting staff.



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# Equal opportunities

St Swithun's welcomes applications from candidates from a diverse range of backgrounds. The school will recruit predominantly based on an applicant's relevant skills, experience, capabilities and potential for development. The ability to work collaboratively with others will also be taken into account.

St Swithun's is committed to promoting equality of opportunity for all staff and job applicants. We aim to create a working environment in which all individuals are able to make best use of their skills free from unlawful discrimination or harassment, and in which all decisions are based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

We do not discriminate unlawfully on the basis of age, disability, marital or civil partner status, race (including nationality, ethnic or national origin), religion or belief, sex or sexual orientation, gender reassignment or pregnancy or maternity (defined in the Equality Act 2010 as protected characteristics).

If you have questions about our recruitment processes or would like any support to access our recruitment process fully please do contact us at

[recruitment@stswithuns.com](mailto:recruitment@stswithuns.com).



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# Explanatory notes

## Application Form

Applications will only be accepted from candidates completing the enclosed application form in full. CVs will not be accepted in substitution for completed application forms.

Candidates should be aware that all posts in the school involve some degree of responsibility for safeguarding children, although the extent of that responsibility will vary according to the nature of the post. Please see the job description for the post.

Accordingly this post is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions and bind-overs, including those regarded as 'spent' must be declared.

The successful applicant will be required to complete a disclosure application form from the Disclosure and Barring Service.

In accordance with government guidelines, we will seek references on shortlisted candidates for teaching and some other posts, and approach previous employers for information to verify particular experience or qualifications before interview. In other cases, if this has not been done, any offer of a post will be conditional upon receipt of satisfactory references.

References should be from the applicant's current or most recent employer. If the current/most recent employer does/did not involve work with children, then the second reference should, if possible, be from the employer with whom the applicant most recently worked with children. Referees should not be a relative or someone known to the applicant solely as a friend.

If you are currently working with children, on either a paid or voluntary basis, your current employer will be asked about disciplinary offences, including disciplinary offences relating to children or young persons (whether the disciplinary sanction is current or time expired), and whether you have been the subject of any child protection allegations or concerns and if so, the outcome of any enquiry or disciplinary procedure. If you are not currently working with children, but have done so in the past, that previous employer will be asked about those issues. Where neither your current nor previous employment has involved working with children, your current employer will still be asked about your suitability to work with children, although they may, where appropriate, answer not applicable if your duties have not brought you into contact with children or young persons. The School will only accept references obtained directly from the referee and will not rely on references provided by the applicant or on open references or testimonials.

You should be aware that provision of false information is an offence and could result in the application being rejected or summary dismissal if the applicant has been selected, and possible referral to the police and/or DfES Children's Safeguarding Operation Unit.



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# Explanatory notes

## Invitation to Interview

If you are invited to interview, this will be conducted in person and the areas which it will explore will include suitability to work with children.

All candidates invited to interview must bring documents confirming any educational and professional qualifications that are necessary or relevant for the post (e.g. the original or certified copy of certificates, diplomas, etc.). Where originals or certified copies are not available for the successful candidate, written confirmation of the relevant qualifications must be obtained from the awarding body. All candidates invited to interview must also bring with them:

At least two forms of identification, i.e. current driving licence (including photograph), a passport, a full birth certificate or marriage certificate, a utility bill or financial statement showing the candidate's current name and address. These must be issued within the last three months and provide verification of address. Documentation confirming their national insurance number, where appropriate, any documentation evidencing a change of name.

Please note that originals of the above are necessary - photocopies or certified copies are not sufficient.

Any offer to a successful candidate will be conditional upon:

- Receipt of at least two satisfactory references (if these have not already been received).
- A check of the DfES barred list database, and the Protection of Children Act List as appropriate.
- A satisfactory DBS disclosure.
- Where the successful candidate has worked or been resident overseas in the previous ten years, such checks and confirmations as the school may require in accordance with statutory guidance.
- Satisfactory completion of the probationary period.
- Verification of medical fitness appropriate for the job's requirements.
- A written declaration that neither they nor anyone in their household is disqualified from working with children.
- Verification of professional status, such as GTC registration, QTS Status (where required), NPQH.
- Verification that the teacher/applicant is not subject to a prohibition order issued by the Secretary of State.
- Verification of successful completion of statutory induction period (applies to those who obtained QTS after 7 May 1999).



# St Swithun's

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