



The St Lawrence Academy

Treasuring Everyone
Transforming Community

Trust Chaplain



St Lawrence Academies Trust

Stronger Together



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Treasuring **Everyone,**
Transforming **Community**

GENEROSITY RESPECT JUSTICE FORGIVENESS TRUTH



The St Lawrence Academy

The St Lawrence Academy is a thriving Church Academy that has successfully served its local community since opening in 2008 and provides children with fantastic opportunities for personal and spiritual growth. We are part of St Lawrence Academies Trust which is a new church based Multi-Academy Trust wanting to serve the young people and communities that our schools are set in. It is a mixed multi academy Trust with church and community schools from both the primary to the secondary phase.. Directors of St Lawrence Academies Trust and the Diocese of Lincoln are looking for an inspirational and talented person; one who can lead the academy towards achieving academic excellence for our students and enable them to fully flourish.

The St Lawrence is an-oversubscribed academy for 11-16 year old students of all abilities. Our PAN now stands at 165 per year. We serve a diverse community in Scunthorpe, North Lincolnshire. We are an inclusive Academy striving to meet the needs of all our learners in our caring environment. Students from all backgrounds and faiths, regardless of ability, are welcome. We are sponsored by the Diocese of Lincoln and have a strong Christian ethos.

Trust Chaplain
Grade 6 Point 9 - 17
10 hours per week Term time + 5 days
£28153 - £32044 (Actual £6516 - £7416)
Required ASAP

We are seeking an enthusiastic, dynamic Chaplain to serve as our resident expert in spiritual, ethical, and pastoral care. You will champion holistic development and wellbeing across our school family—ensuring personal growth, emotional resilience, and human dignity shine alongside academic success. You'll start your journey based at The St Lawrence Academy, Scunthorpe, before extending your reach over time to support schools across our wider St Lawrence Academies Multi-Academy Trust.

Rooted in the Church of England tradition, our chaplaincy is proudly and warmly inclusive of people from all faiths and none. We build open, friendly spaces where all views are respected with generous hospitality. As our Chaplain, you will bring to life our core values—Truth, Justice, Forgiveness, Generosity, and Respect—ensuring every student and staff member feels Known, Valued, Understood, and Guided.

We are looking for a person who:

- Is passionate & qualified with deep theological knowledge paired with experience in pastoral or chaplaincy work with young people.
- Is resilient & empathetic with high emotional resilience, cool under pressure, and dedicated to providing non-judgmental support.
- Have an inclusive mindset and an understanding of SEND needs, safeguarding practices, and student wellbeing.
- Be a creative communicator with excellent speaking, writing, and IT skills, and with the initiative to turn fresh ideas into inspiring school projects.
- Is ready to bring energy, empathy, and spiritual guidance to a vibrant school community
- Be a pastoral champion offering a compassionate, confidential listening ear and safe space for students and staff navigating personal challenges, grief, or crises of faith.

- Can lead uplifting worship to assemblies, reflections, and major calendar events (Easter, Remembrance, Carol Services) to life with creative, modern approaches.
- Celebrates diversity, championing faith groups across the SLA Trust, ensuring key events like Ramadan, Yom Kippur, Diwali, and Dharma Day are celebrated.
- Creates sanctuary designing accessible prayer rooms and quiet spaces for reflection across our sites.
- Sparks action & connection launching enrichment groups, drive social justice initiatives, and build strong links with local churches and community faith leaders.
- Empowers the Curriculum collaborating with teaching leads to embed moral reflection into everyday learning and support academies through SIAMS inspections.

We can offer:

- An inclusive, vibrant and inspirational environment with talented and fully committed staff
- A dedicated reflections room and superb resources and facilities, with secure, strong and stable finances
- Supportive and engaged leadership team, with a track record of developing staff to middle and senior leadership
- An outstanding community of staff and local governing board who work as a strong team to best support our students.
- A broad 3 year Key Stage 3 curriculum and 2 year Key Stage 4 curriculum with a philosophy of valuing all subjects
- A bespoke programme of induction and professional development personalised to help develop individual staff*
- Majority of staff meetings and CPD held during the day and finished by 4pm
- A culture that prioritises students, their personal development and wellbeing, above everything else
- An organisation committed to staff wellbeing and reducing workload.
- High standards and expectations of academic success and care, support and personal development of our students
- Access to a laptop and to documents from home via Google documents and web based database
- Free parking
- Access to onsite gym

This post would suit:

- A person expert in spiritual, ethical, and pastoral care.

For further details about The St Lawrence Academy and St Lawrence Academies Trust and an application pack please see our website at www.tsla.co.uk

The academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. The successful candidate will be subject to enhanced DBS checks and satisfactory references, including your suitability to work with students. Applications will only be considered from individual applicants on our standard application form, and not via CV alone or agencies.

Visits to the academy are encouraged. For an informal discussion about the role or to arrange a visit, please contact the Headteacher's PA Lorna Johnson in the first instance, Lorna Johnson on 01724 842447 or email to ljohnson@tsla.co.uk

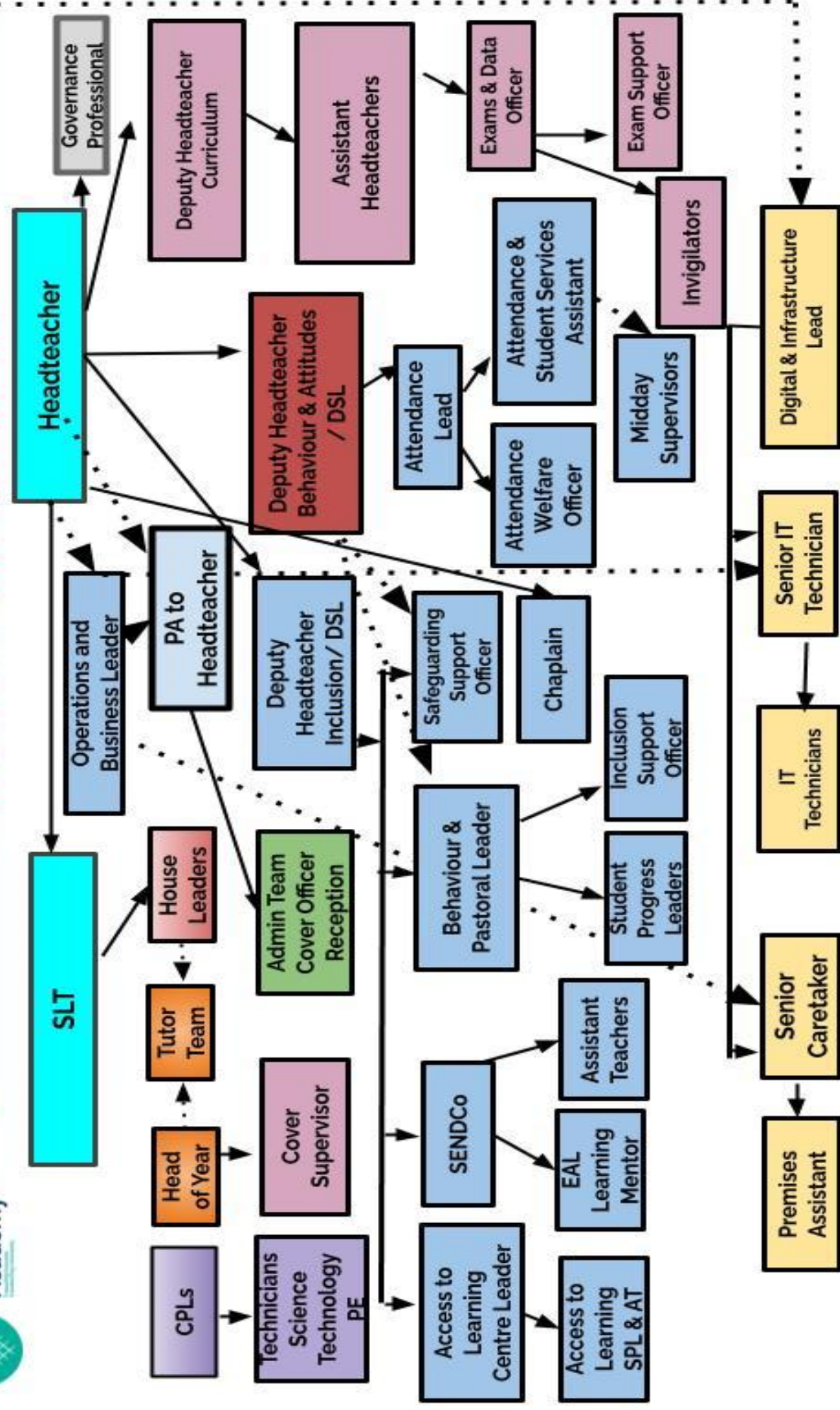
To apply please submit your completed application form, together with your formal letter of application online

Closing Date : Friday 6th November 2026 at 5pm Interviews: to be confirmed



The
St Lawrence
Academy

Associate Staffing Structure



GENEROSITY RESPECT JUSTICE FORGIVENESS TRUTH

Welcome to ST LAWRENCE ACADEMIES TRUST

Mike Adnitt, CEO St Lawrence Academies Trust

Thank you for your interest in working at The St Lawrence Academy, which is a valued partner school within St Lawrence Academies Trust.

We believe that, like our schools, staff will be stronger by working together. Strong staff, with the "skill and the will" to put children first, make the biggest impact on the education and life chances of our students.

Our aim is to create a Trust and a family of schools that is new, exciting and different! One where leaders have the freedom and flexibility to be creative with their curriculum. One where staff are encouraged to be innovative and personalise the delivery of the curriculum, so it best meets the needs of children.

We want our children to become the leaders of the future. So, the personal, moral, cultural and spiritual development of our community is key to achieving success for our children and staff. By working together we draw strength for today and give bright hope for tomorrow for our families and our communities.

"Strength for today, bright hope for tomorrow" (Great is Thy Faithfulness, hymn)

We are a Church of England Multi Academy Trust, based in the Diocese of Lincoln. Our Trust embraces children and staff from both church schools and non-church schools, across both the primary and secondary age range.

It is a privilege to work as CEO of St Lawrence Academies Trust. Our aim is to nurture our pupils and allow them to flourish by helping them to find the things they enjoy and are good at. Christian values and the exploration and understanding of the Christian faith underpins our work.

Hopefully you are committed to working in our Trust, as you are one of the keys that will help to unlock the potential that lies within all our children.

 St Lawrence Academies Trust Stronger Together <i>We pride ourselves on celebrating the uniqueness of each of our partner schools.</i>  <i>Schools are stronger when working together. Collaboration is at the heart of our offer.</i>	Help to shape the future direction of the Trust. Be part of something new, exciting and different! Freedom to develop a curriculum that meets the needs of your children. Receive excellent Trust support for finance, budgeting and facilities services. Have opportunities to collaborate. Benefit from having school leaders freed up to focus on the education of pupils. Be supported by a Trust central team of experienced school leaders.	Community Integrity  Aspiration Hope Please contact our CEO, Mike Adnitt www.slatrust.co.uk 01724 747310 Strength for Today, Bright Hope for Tomorrow
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**The
St Lawrence
Academy**

Welcome Letter from the Headteacher

Welcome to The St Lawrence Academy

Firstly many thanks for your interest in us as an educational institution and for considering us at this stage in your career. The fact that you are looking at what we are about and what we can offer is both humbling and also important to us all here at the Academy.

It is an incredibly exciting time to be joining The St Lawrence Academy. Our academy has placed the quality of education at the heart of all that we do since we opened our doors back in 2008. Whilst our outcomes continue to be strong, we focus on the holistic development and education of our students and are proud of their successes.

As a Church of England academy, our Christian ethos is deeply embedded in our culture, built on the core values of **Generosity, Respect, Justice, Truth** and **Forgiveness** – principles that guide our daily lives and shape the character of our academy.

We are committed to ensure that every student is fully prepared for the future. The personal development and academic achievement of our students is at the heart of everything we do, and our vision for a complete education extends far beyond the classroom as we strive to provide an experience that develops students not only academically, but spiritually, morally, socially, and culturally.

We are also extremely proud of the rich cultural diversity within our academy. Our students and staff come from a wide range of backgrounds, and this diversity is a source of strength and inspiration. It enhances our community, encourages mutual understanding, and enriches the learning experience for all. We celebrate our differences while fostering a strong sense of unity and belonging.

We truly embody our school motto, **"Treasuring everyone, transforming community,"** by recognising the value and potential in every single person. We believe that by celebrating and nurturing the unique gifts of each individual, we empower them to become compassionate, confident, and ambitious young adults who will make a positive difference in our wider community.

I look forward to hearing from you.

Dan Ellerby
Headteacher



GENEROSITY RESPECT JUSTICE FORGIVENESS TRUTH



**The
St Lawrence
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Welcome Letter from the Head Prefects

During my time at The St Lawrence Academy, it has been a great privilege to have been grown and nurtured in a safe and welcoming environment. The St Lawrence Academy has given me so many fantastic opportunities such as the opportunity to be a cadet in our Combined Cadet Force, to be a peer mentor and now head prefect. This academy is truly a wonderful place to go to. Its values stand out in the community as our **generosity, respect, justice, forgiveness and truth** shines through in what we do.

The staff at the academy are very supportive and throughout my journey they have encouraged me along the way to fulfil my goals and aspirations. Now in my new role, I hope to develop and help to enrich the people around me whilst taking my values further into my future and spreading the values of The St Lawrence Academy into the community and beyond.

Jason (Head Prefect)

Being a student at The St Lawrence Academy has not only taught me to be more confident, but it has shaped me to be a better person. The environment in this academy with both staff and students is truly encouraging. While being at this school, the staff here have been nothing but welcoming and extremely supportive.

I have also had countless opportunities to work with the academy for example being a peer mentor or being a part of the student council and this really made me the person I am now. I feel I am more confident and have gained skills that I am thankful for that I can use in the future. In my opinion, what makes our academy so special is its diverse community, how we portray our core values of **generosity, respect, justice, forgiveness and truth**, and the countless opportunities given to develop more skills. As a head prefect I will strive to lead with purpose and be an excellent role model that I hope the younger students look up to.

Lacey (Head Prefect)

Being a student at The St Lawrence Academy has provided me with many opportunities that have helped me grow both academically and personally. I feel privileged to have been given the chance to serve as a Head Prefect, a role that has allowed me to develop my confidence, leadership skills and responsibility. As Head Prefect, I have helped out with many school events such as parents evening, assemblies and supporting younger year groups when they need guidance or assistance. These experiences have further developed my leadership skills and confidence.

The support and guidance of the staff have played a huge part in my journey, encouraging me to challenge myself and take on new opportunities. Through their encouragement and the academy's core values of **generosity, respect, justice, forgiveness and truth**, I have learnt the importance of integrity, kindness and standing up for what is right. I am proud to be part of such a supportive academy and hope to carry these values with me as I move forward into the next stage of my education and future career.

Mahbub (Head Prefect)

GREAT





Job Title : Chaplain

Line Manager: Headteacher

Base: The St Lawrence Academy, Scunthorpe

Core Purpose

To champion the holistic development and spiritual, moral, social, and cultural (SMSC) wellbeing of every student and staff member, ensuring that personal growth, emotional resilience, and dignity remain central to the life of our school communities alongside academic achievement.

Overview & Context

The chaplaincy is an essential part of the daily life of the Academy and St Lawrence Academies (SLA) Trust. The Chaplain has a central role in delivering and developing its spiritual and pastoral provision across all member academies. Whilst distinctively Christian, the chaplaincy is fully inclusive of people from all faiths and none, encouraging an open, honest, and friendly dialogue where all views are respected in a spirit of generous hospitality and mutual learning. The Chaplain will play a critical role in maintaining and promoting this ethos across the SLA Trust in the tradition of the Church of England.

The Role & Key Strategic Responsibilities

The Chaplain will be the 'Resident Expert', providing guidance on spiritual and ethical matters across the SLA Trust, operating across three key interrelated areas of school life: spiritual, pastoral, and worship.

Ethos & Commitments

- To commit to creating an environment across The St Lawrence Academy that is characterised by our core values of Truth, Justice, Forgiveness, Generosity, and Respect.
 - To encourage all members of our Trust community to seek good, show resilience, feel empowered, be advocates of change and work together effectively as a team.
 - To strive to create a stimulating, challenging, and rewarding learning environment in which all are supported to flourish and strive for excellence, helping students feel strong today so that they can have bright hope for tomorrow.
1. Spiritual Responsibilities
 - To bring to life across the SLA Trust community the Diocesan vision of Church schools serving their communities through excellence, exploration, and encouragement within the love of God.
 - To work with the CEO, Headteachers, and Chairs of Governors/Trustees to ensure that students and staff benefit from and contribute to a distinctively Christian Church School education and thrive as part of a community that celebrates faith.

Job description

- Mobilise, encourage, and support any groups interested in faith across the academy and the SLA Trust
- Make provision for learners from different faith groups across the MAT (e.g., Ramadan, Yom Kippur, Diwali, Dharma Day).

2. Pastoral Responsibilities

- Serve as a key member of the SLA Trust network with shared responsibility for the pastoral care of learners across academies.
- Be available to offer high-quality, confidential pastoral support and a listening ear to learners and staff navigating personal challenges, grief, anxiety, or crises of faith.
- Serve as an independent, supportive presence for staff members, offering a safe space for personal or professional reflection and checking on staff morale.
- Provide a visible, supportive 'pastoral presence' across all MAT school communities.

3. Worship Responsibilities

- Preach at or draw in guest preachers for collective worship across member academies.
- Coordinate sacraments or faith-specific rituals where appropriate.
- Lead regular collective worship, tutor-time reflections (e.g., 2-minute silence / thought for the day), year group worship, and whole-school/Trust gatherings.

4. Trust-Wide Responsibilities

- Be fully involved in preparing for and supporting all academies across the MAT through SIAMS inspections to ensure best practice.
- Develop religious literacy among staff and students in collaboration with Teaching & Learning leads.
- Embed elements of Christian values, moral teachings, and spiritual reflection into subject curriculum delivery alongside Learning and Progress leads.

Knowledge, Skill, and Experience Required

- Demonstrable strong theological knowledge.
- Excellent verbal and written communication skills.
- Time management and organisational skills.
- Excellent literacy and numeracy skills.
- ICT capability.
- Knowledge of child development and personal development needs.
- Strong understanding of safeguarding and behavioural strategies.
- Experience of working in a Pastoral / Chaplaincy role.
- Experience of working with children and young people.
- Excellent communication skills (oral and written) to relate well to a wide range of people, including students, parents, staff, and the wider community.
- Strong literacy skills and proficiency with IT packages.
- Ability to articulate and exemplify the spiritual and moral values of the SLA Trust – Known, Valued, Understood, and Guided.
- Exemplifies sensitivity, integrity, tact, diplomacy, and appropriate confidentiality.

Job description

Creativity and Innovation:

Actively promote and demonstrate creativity and innovation when searching for and implementing new strategies and interventions to support students across the Academy.

Examples include:

- Devising weekly themes and creative reflection tools for assemblies and tutor-time worship.
- Designing, creating, and maintaining accessible prayer rooms and Sacred Spaces as quiet sanctuaries across trust sites.
- Developing extra-curricular courses on Christian belief, ethics, and student chaplaincy enrichment groups.
- Initiating and coordinating social justice initiatives and charitable outreach projects

Decision Making:

Lead on core reflection and worship initiatives across all SLA Trust sites. *Examples include:*

- Determining the structure, scheduling, and leadership for key calendar services (e.g., Remembrance Day, Carol Services, Holy Week, and Easter).
- Deciding on appropriate pastoral interventions for vulnerable students in consultation with inclusion leads.
- Coordinating immediate support strategies for staff and students experiencing bereavement, illness, or trauma.
- Formulating guidance on how SMSC and spiritual reflection are embedded into subject curriculum areas.

Contacts & Relationships:

Build and maintain constructive relationships with internal and external contacts. *Examples include:*

- Developing strong links with local parish churches, Diocesan representatives, and community faith leaders to enrich cultural and spiritual awareness.
- Working closely with Headteachers, Assistant Principals/Deputy Heads for Inclusion and Behaviour, and Student Progress Leaders (SPLs) to ensure a seamless network of care.
- Building supportive relationships with families during times of bereavement, illness, or significant hardship.
- Collaborating with Humanities/RE Departments to support curriculum delivery and enhance religious literacy.
- Networking with other school chaplains to offer mutual support and enrich the wider Chaplain Network.

Work Environment

- Work Demands:
 - Specific deadlines for key reporting to SLT and Trustees.



- Competing demands across multiple academy sites requiring strong organisational and prioritisation skills.
- Physical Demands:
 - Normal physical effort, with movement and travel between SLA Trust academies.
- Working Conditions:
 - Office- and school-based involving frequent interaction with staff, students, and external professionals.
 - Uses display screen equipment.
 - Emotional resilience and calm under pressure are essential due to the nature of pastoral work.
- Work Context:
 - Working with students or families presenting challenging behaviours or experiencing severe personal crises.
 - High level of emotional resilience required.

Supervision / Management:

- May coordinate student chaplains, discussion forums, or chaplaincy volunteers across the SLA Trust.

NOTES:

1. The above responsibilities are subject to the general duties and responsibilities contained in the statement of Conditions of Employment.
2. This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed. In allocating time to the performance of duties and responsibilities the post holder must use time in accordance with the Academy's needs as identified by the Headteacher/Line Manager.
3. This job description is not necessarily a comprehensive definition of the post.

Prepared by Sarah Peach October 2026

Person Specification - Candidates must demonstrate they meet all the following criteria:



Candidates must demonstrate they meet all the following criteria:

	Essential (E) / Desirable (D)	How assessed*
QUALIFICATIONS		
Relevant experience or qualification	E/D	AF/Cert
KNOWLEDGE AND EXPERIENCE		AF/Cert
SEND Legislation: Demonstrable knowledge of the SEND Code of Practice and relevant legislation	E	AF/Cert
Impact of Needs: Provide a safe non-judgemental space for students dealing with anxiety. Grief, family breakdown	E	
Inclusion: Foster a sense of belonging for the students of all faiths and none, ensuring marginalised or isolated students feel heard and valued	E	AF/IV
Staff Sanctuary: offer confidential emotional support and a listening ear to all staff navigating professional burnout or personal crises	E	AF/IV
Team Coordination: Experience of working as a team, including effective delegation, coaching, and supporting colleagues. Actively contribute to a positive, supportive workplace culture by checking on staff morale and advocating for staff wellbeing initiatives	E	AF/IV
Administration: Experience with the coordination and administration of paperwork relevant to the role	E	AF/IV
PERSONAL AND PROFESSIONAL QUALITIES	E	AF/IV
Resilience: Strong level of emotional resilience and the ability to remain calm under pressure,	E	
Innovation: Actively promote and demonstrate creativity and innovation when searching for and implementing new strategies	E	AF/IV
Judgement: None judgemental approach to all of the school community	E	AF/IV
Professionalism: Facilitate spaces for reflection, prayer or mindfulness, allowing students to explore big life questions, ethics and purpose in a safe environment	E	AF/IV
A positive approach to all aspects of academy life	E	AF/IV



	Essential (E) / Desirable (D)	How assessed*
SKILLS AND ABILITIES		
Communication: Excellent communication skills (oral and written) to relate well to a wide range of people, including students, parents, and other professionals	E	AF/Cert
Literacy and Numeracy: Strong literacy and numeracy skills	E	AF/Cert
IT Proficiency: Proficiency in the use of IT packages, including word processing, spreadsheets, and databases	E	AF/Cert
Data Analysis: Ability to collate, analyse, and interpret student data effectively	E	
Organisation and Initiative: Ability to work independently, use initiative, and prioritise to the needs of the academy	E	AF/IV

THE POST IS SUBJECT TO: DISCLOSURE OF CONVICTIONS UNDER THE REHABILITATION OF OFFENDERS (EXEMPTION) ACT 1975. YES - ENHANCED DISCLOSURE - standard disclosure plus regular care, training, supervising young people

* Key to how skills are assessed:

AF = Skill assessed via Application Form

AT = Skill assessed via desk exercise

IV = Skill assessed via interview

Cert = Certificate/s checked at interview



**The
St Lawrence
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Living in North Lincolnshire



Predominantly a rural area, North Lincolnshire is made up of a series of thriving historic markets towns surrounded by many small villages, hamlets and breath-taking countryside. In its centre is the bustling urban heart of Scunthorpe; this industrial garden town provides North Lincolnshire with its main focus for education, retail and industry. Homes in North Lincolnshire have remained affordable despite a staggering national rise.

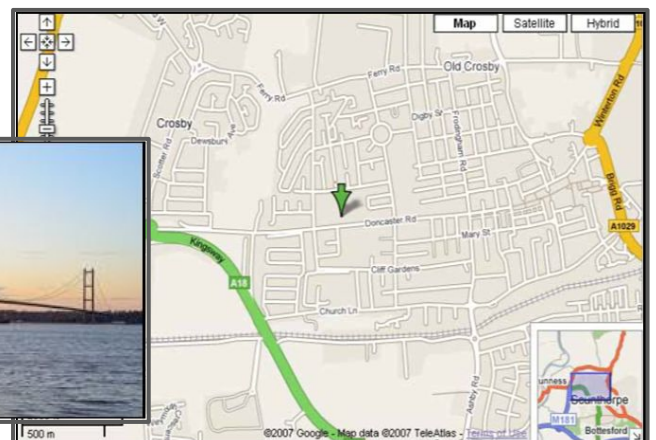
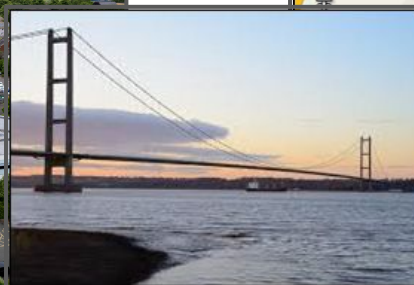
The town centre offers independent retailers and a general market as well as a multi-screen cinema, visual arts centre, an adjacent bus station and ample car parking. There are also shopping centres around the outskirts of the town.

Location

**The St Lawrence Academy
Doncaster Road Scunthorpe DN15 7DF**

☎ 01724 842447 ✉ enquiries@tsla.co.uk 🏠 www.tsla.co.uk
🐦 @TSLA_info 📘 @TheStLawrenceAcademy2008

With excellent and uncongested motorways, you can reach North Lincolnshire quickly and easily. The M180 connects directly to the M18, which offers onward links to the M62, A1 and M1. The Humber Bridge is easily accessible, 17 miles away from Scunthorpe. There is many areas of affordable and appealing housing in the area.





**The
St Lawrence
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How to Apply

Applying

If you decide to apply for this post please submit your application online, ensuring you complete the additional information page to specify your skills and experience against the job description.

Visits to the academy

Candidates who would like a professional conversation about the role or to arrange a visit please contact Lorna Johnson, PA to the Headteacher and SLT on 01724 842447 or email to enquiries@tsla.co.uk

Job Description

This tells you the main responsibilities of the post and explains what we are looking for. It tells you about the personal and professional qualities you need for this post.

Person Specification

This specification sets out which criteria will be used to shortlist candidates for interview.

"The St Lawrence Academies Trust is dedicated to best supporting children, staff and local communities. Our philosophy is that our partner schools will be stronger together. Please visit the trust website www.slatrust.co.uk to find out more about the vision and ethos of The St Lawrence Academies Trust"



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🐦 @TSLA_info 📘 @TheStLawrenceAcademy2008



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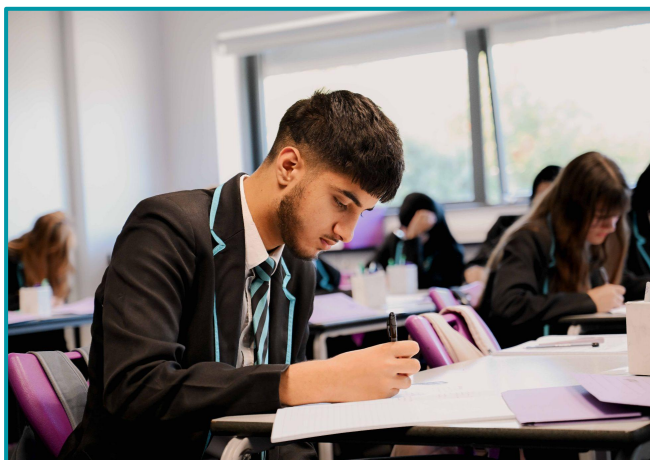
Stronger
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