



CHELtenham  
COLLEGE

Senior Chaplain  
Information for Candidates



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## The Appointment

Cheltenham College seeks an enthusiastic and well qualified Anglican priest to lead the chaplaincy team at this outstanding Church of England Day and Boarding School.

The College is a Christian foundation; faith and worship are taken seriously and lie at the heart of College life. While the established spiritual, liturgical and theological atmosphere of the College is liberal catholic, an inclusive diversity of Christian belief and practice is intentionally affirmed.

## The Senior Chaplain

The Senior Chaplain will need to be an experienced Anglican priest who will be at home in a high achieving educational setting . He/She will be prayerful, evangelistic, pastoral and efficient. He/She must be able to lead a team with imagination and sensitivity, which is in turn, a core part of a large school community. Currently there are two additional ordained chaplains in the chaplaincy team.

The Senior Chaplain is responsible to the Head for the Christian life of the School. He/she is responsible for overseeing worship, praying for all members of the community, preaching the gospel, preparing pupils for confirmation, encouraging staff and pupils in Christian service and sharing in the pastoral care of pupils and academic and support staff.

He/She will be comfortable relating to audiences of pupils aged between 4 and 18, and with parents , staff and alumni who are socially confident, professional and articulate. He/she will appreciate how the 'good delivery' and smooth running of large set-piece events and services contribute to the reputation of a school. He/She will be creative, able to be flexible and adaptable enough to manage the fast pace of an ambitious school setting



## Message from the Head of College, Nicola Huggett



I am delighted that you are considering a role here at Cheltenham College. The Chapel really is at the heart of our community as a school, and I hope that you find this information helpful. I am delighted to be working closely with the Head Elect, Mr Chris Townsend, (currently of Felsted School) on this appointment. Mr Townsend will take over as Head in April 2026.

The College itself lies in the heart of one of the country's most beautiful Regency spa towns, only a few short miles from the rural delights of the Cotswolds. This means that as a place to live and work, you truly have the best of both worlds; a cosmopolitan centre with wonderful restaurants, shops and of course, four major cultural festivals a year, in addition to easy access to walks, country pubs and the great outdoors.

As staff, we enjoy the very wide range of activities that our pupils enjoy, with access to wonderful sports facilities for you and your family, a beautiful Common room, full IT provision, a thriving staff consultation committee and many staff social events. You will also have a tailored professional development programme and extensive support from our dedicated HR team.

Whilst we may seem a large organisation, we operate very much as a close community with a family feel. I know that as a new member of staff you will find that our focus lies very much in developing you as an individual. Just as we expect you to go the extra mile for your pupils, we will engage with your own professional and personal development from the start. We will ensure that you enjoy and feel valued in your new role as quickly as possible.

We recognise the time and thought that goes into an application and we will certainly give this our serious consideration. If you have any further questions, the HR department via [recruitment@cheltenhamcollege.org](mailto:recruitment@cheltenhamcollege.org) will be happy to help.



## Cheltenham College

Cheltenham College is a thriving community, with over 1100 pupils from the Prep and Senior Schools combined, cared for by 700 support and academic staff.

We have high class facilities for academic development, boarding, sport, music and drama, as well as a truly awe-inspiring chapel.

We are a 24/7 operation, working a six-day week with Saturday School. With our focus on full boarding (80% of our pupils are boarders, 20% of our pupils reside overseas), we are able to get to know our pupils very well and that makes inspiring them in and outside the classroom all the more enjoyable.



## The Chapel

Our Chapel is genuinely considered by present and past pupils to be the heart of the College. This magnificent building, with its glorious soaring architecture, lifts the hearts and minds of those who enter it, giving them space to think and reflect, to pray and to worship. It comfortably seats over 700.

Chapel provides pupils with a firm foundation on which to build their lives and teaches them the value of justice, peace, love, compassion, forgiveness and integrity – things which are central to the Christian way of life, and indeed to all humanity.

At present, the Senior School attends chapel by year group at least three mornings a week on rotation, however estates work is underway to see the whole school (800 including staff) returning to daily attendance in chapel as a group, four mornings during the week, hopefully by January 2026. Sunday services are held on a number of Sunday evenings each term at 7:30 pm, although there are four or five morning services throughout the year. The Prep School has a service for pupils and parents on Friday afternoons each week. Chapel services follow the practice of the Church of England. We do, however, maintain and try to encourage a deep respect for other faiths.

## The role

The Senior Chaplain is responsible for the Christian life of the School, overseeing worship, praying for all members of the community, preaching the gospel, preparing pupils for confirmation, encouraging staff and pupils in Christian service, relating to parents, and sharing in the pastoral care of pupils and academic and support staff. Most of this ministry takes place in 'Chapel'.

Chapel – or, to give it its full title 'The **Chapel of St Mary and St George**' - lies physically and spiritually at the heart of Cheltenham College and remains central to community life. The Chapel's tranquil environment also serves pastoral wellbeing, offering stillness, reflection, and spiritual grounding amid the many demands of school life.

Pupils attend Chapel several times weekly, experiencing worship in the tradition of the Church of England. While the established spiritual, liturgical and theological atmosphere of the College is liberal catholic, an inclusive diversity of Christian belief and practice is intentionally affirmed; for many years, the Chaplaincy has partnered collaboratively with the *Christian Union*.

Sunday Chapel occurs on 16 Sundays throughout the year. The services tend to be non-Eucharistic, ranging from standard Services of the Word to the occasional Gospel Service. In recent years services of Benediction and Compline have taken place and, from time to time, a whole school Eucharist is celebrated.

The main festivals of the Christian calendar are marked in style at College; the quality of liturgy and music is in the tradition of a Major Church or Cathedral. Remembrance, Advent, Christmas are great occasions and the Chapel also plays a central role in the marking both of Speech Day and the end of the academic year. The annual service of Confirmation is also a high day of celebration and each year, on average, between 30 and 40 Cheltonians are confirmed in the presence of the family and friends as well as Roman Catholic pupil confirmands.

The whole community attends Chapel on weekdays mornings for a short, highly focused 15-minute service. These weekday Chapel services follow a thematic syllabus which corresponds, in many ways, to the Church calendar but which also facilitates broader reflection and teaching. Chapel talks - delivered by staff or pupils as well as the chaplains - invite intellectual and spiritual engagement. The overall aim is to seek to develop the moral imagination as well as making pupils aware of the stories, beliefs and traditions of Christianity.

Music significantly enriches the worship in Chapel and is overseen by the Director of Music in partnership with the College organist. The several choirs, choral evensongs, and organ recitals (by visiting international musicians) make the Chapel a living cultural and sacred space. Weekly congregational practice – ‘congers’ - is well-loved by all and the high quality of pupil hymn singing is frequently commented upon.

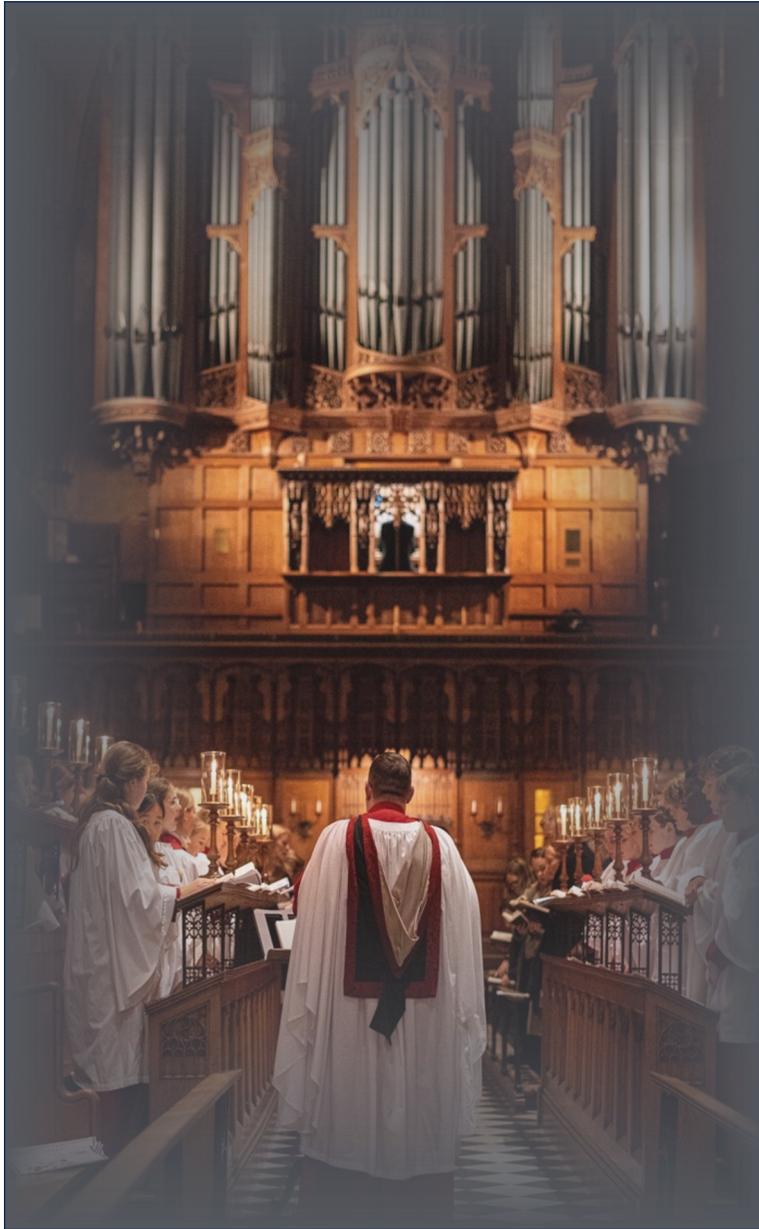
Since 2011 the Chaplaincy Department has been led by the Revd Dr. Adam Dunning and he has been assisted by the Revd Drs. Adrian and Kerry Samuel. The work of Chaplaincy is also serviced by a Chapel Administrator. Beyond worship, chaplains support pastoral care, moral education, and personal formation as well as exercising a ‘ministry of presence’ across all aspects of College life, attending musical, artistic and sporting events. Ministry and pastoral care to the many members of the support staff is also highly encouraged.

At **Cheltenham Prep** (ages 3–13), the same ethos continues in age-appropriate form. The Prep’s nurturing environment reflects Christian values of kindness, integrity, and service, encouraging each child’s intellectual and spiritual growth. Each week one of the chaplains leads a whole-school service as well as taking a short service in the Pre-Prep department. The Prep has its own Director of Music who oversees several choirs.

The spiritual and moral life of both schools is continuous and coherent: the Prep lays the groundwork in faith and reflection; the College deepens this through intellectual inquiry, worship, and service. Together, they cultivate a holistic education rooted in Christian tradition yet open to global and inter-faith perspectives.

Ultimately, the aim of the Chaplaincy and spiritual life at Cheltenham College is to ensure that every pupil, regardless of belief, engages with questions of meaning, purpose, and community. Through worship, service, pastoral care, and reflection, pupils are invited to see life as a calling to love, integrity, and contribution—forming not only bright minds but compassionate, grounded human beings.





## Expectations

- Members of Common Room are expected to teach their subject[s], to act as tutors, to be attached to day or boarding Houses, to make a substantial contribution to the co-curricular programme and to support the boarding ethos of the College.
- Although hours of work are not specified precisely, the working day begins with a registration period at 8.30am and will often include evening commitments during term times. Members of Common Room are expected normally to be on site throughout the working day and to be available even when they have no formal commitments. Saturdays begin at 8.30 am and all full-time members of Common Room are expected to be in College whether or not they are teaching. There are College and/or House-based activities at weekends in which they are also expected to play a part. Outside of the formal term times they are expected to be in College for College or departmental INSET and to be available to fulfil any reasonable duties.
- Chapel is central to College life reflecting its Christian foundation. On weekdays members of Common Room are expected to attend the brief morning service
- The College sets the highest professional standards in every respect.

## Terms and Conditions



A formal contract detailing terms and conditions will be drawn up on appointment. The following notes provide guidance, without prejudice, on the likely main provisions.

General notes:

- A highly competitive remuneration package is available with, for the right candidate, a salary to match the best. Generous accommodation in the form of a four-bedroom house is also available to the Senior Chaplain if required.
- The appointment is subject to one term's notice.
- The position carries a significant reduction in teaching load in line with the demands of the role.
- Generous fees discount is available for children attending the Prep and College
- College offers a defined contribution Workplace Pension Plan plus a Flexible Benefits Pot. The scheme offered is through APTIS: Aviva Pensions Trust for Independent Schools and includes a generous College contribution.
- Subsidised Health Scheme membership.
- The candidate's performance will be subject to a regular appraisal.
- Shortlisted candidates will be asked to undertake identity and qualification checks which conform to the School's Safeguarding Policy. They must also agree to references being taken up at that stage and checks made with past employers.

## Important Information

### Child Protection

Cheltenham College is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

All applicants should read the School's Child Protection policy, which is available on the website, and are required to declare any criminal convictions or cautions, or disciplinary proceedings related to young people.

The appointment is subject to satisfactory references, clearance from the Disclosure and Barring Service, proof of identity, qualifications and a satisfactory medical declaration.

The successful candidate will be required to complete an application for Enhanced Disclosure, to initiate a Disclosure and Barring Service Check (working with children) in accordance with the School's Recruitment Policy which may be obtained from the Bursar upon request.

The School is registered for the processing of personal data in accordance with the Data Protection Act 1998.



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### Equal Opportunities

Cheltenham College is an equal opportunities employer. We are committed to equality of opportunity for all staff and applications from suitably qualified individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.

We encourage all candidates to ensure that College is aware of your particular requirements, should you be invited to interview.



## How to Apply

If you are excited by the opportunity of playing such a key role at Cheltenham College, please complete the application form electronically and email it to [recruitment@cheltenhamcollege.org](mailto:recruitment@cheltenhamcollege.org), together with a covering letter (no CVs please) explaining your suitability for the role.

The deadline for applications is: **12 noon on Wednesday, 10 December 2025**

Longlist interviews will be held on **Thursday 8<sup>th</sup> and Friday 9<sup>th</sup> January 2026**

Shortlist interviews will take place across two days: **Thursday 22<sup>nd</sup> and Friday, 23<sup>rd</sup> January 2026** (overnight accommodation will be arranged for Thursday, 22<sup>nd</sup> January):

Thank you

