



<b>Post Title</b>	<b>Spiritual Wellbeing Lead</b>
<b>School / Organisation</b>	Avanti Services Limited
<b>Location</b>	Avanti Brook & Avanti Meadows
<b>Grade/Salary</b>	Grade 5, £26,425 - £28,288 per annum pro rata. <i>Approximate actual pro rata £6,762 – £7,239 (0.25591% FTE)</i>
<b>Hours</b>	Part-time (12 hours per week)
<b>Contract Type</b>	Permanent Term-time only
<b>Reports to</b>	Chaplaincy Lead
<b>Preferred Start Date</b>	TBC

### MAIN PURPOSES OF THE JOB

#### Spiritual Wellbeing Lead at our Avanti Schools

Spiritual insight is the core of our educational mission, emphasising the belief in our unique potential across intellectual, emotional, physical, and spiritual dimensions. This role is at the heart of nurturing spirituality, creating a safe haven for students to receive emotional and spiritual support. Our Spiritual Wellbeing Leads facilitate authentic dialogues, encouraging introspection and growth, while also providing tools for wholistic health and well-being. Assembly presentations, small-group dialogue, and drop-in sessions are integral to our spiritual wellbeing support, and the Spiritual Wellbeing Leads facilitate students and staff in developing reflective habits and meaningful relationships via these offerings. At Avanti, we cultivate gratitude and purpose, fostering a satisfying life of contribution within our school community.

#### The Role

Avanti Services Ltd is seeking an exceptional candidate to join our school as a Spiritual Wellbeing Lead at Avanti Brook and Avanti Meadows on a permanent basis.

This is an opportunity for a gifted individual with excellent interpersonal skills to nurture and support our pupils at the very start of their spiritual journey. Working closely with teaching and key pastoral staff, the Spiritual Wellbeing Lead will help to create the spiritual ethos of the school, alongside the Leadership Team and supporting staff to enable further development of the school.

#### Main Purpose of Job:

- To contribute to the Spiritual Wellbeing provision at the school by supporting assemblies, school presentations and festival days.
- To support the spiritual and emotional development of students and staff by providing drop-in sessions
- To develop the Spiritual Wellbeing Lead role and responsibilities so that it contributes to the provision of the Avanti Way, including its implementation and assessing its impact.
- Support the Wellbeing and Inclusion teams in safeguarding and promoting the welfare of children
- To facilitate staff, student, and parent Spiritual Wellbeing Discussion Groups
- To develop the wider school community including social outreach opportunities and parent workshops to ensure the Avanti Way is manifested in all aspects of a students life.

### RESPONSIBILITIES OF THE JOB

#### General Responsibilities:

- To nurture the individual child and promote the development of the whole person (body, mind and spirit) in line with the spiritual ethos of the school.
- To be an approachable presence in the school and someone that the students feel that they can talk to on spiritual matters
- To guide and support all employees of the school in their knowledge and understanding of spiritual practices



- To work alongside teaching and key pastoral staff to enhance the emotional and spiritual care and provision for students at the school
- To be committed to safeguarding and promoting the welfare of children and young people within the school.
- To develop positive relations with students, parents and staff
- To be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- To attend and support appropriate meetings/courses and to undertake any training as deemed necessary for personal development.
- To be responsible for your own continuing self-development, undertaking training as appropriate.
- To be willing to undertake tasks deemed essential to the spiritual development of the school, at the discretion of the Principal

### Specific Duties and Responsibilities: Pastoral

- To provide 1-1 emotional and spiritual wellbeing support for students through drop-in sessions
- To facilitate staff, student, and parent Spiritual Wellbeing Discussion Groups
- To provide support and guidance for pupils, staff, governors – in times of bereavement, and during spiritual, personal, family and social difficulties
- To support heads of year and inclusion team, playing an active role in the wellbeing system

### Specific Duties and Responsibilities: Spiritual Insight

- To support the induction of new staff and students into our school
- To deliver assemblies based on spiritual practices and their practices
- To create Emotional & Spiritual Wellbeing Content for students: Videos, Newsletters, Journals
- To create opportunities for students to give back to the local community, and develop the school's social outreach.
- To develop parents/carers awareness and ability to contribute to the Avanti Way life at our school.

### Specific Duties and Responsibilities: Further Development of the role

- To evaluate the efficacy and impact of the school's spiritual and wellbeing programmes (linked to the broader chaplaincy network within Avanti).
- To continue to grow and develop the spiritual and wellbeing programmes in the school in line with the school's Spiritual vision

## PERSON SPECIFICATION

Criteria		Requirement	
		<i>Essential</i>	<i>Desirable</i>
1.	Excellent communication, organisation and presentation skills	X	
2.	Ability to adapt, work flexibly and work under pressure	X	
3.	Ability to act upon own initiative	X	
4.	Easy to approach and make themselves available for student, staff and parents	X	
5.	Exceptional listening skills and empathic communication skills	X	
6.	Ability to work as part of a team	X	
7.	Ability to form good working relationships with colleagues, students and parents and work as part of a team	X	
8.	An approachable, accommodating attitude relating well to children and adults	X	
9.	High standards embracing honesty, integrity, loyalty and trustworthiness		
10.	Ability to handle sensitive issues keeping confidentiality as required.	X	
11.	Have developed knowledge and a wholesome understanding of the major world religions	X	



12.	Experience working with young people, in particular primary students, preferably in an educational setting		X
13.	Experience working as a chaplain		X
14.	Qualifications in chaplaincy		X
15.	QTS Qualification / HTLA Qualification		X
16.	Level 1 + safeguarding qualification		X
17.	Be able and willing to undertake staff training and development courses, some of which may be outside of normal working hours, to develop and maintain technical qualifications for the role.	X	
18.	Commitment to the safeguarding and welfare of all students	X	

### FURTHER INFORMATION

Due to the nature of this role, it will be necessary for the appropriate level of criminal record disclosure to be undertaken. In making your application, it is essential you disclose whether you have any pending charges, convictions, bind-overs or cautions and, if so, for which offences. This post will be exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders Act 1974. Therefore, applicants are not entitled to withhold information about convictions which for other purposes are 'spent' under the provision of the Act, and, in the event of the employment being taken up; any failure to disclose such convictions will result in dismissal or disciplinary action. The fact that a pending charge, conviction, bind-over or caution has been recorded against you will not necessarily debar you from consideration for this appointment.

For further information - <https://avanti.org.uk/wp-content/uploads/2022/09/AST-Child-Protection-and-Safeguarding-Policy.July-2022.pdf>