**Success Profile**

**Band 5 Anglican Chaplaincy**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Behaviours** | **Strengths** | **Ability** | **Experience** | **Technical** |
| Making Effective Decisions | Demonstrates capacity to make appropriate decisions in a dynamic context. | Ability to work under pressure and make judgements appropriate to context. | Has an understanding of defensible decision making processes. |  |
| Teamwork | Demonstrates and awareness of Multi-Faith and Team Dynamic issues | Ability to work within, influence and take a role within a multi-faith team | Experience of working in an ecumenical, inter-faith or multi-faith team setting. |  |
| Achieving a Safe and Secure in Environment | Demonstrates understanding of both dynamic and physical security.  Demonstrates ability to work within a boundaried system. | Ability to demonstrate the link between security and safety in an establishment.  Demonstrates an ability to understand the limits of confidentiality.  Has a strong personal moral compass which is not at odds with the aims of HMPPS. | Has overseen risk management in a context where both physical and dynamic risk are present. |  |
| Caring | Demonstrates a clear understanding of pastoral care. Astute to the risks of conditioning. Demonstrates clear understanding of professional boundaries. | Ability to listen and connect to all who work and live within a prison.  Ability to be pastoral and yet confidently aware of their own limitations.  Demonstrates an understanding of the need for self-care. | Experience of working alongside people from a diverse set of backgrounds and current situations. |  |
| Communication | Demonstrates skills required of a good communicator; eg. active listening, preparation, clear delivery. | To operate in at least the following areas of communication:   * Pastoral * Faith instruction * Religious service delivery | Has demonstrated to a range of people the following skills   * Active listening * Effective and appropriate teaching * Religious Leadership | An ability to fulfil all spoken aspects of the role with confidence through the medium of English or (where specified in Wales) Welsh. |
| Theologically Competent | Rooted in an understanding of Anglican theology.  Expresses a connectedness to the centre (i.e. the Church of England). | Ability to demonstrate knowledge of Anglican theology and Religious Practice. | Experience of delivery of faith specific interventions, services and groups. | Maintains appropriate CME hours as set down by Anglican advisor. |
| Self-Development and self-care | Demonstrates that they are a reflective practitioner, well integrated into Diocesan structures. | Able to recognise and plan for necessary own self-development and self-care. | Has consistently demonstrated self-development and self-care strategies through ministry formation and ministerial experience. | Maintains good support structures including but not limited to a spiritual director or equivalent. |
| Endorsement |  | Satisfy Anglican Advisor that they meet minimum accreditation requirements as laid out in Bishop’s directive. |  | **For Lay or ordained deacons**:  Be a licensed Reader, [Religious sister or brother, Church Army officer or other appropriately qualified or licensed minister in the Anglican tradition\*]  \*subject to agreement from Anglican Advisor /Anglican Bishop to Prisons  Have formal endorsement in the form of the licence of the Diocesan Bishop \*(Evidence required before appointment).  **For Priests:**  Be an ordained member of the Anglican Communion (or of churches part of the Porvoo Agreement)  Will normally need to have been in Holy Orders for a minimum of three years.  Have formal endorsement in the form of the Licence of the Diocesan Bishop\* (Evidence required before appointment).  **All**: Must have signed/or signed the Church of England documentation on mutual flourishing |
| Safeguarding |  | Ability to understand the particular safeguarding challenges with working with vulnerable adults in custody. | Have understood and complied with safeguarding processes in all previous jobs. | Must have Diocesan DBS clearance and up to date safeguarding training. |