

OFFICIAL SENSITIVE

Success Profile

Band 5 Anglican Chaplaincy

| Behaviours                                 | Strengths  | Ability  | Experience  | Technical  |
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| 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: <ul style="list-style-type: none"> <li>- Pastoral</li> <li>- Faith instruction</li> <li>- Religious service delivery</li> </ul>   | Has demonstrated to a range of people the following skills <ul style="list-style-type: none"> <li>- Active listening</li> <li>- Effective and appropriate teaching</li> <li>- Religious Leadership</li> </ul> | An ability to fulfil all spoken aspects of the role with confidence through the medium of English or (where specified in Wales) Welsh. |

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| 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. |

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| Endorsement |  | Satisfy Anglican Advisor that they meet minimum accreditation requirements as laid out in Bishop's directive. |  | <p><b>For Lay or ordained deacons:</b><br/> Be a licensed Reader, [Religious sister or brother, Church Army officer or other appropriately qualified or licensed minister in the Anglican tradition*]<br/> *subject to agreement from Anglican Advisor /Anglican Bishop to Prisons<br/> Have formal endorsement in the form of the licence of the Diocesan Bishop<br/> *(Evidence required before appointment).</p> <p><b>For Priests:</b><br/> Be an ordained member of the Anglican Communion (or of churches part of the Porvoo Agreement)<br/> Will normally need to have been in Holy Orders for a minimum of three years.<br/> Have formal endorsement in the form of the Licence of the Diocesan Bishop*<br/> (Evidence required before appointment).</p> <p><b>All:</b> Must have signed/or signed the Church of England documentation on mutual flourishing</p> |
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| 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. |
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