



# HM Prison & Probation Service

## Job Description (JD)

### Band 5

### Group Profile – Chaplain (C)

### Job Description – C: Chaplain

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<b>JD Evidence</b>	

## Job Description

<b>Job Title</b>	C : Chaplain
<b>Group Profile</b>	Chaplain
<b>Organisation Level</b>	Chaplain
<b>Band</b>	5

<b>Overview of the job</b>	This is a Chaplaincy job in an establishment which provides pastoral and faith specific care to prisoners and staff.
<b>Summary</b>	<p>The job holder will be responsible for the religious care of prisoners and staff in one of the following faith traditions and will be qualified to provide guidance in a capacity as outlined below, meeting the current Faith Eligibility Requirements held by Chaplaincy HQ:</p> <ul style="list-style-type: none"> <li>• Anglican Faith - (Ordained Deacon Religious Brother Sister Lay Person)</li> <li>• Anglican Faith - (Ordained Priest)</li> <li>• Christian Faith - (Ordained Priest or Free Church equivalent)</li> <li>• Christian Faith - (Ordained Deacon Religious Brother Sister Lay Person)</li> <li>• Free Church - (Non Ordained Deacon or lay Person)</li> <li>• Free Church – (Ordained)</li> <li>• Hindu Faith</li> <li>• Humanist Faith</li> <li>• Muslim Faith</li> <li>• Roman Catholic Faith - (Ordained Deacon Religious Brother Sister Lay Person)</li> <li>• Roman Catholic Faith – (Ordained Priest)</li> <li>• Sikh Faith</li> <li>• Buddhist Faith</li> <li>• Jewish Faith</li> <li>• Orthodox Faith</li> <li>• Pagan Faith</li> <li>• Quaker Faith</li> <li>• Rastafari Faith</li> <li>• Roman Catholic Faith (Priest Deacon Brother Sister Lay Person)</li> <li>• Spiritualist Faith</li> <li>• Christian Science Faith</li> </ul> <p>The job holder will work with colleagues to ensure the delivery of the specification “Faith and Pastoral Care”, and also the broader work of chaplaincy in delivering faith and non-faith based courses. Will contribute to the process by which the Governor and Head of Chaplaincy/Profession at HQ are assured that the specification is being delivered.</p> <p>The job holder will engage with, and build contacts with their own faith community towards aiding the resettlement of offenders.</p> <p>This is a non-operational job with no line management responsibilities.</p>

<b>Responsibilities, Activities and Duties</b>	<p>The job holder will be required to carry out the following responsibilities, activities and duties:</p> <ul style="list-style-type: none"> <li>• Act as faith advisor in the establishment providing advice, pastoral care and spiritual welfare to prisoners, staff and their families as requested</li> <li>• Facilitate and deliver opportunities for worship study and religious programmes</li> <li>• Contribute towards the development of local policy, procedures and practice</li> <li>• Provide mentoring and personal support for other chaplains and volunteers including following incidents</li> <li>• Be part of the provision of available and accessible chaplaincy care at all times</li> <li>• Plan and lead worship and prayer / faith specific meetings</li> <li>• Provide pastoral care to prisoners and help to provide support and bring resolution to crisis situations where required</li> <li>• Nurture Chaplaincy volunteers in their contribution</li> <li>• Work collaboratively with other Chaplains and Managing Chaplain on the maintenance and provision of facilities for worship and prayer</li> <li>• Ensure your prison community is aware of relevant religious events and coordinate establishment support for these</li> <li>• Be proactive in forging links with their local faith communities and other agencies, as relevant and consider ways in which these communities/agencies may become involved in mentoring prisoners on release</li> <li>• Participate in developing ways for improving and achieving targets As required, undertake and ensure that all relevant administration, data collection and analysis including relevant targets are collated</li> <li>• Be part of the organisation and delivery of Faith Awareness Training for staff</li> <li>• Undertake Diocesan Ministerial Reviews, where appropriate</li> <li>• Provide appropriate support to the establishment in the absence of the Managing Chaplain</li> <li>• Actively support the Assessment, Care in Custody and Teamwork (ACCT) process</li> </ul> <p>The duties/responsibilities listed above describe the post as it is at present and is not intended to be exhaustive. The job holder is expected to accept reasonable alterations and additional tasks of a similar level that may be necessary. Significant adjustments may require re-examination under the Job Evaluation Scheme and shall be discussed in the first instance with the job holder.</p>
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<b>Behaviours</b>	<ul style="list-style-type: none"> <li>• Communicating and Influencing</li> <li>• Managing a Quality Service</li> <li>• Making Effective Decisions</li> <li>• Leadership</li> <li>• Working Together</li> </ul>
<b>Strengths</b>	<p>It is advised strengths are chosen locally, recommended 4-8.</p>
<b>Essential Experience</b>	<p>Chaplains are required to meet the Faith Eligibility Requirements for their chosen faith as outlined within the Group Profile.</p> <p><b><u>All Faiths</u></b></p> <p>An ability to fulfil all spoken aspects of the role with confidence through the medium of English or (where specified in Wales) Welsh.</p>

<b>Technical Requirements</b>	Must complete specific training to hold the qualifications required for area of specialism outlined in the Faith eligibility requirements (listed within the Group Profile)
<b>Ability</b>	

<b>Minimum Eligibility</b>	<p><i>Please do not alter this box</i></p> <ul style="list-style-type: none"> <li>• All candidates are subject to security and identity checks prior to taking up post.</li> <li>• All external candidates are subject to 6 months' probation. Internal candidates are subject to probation if they have not already served a probationary period within HMPPS.</li> <li>• All staff are required to declare whether they are a member of a group or organisation which HMPPS consider to be racist.</li> </ul>
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<b>Hours of Work (Unsocial Hours) Allowances</b>	<p>37 hour working week</p> <p>Unsocial Hours Working will be confirmed by the Recruiting Manager and only paid where applicable:</p> <p>Unsocial Hours Working</p> <p>This role requires working regular unsocial hours and a 17% payment will be paid in addition to your basic pay to recognise this. Unsocial hours are those hours outside 0700 - 1900hrs Monday to Friday and include working evening, nights, weekends and Bank / Public holidays.</p>
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## Success Profile

Behaviours	Strengths It is advised strengths are chosen locally, recommended 4-8	Ability	Experience	Technical
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Communicating and Influencing			<p>Chaplains are required to meet the Faith Eligibility Requirements for their chosen faith as outlined within the Group Profile.</p> <p><b><u>All Faiths</u></b></p> <p>An ability to fulfil all spoken aspects of the role with confidence through the medium of English or (where specified in Wales) Welsh.</p>	<p>Must complete specific training to hold the qualifications required for area of specialism outlined in the Faith eligibility requirements (listed within the Group Profile)</p>
Managing a Quality Service				
Making Effective Decisions				
Leadership				
Working Together				
Choose an item.				
Choose an item.				