

**Church of England Chaplain
to the
University of Lancashire
Recruitment Pack**

Welcome!

Thank you for taking an interest in becoming the Church of England Chaplain to the University of Lancashire. I hope you will find the information in this pack useful and inspiring.



It's an exciting time to join the Diocese of Blackburn and the University of Lancashire. The University is nearly 200 years old, centred in a city steeped in the Christian faith – Preston was named for “priest-town”, and as a Diocese we see university chaplaincy as integral to and the forefront of our vision to reach Lancashire with the gospel of Jesus Christ, and to weave strong cohesion between our faith communities.

As you will see from this pack, we are seeking a Chaplain who is passionate about their Christian faith who will enhance the student experience and promote wellbeing through compassionate responsive pastoral care and Christian spiritual support, working as an integral part of the Multi-Faith Chaplaincy Team within the Equality, Diversity and Inclusion Department, which is overseen by Charlotte Delaney. The Chaplain will be well supported as part of Blackburn Diocesan Board of Education and our University Chaplaincy teams, and this will be complemented by wider Diocesan support so that they and their ministry can flourish.

If you think the Lord might be calling you to this fabulous role then please get in touch with me for an informal conversation.

Be assured of our prayers for you as you explore this role.

Rt Rev Dr Jill Duff
Anglican Bishop of Lancaster

Welcome from the University of Lancashire



Thank you for showing an interest in our university. We are very much looking to welcoming our Church of England Chaplain as part of the multi-faith Chaplaincy team serving staff and students, based at the Oasis Centre in Preston, with links to our Burnley and Westlakes campuses.

The Christian Chaplaincy Strategy aims to enhance the student experience and promote wellbeing through compassionate, responsive pastoral care and spiritual support with currently have two priorities:

- To deliver a high-quality chaplaincy service, which is responsive to the pastoral and spiritual needs of students and staff, and provides a positive, measurable impact on their experience and well-being
- To promote chaplaincy across campus and embed it into the life and culture of the university, thereby increasing its visibility and creating recognition of its positive contribution to the student experience and wellbeing.

The Chaplaincy Team is overseen within the university by Charlotte Delaney, our Director of Equality, Diversity and Inclusion who manages the Faith & Spirituality Co-ordinator, with whom the Chaplain will work closely.

1. Job Description

Job title:	Church of England Chaplain to the University of Central Lancashire
Salary:	£18,616 per annum
Hours:	25 hours per week
Location:	Oasis Centre, Moss Building, 49 - 51 Fylde Road, Preston, PR1 2XQ
Reporting to:	The Head of Children, Youth & Chaplaincy in the Blackburn Diocesan Board of Education Director of Equality Diversity and Inclusion in the University of Lancashire

2. Background

The Diocese of Blackburn serves almost the whole of the county of Lancashire with a population of 1.6 million. It is divided into 14 Deaneries and two Archdeaconries (Blackburn and Lancaster). The Diocese covers an area of extraordinary variety, from the stunning countryside of the Trough of Bowland to the former mill towns of East Lancashire, from the University cities of Preston and Lancaster to the seaside towns of Blackpool and Morecambe, from elegant villages to Presence and Engagement Parishes. We have parishes of all traditions and are strongly committed to the principle of mutual flourishing.

The University of Lancashire has a rich history, tracing its origins back to 1828 when it was founded as the "Institution for the Diffusion of Knowledge" in Preston. Over the years, it evolved through various names and iterations, including the Harris Institute, Harris College, Preston Polytechnic, and Lancashire Polytechnic, before finally achieving university status in 1992. In 2024, it received approval to change its name to the University of Lancashire, with the rebrand intended to be in effect by September 2025. You would be joining at an exciting time in our history as the university embarks on a rebranding and focussed vision.

Preston is a city rich in history and culture, with a blend of traditional and contemporary influences. It has a vibrant arts scene, a thriving music community, and a deep-rooted connection to its industrial heritage. The city is also known for its diverse cultural festivals, from the Caribbean Carnival and Mela events to the traditional Easter egg-rolling and it is a centre for shopping in the surrounding area.

Preston's history spans from the Anglo-Saxon period to the present, with significant periods marked by religious influence, market town development, and industrial growth. The name "Preston" itself, meaning "Priests' town," points to an early religious foundation. The town was granted its first charter in 1179, solidifying its status as a market town. Industrialization, particularly in textiles, played a major role in shaping Preston's development. The city also has a history of social and political movements, including the Temperance Movement and the Women's Suffrage movement.

3. Purpose of the Role

The aim of the role is to enhance the student experience and promote well-being through compassionate responsive pastoral care and spiritual support.

Two key priorities include:

- To deliver a high-quality chaplaincy service, which is responsive to the pastoral and spiritual needs of students and staff, and provides a positive measurable impact on their experience and wellbeing
- To promote chaplaincy across campus, and embed it into the life and culture of the university, thereby increasing its visibility and engagement, and creating recognition of its positive contribution to student experience and wellbeing.

The Chaplain will also be a bridge between existing Christian groups in the university; and a bridge between the university and local churches of all denominations and faith communities in Preston.

The Chaplain will play a full role in the pastoral life of the University alongside colleagues within the multifaith chaplaincy team, based at the Oasis Centre in Preston. In doing so the Chaplain will live out their Christian faith by providing high quality pastoral care to staff and students, especially in times of crisis. This commitment to pastoral care will be complemented by developing a renewed Christian worshipping presence in a designated room in the Oasis centre to provide a spiritual sanctuary for those seeking Christian sustenance.

As a bridge, the Chaplain will also connect with our other university chaplaincies to share expertise with the Anglican and Lead Chaplains at the University of Lancaster and the University of Cumbria. On occasion Anglican Chaplains may be able to deputise for each other.

4. Key Responsibilities

- Work in partnership with Chaplains based at The Oasis Centre to lead the provision of Church of England Christian ministry within the University of Lancashire, liaising with volunteer chaplains on other campuses
- Work collaboratively as part of both the Chaplaincy and the wider Equality, Diversity and Inclusion team.
- Engage in holistic mission, including by providing pastoral care to staff and students of all faiths and none.
- Enable the establishment of regular Christian worship within the Oasis Centre in a designated room.
- Nurture and support links with Christian organisations, especially student-led Christian associations.
- Co-ordinate and collaborate with the other Chaplains to support the needs of students and staff of other faiths.

- To enhance the student experience, promote wellbeing and community cohesion through compassionate responsive pastoral care and spiritual support
- Support the vocational development of staff and students.
- Be an integrated active member of a local Anglican church
- Build bridges between the University and the Church, especially the local churches of Preston
- Be an active member of local and regional chaplains in the higher education community, sharing good practice and evaluating interventions for adoption at the University of Lancashire
- Collaborate with the university as needed in the delivery of events
- Abide by all University policies and training with respect to issues such as Prevent, Safeguarding, Equality, Diversity and Inclusion, Mental Health Awareness
- Support the University priorities through participation eg in Graduations, student celebrations, Open Days, Freshers' Week, Carol services etc
- Participate in appropriate University committees or working groups
- Participate in Team Away Days within the Chaplaincy and within the Diocesan Board of Education, as appropriate.

5. Key Relationships

- The Head of Children, Youth & Chaplaincy in the Diocese of Blackburn Board of Education, who is the senior diocesan staff member with responsibility for University Chaplaincy.
- The University of Lancashire's Director of Equality, Diversity and Inclusion
- The Faith & Spirituality Co-ordinator and other members of the University's Multi-Faith Chaplaincy Team
- The University's Student Union representatives
- The Anglican Chaplains to the Universities of Lancaster and Cumbria
- The Bishop of Lancaster, who is the Episcopal Lead for University Chaplaincy.

6. Person Specification

(1) **Genuine Occupational Requirement**

There is an occupational requirement for the post-holder to be a practising Christian, and a member of the Anglican Church, in accordance with Schedule 9 to the Equality Act 2010.

(2) **Enhanced DBS**

This post will be subject to a satisfactory enhanced DBS check.

(3) **Qualifications**

Essential

- An active lay or ordained member of the Church of England.
- Evidence of continuing professional and self-development.

Desirable

- A degree or equivalent in theology and ministry.

(4) Experience

Essential

- A lay person or ordained priest or deacon of good standing who takes genuine delight in their own call to service and lives it out in a way that can be a role model to others.
- Some experience of chaplaincy in an educational setting.

Desirable

- Experience of being employed as a chaplain in a educational setting, especially as a University Chaplain
- A well developed understanding of Safeguarding and Prevent duties incumbent on Universities

(5) Knowledge and Skills

Essential

- Ability to network, collaborate and readily build relationships with a diverse range of people and organisations.
- Ability to organise and publicise events and programmes.
- Well developed administrative gifts.
- A good working knowledge of IT.

Desirable

- A well developed understanding of the contemporary higher education sector.

(6) Personal

Essential

- A person who is loyal to the inheritance of faith revealed in the Scriptures, who is excited by the Gospel and articulate in communicating the saving news of God in Jesus Christ.
- A person of prayer who is serious and disciplined about their own formation in Christ.
- Someone who takes real delight in the breadth of the Church of England with a genuine appreciation of the Five Guiding Principles and the willingness to work in diverse cultural and theological contexts.
- A person who can flourish in a range of worship settings, is secure in their own tradition and willing to work beyond it.
- Someone who can play a constructive part as part of multi-faith chaplaincy team, and work for community cohesion.
- A team player who displays advanced relational intelligence and can work well with those they differ from.
- An enthusiast who can inspire others.
- A heart for Christian service and hard work.

(7) Other

Essential

- Flexibility to work some evenings and weekends.
- Willing to travel both within the Diocese and beyond.
- Full Driving licence and use of car for work purpose

7. Outline of Terms and Conditions

Employer: Diocese of Blackburn Board of Education

Salary: £18,616 per annum (£31,282 FTE)

Hours: 25 hours per week

Location: The post holder will be based at the University of Lancashire's Oasis Centre in Preston. The nature of the role requires occasional travel around the diocese, and sometimes beyond. A smartphone and laptop will be provided to assist.

Pension: Pension Scheme, 10% employer contribution 2% minimum employee contribution. Membership of the pension scheme is available via a salary sacrifice.

Annual leave: The full-time entitlement is 25 days (not including statutory bank holidays) in the first year of employment rising by 1 day per completed calendar year up to a maximum of 30 days per year. This is pro rata for part time employees. The holiday year runs from 1 January to 31 December.

Probationary period: The appointment is subject to the satisfactory completion of a six-month probationary period.

Notice Period: During the six-month probationary period two weeks' notice is required on either party. Thereafter you will be required to give three months' notice should you wish to resign.

Expenses: Reasonable expenses will be reimbursed.

Employee Assistance Programme: Employees of the BDBE are entitled to the Medicash Employee Assistance Programme following their second month of employment. Medicash is available to all employees whose contracts exceed 3-months from their continuous start date.

Relationship with the University: It is a condition of employment that the Chaplain retains the good will of the University to perform their duties.

Right to work: The post-holder must have the right to reside and work in the UK.

Diversity - The Diocese of Blackburn believes that diversity enables us to thrive and develop and is committed to race equality, welcoming applications from UK Minority Ethnic/ Global Majority Heritage backgrounds

The Diocese of Blackburn is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All post holders and volunteers are expected to share this commitment.

8. How to Apply

Applications via the Blackburn Diocesan website [General vacancies | The Diocese of Blackburn](#)

For an informal conversation regarding this post please contact the Bishop of Lancaster Bishop.Lancaster@blackburn.anglican.org

Closing date: 1st August 2025
Interview date: 11th August 2025

Appendix 1: Additional Information

[Blackburn Diocese](#) has information about the Diocese of Blackburn

[Blackburn DBE](#) has information on the work of the Diocesan Board of Education

[UCLAN](#) - has additional information about the University of Lancashire

[Chaplaincy](#) has information about the University of Cumbria Chaplaincy

[Chaplaincy - Lancaster University](#) has information about the University of Lancaster Chaplaincy