

Candidate pack

# Group Prep School Chaplain



THE *Stowe*  
GROUP

# Our Vision and Ethos

## We are Change Makers

Our goal is to inspire pupils and colleagues to be Change Makers who will shape positive futures for themselves, their families and the global community. Our World-class facilities support our educational aims and are shared with the wider community. We strive for excellence and celebrate achievement, valuing education as a journey and not a destination in the belief that all pupils can exceed their potential. Learning is learnable and everyone can improve. Our aim is to encourage personal development by creating a flourishing, vibrant, cohesive, caring and socially inclusive community which embraces pluralism, diversity and intercultural understanding. We celebrate differences by giving everyone a voice and then listening to multiple viewpoints. It is our collective responsibility to develop the cognitive, physical, emotional and spiritual well-being of everyone in our community. We are committed to the development of character with particular emphasis on tolerance, resilience, honesty, humility, courage, compassion, gratitude and service. We strive to attract and retain employees of the highest calibre.



*Anthony Wallersteiner*

Dr Anthony Wallersteiner  
**Head of The Stowe Group**

The Group's talented and committed workforce is one of our greatest strengths. We are committed to fostering team engagement, attracting, mentoring, developing and retaining our best teachers and support colleagues. We focus on employee well-being, provide opportunities for professional growth and create a culture of community and partnership. Environmental stewardship and sustainability are cornerstones of The Stowe Group.

Pupils and colleagues have a heightened awareness of their social and environmental responsibility in preserving our unique ecosystem. We have developed and implemented a comprehensive Environmental Stewardship Programme which confronts a variety of challenges, including climate change and environmental sustainability.

**“Our goal is to inspire pupils and colleagues to be Change Makers who will shape positive futures.”**

# THE Stowe GROUP

The Stowe Group of schools (Stowe, Ashfold, Swanbourne House and Winchester House) is situated on four separate sites in Buckinghamshire and Northamptonshire. Across the four schools, The Stowe Group can offer education for boys and girls from 3-18 years. Within The Stowe Group there are more than 1,800 pupils and 800 members of staff. The Schools occupy sites of historical significance in Swanbourne, Dorton, Brackley and the world-famous landscape gardens at Stowe, where we work with The National Trust to manage 880 acres and open the grounds to over 200,000 visitors a year. Stowe House is open to the public during the School holidays and for guided tours during term time. The Stowe Group is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. In 2021, The Stowe Group launched its transformational and substantive Change Makers vision and Change 100 programme.



Stowe



**SWANBOURNE HOUSE**  
BUCKINGHAMSHIRE



**ASHFOLD**  
SCHOOL



**WINCHESTER**  
HOUSE



# We are Change Makers

who are:

FLEXIBLE

KIND

COLLABORATIVE

COMMUNICATORS

PROFESSIONAL

CREATIVE PROBLEM  
SOLVERS

# Job details

**Appointment of:** Group Prep School Chaplain

**Required for:** September 2026

**Department:** Chaplaincy

**Accountable to:** Stowe School Chaplain, with a dotted line to the Head of each prep school

**Location:** Ashfold School with travel to Stowe, Swanbourne House and Winchester House School

**Contract type:** Permanent, full time/term time

**Accommodation:** Provided at Ashfold School, Dorton, Buckinghamshire

**"The Group's talented and committed workforce is one of our greatest strengths.**

**We are committed to fostering team engagement, attracting, mentoring, developing and retaining our best teachers and support colleagues."**

## Purpose of the role:

We are looking for an enthusiastic and dedicated Prep School Chaplain to join our chaplaincy team in the Stowe Group. Working closely with the Stowe Chaplain and Assistant Chaplain, this is a unique and exciting opportunity to serve the 850 pupils and 200 staff across three prep schools in the Stowe Group.

The Prep School Chaplain will provide evangelical ministry and pastoral care to pupils, and teaching & support staff of all faiths and none. They will be responsible for fostering and aligning the Christian ethos across the Stowe Group schools. The successful candidate will contribute positively to the academic and co-curricular provision across the prep schools. They will also be a key contributor to the pastoral provision of our group schools.

## Key Tasks:

Assist the Stowe Chaplain to promote and deliver Christian ministry across the Stowe Group prep schools, ensuring that it is inspiring, inclusive, faithful to God's word and evangelical in nature.

## Spiritual & Pastoral Care:

- Be a spiritual leader and role model within each school community.
- Lead age-appropriate chapel services, Bible studies, and other spiritual activities at the prep schools, working closely with prep school staff to support the spiritual development of younger pupils.
- Plan and prepare engaging chapel talk series for each school.
- Prepare and deliver regular chapel talks.
- Organise and oversee a preaching rota for chapels, including the Head, Christian staff and high-quality visiting preachers.
- Provide pastoral care and spiritual guidance to pupils, staff, and the wider prep school communities, ensuring that support is readily available for those facing personal, spiritual, or emotional challenges.
- Provide opportunities for pupils to voluntarily explore the Christian faith, including offering Bible studies, clubs and other activities designed to deepen their faith.

### **Continued:**

- Organise key events like Harvest, Christmas, Easter and end-of-term services.
- Promote and maintain positive relationships with local clergy and churches.
- Encourage, connect and support Christian staff and parents.

### **Academic:**

- Teach up to six lessons per week in total across the prep schools in a relevant subject of expertise.
- Make a positive contribution to the academic provision at the prep schools, including visiting lessons and being present in the academic area.
- Being available to assist teachers in the delivery of content related to the Christian faith when invited to do so.

### **Group Integration:**

- Visit Stowe School and work closely with the Stowe School chaplaincy team to ensure alignment of Christian ethos and values across the Stowe Group.
- Foster positive relationships between Stowe and the prep schools, providing guidance and mentoring to both staff and pupils, and ensuring continuity of spiritual teaching and practices.
- Work closely with the Heads of each prep school to ensure continuity of ethos and values whilst also understanding the contextual nuances of each school.

### **Pastoral Support:**

- Support the prep schools' pastoral teams with advice and pastoral care, offering guidance on spiritual matters.
- Be a visible and accessible presence around the schools, offering pastoral support to both day and boarding pupils, including conducting occasional boarding house visits at each prep school.
- Work closely with the DSL and Deputy Head (Pastoral) of each school to flag/refer any safeguarding concerns.

### **Professional Development:**

- Engage in professional development opportunities to enhance both spiritual and academic skills, including training, conferences, and professional development.
- Regularly evaluate and contribute to the development of Stowe's spiritual and religious activities in line with the school's vision and ethos.

### **Sport & Co-curricular**

- All staff are expected to assist with, and be involved in, the provision of both games and co-curricular activities. The nature of that assistance and the degree of involvement will naturally vary according to the experience, skills and aptitudes of individual colleagues. Nevertheless, in a boarding community, all colleagues can expect to be called upon during the week and at weekends, to contribute to this essential part of the School's educational provision.

## Person specification

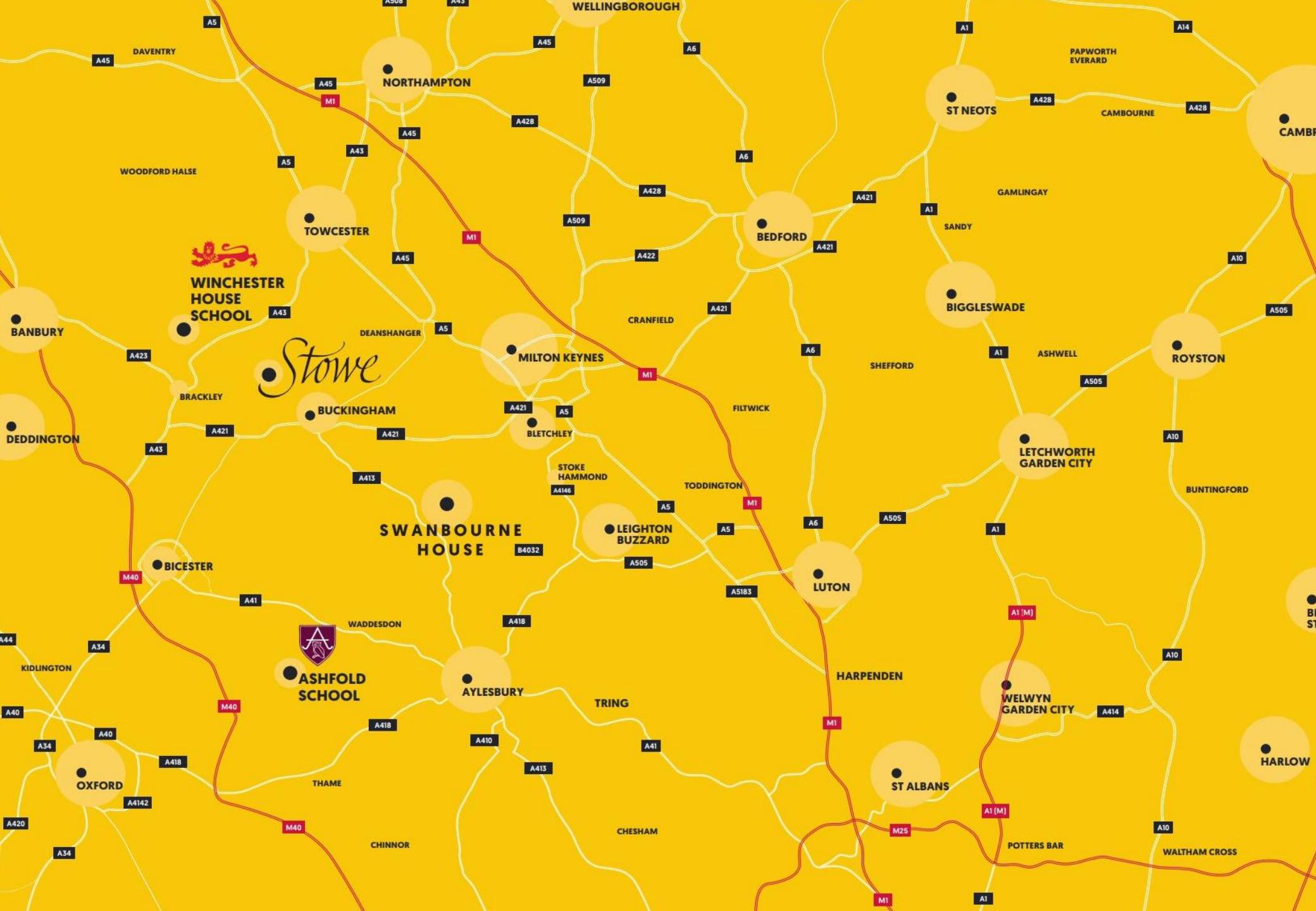
The selection of candidates for short-listing will be based on this specification and candidates should bear this in mind when preparing their application and completing the application form.

Attributes	Essential	Desirable
Qualifications	<ul style="list-style-type: none"><li>An Honours degree (or equivalent) in the relevant subject(s).</li></ul>	<ul style="list-style-type: none"><li>Ordained in the Church of England</li></ul>
Specialist Skills and Experience	<ul style="list-style-type: none"><li>A strong, evangelical Christian faith with a commitment to sharing the gospel and being a Christian witness in both personal and professional life.</li><li>Previous experience in leading worship, providing pastoral care, and teaching Christian faith in a school, camp or church context.</li><li>Exceptional communication skills, both written and verbal, with the ability to inspire pupils of all ages.</li><li>Ability to balance ministry responsibilities effectively.</li></ul>	<ul style="list-style-type: none"><li>Experience working in or with a co-educational Prep School environment, particularly with boarding provision.</li><li>Experience in coaching sport or teaching drama or music.</li><li>Experience in teaching.</li><li>Experience working with or leading children's ministry or community outreach programs.</li></ul>
Personal Qualities	<ul style="list-style-type: none"><li>A love of people, and the ability to work collaboratively with staff, pupils, and the wider school community.</li><li>Passion for working with children and young people and fostering their spiritual, emotional, and academic development.</li><li>A driving licence.</li></ul>	

This job description and Person Specification reflects the present requirements of the post and as duties and responsibilities change/develop, the job description will be reviewed and be subject to amendment in consultation with the post holder

**Date Agreed: January 2026**







### **Enhanced holiday entitlement**

Your contract will provide details of the exact holiday entitlement you will receive



### **Free School Meals**

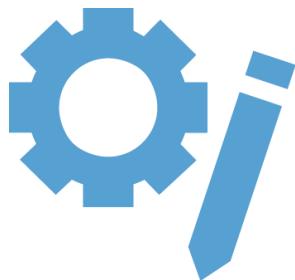
For colleagues working six hours or more during term time



### **Cycle2work scheme**

(National Minimum Wage rules may impact eligibility)

## **Colleague benefits**



### **Learning and development opportunities**



### **Discounted School Fees**

At Stowe Group schools



### **Access to the Stowe Library**

Plus a range of online digital magazines and publications



### **Free annual flu vaccine**



### **£85 Annual Golf Membership**

For you and immediate family (applies to permanent colleagues only)



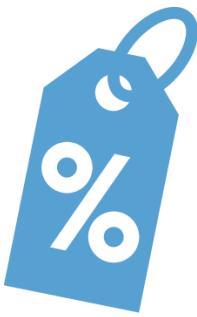
### **Volunteer leave**

Up to 2 days paid leave for volunteering



### **Employee wellbeing programme**

Including free access to counselling services, physiotherapy and more

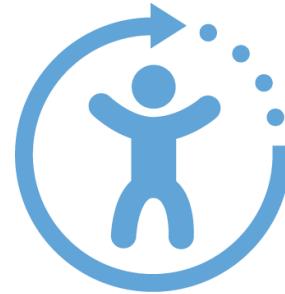


### **Shopping discounts**

Through the 'Discounts for Teachers' website



### **Free refreshments**



### **Wraparound childcare**

Free wraparound childcare available for all colleagues at Prep Schools



### **Free gym and swimming pool use**

For you and your family (Stowe colleagues only, specific times apply.)

Free Yoga classes at Stowe.

**Plus many more benefits.**



# We are Change Makers

THE *Stowe*  
GROUP

Stowe School, Stowe, Buckingham MK18 5EH  
01280 818100 [www.stowe.co.uk](http://www.stowe.co.uk)

Stowe School 01280 818100  
**SECURIT**