



## Vision for the Development of School Chaplaincy in the Diocese of Nottingham



Our Vision for School Chaplaincy in the Diocese of Nottingham is that:

***‘Every school will have access to Lay Chaplaincy provision so that through the work of Lay Chaplaincy everyone in our schools will: have a personal encounter with Jesus Christ and His life changing love for them; and the opportunity to respond to His calling.’***

The Catholic Life of the Multi-Academy Trust Company is of primary importance and should be clearly evident in everything that is undertaken both at trust and individual school level. Lay chaplaincy is central to the development of the Catholic Life of the Multi-Academy Trust Company in addition to each headteacher’s fundamental responsibility to nurture and promote the Catholic Life of the school at local level. It is a crucial vehicle for linking home, school and parishes and plays a central role in effective transition from the primary to the secondary phase. As such, it should be represented at the level of the board of directors.

The current picture of lay chaplaincy in our schools is very mixed. A majority of our secondary schools employ a lay chaplain. In some cases, this role is shared between the secondary school and the feeder primary schools. A smaller number of primary schools have lay chaplaincy provision. Sometimes, this role is undertaken by staff who are released from other duties for a period of time each week.

The NRCDES will set each Catholic Multi-Academy Trust Company the aspirational target of ensuring that each school within the Academy Trust has access to lay chaplaincy on a weekly basis. The present arrangement of lay chaplains working across a cluster of schools could perhaps be replicated in regional clusters or ‘hubs’ within each of the trusts. In order to provide this, it is suggested that each Catholic Multi-Academy Trust seeks to appoint a ‘lead lay chaplain’. This post would bring with it the responsibility of coordinating and developing the provision of lay chaplaincy within the Catholic Multi-Academy Trust by working with ‘link lay chaplains’ from each of the regional hubs

To make this vision a reality we will strive to develop and grow the following areas:

### *Provision*

- Pursue opportunities for schools in the Catholic Multi Academy Trusts (CMAT) to work together in resourcing and recruiting Lay Chaplains that best serve their particular needs and requirements of each school.
- Prioritise the position of Lay Chaplaincy by each CMAT having a Lead Lay Chaplain reporting to the CEO and working as part of the Executive team who are responsible for driving the mission and vision of Lay Chaplaincy in the Trust.
- Encourage the development of pupil leadership in Chaplaincy within each school.
- To empower staff in schools to minister and deliver on the Church’s mission.

### *Mission & Evangelisation*

- The role of Lay Chaplaincy is essential to the catholicity of our schools. Their primary role is to keep Christ at the Centre of the life of the school, and ensure that teachings of the Catholic Church are upheld and professed.
- Through word and deed the Lay Chaplaincy should proclaim the Gospel in the school so that all come to know the Good News of Jesus Christ.
- Ensure that Collective Worship is an integral part of the daily routine of the school, by providing opportunities for students and staff to be engaged, challenged and affirmed by prayer.
- To be a means of unity by linking home, family and parish so that the mission of the Church can be lived out in its fullness.

### *Faith Formation*

- Maintain connections between the school, the local Parish and Diocesan Organisations such as the NRCDES, NDCYS and the Diocese of Nottingham's Adult Formation Department.
- To create supportive environments so that all members of the school feel they can explore, question and grow in their faith.
- Supplying appropriate Catechesis and support the Religious Education Curriculum when necessary.
- To ensure schools allow and enable all pupils to take a lead in the Catholic Life of the school.
- To be inclusive and respectful of the celebration of other beliefs and faiths within our schools.

### *Continuous Development of Chaplaincy*

- To facilitate the growth of Lay Chaplaincy in the CMAT and across the Diocese every opportunity should be given to mentoring and developing young people so they can discern a vocation in Lay Chaplaincy. This could be achieved by working closely with: the schools within the Trust; the volunteer team of the NDCYS; local University Chaplaincies and Catholic Societies (Cathsocs); Sixth Form Centres and Colleges; local parishes; in house volunteer programmes etc.
- To empower Lay Chaplains to effectively carry out the mission entrusted to them they should have access to:
  - An appropriate induction for Lay Chaplains
  - Continuous Professional and Spiritual Development
  - Opportunity to take part in a mentoring scheme
  - Attend Diocesan meetings and retreats for Lay Chaplains
  - Time to access Spiritual Direction (guidance to help them grow in their own personal faith)
  - A Lay Chaplaincy budget so that they can resource their work adequately.