

APPLICANT Pack

HEAD OF CHAPLAINCY



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TABLE OF CONTENTS

CEO Welcome	3
About Langley	4
Benefits	6
ED&I and External Recognition	8
Job Description	11
Person Specification	14
Application Process	17

CEO WELCOME

As CEO of Langley Trust, I welcome you and thank you for your interest in working with us.

Langley is centred around the belief that everyone deserves another chance. We help people with convictions to transform their lives, promoting rehabilitation, preventing crime, and reducing re-offending.

We work with people of all faiths, and none, and believe that everyone is worthy of respect, no matter what their past looks like. Our work is challenging but so very rewarding for the right candidate and I invite you to look at the roles we have available.

They are varied and spread across the country, some with a requirement to be a practicing Christian, and many without. I am proud to say we are recognised within the Care, Justice and Housing sectors as an effective provider of services for vulnerable people who have convictions and who may have experienced failure with other placements.

I recognise that our staff and volunteers are the backbone of this organisation, helping clients on their transformation journey and providing care and support in keeping with Langley's values and Christian ethos. I am truly grateful for all that they contribute every day. I hope that this brief introduction to Langley and welcome from me inspires you to keep reading and find out more about working with us as we commit to seeing lives changed for the better.

Kind regards,

Tracy Wild
CEO



ABOUT Langley

Langley Trust is a Christian charity providing supported housing, complex needs care through our registered care homes, programmes and support services in the community for people with convictions. For over 65 years we have been helping adult men and women (18+) with convictions to transform their lives and thrive, believing that **everyone deserves another chance**, and with the right support, is capable of change.

We are particularly skilled in working with people who are deemed 'hard to place' and those with complex needs. This includes individuals who are subject to MAPPA (Multi-Agency Public Protection Arrangements).

Across the UK, in 21 geographical urban and rural locations, we can accommodate up to 500 clients within our registered care homes, hostels, community-based houses, and an Independent Approved Premises (delivered on behalf of HM Prison and Probation Service), offering tailored support to meet individuals' needs.

During 2023/24 we worked with a total of 722 clients who needed supported housing. When we include complex care clients, and those who engaged with our other services such as finance, benefit and debt, and accommodation advice, the total number of clients who engaged with Langley rises to more than 1778 during that year.

OUR VISION

is of a society where no-one is unfairly disadvantaged because of their past.

OUR MISSION

is to support people with convictions so that they reintegrate into society, live crime-free and thrive.

OUR VALUES

underpin the way everyone works at Langley

44

**I WAS MADE TO FEEL LIKE A PERSON BY
LANGLEY AND THAT MADE ME BECOME A
PERSON. IT'S NOT JUST ALL TALK, IT'S
ACTUALLY REAL.**

Kevin
Client



LANGLEY TRUST values

CHRIST-LIKE

RESPONSIBLE

Genuine

RESPECTFUL

VISIONARY

BIBLE REFERENCES

Philippians 2.5 • Hebrews 6.11 • 2 Corinthians 8.21
Matthew 7.12 • Jeremiah 29.11



BENEFITS

MYreward

FLEX



Pension-matched up to 8%
Enhanced maternity pay



Up to 30 days plus bank
holidays



Flexible benefits package tailored
to meet your individual need



Access to blue light card discounts



Smarterhealth – free online
GP service 24/7



Life assurance 3 x salary



Funded health cash-plan

44

I LOVE WORKING FOR LANGLEY BECAUSE REGARDLESS OF OUR DIFFERENT ROLES WITHIN THE ORGANISATION, WE ARE ALL UNIFIED BY ONE OVERARCHING aim – TO EXTEND LOVE, HOPE AND SUPPORT TO SOME OF THE MOST MARGINALISED PEOPLE IN OUR SOCIETY.

Katie
Staff



LANGLEY TRUST SERVICES



LONGCROFT

Park View

BOX TREE COTTAGE

BRADFORD SUPPORTED HOUSING

CHATTERTON HEY

TEKOA HOUSE

ASHdene

MURRAY LODGE

HMP FOSSE WAY

CENTRAL SERVICES

ELIORA

THE KNOLE

MARIPOSA HOUSE

DORADO

KADESH

THE SHRUBBERY

HOUSE OF ST MARTIN

LANGDON HOUSE

Complex Needs Care

Ashdene - Wakefield
Chatterton Hey - Bury
House of St Martin - Taunton
Longcroft - Lancaster
Mariposa House - London
Murray Lodge - Coventry
Park View - Fleetwood
The Knole - Cheltenham
The Shrubbery - Kent

Specialist Advice

HMP Fosse Way
- Serco, Leicester

Supported Housing

Bradford Supported Housing - Bradford
Dorado - London
Eliora - Bedfordshire & Northamptonshire
Kadesh - Medway Towns
Tekoa House - Rochdale

Supported Housing places also at:

Ashdene - Wakefield, **Murray Lodge** -
Coventry & **Park View** - Fleetwood

Independent Approved Premises

Box Tree Cottage (IAP) - Bradford
Langdon House (IAP) - Poole

EXTERNAL RECOGNITION



The quality of our work has been recognised externally, including Investors in People Platinum in 2025 and the prestigious Charity Times Award 'Charity of the Year' in 2018.

IN 2023/24

- LaingBuisson 'Excellence in Specialist Care' Award – Winner
- Women in Housing Awards, 'Professional of the Year' – Highly commended

IN 2024/25

- We were a finalist for Charity Times Awards 'Equity, Diversity and Inclusion Award'
- Won the Investors in People Award for 'Best Culture'.
- Awarded Investors in People Platinum

We hold ISO270001 accreditation and are a Level 2 Disability Confident Employer.

ED&I

Equality, Diversity & Inclusion



In addition to being a Level 2 Disability Confident Employer, Langley is proud to have established 5 Staff Networks since 2022:



True2Me – enabling those with a shared LGBTQIA+ identity to meet and think about the issues that are relevant for them.



Rise Collective – representing our younger workforce



Women of Wisdom (WoW) supporting women within Langley

TOGETHER

Together – celebrating and supporting ethnically diverse staff



My Brother's Keeper - Our Men's Network, bound by faith and shared values

CHAPLAINCY AT LANGLEY

For many years Langley has engaged volunteer chaplains at its services. Since 2020 we have had a Director of Chaplaincy on our Executive team. In 2021 our first Head of Chaplaincy was appointed, and since then we have been investing in the Christian identity and missional purpose of the trust in new and exciting ways.

Our chaplaincy team indiscriminately serves clients and staff of all faiths and none and sit within the Chaplaincy Services directorate alongside the Digital Engagement team.

The chief ways we offer the love of Jesus to **our clients**:

- A Service Chaplain in every service, most are volunteers, but we are now investing in Lead Chaplains who are part time and paid.
- A chaplaincy welcome pack and visit to each new client
- A weekly opportunity to meet with the Chaplain and others for prayer
- Signposting local churches appropriate to our clients
- An annual Alpha or similar course offered at every service
- Client encounter days with teaching, worship and prayer ministry

Some of the ways we invest in our **staff and their work**:

- Weekly Prayer email to all staff
- Monthly videos and resources for staff to use when leading devotions in their staff meetings
- An annual online staff Alpha course with an in-person away day
- Annual National Day of Prayer for staff, chaplains, supporters and trustees
- Annual Leadership Retreat for all staff with ORs
- Staff Encounter days with teaching, worship and prayer ministry



nationally known and locally loved

Our vision is that Langley will be **nationally known** for its work and mission and **locally loved** with 2-3 churches leaning into and engaging with each of our services;

- Some offering **Support** such as prayer, finance and promotion.
- Some offering **Service**; volunteering, visiting, helping with local services, chaplaincy
- Some offering **Welcome**; bringing clients into their church family.

Our Chaplaincy vision is that there would be 2-3 service chaplains at each of our services led locally by a Lead chaplain who themselves are managed by the Service management team and receive Pastoral Supervision by our central chaplaincy team.

We believe we are called to make available to every client the opportunity to encounter the love and new life of God in Jesus.

1 Peter 3.15



JOB DESCRIPTION

JOB TITLE	Head of Chaplaincy
WORKPLACE	Coventry Office
HOURS	A minimum of 37 hours per week Some of which will be unsociable The post may include some travel and overnight stops can be expected The post may require you to work from a different location from time to time.
ACCOUNTABLE TO	Director of Chaplaincy
DIRECT REPORTS	Senior Chaplain
JOB PURPOSE	To work closely with the Director of Chaplaincy to develop the Christian identity and impact of Langley Trust internally and externally. Working to agreed targets and standards in the delivery of work that will enrich the Christian Spiritual impact within the Group. To deputise for the Director of Chaplaincy in his absence.

KEY RESPONSIBILITIES

(This list is not exhaustive but is indicative of your main areas of work)

1. **Christian leadership** - to exercise spiritual leadership across the trust fully using devotions, teaching, prayer, worship events and decision making to enrich our Christian mission. Providing learning opportunities for faith development amongst clients, staff, and volunteers that open and deepen personal relationships with God.
2. **Lead our chaplaincy team** to strategically increase and enrich our Christian identity and meet our missional objectives. Coordinating and building the identity, presence, reach and impact of the trust Chaplaincy team
 - To recruit, train and develop our chaplains - ensuring pastoral supervision is in place for all Lead chaplains and available to all Service chaplains.
 - To coach managers and chaplains - in working towards our missional goals.
3. **Mission** - to deepen and promote the trust's Christian identity within and beyond the trust, rooted in prayerful reflection, Christian doctrine, missional principles, and through the use of tools that monitor the spiritual impact of our strategy amongst our clients, staff and supporters.
4. **Events** - to plan high-quality Retreats, Encounter days, Alpha, Staff Training, Prayer and other key events in line with the vision, mission and values of Langley, to make the love of Christ available to all, producing materials and digital content as required.
5. **Pastoral** - to ensure appropriate pastoral support is available to senior and central staff, whilst ensuring local managers and chaplains are signposting clients and staff to appropriate pastoral support.
6. **Prayer** – to increase the prayerfulness and faith of the trust by developing the prayer networks and opportunities within the trust and amongst our supporters. Ensuring good communications and digital assets for prayer within and beyond the trust.
7. **Church Engagement** - to lead with our Partnership Lead and service chaplains on the strategic development of church engagement at all 3 levels, (Support, Serve, and Welcome) at each of our services.
8. **Networking** - with churches, church leaders, prison chaplains and other Christian service providers to promote the work of Langley and to motivate Christians to engage with criminal justice, speaking publicly and training others to do likewise.

9. **Collaboration** - to work collaboratively with the Senior Leadership team on shared objectives, supporting and deputising for the Director of Chaplaincy and assisting in the recruitment processes for staff positions with GORs.

General Management Responsibilities

- To maintain and develop a Christ-like culture values and reputation and to demonstrate Christian leadership by creating an environment that fosters teamwork, promotes diversity and which supports and respects all stakeholders.
- To assist in formulating and developing Langley policy and practice.
- To deliver the objectives of the trust as identified in the Business Plan, through line management and through meeting key performance targets relating to the role.
- To draft plans and budgets for approval and to implement and manage the approved plans and budgets.
- Ensure that appropriate risk assurance processes operate effectively.
- Enhance the profile of the trust by developing and maintaining new partnerships with key stakeholders.
- To promote a trust wide culture of high quality performance, growth and core strength.

Risk Management

- Ensure that all aspects of the relevant work are operated properly in conjunction with the organisational Risk Management framework, including but not limited to Operational, Environmental/External factors, and Governance.
- The post holder is required to demonstrate effective controls and compliance with all statutory, regulatory and policy requirements relating to the management of the Trust and as outlined in the Risk Register.

PERSON SPECIFICATION

JOB TITLE

Head of Chaplaincy

SELECTION CRITERIA	ESSENTIAL	DESIRABLE	ASSESSMENT
Beliefs	A joyful and servant hearted Christian faith rooted in the scriptures and open to the moving of the Holy Spirit. An active prayer life with a passion to lead others in worship and prayer across the trust. A desire to hold our clients, staff, chaplains, and the work of the trust regularly in personal prayer. A strong belief in God’s desire and ability to renew people’s lives regardless of their past. A generous heart towards all traditions and faiths. A scriptural understanding of the doctrines underlying Christian faith that manifests in Christlike leadership .	An understanding of the British church scene.	Application form / Interview
Qualifications	Theological or biblical training to degree or equivalent level.	Training or skills in media and digital presentation. Training in Pastoral Supervision	Application Form / Interview

	Experience of significant Christian leadership within a Church or Christian faith-based organisation. A working knowledge of, and a confidence within the structures of the main UK Church denominations. Teaching the faith and leading people to faith in Jesus. Missional strategic planning. Understanding of the management of volunteers.	Chaplaincy experience Experience of the production of Christian materials and resources across various media platforms. Experience of working with offenders, ex-offenders or in some related sphere.	Application form / Interview
Skills	The ability to articulate theologically the Christian faith and doctrinal basis of the trust in support of senior colleagues, to wider audiences and in the production of high-quality Christian material Experience of managing staff and volunteers. Networking skills for the furtherance of Christian mission. A robust Christian spiritual maturity with a sense of humour, good personal insight and proven contemporary communication skills. Good influencing and presentation skills. High level interpersonal skills, including the ability to work closely with a wide range of; stakeholders and supporters. Able to demonstrate innovative and creative thinking. Organised and able to prioritise so as to deliver work according to expectations and deadlines.	Understanding of the offender and ex-offender world. Understanding of how the church is using digital and online media to effectively grow the kingdom of God.	Application form / Interview

Skills (cont'd)	Ability to lead at a senior level giving clear direction and staff management so that work and workloads meet expectations and fulfil strategic objectives in a timely fashion. Self-disciplined highly motivated team player able to work alone.		
Other	Car driving licence. Able to travel throughout England. Willing to undertake an enhanced DBS check with Adults Barred List check which must be satisfactory to the Trust.		Interview

APPLICATION PROCESS

If you would like you to find out any more about the role, please contact the team on recruitment@langleytrust.org.

To apply, please submit an application on the Langley Trust careers page that can be found here [Applicant Portal](#)

What to expect from our Recruitment Process:

- Apply via this link [Applicant Portal](#) with your up-to-date CV and cover letter.
- One of our team will acknowledge your application
- Applications are short-listed against the person specification
- You will be contacted as to whether you have been invited to interview

Offers of employment are made subject to:

- Evidence of your eligibility to work in the UK
- Successful completion of a probationary period
- References covering a continuous period of the last 3 years
- For faith based roles: faith based reference

References are only requested once an offer has been made. We will ask for your permission before seeking any references.



For more information about Langley Trust please visit our careers page:
langleytrust.org/careers/

