

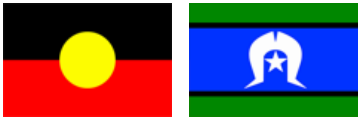
Chaplain

Berwick Campus



Beaconhills
College

ACKNOWLEDGEMENT OF COUNTRY



Beaconhills College

acknowledges the Wurundjeri and Bunurong – Boon Wurrung peoples as the Traditional Custodians of this land on which our College is built. We honour and respect their ongoing cultural and spiritual connection with this Country which includes Traditional Custodianship of the land, waterways and skies across Australia. We honour the richness, diversity and sophistication of the cultures of First Nations peoples. We admit with sorrow the wrongs of the past that have taken place and continue into today and that sovereignty was never ceded. We pay deep respects to Elders past and present and honour the strong leadership that is evident in the emerging Elders of tomorrow. We recognise that education is the key to unlocking our understanding of Aboriginal and Torres Strait Islander Australia and seek to explore what reconciliation means at Beaconhills College by partnering together and working to build a more just and compassionate society for the traditional owners of this land.



A SHINING LIGHT IN EDUCATION

CHAPLAIN: A SCHOOL-BASED MINISTRY

We are seeking a Victorian Institute of Teaching (VIT) qualified teacher who is responding to a calling to take on a school-based ministry.

This exciting leadership role is a great opportunity to be part of a dynamic contemporary Christian community school that aspires to provide opportunities for our young people to 'let their light so shine'.

COLLEGE PRAYER

O God, the light of the world,
illumine our hearts and minds with truth and love,
so that our lives may shine with *Respect, Compassion and Integrity*,
and that we may reflect the brilliance of your glory,
and go out from this school as servants of You and humankind.
Through Jesus Christ our Lord.
Amen.

THE BEACONHILLS COLLEGE ETHOS STATEMENT

Beaconhills is a contemporary Christian community school that is welcoming, caring and inclusive of all people, irrespective of faith, culture, sexual orientation or abilities. Our values are *Respect, Compassion and Integrity*.

COLLEGE BIBLE READING

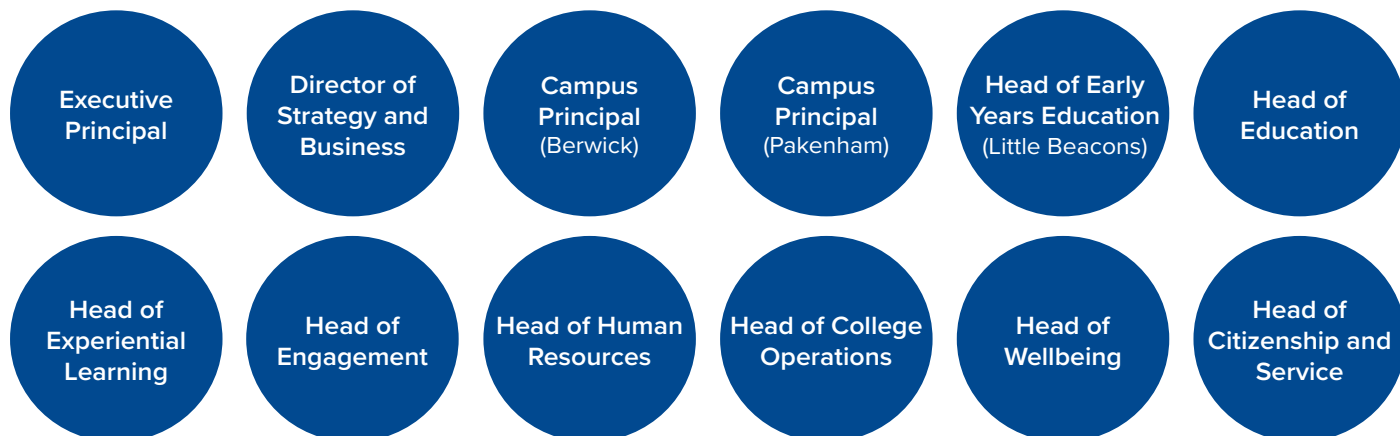
Matthew Chapter 5 (verse 14-16)
(CEB translation)

⁴ *You are the light of the word. A city on top of a hill can't be hidden.*
¹⁵ *Neither do people light a lamp and put it under a basket. Instead, they put it on top of a lampstand, and it shines on all who are in the house.* ¹⁶ *In the same way, let your light shine before people, so they can see the good things you do and praise your Father who is in heaven.*

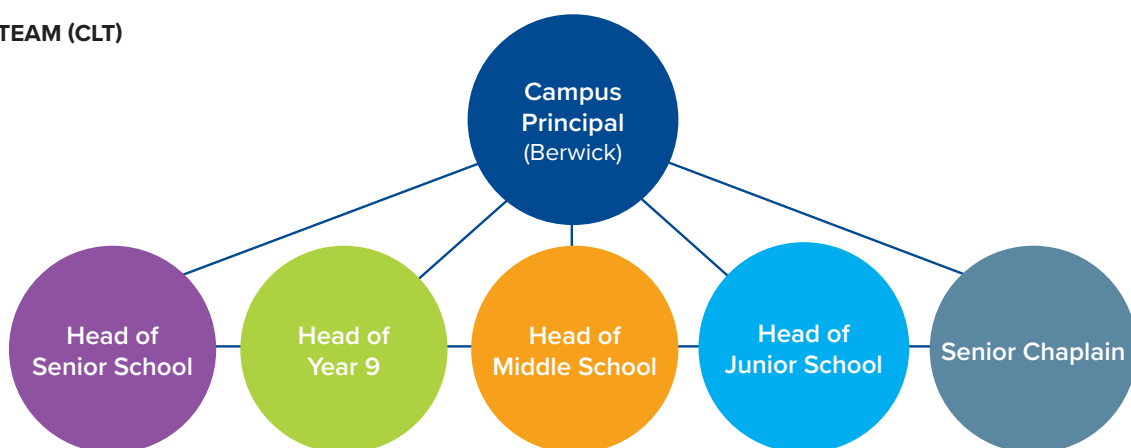


LEADERSHIP STRUCTURE

COLLEGE EXECUTIVE TEAM (CET)

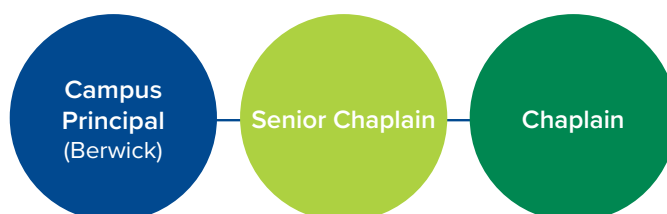


CAMPUS LEADERSHIP TEAM (CLT)



SECTION LEADERSHIP

The Chaplain reports to the Senior Chaplain



KEY AREAS OF RESPONSIBILITY

THE CHAPLAIN

- in partnership with the Senior Chaplain leads the Christian spiritual activities of the College
- supports the management of complex issues as required
- leads and arranges worship services which include nine evening House church services annually, and contributes to assemblies, in conjunction with the Senior Chaplain
- leads voluntary prayer, Bible study groups and lunchtime programs
- establishes trusting and respectful relationships with members of our community who contribute to the Christian ethos of the school as an inclusive community
- conducts baptisms, funerals and weddings as appropriate and as approved by the Senior Chaplain (pastoral and ministry functions may occur outside of teaching hours)
- partners with Pakenham staff in ensuring a College approach
- provides guidance in crisis and grief management incidents as directed by the Senior Chaplain and the Critical Incident Management Team
- maintains active and regular contact with Diocesan and Presbytery organisations and local churches
- contributes to major school publications and areas of community engagement as required
- supports the spiritual development of staff and understanding of world religions to support a multi-faith community
- contributes to the development and delivery of contemporary curriculum opportunities for students in our RAVE program
- conducts tasks aligned to being a teacher of RAVE
- acts as a role model for young people as life-long learners
- supports the whole-school approach to managing the wellbeing of students
- contributes to the College's Reconciliation Action Plan (RAP)
- supports and contributes to the RAP.



LEADERSHIP AT BEACONHILLS

The Chaplain will play a vital role in leadership at the College and will demonstrate the following leadership competencies with an emphasis on the following:

LEADER IN COMMUNITY

- is an outstanding role model for building trust and connection within our learning community.

CONNECTED AND ENGAGED MEMBER OF THE COMMUNITY

- connects and engages across our learning community and beyond.

HIGH LEVEL OPERATOR

- provides effective management of the operational functions of worship services as a result of high levels of personal organisation, communication skills and decision-making that provides effective oversight of our programs.

AREA EXPERT

- has demonstrated critical expertise-based, ongoing research and evidence that drives innovation and improvement. School-based ministry to ensure Beaconhills continues its progress as a contemporary Christian school for a community of Christian faith, other faith and no faith.

MANAGING SITUATIONS AND RESOLVING ISSUES

- is capable of managing situations and issues as they arise.

MANAGING, EMPOWERING AND DEVELOPING STAFF

- empowers staff to thrive.

LEADER OF INNOVATION

- puts ideas into action
- leads continual innovation and change management that ensures the College delivers contemporary programs and practices that meet the needs of our community.



BEING BEACONHILLS - A CONTEMPORARY CHRISTIAN SCHOOL

A FAITH-BASED SCHOOL

Our Christian faith draws upon the teaching of Jesus to inform our values, decisions, actions and services. This enables us to provide our students with meaningful education that supports values and character development that will serve them now and in their adult life.

BEING AN ANGLICAN AND UNITING SCHOOL

Beaconhills College is a Christian school affiliated to our founding Anglican and Uniting Churches and as a result has a close connection with our Diocesan and Presbytery organisations that help shape the Christian identity of the school.

THE ANGLICAN IDENTITY - AN ANGLICAN SCHOOL

Via Media (the middle path) supported through an approach that utilises the three-legged stool of the Bible, Reason and Tradition.

1. Balanced approach supporting the holistic education of the whole child and every child.
2. Leading a purposeful life for your benefit and the benefit of others.
3. Leading a life with values and character.



THE UNITING CHURCH IDENTITY - A UNITING CHURCH SCHOOL

1. Actively engage with First Peoples
2. Enabling faith development
3. Celebrating the equality and value of all people
4. Listening to all voices for collaborative decision making
5. Rejoicing the diversity of life-giving faiths, cultures and languages
6. Justice for all peoples and the environment
7. Elevating difficult subjects and evolving responses



Uniting Church in Australia
SYNOD OF VICTORIA AND TASMANIA

CHARACTERISTICS OF THE UNITING CHURCH IN AUSTRALIA (UCA)

A Conversational Resource for Associated Schools and the Wider Uniting Church



BEING BEACONHILLS

Beaconhills College is a co-educational Christian college with an open-entry, inclusive enrolment policy. We have offered outstanding educational opportunities for families in the south-eastern suburbs of Melbourne for over 40 years. Beaconhills has two Early Years to Year 12 campuses, at Pakenham and Berwick.

The College vision, mission and values reflect our founders' dream of a community Christian college, where every student can learn to be a 'shining light' in their future lives.

OUR VISION

To be a leader in personalised holistic education.

OUR MISSION

To give students opportunities to let their light shine and be a beacon in the lives of others.

OUR VALUES

Respect, Compassion and Integrity

OUR MOTTO

*Lux Luceat
Let your light so shine*

OUR INCLUSION STATEMENT

Belonging at Beaconhills - Let Your Light so Shine

Everyone is welcome at Beaconhills College. We are strengthened by the diversity of our community and guided by our values of *Respect, Compassion and Integrity*.

At Beaconhills College we believe that all humanity is created in the image of God who is the creator of all things.

Our Christian faith tells us that we are all loved unconditionally by God, no matter who we are, where we come from, what we believe or how we identify. God asks us to show this same unconditional love to all people and all of creation in return.

THE GOLDEN RULE

The golden rule is the essence of Christ's teaching. It is also found in all world religions. "Do to others as you would have them do to you" is the basic law of love by which all should live, regardless of faith or worldview. As a common belief to members of our community, the Golden Rule forms the foundation of our teaching about ethical behaviour for staff, students and families.

Matthew 7:12 (CEB):

12 "Do to others whatever you would like them to do to you. This is the essence of all that is taught in the law and the prophets".



Being Beaconhills

Being Beaconhills is the essence of our College experience. We seek to shape the future of our students through our six pillars of *Learning That Matters*. We inspire our students to find fulfilment in their lives beyond Beaconhills.



SHAPING THE FUTURE

A bright future awaits our students. We believe it is vital to plan ahead to give our students the best possible opportunities to shape their own futures.

HERE ARE OUR EIGHT COMMITMENTS

1. An organisation that matters and makes a difference.
2. Excellence in experience for students and families.
3. A school of the community and for the community.
4. Contemporary people, programs and places of learning.
5. A financially responsible and sustainable organisation.
6. A focus on continuous innovation and improvement
7. Personalised learning for all students.
8. A safe, supported and inclusive environment.

Shaping the future

Giving our students the best possible opportunities to shape their own futures.



LEARNING THAT MATTERS

Part of shaping the future for our young people is through our ongoing commitment to *Learning That Matters*. Our six pillars of *Learning That Matters* define the key elements that we believe underpin holistic education and drive our decisions around future programs and teaching practices. The pillars were identified in the *Leading Learning That Matters* project, completed in association with USA's Harvard University, Project Zero.

HERE ARE OUR SIX PILLARS OF LEARNING THAT MATTERS

1. **Environment and sustainability**
We aim for students to develop a deep understanding of sustainability issues and become responsible stewards of our planet.
2. **Learning mindset**
We inspire our students to continually improve their approach to learning throughout their lives by being adaptive, collaborative, focused, responsible, knowledgeable and reflective.
3. **Values and character**
The College values of *Respect*, *Compassion* and *Integrity* guide students to develop their character and identity.
4. **Wellbeing**
Students are actively supported to build a healthy body, mind and strong sense of personal wellbeing.
5. **Citizenship and service**
We encourage participation in local, national and international service to help foster compassion and to enhance the lives of others.
6. **Our global community**
We strive for a more inclusive world, by promoting cultural diversity and acknowledging the significance of Australia's First Nations peoples.

Learning That Matters

At Beaconhills **Learning That Matters** represents six key concepts that underpin our holistic education.



WELLBEING AT BEACONHILLS

At Beaconhills we recognise that high levels of engagement in school life and a strong sense of belonging are key elements in achieving a stronger sense of personal wellbeing for students and staff. The fundamental reasons for an explicit focus on wellbeing at Beaconhills is

that we are a healthy school, supporting healthy students. We know that students with a strong sense of health, connectedness and high trust are more able to actively engage in learning. We operate within a shared model of care that ensures every staff member has a responsibility for the wellbeing of students.



OUR CORE VALUES
OF RESPECT,
COMPASSION AND
INTEGRITY GUIDE
OUR WORK IN
WELLBEING.

PERSONALISED LEARNING

Beaconhills has a vision to ensure that we are an inclusive learning community that recognises and honours the learning needs and journeys of all of our students. Our design principles outline important ways in which we think about our education programs, places and practices.

COMMITTING TO PERSONALISED LEARNING - THE FOUNDATIONS FOR A CARING, INCLUSIVE LEARNING COMMUNITY, OUR STAFF:

- know our students and how they learn
- provide profound personal learning experiences
- empower the growth of each learner.

UNLOCKING LEARNING POTENTIAL

Equipping students with the tools and strategies to master learning.

Students create, share, and amplify their understanding while becoming agile, lifelong learners ready for a rapidly changing world.

PROMOTING GROWTH THROUGH LEARNING DESIGN

Creating learning experiences that enable students to actively progress towards their individual learning goals.

Engaging, purposeful learning aligned with each student's needs and aspirations, while building essential knowledge and skills.

EMPOWERING LEARNING PARTNERSHIP

Fostering collaborative relationships between students and teachers in the learning process.

Students are active partners, not passive recipients, participating in shared decision-making about their learning.

CHILD SAFE POLICY / CHILD SAFE CODE OF CONDUCT POLICY

Beaconhills College has zero tolerance for child abuse. Beaconhills is a child safe employer and is committed to the welfare of children and their protection.

Beaconhills has systems to protect children from abuse, and will take all allegations and concerns very seriously and respond to them consistently, in line with our policies and procedures.

All potential employees and volunteers will be required to comply with the College's **Child Safe Policy** and **Child Safe Code of Conduct Policy**, which are available on the College website. Beaconhills performs thorough assessments of potential and existing employees in accordance with the legislated Child Safe Standards.

The assessments will be used to ascertain whether the potential or existing employee is a fit and proper person and is suitable for work in a school environment and in the position applied for or held. The screening process includes, but is not limited to, criminal records checks, Working with Children checks and checks of social media accounts.

Beaconhills College is committed to Equal Employment Opportunity principles and is committed to the principles of merit-based selection, equity, diversity and procedural fairness in our recruitment process.

Aboriginal and Torres Strait Islander peoples are encouraged to apply for all positions at Beaconhills College. The College has a **Reconciliation Action Plan (RAP)** which outlines our ongoing commitment to reconciliation with our Indigenous community.

CONDITIONS OF EMPLOYMENT

APPROPRIATE TERMS AND CONDITIONS OF APPOINTMENT WILL BE NEGOTIATED WITH THE SUCCESSFUL CANDIDATE.

These will include:

- an ongoing appointment
- a salary that is appropriate for a Chaplain's role
- annual continuous engagement and development review with the Campus Principal.

APPOINTMENT PROCESS

THE EXECUTIVE PRINCIPAL HAS ESTABLISHED A SELECTION PANEL FROM BEACONHILLS COLLEGE TO REVIEW APPLICATIONS, CONDUCT INTERVIEWS AND MAKE AN APPOINTMENT.

Members of the panel include:

- Stephen McGinley
Executive Principal
- Sam Watson
Campus Principal (Berwick)
- Revd Kathy Mildred
Senior Chaplain (Berwick)
- Penny Reed
Head of Human Resources
- Yvonne Ashmore
Head of Wellbeing
- Revd Peggy Kruse
Senior Chaplain (Pakenham)





BEACONHILLS COLLEGE

PAKENHAM CAMPUS
30-34 Toomuc Valley Rd,
Pakenham VIC 3810

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BERWICK CAMPUS
92 Kangan Dr,
Berwick VIC 3806

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1300 002 225
enquiries@beaconhills.vic.edu.au
www.beaconhills.vic.edu.au

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CRICOS Provider No. 03182J
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