

HOLY INNOCENTS', HORNSEY



PARISH PROFILE
January 2017

OUR MISSION STATEMENT:

**To have God as the cornerstone
for our community work**

www.holy-innocents.org.uk

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1.Introduction

WELCOME TO HOLY INNOCENTS' HORNSEY

Our parish church has been serving the people of Hornsey and Crouch End since January 1877. Today the congregation is a vibrant mix of ages, backgrounds and nationalities. Our services are in the Anglo-Catholic tradition and everyone is welcome to come and worship and to become part of our church family. Our electoral roll continues to rise at a steady pace and is currently 157. On the 27th January 2017, we will be celebrating the 140th anniversary of our consecration.

We are a committed church community with a traditional form of worship looking for a committed and compassionate priest who can nurture and develop our Christian spirituality. We need a new priest who can stimulate and encourage us in our spiritual needs, prayer life and grow the congregation. Holy Innocents' is fully committed to the ministry of both men and women. We have a female licensed lay minister (LLM) (Lay Reader), and everyone is encouraged to play their part in the life of the church.

The church has a congregation that puts helping others very much to the fore of their Christian ethos. We see our vocation as a church family reaching out to those less fortunate. We are searching for someone who can empathise and strengthen our links with the local community as well as with the wider church.

The church and its parish boundaries straddle Crouch End and Hornsey. The area has seen an influx of families in recent years as the combination of its proximity to central London and the green open spaces make it an attractive place to live. This trend sits alongside longer established communities and areas of deprivation. Our new parish priest will need to reach out and serve all these communities and ensure God's message is heard by everybody in the parish.

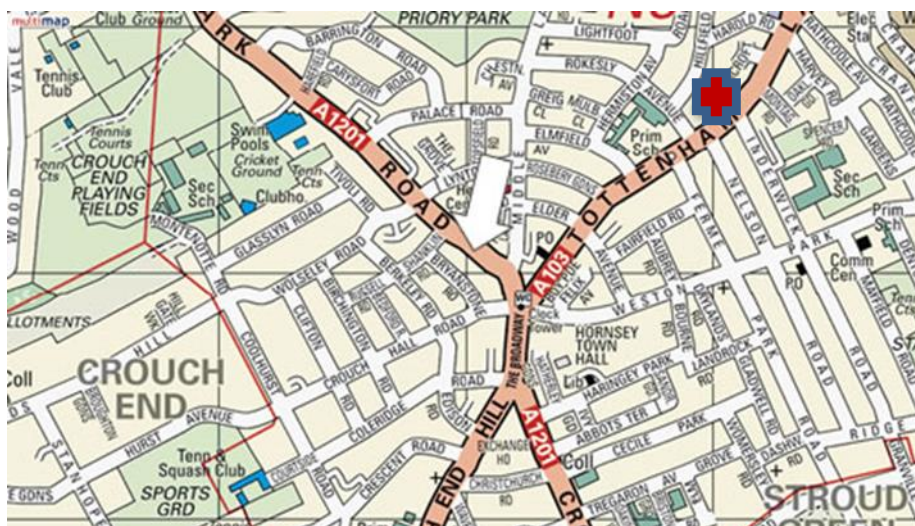
We already carry out significant work in the community. We are strongly committed to serving our neighbours and are enthusiastic about our work with local schools, community groups and especially our Winter Night Shelter. We are also part of the North London Pastoral Assistants' Scheme and have been playing host to placement students from theological colleges. All of these things are very much part of our

ministry to the wider community and we would like the new parish priest to lead and continue this work. One key element of this renewed ministry will be to guide through the establishment of the new nursery at Holy Innocents', and in the future develop other parts of the church for full community use. We are looking for a parish priest who will be keen to lead this period of significant development.

We presently have links with Holy Trinity, Stroud Green and St Paul's, Harringay and provide cover for each church's services. We also enjoy a good working relationship with Hornsey Parish Church through the Pastoral Assistants' Scheme. The vicarage is a large and spacious family house, a stone's throw from the church and near all the local amenities in Crouch End and Hornsey.

In summary the new parish priest should be able to extend their ministry to all the people and communities served by Holy Innocents; to help us develop further our spiritual and prayer life; lead the church as we develop its fabric and strengthen the finances; and further grow the significant outreach and community work that has been established in recent years.

2. Our Location



*Holy Innocents' Church is located on the corner of Tottenham Lane and Rokesly Avenue
(Towards the top right of the map)*

Holy Innocents' was built and designed by the Victoria architect Arthur Bloomfield and opened in 1877 as the sister church to St Mary's, the parish church of Hornsey. This was done at a time when the entire area was being developed from a rural corner of north London and with a fast growing residential population there was a need for new churches.

Holy Innocents' Church is described as being part of the original village of Hornsey, but our parish actually straddles the areas of Crouch End and modern day Hornsey. The parish has excellent bus links with central London and we are only a short ride away from underground stations at Archway, Finsbury Park and Turnpike Lane. Hornsey Station is within a short walk for national rail services.

The most recent National Census taken in 2011 describes the parish as an area where the 19 - 65 age group are the main population, and with a diverse ethnicity. African, European and Caribbean are the predominate ethnic communities. The main non-English languages spoken are Eastern European. It is an area where professional and people in the entertainment profession are the two highest employment categories, and it is not considered to be an area of high deprivation. The Census information is attached at **Annex A** to this profile.



Tottenham Lane showing Holy Innocents' in 1880, three years after our church was built.



The same view along Tottenham Lane looking towards Holy Innocents' as it

The Vicarage (99 Hillfield Avenue)



Our vicarage at 99 Hillfield Avenue

The vicarage is a spacious and comfortable family house conveniently situated just around the corner from the church. The house has three reception rooms, one of which is suitable as an office/study, four bedrooms and a conservatory looking out onto the back garden. There is also a garage situated at the end of the drive in the church grounds. It was bought by the Diocese in 1995 to replace our original vicarage. The Vicarage is within walking distance to five primary schools, three secondary schools, a myriad of coffee shops, bars, eateries, gyms, boutique shops and high street supermarkets. And all this is coupled with two new state of the art independent cinemas on the doorstep and the green spaces of Priory Park, Queens Wood and Highgate Wood, and Alexander Palace all within a healthy walk or bike

ride. As a Crouch Ender you will have the chance to feel very much feel part of a diverse and vibrant community.

3. Worship and Fellowship

3.01a Weekly Services

Our main service of the week is a sung Sunday morning mass, and the current service pattern is listed opposite. Our regular congregation is around fifty people each week; over the last two years we have had 11 Baptisms. The children attend 'HI Kids', our Sunday school.

<i>HOLY INNOCENTS' REGULAR SERVICES</i>	
<i>Sunday</i>	<i>10.00 am</i>
<i>Monday</i>	<i>9.30 am</i>
<i>Wednesday</i>	<i>9.30 am</i>
<i>Thursday</i>	<i>7.00 pm</i>



Brenda, our LLM preaching

During the week we have two mid-morning masses, one on Monday and another on Wednesday plus an evening mass on Thursday evenings. On the first Wednesday of the month our morning mass is a healing mass and during the year we sometimes have a series of informal study groups following the service.

3.01b Morning & Evening Prayer

The Holy Innocents' incumbent and pastoral assistant have been joining the clergy and other pastoral assistants from Holy Trinity and St Paul's for both morning and evening prayer. The prayers are said in different churches throughout the week. Sometimes they are joined by the clergy and pastoral assistant of Hornsey Parish Church and the Holy Innocents' LLM.

3.01c Sunday Evenings

For Sunday evening services, Holy Innocents' joins Holy Trinity and St Paul's for a series of different services at 6.00pm. Holy Innocents' has compline or evening prayer with benediction on two Sundays of the month. Holy Trinity has a Taizé style service once a month and St Paul's has a choral evensong usually on the last Sunday of the month.

3.02 Pastoral Care

Our LLM, Brenda Barwick, co-ordinates our well-established home-visiting team with the clergy who take home communion to our house-bound members usually once a month.

As well as this, part of her ministry is as a member of the Chaplaincy Team at the Whittington Hospital which means any parishioner having to stay in that hospital receives a visit from her with the offer of a bedside communion. It also enables local clergy to be kept up-to-date with news of their congregation. Parishioners who may be in any of the other local hospitals can also be assured of a visit from either Brenda and/or one of the clergy too.

3.03 'Wine & Theology' & Wednesday Morning Informal Study Group

As the name suggests our 'Wine & Theology' Study sessions are exactly what they describe! The most recent set of 'Wine & Theology' Study sessions, springtime 2016, studied the seven sacraments of the church using Andrew Davison's book 'Why Sacraments'. The sessions are held at the pastoral assistants' flat and usually led by a member of the clergy with some light refreshments on hand to help the discussions along!

During the course of the church's year we sometimes hold a series of informal study groups after the Wednesday morning mass. Leading the sessions is shared by clergy, the LLM and the pastoral assistant. Over the years we have studied books written by Rowan Williams, Tom Wright and other authors. Examples of subjects

covered have included: the Virtues, icons, St Mark's Gospel and holy women and in Autumn 2016 we studied Rowan Williams' latest book 'Being Disciples'.

We periodically visit Walsingham for day trips, and some attend the Bible week.



3.05 Socialising and Get-Togethers

Holy Innocents' is known for its delicious bring & share suppers when celebrating special events. A full array of Caribbean and other international cuisine is always on offer for such occasions.



A typical table of HI delights for a special occasion

After the Sunday morning mass we have social time together with tea or coffee after church.

It gives us the opportunity to welcome visitors, catch up on news and support one another. It is also the time when much of the administrative work of the churchwardens and other

officers gets done, augmented by cakes, soup and even sandwiches.

4. Children's Work

4.01 Sunday School (HI Kids)

Holy Innocents' Sunday School is called 'HI Kids' run by a leader with two helpers. 'HI Kids' takes place on a Sunday morning during the mass. The children leave the service just before the first reading and do various activities usually in conjunction with the readings for the day. They return during Communion and encouraged to share what they have been doing with the congregation after the services notices. Once a term the children usually take the lead for an All Age Service.



They take special pleasure in the Remembrance Sunday Service and it was found that the congregation enjoy the children taking part on this special day.



Our Nativity Play

They also take great pride in the nativity play on Christmas Eve which always brings in a large number of people from the surrounding area – 200 in 2016 and a live donkey too! We would like our new parish priest to grow our ministry to children. Crouch End and Hornsey have a large school age population.

4.02 Youth Services

We meet up with our sister churches and Hornsey Parish Church for a regular youth mass alternating between the churches' the Christingle Service and an All Saints' activity day. This allows the children to mix with children from the other churches.

We also try to arrange activities outside church. We have been to the cinema, bowling, ice-skating, and had a cinema night and a sleepover in the church.

4.03 Schools' Links

Schools' outreach is a central part of ministry at Holy Innocents' and we enjoy an excellent relationship with all our local schools, and our church schools: St Aidan's; and the Greig City Academy. Clergy and pastoral assistants take weekly assemblies at St Aidan's, and the pastoral assistants also take part in classes and help children with their reading, proving an extremely enriching experience for all involved. Staff and students from both schools have also been extremely supportive of our Night Shelter, donating clothes, and helping to set up and clear away the beds.

We regularly welcome religious education class trips to the church from schools across the wider community, including Rokesly Junior School and Weston Park Primary School, and have also hosted Hornsey Historical Society as part of their school tours of the area. Many of these children have never been inside a church building, and they get the opportunity to ask all sorts of questions, as well as try on some of the vestments and even ring the tower bell! As a result of our partnership with schools, the church is now much better known by local children.

5 Being Part of the Community

5.01 The Winter Night Shelter

Shelter and Safety



Since 2010, Holy Innocents' has hosted a shelter for homeless people one night a week from December until March as part of the Haringey Churches Night Shelter Scheme. We welcome up to twelve guests - male and female - each week, all of whom have been referred to us by the charity 'All People All Places', which co-ordinates shelters across the boroughs of Haringey and Enfield, and works to rehouse the guests. The guests sleep in the church, and receive two hot meals, dinner and breakfast, cooked by volunteers, and have access to showering facilities as well as being able to wash their clothes. Once the guests have finished breakfast, they leave the church to sleep in another Haringey church the following night.

We have three teams of dedicated volunteers who come each week for the evening shift, the overnight shift and the breakfast shift, overseen by our pastoral assistant. The volunteers are made up of people from our own congregation, other churches, other faiths and some of no faith at all, as well as staff and students from local schools and the Mothers' Union. Mayors and deputy mayors of Haringey have also been extremely supportive. The local bakery, Dunn's, very kindly provide us with sandwiches, and we receive generous donations of clothes and toiletries from various people for the guests.

All involved share a passion for helping homeless people, and there is invariably a friendly atmosphere when the volunteers and guests sit down together for the evening meal, with conversation and jokes shared (and even the occasional game of scrabble!) before settling down for the night.



The guests enjoy their stay at Holy Innocents' and the Night Shelter has become a key part of community life at the Church, with more and more people wanting to get involved each year. We hope to continue the Shelter for many more years.

Supper is provided for Guests and Volunteers



A Quiz Night in Holy Innocents' to raise funds for the Winter Night Shelter organised by the Mayor of Haringey: Cllr Jennifer Mann.

5.02 Crouch End Festival

Holy Innocents' is a regular venue for the annual Crouch End Festival, a ten-day community Arts Festival which in 2016 was described as the "largest community festival in the country". Along with the newly re-opened Town Hall, Holy Innocents' is a key attraction, offering the second largest venue in Crouch End, and with great acoustics!

The Festival line-up which includes performances from the Crouch End Players, visiting choirs and artists, presents a wonderful opportunity to throw open the doors and invite lots of new people to come inside and experience Holy Innocents'.



The Crouch End Players performing one of their Radio Plays in Holy Innocents as part of the Crouch End Festival

In June 2016 we welcomed up to two hundred and fifty visitors including many returning festival-goers with many commenting on how much they "feel at home" and welcomed at Holy Innocents'. For many, our church is an unfamiliar and imposing

building on the daily commute, yet visitors are invariably surprised by the welcoming and decorative interior of the church. Hosting external events allows us to demystify who we are and what we do by sharing information about our weekly calendar of services and activities, and encouraging visitors to actively help those less fortunate through the work of the Winter Night Shelter, either through donations or by volunteering their skills and time. We want to build on this connectedness and offer a wider array of community events which seeks to put the church at the centre of the local community.

5.03 Hornsey School for Girls' Steel Pan Concert

Holy Innocents' has a long-standing collaboration with the music department at Hornsey School for Girls, our neighbouring, multi-denominational, secondary school. We host their nationally renowned Steel Pans Band and school choir, for an annual fundraising concert for the Winter Night Shelter. The concerts bring up to seventy-five performers and their supporters into Holy Innocents' for a lively evening of joyful music, dance and fun for all ages. It gives us a great platform to launch our pre-Christmas preparations for the Winter Night Shelter whilst also attracting significant newspaper and social media coverage.

With the appointment of a new head teacher, there is now the potential to re-engage with the school and identify opportunities to support the religious studies curriculum.

The Hornsey School for Girls' Steel Pans – Band in full swing



5.04 Hillcrest

The Holy Innocents' congregation and 'HI Kids' support a charity called Hillcrest a charity for children orphaned by AIDS in South Africa. Helen Ormiston, the 'HI Kids' Leader, is a trustee – she joined the charity's board when workers from the charity came to see the church – and the 'HI Kids' children raise money to send to Hillcrest. (It is delivered personally by one of the other trustees). Our children write letters to the Hillcrest children and they write letters in return so there has been a friendship built.

5.05 Councillor Surgeries

On the first Saturday of every month, Holy Innocents' is used by our local councillors for their surgery. This gives us another opportunity to open our church building for the benefit of the local population.

6. Church Buildings and Other Areas

6.01 Main Church

Following our Quinquennial Inspection in 2013, we addressed essential maintenance and repairs to the fabric church to ensure full compliance with fire, and health and safety regulations. Cracking to outer walls of the sacristy and boundary wall was subject to a period of monitoring following the removal of trees/shrubs. A full schedule of repairs to the sacristy will be undertaken during 2017 whilst the matter of repairs to the boundary wall is currently under negotiation with the neighbouring landlords. We anticipate resolution of the latter during the Spring of 2017.



Looking eastward towards the High Altar



Our Lady Chapel



Looking westward towards our organ

6.02 New Nursery

We are working with a selected private nursery provider and Haringey Council to establish a new nursery in the Church Hall (Annex) via a long term lease. The Annex will be redeveloped into a dedicated self-contained nursery serving older children whilst the sacristy will be redesigned as a 'shared use' space for babies. The sacristy will continue to be used by our clergy and the HI Kids Sunday School on Sundays.

The nursery is an exciting project that will secure a sustainable income stream for our foreseeable future and also bring the prospect of engaging new parents and their children in our church community.

6.03 Re-development of the Church Building

We want to make creative use of the considerable space in Holy Innocents' to redevelop and maximise the utility of the church for community benefit in line with our Mission Action Plan. Options include creating a church office and extending the kitchen and bathroom facilities. [A project to redesign the 'Flower Room'](#) situated under the church tower would enable us to create a new sacristy plus a space for community use, particularly orientated to serve the homeless community.

The options are far from exhaustive and no formal consultations or costs have been sought to date however early stage partnerships are being forged to help us translate our Mission Action Plan. The new incumbent should be excited and have a

vision of spearheading these projects and giving Holy Innocents' a new lease of life for the 21st Century.

6.03 Redevelopment of the Church Building

There are a number of opportunities to redevelop and maximise the utility of the church for community benefit in line with our Mission Action Plan. Options include:

- space behind the new organ currently used for storage could be redesigned to extend the kitchen whilst allowing for the installation of a hatch area to facilitate catering arrangements
- in tandem with the redesign of the existing sacristy to share the space with the new nursery, we are keen to explore the redevelopment of the 'Flower Room' situated under the church tower. As a Grade 2 listed building, Holy Innocents' would attract restoration funding and with the right mix of activities on offer in this community space, we would aim to attract community engagement funding. Preliminary discussion with the organisation managing the Haringey Winter Night Shelter, 'All People All Places', has indicated a strong possibility of developing a mixture of services supporting the re-integration of homeless guests back into society through employment schemes, welfare advice and counselling
- other options include converting a segregated area at the back of the church currently used for storage into a church office; and extending the side of the church opposite the driveway for community redevelopment.

A full appraisal of these options would enable the church to meet the needs of our growing community and to maximise the viability and relevance of the church in the years ahead. The options are far from exhaustive and no formal consultations or costs have been sought to date. Someone who recognises the value of our estate to serve a Christian community would relish the prospects of spearheading these projects and giving Holy Innocents' a new lease of life for the 21st Century.

6.04 Remembrance Garden

Outside the north side of our church is our Remembrance Garden. Tucked away from the public eye, it is a place where past members of our congregation are remembered either by having a named plaque or where some have their ashes buried. It is a good place for social events in the summer. In the future it is planned that part of the space will become part of the new Nursery's play area.

6.05 Our Organ

Our organ came from Canada in 2003 and was assembled by our organist Gilbert Reines. It now needs a review and upgrading.



***Gilbert our organist
at the console***



7. Pastoral Assistants' Scheme, Training Parish & Links with other Parishes

7.01 Pastoral Assistants



Some of our past pastoral assistants with clergy and our LLM

We have been part of the North London Pastoral Assistants' Scheme since September 2010 and we are very keen to continue to be part of the Scheme as we see it as an essential part of our mission for the wider church, in keeping with 'Capital Vision'.

By September 2016 we will have had sixteen (four women, twelve men) pastoral assistants who have been through the Scheme. We share pastoral assistants with Holy Trinity, St Paul's, and Hornsey Parish Church. The pastoral assistants are accommodated for their year with us in a flat owned by our LLM which lies within the Holy Innocents' parish boundaries. Since the Scheme began in Autumn 2010:

- * 2 Pastoral Assistants are now priests (*1 in Brighton, 1 in Hendon*)
- * 2 are presently deacons (*1 in Newmarket, 1 in Adlington*)
- * 4 are currently in theological training (*2 at Stephen's House, Oxford, 1 at Mirfield, 1 at Westcott House, Cambridge*)

- * 3 are due to start theological training in September 2016 (*2 at St Stephen's House, 1 at Westcott House*)
- * 1 went on to work for the Bishop of Coventry
- * 1 on completing his year with us has become a Roman Catholic and since joined the Dominican Order.

We have a full house of three pastoral assistants (2 men and 1 woman) for the present year 2016/17.

7.02 Placement Students

For many years we have played host to placement students from St Stephen's House, Oxford. Students have joined us either for their Holy Week placement or for the longer four weeks' summer placement. We would be keen to expand these arrangements to other colleges. We have greatly enjoyed having the students with us and many are now priests or deacons.

With our pastoral assistants attending various theological colleges, we are keen to continue this ministry and we would certainly consider welcoming placement students from any theological colleges. We recognise this gives us further opportunity for mission in the wider church.

Our previous pastoral assistants and placement students have stayed in regular contact, which gives us the opportunity to take an interest and support them in their future ministries. Overall the Pastoral Assistants Scheme has invigorated our church by attracting young, budding clergy and strengthening our links with theological colleges.

7.03 Links with other Parishes

We have close links with both St Paul's Harringay, where the previous vicar was priest-in-charge. We also have close links with Holy Trinity, where the vicar is also an associate vicar of Holy Innocents'. We have shared social activities with our neighbouring parishes, and provide cover for services during holiday and busy

periods. It will be up to the new priest to decide how to build relationships with neighbouring Parishes in the future.

8. Finance

The current income and expenditure for Holy Innocents show a moderate surplus for the year to date from 1st January 2016:

Income - £84,570

Expenditure - £65,376.

The church's finances are managed by Holy Innocent's Treasurer, Daryn Moody, and congregant, Yvonne Westcarr, who is a qualified accountant.

The latest set of accounts is available from either Daryn Moody or the Diocese of London Finance Adviser for Edmonton and Stepney, Theresa Moses

We want the new parish priest to help us manage the position and ensure that the church is put on a sound financial footing.

9. Our Parish Officers



***William Vineall
Church Warden***



***Cathrina Hally
Church Warden***



***Brenda Barwick
LLM (Lay Reader)***



***Stephen Jullien
Pastoral Assistant 2015-2017***



***Helen Ormiston
PCC Secretary
and "HI Kids" Leader***



***Daryn Moody
Treasurer***

***Gilbert Reines
Director of Music***



View of Alexandra Palace

We hope Holy Innocents' Hornsey appeals to you!

For further information please contact: CHURCHWARDENS:

William Vineall: william@vineall.co.uk

Cathrina Hally: cathrinahally@me.com

10. The Vicar Holy Innocents' is looking for...

When we asked our congregation what skills and attributes they would like to see in a new vicar, both through a group discussion, and a "post-it note" exercise, the most resounding talents highlighted were leadership, vision and creativity, alongside developing our children's work (our young audience have very high expectations of the new incumbent!)

Here are some of the quotes:

What the adults want...

- Visibility in the Church...proactive. Could we set up an Office in the Church itself. ..to be on site 24/6....
- To be ready to "roll up the sleeves" and work hard; to be ready to tackle building and financial challenges, to be passionate about the work
- Someone with experience of other cultures...and who can speak other languages
- Bring a new vibrancy to Holy Innocents...more praising please; lively and dynamic
- Someone with life experience outside the Church....ideally someone with a young family;
- To be community-minded and continue our pastoral assistant and night shelter work
- Bring community cohesion, someone who can build the congregation for young and old... bring everyone together and work against divisions... Offering resolution in times of trouble
- Active and committed to increasing the number of young worshippers....Able to bring in more children and teenagers to the church
- Interested in music... encourage singing and to be a good storyteller
- Personal qualities: Dynamic, Energetic, Enthusiasm, Sense of Humour, Engaging, Good listener, Honest, Trustworthy, Transparent, Motivational, Sensitive, Patient, Friendly, Supportive, Caring,
- Like spicy food!

What the children would like ...

- I would like the new vicar to have a sense of humour and to be friendly
- Child friendly....young Not boring"...I want them to be older"...young funny and nice
- To do more things for children (quoted many times...)

Person Specification

We want to appoint someone who will:

- Be a committed, compassionate and sociable priest
- Be community-minded and continue to develop the networks of relationships locally
- Support the church community through change and enable creative thinking and implementation of our Mission Action Plan.
- Nurture individuals in their own ministry and encourage collaborative working
- Preach with sensitivity and understanding, communicating the Gospel in an inclusive and engaging style
- Grow our Ministry to
- A proven track record of growing a church and its Mission
- Committed to Anglo-Catholic Ecclesiology

Job description

- Holy Innocents straddles Hornsey and Crouch End, a lively, diverse part of North London known for its green spaces, cultural life and family friendly atmosphere. We are looking for a priest in the Catholic tradition to grow our congregation, attract more children and families to church and reach out to the local community. We need a Vicar with entrepreneurial flair and creativity to grow and enrich our community as described in 'Capital Vision 2020'.
- The incoming Vicar will be an experienced priest, who can bring a strategic vision and lead our programme of change, continue the re-development of the church building; and go out to the families and multi-ethnic communities in Crouch End to ensure the church is as busy and diverse as the community it serves.
- The church is on the cusp of change and we need our new Vicar to drive these developments forward. A new nursery is due to locate in the church in 2017, and this should put the church on a firm footing – pastoral and financial - to grow the congregation. We already have excellent outreach services into schools; a winter night shelter; and a Pastoral Assistants scheme to introduce priests to church life before theological college.
- You will be familiar with an urban setting that thrives on the diversity of local people; able to grapple with the challenges of church finances in a parish with few endowments; and respectful of the Anglo-Catholic tradition of the church. We are looking for a spiritual leader who will guide our development, come armed with new ideas, and bring warmth and dynamism to the church and the local community.
- This is a great opportunity for someone who wants a challenge and make a real and lasting impact, in one of the most stimulating and family friendly parts of North London, to proclaim God's faith and grow a new generation of worshippers at Holy Innocents.

Closing date for applications: 5pm, Thursday 9th February 2017

Interviews will be held on: Wednesday 8 March 2017

For further details please contact:

The Bishop of Edmonton's Office

27 Thurlow Road, NW3 5PP • Tel: [020 3837 5250](tel:02038375250)

e-mail: janet.eaves@london.anglican.org

The Diocese of London welcomes applications from all. However, we are aware that women and those from ethnic minority groups are currently under-represented among our clergy and so we particularly encourage applications from these groups. Appointment will of course be based on merit alone.

This post is subject to enhanced DBS disclosure.