

Survey of Chaplains 2019
Part 2 – Questions 12 - 25
‘About You’



Editorial notes from Chaplaincy Central on the data – ‘About You’.

Overview

Chaplains are equally likely to be male or female and are generally educated to degree level or above and / or have theological training. They are generally aged 30+, are predominantly Anglican and are almost exclusively white British – a real challenge for our sector. Most chaplains appear to be paid at a reasonable level but are almost certainly working many more hours than they are paid for and many working to a minimal budget. They appear to have been predominantly recruited by responding to an advert or someone within the establishment and are as likely to be lay as ordained. Most have been in role (and current job) for more than three years and are in for the long haul, so there is a sense that this is a rewarding vocation/career path.

Question 12

Recruitment to chaplaincy seems to be as likely for lay people as for clergy in 2019, with the split in our respondents being roughly 50/50. There could be a number of reasons for this including less clergy availability and an active decision to employ a lay person. At Chaplaincy Central it is helpful for us to know that we have an approximately even split in lay and ordained chaplains as we aim to inform, resource and support you all.

Not on the survey but of interest is the report from a number of chaplains that they are moving towards ordination and this might be supported by Question 22 where fifteen respondents ticked the box stating that they see chaplaincy as part of a vocation/career pathway.

Questions 13 and 14

Well the Anglicans have it ... not really a surprise given the long commitment the denomination has had to chaplaincy in education. Taking the two questions together it seems that quite a number of Anglicans are working in ‘non-faith situations’, whilst those from other denominations (self-identifying as 20 of those answering Question 14) are serving in church or faith schools which we know are predominantly Anglican, Catholic and Methodist. Chaplaincy Central is proud to be interdenominational in ethos and we will continue to try and encourage all groups to facilitate their members becoming educational chaplains.

Questions 15 and 16

We are encouraged to see that two-thirds of respondents are employed as chaplains whether that be full or part time. As there is no national pay scale for chaplains (unlike other chaplaincies in prison or the army for example) the answers to question 16 are very revealing as they demonstrate what a ‘DIY’ system it is that currently exists. Only 10 ticked the box for ministers’ pay despite over 40 of the respondents being ordained. Speaking to those who know, it has been suggested that this is because additional costs, on top of stipend, would add to the overall expense of employing a chaplain. We suspect that the large number of chaplains in this sample being on teachers’ pay is because they are expected to teach as part of their role. As for the rest this was one of the questions in

the survey that generated the most additional information to explain individual situations. Two of the answers 'Unknown' and 'Not on a pay scale' sum up how uncertain this is for some of you.

Funding for chaplaincies and chaplains is something we are often asked about at Chaplaincy Central and the responses to this survey remind us how important it is for us to be involved in the ongoing conversations.

For some respondents pay scale is not applicable because they do chaplaincy as part of another role or they have a small payment, a sessional payment or are volunteers. Comments by chaplains in this group that they work more hours than those paid for/agreed lead nicely to...

Question 17

There is a broad spread of hours worked by individual chaplains. The largest group, 40% of respondents, have full time posts. Some in this group work longer hours because they have responsibility in boarding schools. The remaining hours vary fairly equally from under five to up to thirty. What this doesn't reveal is how many of these hours are voluntary or extra.

We take note that around a third of chaplains are working for less than 10 hours a week and we at Chaplaincy Central will continue to try and find resources that are quickly and easily accessible and fit for purpose to make your work that bit easier. That will be good for those with longer hours too as we know that you also are often rushed off your feet.

Question 18, 19 and 21

The figures in this are encouraging to us in Chaplaincy Central for three reasons:

1. More than 50% of those responding have been in their current role for more than 3 years and some of you who have been chaplains for more than three years have moved on to other educational chaplaincies.
2. 15 of you have started in chaplaincy or pioneered chaplaincy in the past year and when we add to this the 20 or so who have been chaplains under 3 years this shows the wonderful growth that is happening – even in our snapshot.
3. Our respondents hold an abundance of educational and ministerial qualifications. But we do note that this has not disbarred someone from holding the role with little formal education - well done!

Chaplaincy Central is now even more aware of the wealth of experience many of our subscribers have. Since the first part of the survey was published in May 2019 we have already had an offer from a chaplain to help us with a 'top tip resource'. If there are any others of you reading this who could help in this way we'd love to hear from you, whether it is to do with starting out, moving chaplaincies, great ideas or something you'd just love to share.

Question 20

It seems that around 40% of respondents were recruited to chaplaincy directly through advertisements – and more through educational ones than church. Chaplaincy Central will continue to advertise the roles we are asked to as this does seem to work! A

fifth of you are chaplains as part of a wider role. The remaining ways of recruitment all have some form of relational element to them whether this be through the school or the church. Then there are the few intrepid sorts who told us that they themselves created the role they hold.

Question 22

For us at Chaplaincy Central this question provides tremendous encouragement, and all the more so when you add it to the information about the wealth of experience and the encouragement of many new chaplains into the work. With over 40% of respondents being in educational chaplaincy for the long haul and a good number serving as chaplains as part of their life's work and vocation we not only want to celebrate this but publicise this. As one respondent said, 'As long as God wants'. Amen!

Questions 23

Great to see a 50/50 split in gender of those chaplains responding to the survey which compares favourably with only 38% of teachers in secondary school being men – or 26% over all the range of teaching.

<https://www.bbc.com/news/education-37552056>

Question 24

The survey reveals that more than half of you responding are 30 – 50 years old which is a great place to be for the future. It is also different to clergy numbers where the largest group would be over 50. It may be that the lower age range reflects the growth in lay and youth worker chaplains. Finding facts about teaching age ranges is hard but there is definitely evidence of many leaving within just 4 years of qualifying which suggests there would not be such a large percentage of 30 – 50 year olds as there are in our survey.

<https://www.theguardian.com/education/2018/oct/04/teacher-crisis-hits-london-as-nearly-half-quit-within-five-years>

Question 25

The ethnicity of those who responded was overwhelmingly white but not so very different from the figures released by the government in September 2018 where 86.2% of teachers were White British.

<https://www.ethnicity-facts-figures.service.gov.uk/>

It seems that teaching and educational chaplaincy need to recruit from wider ethnic communities and Chaplaincy Central has a part to play in this.