



The Diocese of
Southwark

Job information pack

Parish Nursing Team

Seeking a team of nurses to establish a new Parish Nursing Ministry in St Michael's Croydon, covering the responsibilities of Lead Parish Nurse, and Parish Nurse



Closing Date: 30 November 2025

Interviews: 9/10 December 2025

**Christ
Centred**
**Outward
Focused**



Dear Applicant,

I am delighted that you have expressed an interest in the development of our new Parish Nursing Ministry at St Michael's, Croydon.

Our parish is in the very centre of Croydon. It is a vibrant, diverse and sometimes challenging place to minister, but we are very glad that God has called us to be here.

As well as our core purpose, the daily worship of Almighty God, we are very conscious that to follow Christ means recognising and serving him in our neighbours. It is this that has led St Michael's to the establishment of a new Parish Nursing Ministry.

Our neighbours in this part of South London face challenges. Life expectancy in this Parish is the lowest in the Diocese of Southwark. Mental health issues loom large in our daily encounters with the people who come into our Church. Social isolation is a real issue for those who have come recently to the UK from other parts of the world and whose home, for the time being, is here in Croydon.

The new Parish Nursing Ministry at St Michael's is a new project to explore how nurses and clergy can work together for the glory of God and the good of our neighbours in providing great health outcomes for people in central Croydon and, where appropriate, offering hospitality and welcome in the fellowship of the Church.

Funding is in place for the equivalent of two full time nurses, but we can be flexible about how posts are configured and we are very open to requests for part time possibilities. We are especially keen to appoint a nurse who is able to lead the team and be the vision-holder for the ministry as well as another one or two (part-time) nurses to join the nursing team. **Please state on your application (in answer to the question of why you want the role) whether you want to be considered as the Lead Parish Nurse or as a Team Nurse, and if you are looking for a full time position or want to be considered for part time hours.**

These posts are a great opportunity for experienced Christian nurses who now wish to develop their nursing vocation in a Church context. If you would like to have an informal discussion about the roles, please contact me at fathertimpike@hotmail.com If you feel called to come and work with us, we would be delighted to hear from you.

With best wishes

Father Tim Pike

Vicar, St Michael's, Croydon

November 2025

Job Description

Job Title:	Parish Nurse (We are looking to appoint the equivalent of 2 full time roles covering responsibilities of a Lead Parish Nurse and a Parish Nurse - flexibility for full time or part time hours can be considered - please make this clear on your application)
Reporting to:	Vicar of St Michael's, Croydon
Location:	St Michael's, Poplar Walk, Croydon, CR0 1UA
Key Relationships:	Parish Leadership Team Service Users Parish Nursing Ministries UK (PNMUK) Health Care providers in Croydon Southwark Diocese Mission & Strategic Development Teams

Background to the job

Several exciting opportunities are in place for registered nurses to establish and deliver a Parish Nursing Ministry in the centre of Croydon.

St Michael's, Croydon is situated in one of the most deprived parishes in the country. Its diverse congregation has a strong record of hospitality and pastoral care on a daily basis to people with mental health needs and those experiencing social isolation.

The Parish Nursing project in partnership with Parish Nursing Ministries UK (PNMUK) is expected to enhance social outreach and service. It will be linked to the church's outreach and evangelism, whilst ensuring that the nursing services are available to people regardless of faith position.

This project and Parish have been identified as one of the places in the large and diverse Diocese of Southwark where there are clear opportunities for mission and growth, and funding has been obtained from the Church of England's Strategic Mission and Ministry Investment Board to support this.

Job Purpose

Nurses will provide a parish nursing service that integrates spiritual, physical, psychological, emotional and social health to individuals and the local community.

Nurses will be committed to being a visible presence in the daily worship of the Parish. It is envisaged that, in time, daily health care and well-being groups will be established alongside new worship opportunities, which nurses, the pioneer minister and lay ministers will also attend.

The parish has already identified potential groups who could engage with this ministry, including parents and children, the socially isolated and new arrivals to the UK. Companionship and support will also be offered to carers and to people who are approaching the end of life.

Key Responsibilities

Building and Equipping the Parish Nursing Ministry Team

- In collaboration with the Parish Priest, lead (for Lead Parish Nurse role) or play an active role in the Parish Nursing team which will comprise the equivalent of two full time nurses, a pioneer minister (already in post) and a half-time administrator.
- Network and collaborate with health care providers in the Croydon area to identify synergies and gaps in provision that the Parish Nurses might be able to address.
- Establish priorities for the ministry in collaboration with the Parish leadership team.

Integration of Faith and Health

- To participate in daily worship opportunities in St Michael's and build pastoral relationships with those who attend.
- To integrate faith and health in all activities and contacts, aiming to promote the understanding of the relationship between faith and health.
- To pray with or for clients if requested and appropriate or, if preferred, to refer them to a faith group/leader of their choice.
- To deliver or facilitate the delivery of planned health support.
- Where appropriate, to develop health screening opportunities in the church and for the local community.

Health Advocacy

- To provide an advocacy role that supports people in their access of health services.
- To respond to requests for help through initiating or supporting referrals to other health professionals and agencies.

Health Education and Support Groups

- To identify health education priorities through the assessment of health needs of the local community.
- To provide health education to individuals and groups, aiming to empower people to make changes to minimise the impact of their health concern.
- To develop opportunities for health education activities in church and community events.
- To develop and lead appropriate support groups, following assessment of needs of individuals and the local community needs.

Management of Team (for the Lead Nurse)

- To recruit and inspire a team of volunteers, in accordance with Safer Recruitment Policies and in collaboration with the Parish leadership team.
- Line manage the Parish Nursing Team.

Parish Nursing Ministry Hub

- Once established, to assist the Parish Priest to encourage and support other parishes considering establishing Parish Nursing Ministries, in cooperation with PNMUK.

Professional Management

- To promote safeguarding of children, young people and adults at risk in all parish nursing activities.
- To ensure that the professional and administrative management of the Ministry meet the standards required by Parish Nursing Ministry UK colleagues.

Personal Development

- To be aware of, and always act in accordance with, the Nursing and Midwifery Council Code of Professional Conduct.
- To maintain current NMC registration.
- To attend a PNMUK Community of Practice for professional supervision and support.

The above list of roles is not intended to be exhaustive and may be subject to change in discussion with the postholder and their line manager.

St Michael's Croydon will also offer

- Annual 5 day retreat (pro rata for part time hours) in addition to annual leave.
- Continuing Professional Development - including the Parish Nursing Preparation for Practice Course at the start of employment and an annual three-day Parish Nursing Ministry Symposium.
- Free secure off-street parking.

Person Specification

These posts are subject to an occupational requirement that the postholder be a practising Christian under Part 1 of Schedule 9 of the Equality Act.

Essential for all Parish Nurses	Essential for Lead Nurse	Desirable
Experience and qualifications		
Either RGN, or RN, or RN Mental Health with current Nursing and Midwifery Council (NMC) Registration.	Management Experience.	Mental health or health visiting experience.
3 years of clinical practice.		Experience of delivering health education.
Completion of PNMUK Preparation for Parish Nursing Practice Course or a willingness to undertake this.		Theological or discipleship training.
Safeguarding Knowledge and Experience.		
Skills/Aptitudes		
Ability to work independently and collaboratively as part of a team.	Leadership skills and the ability to motivate staff.	Pioneering skill to establish the Parish Nursing Ministry
Verbal and written communication skills.		
IT Skills		

Essential for all Parish Nurses	Essential for Lead Nurse	Desirable
Commitment to work within the NMC Code of Professional Conduct.		
Character and personal qualities		
A practicing Christian who is comfortable to work at St Michael's Croydon and excited to worship and witness in the parish.		

TERMS AND CONDITIONS

Parish Nurse

Employer

You will be employed by the South London Church Fund and Southwark Diocesan Board of Finance whose registered office is at Trinity House, 4 Chapel Court, Borough High Street, London SE1 1HW.

Normal Place of Work

St Michael's Church, 7 Poplar Walk, Croydon, CR0 1UA. There is an expectation that you will visit health and social care providers in the Croydon area and other parishes

Salary

The post has a salary ranging from £37,000-£43,000 per annum, depending on experience.

Length of Contract

Fixed term until 30 June 2030. The post is funded by the Strategic Mission and Ministry Investment Board of the Church of England.

Probation

The appointment is subject to the satisfactory completion of a six-month probationary period.

Hours of work

35 hours per week (or part time equivalent), including sometimes on Sunday mornings.

Holiday Entitlement

You will receive 26 days annual leave per annum, increasing to 31 days after 2 years' service. There is also an entitlement to 2 local and 8 national bank holidays.

The leave year runs from 1st January to 31st December.

Sick Pay

Sick Pay is paid at full pay and half pay rates dependent on length of service, details of which are contained in the contract of employment. Where the right to Diocesan Sick Pay has not been established or it has been exhausted, then Statutory Sick Pay provisions will apply.

Season Ticket Loan

An interest free season ticket loan is available upon satisfactory completion of the probation period.

Cycle to Work Scheme

The Diocese is part of the scheme that enable staff to purchase a cycle and equipment for cycling to work, through a salary sacrifice scheme.

Pension

A non-contributory pension will normally be arranged with the Church Workers' Pension Fund, currently a 15% employer's contribution.

Employee Assistance Programme

A free and confidential employee assistance programme providing support to staff in a number of areas, including benefits advice, caring responsibilities, and counselling support is available 24 hours a day 7 days a week.

Working Expenses

Reasonable out of pocket expenses will be reimbursed.

Termination of Employment

During the six-month probationary period one week's notice is required on either side. Thereafter you will be required to give three months' notice should you wish to resign and will receive a minimum of three months' notice.

Equal Opportunities

The Diocese has a strong commitment to equal opportunities and will not discriminate on the grounds of race, nationality, age, sex, disability, marital status, sexual orientation, religion or belief. Its employees are expected to abide by the Equal Opportunities Policy which embodies these principles.

Disciplinary and Grievance Procedures

Further details would be provided in the contract of employment that would be issued on appointment.