

The Parish of Upton-cum-Chalvey

Welcome to the Profile for the Parish of Upton-cum-Chalvey, an urban parish situated just outside the M25, to the West of Heathrow airport.

The Parish is within the Slough Unitary Authority, and comprises three church communities - St Laurence's in Upton, St Mary's in the town centre, and St Peter's in Chalvey.



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The Parish of Upton-cum-Chalvey - Foreword

Slough is a thriving, multi-cultural town towards the southern edge of the Oxford diocese in the Buckingham Archdeaconry. The three churches that make up the parish of Upton-cum-Chalvey serve different areas of Slough and have diverse strengths and opportunities and each face their challenges.

All the churches have faithful congregations and would like to see the congregations growing younger in the years to come. There are already good, established links with the local schools, especially in central Slough and Chalvey, and the new Team Rector will need to develop this area of mission. The churches would also like to explore how they can have a more unified vision going forward, and how they can support each others' strengths and challenges.

This is an area of significant need. The churches do much very valuable missional outreach, each in their different ways, and they would want to see this community outreach grow in future. However, the parish faces a challenge in terms of finance. The new incumbent will need to focus on enabling the parish to move towards both financial and missional sustainability in a challenging climate.

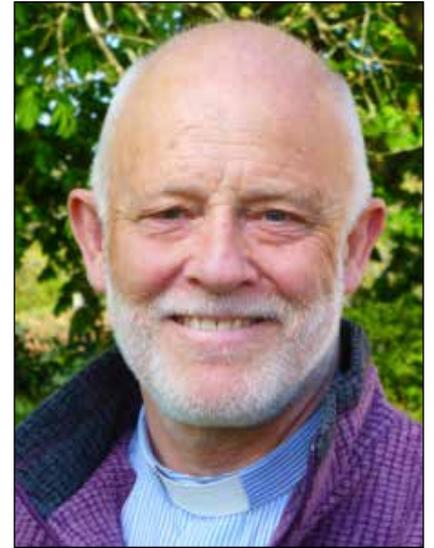
These are exciting times for the deanery too. Several new appointments have been, or will soon be, made in neighbouring benefices and the post of full time Interim Area Dean is also currently being advertised. So there is an opportunity here to be involved in reshaping mission and ministry in both a parish and a deanery.

The post calls for a priest with significant leadership experience and a vision and passion to unlock the potential of the churches in this dynamic context. A person who can inspire and equip the laity to step up into mission, ministry and leadership will be an important skill in this role.

The new Team Rector will be committed to furthering the diocesan vision through which we seek to become a more Christ-like Church for the sake of God's World – contemplative, compassionate and courageous – and to developing the life and missional opportunities of the parish.

I commend this profile to you and I would welcome conversations about the role with interested candidates.

*Revd Canon Christopher Bull,
Associate Archdeacon of Buckingham*



The Parish of Upton-cum-Chalvey - our vision

Our vision is to be a welcoming, inclusive Christian presence in our dynamic multi-cultural town, by meeting people where they are, and offering them what they need



Photo: Kurum Khan

To achieve our vision, we aim to:

- enable as many people as possible to worship and flourish within the parish.
- ensure that our worship and witness meet the needs of as many of the communities living within the parish as possible.
- ensure that our pastoral concern and community outreach fully address the needs of our multi-faith, multi-ethnic locality.
- be inclusive, supportive, and welcoming to all in the communities based at each of our three churches.
- encourage people to live out their individual faith journeys as part of our parish community through:
 - Worship and Prayer, including Daily Offices,
 - Provision of pastoral care for the people of the parish
 - Working in and with schools and the local SACRE
 - Working ecumenically with other churches in the town
 - Engaging with those of other faiths and none
 - Fostering community understanding and cohesion

*Serving Christ
across Central Slough*

The Parish of Upton-cum-Chalvey - about us

Some of the ways in which we work towards our aims:

- All three churches are normally open for public worship each Sunday, and five Eucharistic services are normally held during the week across the Parish. St Mary's in the centre of the parish aims to open whenever possible for Offices and private prayer or for those of any faith or none wanting to find a quiet space in the day.
- During lockdown, we have continued with some services as regulations allow, and have met for worship on Zoom at other times.
- At least four combined Parish Eucharists are held each year. St Mary's hosts the annual Service of Remembrance and Christmas Carol service.
- All are welcomed and encouraged to attend services in the churches. Services are advertised on notice boards outside each church building, in the monthly Parish Magazine, through handouts and leaflets, and on the churches' individual websites
- Slough has long been a first port of call for people new to this country. Many people arrive at our churches from all over the world and a positive ministry of welcome ensures that there are regularly new people in the congregations. All will be made to feel welcome, safe, valued and at home.
- The churches are all active in supporting charities and voluntary groups, including local food banks, soup runs and homeless shelters.
- The Parish provides Foundation Governors for both Church Schools. Clergy and others visit regularly, and children from the schools visit the churches for educational visits, acts of worship, carol services and concerts.
- The Clergy are active participants in Slough Town Centre churches and the local Interfaith Partnership.

Our Team

Team Vicar: Revd Alistair Stewart

NSM: Revd Linda Hillier

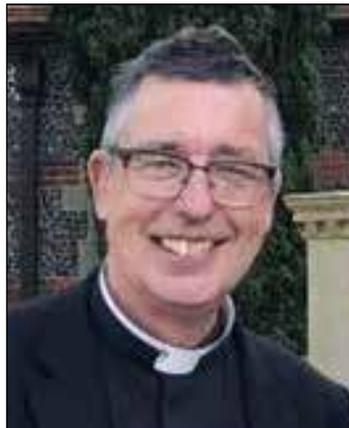
LLM: Rob Walker

Parish Wardens: Andrea Sparrow, Lynda Bussley,

District Wardens: Peter Clarke (St Peter's)

Jean Smith, Derek White-Taylor (St Mary's)

Dave Kill, Richard Emerson (St Laurence's)



Upton-cum-Chalvey - three Churches in a single Parish

St Peter's Chalvey has always had a reputation for a warm welcoming feel, engaging with the community across cultural and faith divides, and welcoming children and young people to Church and Sunday School.

Challenges: we need more disciples, the congregation is not growing. We lack funds. Although we engage with community, we could do much more to engage with all faiths in the area.

Opportunities: we are planning to enlarge the vestry as a community space, enabling us to connect more with community, hire facilities, run groups - a pivotal role in the community.

St Laurence's Upton is a welcoming place, and hospitality is key - parish lunches, celebration of special occasions. Teamwork is brilliant, both for fundraising and maintenance tasks. Heritage area is a real asset.

Challenges: falling numbers - an ageing congregation, more go than come, there is a limit to what can be done - constant fundraising is a burden, and we have to maintain a Grade 1 building

Opportunities: as the oldest building in Slough, with many historical connections, we can plan to build on our established Heritage area to attract and involve people and the community.

St Mary's Slough is open to the community and welcoming to all. Traditional liturgy attracts a wide demographic. The large building is hired out for community groups, concerts and events. People come to us with a wide variety of needs.

Challenges: our style and approach remain unchanged, we need to be open to different options, and encourage more active ownership of church life and work by everyone.

Opportunities: as the church in the centre of town, we are well-placed to be a focal-point for community harmony and a safe and welcoming space for people with a variety of needs.

The Parish: During the vacancy, we have engaged with the Parish Planning tool, and have worked alongside Diocesan staff to help us focus on the future of our mission and ministry, and enable us to begin this new chapter in the life of the Parish.

Challenges: true unity of purpose across the Parish is hard to achieve. Resources are stretched and needs are increasing. The relationships between our churches need work. Our three churches have individual strengths, but we often fail to work together effectively. We need better co-ordination and teamwork to enable us to address the whole mission of the Parish.

Opportunities: the appointment of a new Rector will give us the opportunity for a new perspective across the Parish and a good opportunity to re-examine and re-evaluate our Parish life.

The Role for the next Rector of the Parish

The key priorities for the Parish for the next three years:

- re-examine and re-evaluate our Parish perspective to ensure a unity of purpose and direction
- create a parish strategy to identify and maximise the financial, personnel and skills resources we have and need
- develop the complementary strands of mission in our three churches to maximise their impact
- discern the way forward for the Parish in the post-Covid environment

We are looking for the person who will:

- be focussed on mission and how it can be lived out in our town
- encourage us to be flexible to different approaches to worship
- work collaboratively with teams, both professional and volunteers
- foster talents, gifts and ministries in the Parish
- guide the Parish towards stability in finance and other resources
- inspire people to act confidently to overcome challenges
- treat the needs of the three churches with equity
- encourage younger people and families to church
- develop existing links with our schools
- engage with the diverse communities in the Parish

We can offer:

- an inclusive, welcoming and friendly church community
- a town and surrounding area with unique opportunities
- an area with excellent opportunities for rest and relaxation
- committed co-workers with diverse skills and perspectives
- support and encouragement establish a good work/life balance
- a substantial Rectory ([more details here](#))
- Parish life that is never dull

Challenges and Changes:

There are currently a number of key challenges within the Parish, and changes locally in both the secular and faith spheres that present challenges and opportunities.

- Lack of fundraising opportunities during lockdown are making financial difficulties even worse
- The effects of Covid in an area which is home to a large number BAME communities.
- The effects of the pandemic and Brexit on the many residents whose livelihoods depends on Heathrow.
- Plans for complete redevelopment of the town centre for living, shopping, leisure and business.
- In our Deanery, new leadership in place, or soon to be appointed, in four adjacent Parishes including the other town centre Parish (St Paul's) and Cippenham, and a new Area Dean to arrive also.
- Ecumenically, vacancies or recent new arrivals at the majority of the town centre churches.

We have been praying - in our churches and individually - that we find the person called to the Parish of Upton-cum-Chalvey, and that they find us.

The Person to take on the Role

We believe the person to take on this role will reflect these characteristics - they will be:

- rooted in the sacramental tradition but comfortable with the needs of a broad church, and actively seek to welcome people of all worship traditions through both Eucharistic and non Eucharistic services.
- truly interested in, and able to relate to, a wide range of people of all ages, backgrounds and experience
- approachable and patient, with a sense of humour
- confident and decisive in action
- organised and confident in dealing with their administration
- able to thrive in a multicultural setting
- sensitive to different worship traditions
- keen to develop interfaith relationships and dialogue

The person taking on the role will need these skills and experience:

- previous experience in a position of leadership
- some experience of working in community (not necessarily similar to Slough)
- experience of working in and with schools and young people

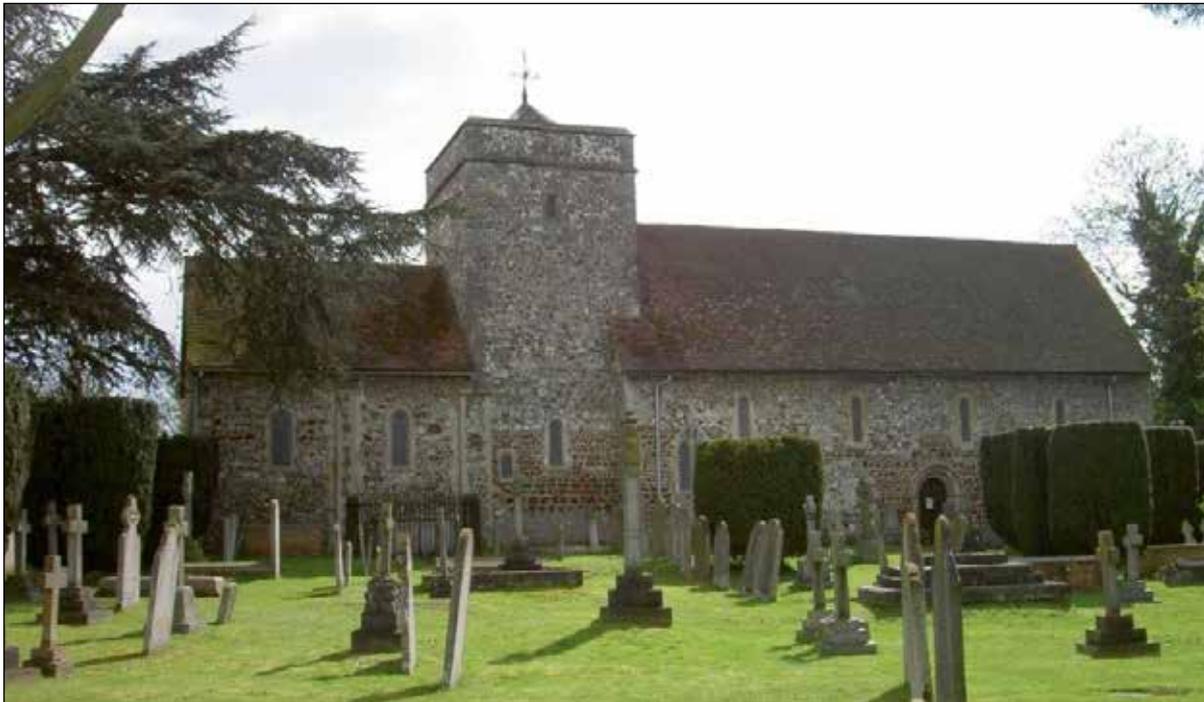


About St Laurence's Upton

St Laurence's Church in Upton Court Road is Slough's oldest building, Grade I Listed, and has graced the Upton scene for around 900 years. It combines architectural merit with the expensive maintenance requirements of an ancient building that stretch a small congregation. The Normans did not build the Church to be a museum, but a focus for worship and community life in Upton.

The present church family wishes to re-establish the church in its place in the community, whilst preserving its heritage. We wish to safeguard our architectural inheritance and focus on our heritage as a means of raising the profile of the church locally, in the hope of attracting new members to our church family.

The Ken Bryant Heritage Area, named after a late historian of the church, was established at the west end of the Victorian south aisle, beneath the Cruickshank stained glass window depicting the wonders of the universe. The window features Sir William Herschel, who is buried beneath the tower, peering down the 40-foot telescope that he constructed



in Slough. The Heritage area contains a model of his 40-foot telescope, (*pictured above*) which has been made available on long-term loan from Slough Museum.

Items and documentation relating to the history of the church are displayed in this area, and we have produced illustrated leaflets for visitors on this history and the features contained within the church and to be found in the churchyard.

About St Laurence's Upton

St Laurence's has a committed congregation with a distinct liturgical style within the parish and a willingness to be flexible in their worship.

Parish Palm Sunday services start at St Laurence's and the congregation then processes to St Mary's for a joint service for all three churches' congregations. Easter Day begins with a joint 'dawn' service followed by breakfast. A joint parish service is held at St Laurence's on Bible Sunday each year, and a medieval service of Nones celebrated in May marks our links with Merton Priory.

Fundraising events have become a major focus and St Laurence's preserves are well known in the area. Throughout the year the 'jam stall' is taken to many local fairs promoting our presence in the community, items having been made previously by our dedicated volunteers during 'Occupational Therapy' sessions (*below left*). St Laurence's website address is www.saint-laurence.com which keeps the world up to date with us.

St Laurence's Mission:

Our mission is to sustain and grow the Christian community in Upton, a district of increasing diversity, by providing a welcoming, friendly and lively environment for worship, prayer and teaching and by organising opportunities for engaging with the non-churchgoing population. We hope to develop the building for use as a community resource, taking care that we do not forget our heritage whilst building for the future.



above: The newly-restored chancel and tower area which houses the grave of Sir William Herschel

left: The Mayor of Slough lights the 900th Merton Priory Anniversary candle at St Laurence's

About St Laurence's Upton

St Laurence's Vision:

As part of the parish we aim to be the focus for Christian worship, fellowship, charity and outreach in Upton and a resource for the local community.

Heritage and ancestry enquiries by the public, open days and Mayoral visits for local dignitaries are always most appreciated and well conducted. We take pride in displays and presentation, in the detail, even down to colour co-ordinated hats on jam pots! The church is an important community hub for local support groups, U3A, the local history group and others. We think the church could grow as a community venue, introducing people to the history and heritage of the church and of the Upton area, and providing an opportunity to socialise - and maybe ultimately to become more connected and join our congregation.

'They've welcomed me with open arms and it's like a family, they make people feel at home'

St Laurence's celebrate special occasions well - Christmas, Easter and Saints' Days, any occasion. Hospitality is important to us, and monthly lunches hosted by St Laurence's and open to all are appreciated Parish-wide. The church is very welcoming and encourages everyone to join in, maximising abilities and contributions. So there is always excellent teamwork, and things are done proactively, whether it be in joining the 'Occupational Therapy' teams in making preserves, crafts etc, throughout the year, or in churchyard maintenance, cleaning etc. St Laurence's FUNdraising activities are an important way to get the church known in the wider community as well as being a vital source of revenue...

... however, St Laurence's has an aging congregation, older people are increasingly moving to be nearer family, and numbers decline. Like all old churches St Laurence's needs a lot of money for upkeep. Constant FUNdraising can be a challenge, and can be a burden. Without enough active members there is a limit to what can be achieved. We have identified falling numbers as our most important challenge for the future.

below, (left to right) being seen; selling our wares to community events; Christingle service; Church lunches (everyone in the Parish is invited to a monthly themed Sunday lunch)



About St Mary's Slough

St Mary's is a large Victorian church set in a large churchyard located in the heart of urban Slough. The building is an outstanding neo-Gothic building with 54m(178 ft) spire, a classical feature in Slough's rapidly changing modern skyline.

Within the building there are numerous examples of fine stained glass, several designed by Charles Earner Kempe. The magnificent West Window was created by Jewish artist Alfred Wolmark - considered groundbreaking and daring when commissioned, as it is today.

St Mary's fine organ was built in 1912 by Norman Beard, and although at times showing her age is still a fine example of English Romantic order. Outside liturgical use, the organ lends itself to solo performances and concert accompaniment. St Mary's is a popular venue for musical and theatrical performances and hosts a successful series of weekly lunchtime concerts.

'The church does well by catering / entertaining / serving all people (multi-cultural) who come with different needs. It is open to the Slough community.'

The tower at St Mary's contains a fine ring of ten bells which are rung regularly for Sunday worship, weddings and other events by a small band of regular ringers.

Following the sale of a church hall several years ago it was possible to undertake a major refurbishment which enabled us to install toilet facilities and also remove several pews. This meant that we could still maintain the traditional pews for regular worship but also create a flexible space to allow for alternative activities. The building has the largest seating capacity in the town with space for 400 including the traditional pews and stackable chairs. There is flexible space at the back of the building including a food-preparation area, allowing for alternative activities to take place.



Photo: Kurum Khan

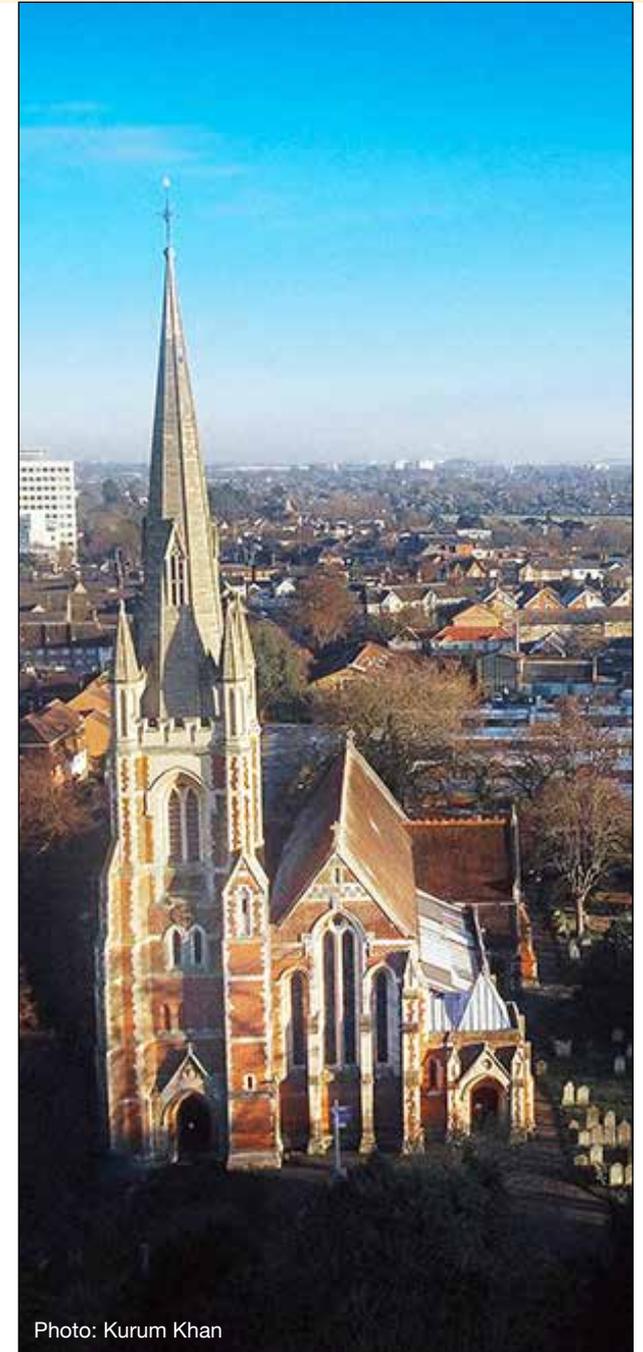


Photo: Kurum Khan

About St Mary's Slough

The church is in an area which has seen the development of many new apartments - new build and offices converted to living space. The population reflects the diversity of the area with many families with young children. The excellent rail link to London and Reading has resulted in a growth in the commuter population in the town centre taking advantage of the more affordable property prices.

Civic events such as Remembrance Day are held in the church, supported by members of many local communities. The building is regularly used as Polling Station, for Electoral Hustings, Council Consultations and planning, and Music Centre Events. A child Contact Centre meet twice a month and Slough Community Mental Health Team hold singing workshops three or four times a year.

As part of St Mary's outreach, the church building is used by self-help groups on a regular basis - Narcotics Anonymous, Alcoholics Anonymous (regular meeting and meditation sessions), and London and Slough Soup Run use the area on Sunday afternoon to work with the homeless. We welcome the Romanian Orthodox Congregation which meets to worship each week. We run a weekly successful mother/carer and baby group and after lock down hope to continue this work to support young mothers especially those with English as a second language.

Our links to the two church schools in the area are very important; St Mary's School visits the church regularly for worship and to celebrate events throughout the church year, including their Christmas Carol Service. St Mary's has close ties with Slough & Eton Business College with representation on the governing body and regular input with the Religious Education department. Pupils from the schools across the town visit the church as part of their curriculum activities.

Worship at St Mary's follows the Anglo-Catholic tradition; the standard pattern of worship is for the Eucharist to be celebrated on Sunday, Tuesday, Wednesday and Saturday, with Evensong on Sunday evening. Weekly attendance is approximately 50. The average age of attendees has been 70+, but this is changing as younger people move into the area.



About St Mary's Slough

One of our strengths is that whilst still maintaining our strong worship tradition we are able to open our doors so that the wider community can benefit and allow us to welcome all. We need to challenge ourselves to welcome and involve more young families especially children to be able to join in worship, even if this means including a different style of worship or 'messy Church'

'I would like us to be a church that would not feel at all uncomfortable if Jesus walked in one Sunday morning and asked what we were doing and why'

Although our worship involvement is strong, we do lack a less formal element such as prayer groups, bible study or just general workshops/discussions on how we can expand our mission - also more social events so that we can get to know and support each other. We need to extend our pastoral care for both regular worshippers and those on our electoral and family rolls.

'I would like St Mary's to continue to be, (and to develop and grow) a real community hub for a wide range of activities. Encouraging people of all walks of life into the building, seeing it as open and welcoming, almost viewing it as a place of sanctuary, just as churches were in medieval times. A place where one can find peace, help, a friendly ear or a cup of tea.'

The demographic in Slough continues to change becoming a younger town but one with many social problems. Many members of St Mary's suggested we should be developing a more outward-looking approach, and be reaching out even more to the local community - perhaps youth activities, coffee drop ins, an advice centre, home visits, older persons' lunch club, engaging with the homeless and those with addictions ... engaging and networking with other local groups to help those in need. St Mary's should be a voice for justice, and demonstrate the love that Jesus showed and shows for everyone no matter their background or lifestyle choices.



Saturday Lunchtime Concerts

The Saturday Lunchtime Concert Series, created by St Mary's organist Malcolm Stowell, had run without a break since 1990 until interrupted by Covid restrictions. During that time there have been 1712 concerts, with 10,230 pieces performed, by 19 ensembles and 300 performers, to an audience totalling 53,283! The concerts will resume as soon as regulations allow, with performers ready and waiting ...



The Calvary in St Mary's Churchyard has become a spiritual focus for people in the town (seen here on All Saints' Day last year). The Slough area has the largest percentage of people in the country who profess a faith.

About St Peter's Chalvey

St Peter's, to the west of the Parish, was built as a result of a petition to the Bishop by the inhabitants of the village of Chalvey in the mid-nineteenth century. They raised the money to build the church which was consecrated on 7th September 1861, the plans being drawn by the famous architect G.E. Street who designed the Law Courts in London. The ground it stands on is not consecrated therefore is not used as a graveyard.

The church has a number of stained glass windows, many by the artist C.E Kempe. It has a pipe organ which originally came from St Laurence's when the Nixey family gave a new organ to Upton in 1860. The old church hall adjacent to the church was destroyed by arson in September 2004. It was much used by the community and one of the challenges facing St Peter's is to provide a new community space for use by both community and church.

St Peter's is proud of its strong junior church comprising servers, choristers and Sunday school attendees.

Our worship style: Common Worship, New English Hymnal, vestments, full serving team, robed choir.

Attendance (including festivals): Sunday 9.30am Sung Eucharist 35 - 40, Wednesday 9.30am Holy communion 6 - 8

There is extended communion at Windmill Care Home, Salt Hill Care Centre and Windsor Care Centre. St Peter's is an inclusive, community-based church. It includes members of most of the ethnic groups represented in the locality including those of a Catholic, Protestant or Eastern Orthodox background, who find the friendly catholic churchmanship welcoming. It has a strong historical link with Ledgers Road Methodist Church.



About St Peter's Chalvey

below: St Peters West end, with the vestry we plan to extend on the South side. Between the two are our new toilet facilities.



above: inside St Peter's

below left & right: hosting the Big Iftar in the churchyard, and sharing food in the church.

right: St Peter's Summer Fayre



Upton-cum-Chalvey - Slough's demographics and regeneration

Slough is a large town in East Berkshire, its Eastern border running alongside Heathrow Airport. Slough is served by good road links - with easy access to the M4, M25 and M40. It has good rail links; the GWR mainline station is served by trains from Paddington westwards, and it is also on the new Crossrail link. A branch line connects Slough to Windsor. Slough is well served by buses, with a bus station near the rail station.

Slough Trading Estate (SEGRO), Europe's largest trading estate in single ownership, straddles the A4 to the west of the town centre. Home to many of the world's most successful companies including Mars, O2, Ferrari and UK Mail; Along with the proximity of Heathrow, the Estate has helped ensure that Slough has not been badly affected by unemployment. [See more on the SEGRO website](#)

Slough's elected council is currently a majority Labour council, and the council elect a mayor who serves for one year. The local Labour MP is Tanmanjeet Singh Dhesi, who was elected 2017. [See Tan Dhesi's website here](#)

Slough's long and once-thriving high street is in decline, as the larger stores that attracted shoppers move out, but there are still many smaller local food and clothing shops serving Slough's many communities, plus successful out-of-town shops. There are plans for a Town Centre Regeneration, that would transform Slough's central 'Square Mile' as a space for living, shopping, leisure and business, and new housing areas planned, such as the Montem Lane site in the Chalvey regeneration area. See full details on the [Slough Urban Renewal website](#)
[Download the Borough Council's Five Year Plan \(2018-2023\) here](#)

Key facts

- **The population of Slough in 2019 was 149,159**
age/gender data in line with national averages, but more families with school age children
- **Population by nationality: 42% with non-UK country of Birth** *against 15.5% nationally* (22.7% South Asia, 9.3% European Union, 6.7% Rest of World, 5.3% Sub Saharan Africa)
- **Ethnicity: 45.7% white** (85.5% nationally) - **39.7% Asian/Asian British** (7.8%)
8% Black/African/Caribbean/Black British (3.5%)
- **Religion: Christian 41.2%** (59.4% nationally), **Muslim 23.3%** (5%), **Sikh 10.6%** (0.8%), **Hindu 6.2%** (1.5%). Percentage of people professing a religion: 87.9% (75.3% nationally)

[Click here for key demographic data for Slough from Berkshire Observatory](#)

- **Population of the Parish is 25,039** - ranking 1958 - one of the most deprived parishes in the Diocese and one of the most ethnically diverse

[Click here for more detailed Church Urban Fund data on Upton-cum-Chalvey](#)

Note: The area of the Parish approximates to, but is not identical to, the Slough wards of Chalvey, Central and Upton.



Slough High Street

Schools in the Parish - St Mary's C of E Voluntary Controlled Primary

St Mary's School is a large, very diverse urban primary school in Slough town centre which was set up by the Church of England in the 19th century to serve the needs of its local community. Now, whatever children's culture, background or religion, more than 150 years on, we continue to do this. At present the school's largest population is largely from a Muslim faith and Asian cultural backgrounds with parents supporting the school's commitment as a church school, sharing many values.

St Mary's accepts children throughout the year, works to meet their needs, recognising their cultures, backgrounds, former experiences, abilities, gender and beliefs and enabling all of our children to shine while they are with us and beyond. We strive to deliver an excellent curriculum to achieve this and ensure a high standard of education for our children, underpinned by our core values of Love, Forgiveness, Responsibility, Honesty and Respect at every level.

Our strapline of 'Building a bright future for myself, my school and my community' reminds us to shine our light on all that we do and to stay true to the school's Christian values. It is grounded in the Bible verses: Matthew 7 v24 'Therefore everyone who hears these words of mine and puts them into practice is like a wise man who built his house on the rock.' and Matthew 5:16 'In the same way, let your light shine before others, that they may see your good deeds and glorify your Father in heaven.' Our values play a major role in all that we do at school – we are led by our moral and Christian purpose as well as our statutory duties and all children and adults are supported to work together to create a bright future.

The 'Vicar of Slough' is an ex-officio Foundation Governor of the school. He or she works with the staff to develop a Collective Worship and Religious Education programme for our ethnically diverse and multi-faith school population, also regularly leading assemblies and Christmas, Candlemas and Easter events. The previous incumbent was Wellbeing Link Governor.

Key Facts:

Church of England Voluntary Controlled Primary School

Location: Yew Tree Road, Slough, Berkshire, SL1 2AR

Age Range: 3 to 11 years

Three form entry

10% of children with Special Educational Needs and Disabilities

16.5% of SEND children have Education, Health and Care Plan

66% of children with English as an Additional Language

18% of children in receipt of Pupil Premium funding

Website: <http://www.stmarys.slough.sch.uk/>



*Building a bright future for myself, my school and my community.
'...everyone who hears these words of mine and puts them into practice
is like a wise man who built his house on the rock.' Matthew 7 v 24
(From the parable of The Wise and Foolish Builders)*

Our Vision

**As we share our strengths and talents we, like the wise builder
from the bible, build on strong Christian foundations-**

love, forgiveness, responsibility, honesty, respect.

**To shine and flourish in our school and community, to inspire and
improve the lives of ourselves and others and
together build a bright future.**

*'Let your light shine before others, that they may see your good deeds
and glorify your father in heaven.' Matthew 5 v 16*

Schools in the Parish - Slough & Eton C of E Business & Enterprise College

Slough and Eton C of E Business and Enterprise College first opened in October 1940, became an academy in 2009 and became part of Slough and East Berkshire C of E Multi Academy Trust (SEBMAT) in 2011. The school serves the diverse community of Chalvey with most pupils from the Islamic faith.

Slough and Eton sees all students as God's children and we wish for them to develop the characteristics exemplified by Christ as successful learners. CHRIST guides the Slough and Eton Learner to 'work hard', 'be nice' and have 'no excuses' and develop a CHRIST-like character:

- **Communication:** Jesus drew large crowds to hear his teachings; he told stories that are relevant today, and spoke sayings that are part of common parlance. He was a skilled communicator.
- **Honesty:** Even when Jesus was put on trial before being crucified he did not lie. He opted to 'speak the truth in love'
- **Responsibility:** Jesus noticed and did something about people who had less than others. He fed the 5,000, healed the sick, and was trusted by so many people that they left their everyday normal lives and chose to follow him.
- **Initiative:** Jesus was creative in the way he led his team of disciples, and in the decisions he took. He led people into living in a radically different way and was prepared to take risks in doing this.
- **Success:** 2,000 years later and the religion that developed out of Jesus' teachings is followed by 2/3 world's population. His values and teachings are considered transformative which is remarkable for a man who didn't travel more than 100 miles from his home town.
- **Tolerance:** In a society where people who were different were treated as outcasts, Jesus championed the cause of the downtrodden. He epitomises someone who treats everyone with equality and fairness.

There are approximately 1,000 pupils attending the school, including the sixth form. [See more information on the College's website](#)



Other schools in Slough:

In addition to the two Church Schools, there are three state primary schools and two state secondary schools in the parish. There is also an independent school and a new build all-through state school opening this academic year.

The Montem Primary is in Chalvey with approximately 800 pupils from the diverse community. Claycots Primary is also in Chalvey but is the annex to the original school in Britwell, making the combined sites one of the largest primary schools in the country.

Upton Court Grammar school is in Upton and is one of the four grammar schools we have in Slough. Also in Upton there is the independent school, Long Close, which takes pupils from nursery through to sixth form.

The Parish of Upton-cum-Chalvey - community

Local community - our neighbouring Parish

The boundaries of the parish embrace central Slough. However, there was significant development in the south west of the parish in the 1990s, and further contiguous development in the 2010s. The boundary had followed earlier field and hedge-lines, but as a result of development it now cuts across housing areas, and in some cases crosses roads more than once!

There has been discussion about co-operation between Upton-cum-Chalvey and Cippenham, the parish neighbouring to the south west, in terms of mission to these new developments, but nothing has transpired so far. Since Cippenham is also presently vacant, the new appointments will certainly provide an opportunity for sharing our mission across the town.

Ecumenical links

Churches within Slough include expressions of most denominations, with facilities from recognisable church buildings to congregations meeting in schools, warehouses, and community spaces of every description. From free church plants through to Romanian Orthodox there are diverse congregations, some sharing church buildings.

Churches from across the town traditionally come together for a Good Friday walk of witness around the town, culminating in a service in the town square. Shared home and discussion groups, such as lent courses and other learning opportunities, have been held with the Methodist, Church of England and Salvation Army congregations. Over the past few years, ecumenical links have become less strong, due to retirements and changes of leadership in almost all of the town centre churches in rapid succession.

Interfaith Dialogue and Cooperation

As shown in the demographic data, Slough is notable for the significant population of non-Christian faith, particularly within the Parish of Upton-cum-Chalvey. There are several mosques in Chalvey, and a large Hindu temple; there are also several large gurdwaras and mosques close to the boundary in neighbouring parishes.

Relations between faiths are generally good. Formally, there is a Faith Partnership, on which the Team Vicar presently represents the Parish, though this is a small group and not necessarily representative. This provides a significant opportunity for somebody with a genuine concern for inter-faith relationships and dialogue.



The Parish of Upton-cum-Chalvey - finance

The PCC is the legal body of the parish and a registered charity, and the PCC treasurer has overall responsibility for all finance in the parish. The PCC meets bi-monthly and a finance report is always presented.

The PCC is fortunate to have income that comes from generous endowments and trusts, rent from a house owned by an endowment and a small contribution from each district. Its main outgoings are the parish share, parish administration, clergy expenses, training and the management of the house (134 Albert Street).

- Bowyer trust: This is an endowment held by a Trust and interest is paid half yearly to the parish, with strict restrictions. It is interpreted to be used for clergy expenses, training and other clergy costs. 50% is passed to St Mary's for the upkeep of their church and churchyard.
 - Mission and Ministry fund: This fund is restricted and is from a legacy left to St Mary's for a house for a curate which was sold many years ago. The money is held by the PCC in an investment account. To comply with the aims of the legacy each district can apply to the fund for a grant to help with ministry and mission.
 - Education fund: Held by the PCC and administered by the Rector and wardens for education and training.
 - 134 Albert Street: This is a house owned by St Laurence Charity and is occupied by a curate training in the parish. At present the house is rented out commercially and the income shared proportionately between the districts to set against their insurance costs. There is also an amount held on deposit which covers maintenance and refurbishment costs.
 - Thanksgiving fund: Held by the PCC and administered by the Rector and wardens. Interest is paid to each district for work with children.
- In addition to the PCC treasurer there are three district treasurers who have responsibility for the finances of each church, and report to the DCCs.

Financial Planning

Following the retirement of our long-serving Treasurer, the Parish is currently looking for someone to take on the role. Support has been offered by the Diocese to help or upskill a new volunteer. We are also in contact with the Diocese's Generous Giving Advisor to help us maximise our financial resources; times are hard for many in our congregations, and we know that all give as generously as they are able.

St Laurence's Upton

- intend to meet the parish share pledge made at the start of the year as in the past five years, although 2020 income is down
- 14 pledged givers, 12 by standing order
- Income streams: Fundraising events, jam sales voluntary income, Trusts, legacies, cash collections
- Major expenses: Share, insurance, building maintenance, utilities

St Mary's Slough

- Diocese, Deanery and Parish share is paid in line with the pledge made at the start of each year; pledge to the Diocese for 2020 increased
- 37 pledged givers, 26 by standing order
- Income streams: voluntary income (47%), Trusts, legacies, hire of building, car parking, Saturday Concerts, Gift Aid, cash collections
- Major expenses: Share, insurance, utilities

St Peter's Chalvey

- unlikely to meet Diocesan share pledge in 2020 due to Covid, cancellation of fundraising events
- 28 pledged givers, 11 by standing order
- Income streams: Fundraising events, voluntary income, Trusts, cash collections, Gift Aid
- Major expenses: Share, insurance, building maintenance, utilities

The Parish of Upton-cum-Chalvey - finance

Overview of the major categories of income and expenditure of the three Districts for 2019 and 2018

	2019	St Laurence's	St Mary's	St Peter's	Total
INCOME	Voluntary Income	11,946	132,121	10,736	154,803
	Fundraising	7,501	666	3,203	11,370
	Other	8,199	32,473	9,190	49,862
	Total	27,646	165,260	23,129	216,035
EXPENDITURE	Shares	10,092	15,376	9,333	34,801
	Maintenance	18,099	8,615	6,339	33,053
	Utilities	2,789	9,624	1,967	14,380
	Insurance	2,702	8,493	2,765	13,960
	Other	3,086	8,031	2,752	13,869
	Total	36,768	50,139	23,156	110,063

	2018	St Laurence's	St Mary's	St Peter's	Total
INCOME	Voluntary Income	12,685	20,016	9,858	42,559
	Fundraising	7,888	474	2,825	11,187
	Other	8,768	59,655	11,511	79,934
	Total	29,341	80,145	24,194	133,680
EXPENDITURE	Shares	9,549	14,510	10,290	34,349
	Maintenance	8,865	7,823	7,151	23,839
	Utilities	2,902	5,766	1,214	9,882
	Insurance	2,677	8,201	2,687	13,565
	Other	2,282	6,735	2,511	11,528
	Total	26,275	43,035	23,853	93,163

The PCC administers investments totalling £110,000 in addition to a house at present commercially rented

[Full TAR and Accounts of the Parish for past years can be downloaded from the Charity Commission website here](#)

The Parish of Upton-cum-Chalvey

The Structure of the Parish

Our governing document is the PCC Powers Measure 1956 as amended and Church Representation Rules. The Parish was previously an excepted organisation, and registered as a charity in July 2009. The Charity Trustees are the members of the PCC elected annually at the Parish ACM. There are three churches in the Parish, each with a District Church Council reporting to the PCC. There are two Wardens for each District, and two for the Parish. When planning activities, the incumbent and the PCC consider the Charity Commission's guidance on public benefit and, in particular, the specific guidance on charities for the advancement of religion.

Governance: policies and procedures

The Parish has a range of policies and procedures in place for protection of children and vulnerable adults, equal opportunities, conflict of interest, lone working, and data privacy and protection, as well as statements on inclusion and accessibility. In addition, the PCC requires each DCC to have in place agreed policies and procedures in line with their specific activities and the uses of the individual building, to carry out health and safety and risk assessments as appropriate, to ensure personal safety, and to handle their data in accordance with Parish policy, and to require that organisations hiring premises have appropriate policies and procedures in place.

Safeguarding

In line with the Bishops' *Promoting a safer church* statement, we are committed to:

- Promoting a safe environment and culture
- Safely recruiting and supporting all those with safeguarding responsibilities
- Responding promptly to every safeguarding concern or allegation
- Caring pastorally for victims/survivors of abuse
- Caring pastorally for those who are the subject of concerns or allegations of abuse
- Responding to those that may present a risk to others

The PCC and Safeguarding Officer ensure that all those deemed to qualify for DBS checks have a current DBS in line with Diocese of Oxford guidelines, and all those required to do so have taken the appropriate level of training. Awareness of every person's responsibility for Safeguarding is actively promoted, and regularly reappraised by the PCC in line with requirements and best practice.



Burnham and Slough Deanery

Burnham and Slough Deanery is in the Buckingham Archdeaconry of the Oxford Diocese. The area covered by the Deanery includes urban, sub-urban and rural areas; it covers the entirety of the Slough Unitary Authority and half of South Bucks District, as well as parishes in the Borough of Windsor & Maidenhead.

It is a lively deanery with a range of worship styles and approaches. There are approximately 32 clergy in the Deanery, including curates in training and those with Permission to Officiate. For the past seven years there has been a full-time Area Dean in post (currently in vacancy).

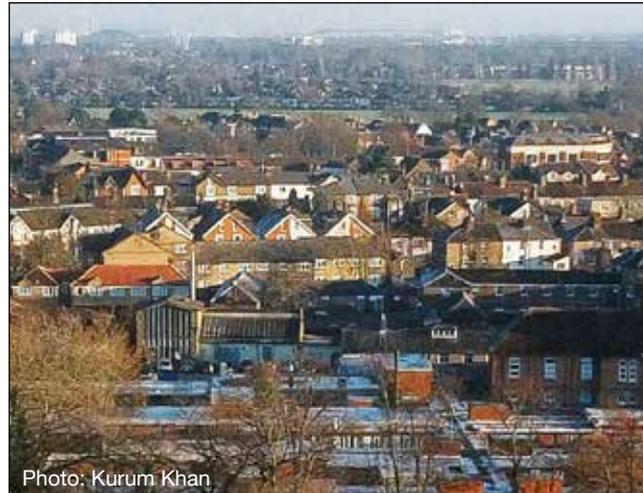
The Deanery is divided into four Group Ministries to foster collaborative working and resource sharing on a more local level; Upton-cum-Chalvey is in the Southern Group.

Deanery Synod meets four times per year. In addition to routine business, such as finance, meetings usually feature a presentation of something of importance to the local community, such as foodbanks, refugee concerns or children's summer events. There is a Deanery Missioner, Revd Sue Sampson, who seeks to promote mission activity across the Deanery; for example, there are plans to establish a Social Hub at one church that can be a resource for those in need in the Slough area.

Upton-cum-Chalvey has four elected representatives (one elected from each church, and one by the Parish) who report to and from the PCC on Deanery issues.

[See more about the Deanery - parishes, personnel and neighbouring Deaneries here](#)

Burnham and Slough Deanery includes Burnham Beeches to the West, while the East of the Deanery is under the Heathrow flight path. Upton-cum-Chalvey is Central in the Deanery



Diocese of Oxford

The Diocese of Oxford serves the mission of the Church in Buckinghamshire, Berkshire and Oxfordshire. The Diocese comprises more than 600 parishes, with over 800 churches, serving a diverse population of more than 2 million people located in all types of settings.

Due to the size and complexity of the Diocese, we have three Area Bishops who exercise considerable strategic and pastoral oversight for their Areas. The Bishop of Buckingham is the Rt Rev'd Alan Wilson who has been the Area Bishop since 2003. The Archdeacon of Buckingham is Ven Guy Elsmore who has been in post since 2016. In September 2020, Revd Canon Chris Bull was appointed Associate Archdeacon of Buckingham.

Since the appointment in 2017 of the Rt Revd Dr Steven Croft as Bishop of Oxford, a new Common Vision has emerged for the Diocese of Oxford. The vision is based on the qualities described in The Beatitudes and addresses what kind of church we are called to be:

**a more Christ-like Church for the sake of God's world:
contemplative, compassionate, courageous.**

As our Common Vision continues to emerge, we have identified together six themes for our common life. These are not a description of everything the Church does, but they do represent the areas God is currently calling us to:

- Environmental action
- Christian formation and discipleship
- Growing new congregations
- Schools, children and young people
- Addressing poverty and inequality
- Celebrate and bless Milton Keynes

These priorities are being supported centrally by resources, training, conferences, workshops, and much more. The diocese is inviting benefices and their priests to share a vision rather than demanding a response. It wants all its clergy to flourish in ministry and to deepen their enjoyment of God. It is hoped that all clergy appointed into the Archdeaconry of Buckingham will want to commit to the Diocesan vision and to encouraging their benefices to share in becoming a more Christ-like church for the sake of God's world.

For more detail, see <https://www.oxford.anglican.org/mission-ministry/our-common-vision/>



Upton-cum-Chalvey falls within the Buckinghamshire area of the Diocese; Slough - now in Berkshire - was in Bucks until boundary changes in 1974.

Accommodation - the Rectory



The Rectory is a four-bedroom, two-bathroom house on a large plot, including a double garage and large parking area. There is direct access from the hall to the study and to an accessible cloakroom.

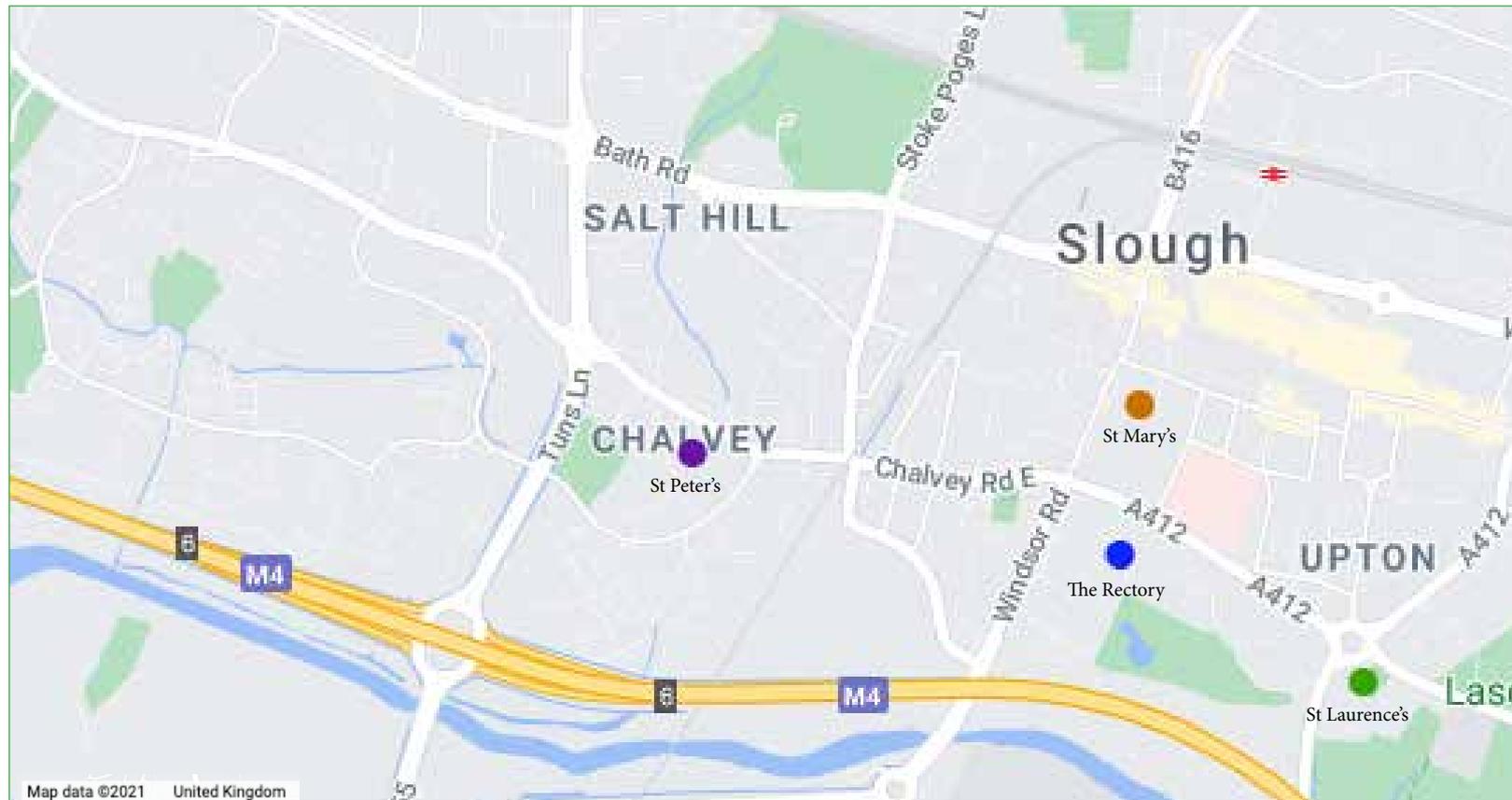
The house is situated in a private road in Upton Park, opposite St Mary's and equidistant from St Laurence's and St Peter's. The town centre, station and supermarkets are close by.



*'We want our new Rector to ...
enjoy living among us and relish
having some of the loveliest
riverside and down-land scenery
on the doorstep.'*



Information - where we are



- The three churches each have their own websites with more information about the individual churches:
stpetersslough.org.uk stmarys-slough.org.uk saint-laurence.com



For further information about the post, please contact the Associate Archdeacon of Buckinghamshire and Acting Area Dean of Burnham and Slough Revd Cannon Chris Bull: Christopher.Bull@oxford.anglican.org

Upton cum Chalvey PCC is a Charity Registered in England No:1130774

*Serving Christ
across Central Slough*