



DIOCESAN BOARD OF FINANCE

Job Description and Person Specification

JOB TITLE	Chaplain with the Deaf Community (BSL)
REPORTS TO	Inclusion Team Leader
SALARY/STIPEND	Half-time - 0.5 Stipend, plus house available in Yate Or 17.5 hours per week £42,000 FTE (pro-rata £21,000)
HOURS	17.5 hours
DURATION	This is a permanent role
LOCATION	Diocesan Office, Hillside House, 1500 Parkway North, Stoke Gifford, Bristol, BS34 8YU

JOB SUMMARY

This part-time role offers a unique and vital opportunity to lead ministry among Deaf people across the Diocese of Bristol, providing spiritual leadership, pastoral care, and worship in British Sign Language (BSL).

KEY RELATIONSHIPS

- Bristol and Swindon Deaf Church members
- Dorset and Wiltshire Deaf and Hard of Hearing Trust
- Bristol Centre for Deaf and Hard of Hearing People
- Elmfield School for Deaf Children
- Diocesan Inclusion Team

SAFEGUARDING

The Diocese of Bristol is committed to safeguarding, safer recruiting practice and promoting the welfare of children, young people and vulnerable adults and expect all staff and volunteers to share this commitment.

MAIN RESPONSIBILITIES



- Lead and develop regular BSL-accessible worship, prayer, and teaching for the Deaf Church within the Diocese.
- Provide pastoral care and accompaniment to Deaf individuals and families, especially those disconnected from local church life.
- Build and maintain partnerships with chaplains and Deaf ministries in neighboring dioceses and with national organisations supporting Deaf people.
- Act as an advocate for Deaf inclusion, raising awareness within the wider Church and encouraging greater accessibility, understanding, and hospitality.
- Empower Deaf leadership and facilitate deeper inclusion of Deaf people in church governance, worship, and mission.
- Contribute to the Diocese's Transforming Church. Together strategy, ensuring Deaf voices and experiences shapes the life and direction of the Church.
- Report regularly to Inclusion Team Leader, offering updates, insights, and strategic input into diocesan inclusion work.

CHAPLAIN TO THE DEAF CHURCH AND DEAF COMMUNITY (BSL) PERSON SPECIFICATION

To enable us to shortlist in a fair and unbiased way it is helpful if you provide us with sufficient information to demonstrate how your skills and experiences meet or exceed the criteria outlined in the vacancy description.

Attributes	Essential	Desirable
Experience	<ul style="list-style-type: none">• Experience in pastoral ministry, chaplaincy, or leadership within a church or Christian setting.	<ul style="list-style-type: none">• Experience in Deaf-led church contexts or Deaf community organising.• Knowledge of Church of England structures and diocesan life.• Experience working across diocesan or ecumenical boundaries.



Education/ Qualifications	<ul style="list-style-type: none">• Minimum BSL Level 4 qualification and confident fluency in British Sign Language.	
Skills/ Ability	<ul style="list-style-type: none">• A deep understanding of Deaf culture, identity, and lived experience.• Ability to work collaboratively with clergy, congregations, and community partners.	
Personal	<ul style="list-style-type: none">• A committed and active Christian (lay or ordained), with a heart for inclusive, relational ministry.• A strong sense of vocation to serve a marginalised community with compassion, dignity, and joy.	

Date: 23/07/2025