

Introduction to working at St Paul's Cathedral

St Paul's Cathedral is a vibrant place of worship and mission, a national treasure and a London icon. It draws together in its ministry and daily life a very diverse range of activities and aspirations. It is the Cathedral of the Diocese of London and the seat of its Bishop, a vibrant church and a national and international spiritual focus, a space for worship and holiness, a place of learning, debate and challenge, a national treasure, an icon of resilience in the face of adversity, an architectural heritage centre, a partner in the City of London, a visitor attraction and a commercial enterprise. In addition to offering acts of worship throughout the day, St Paul's is open for prayer seven days a week and for sight-seeing six days a week.

As a Christian church, St Paul's seeks to preach and share the Gospel yet is also 'owned' by many who would profess no Christian faith.

Our Mission Statement

At the heart of the Cathedral's vision and strategy, is the mission 'to enable people in all their diversity to encounter the transforming presence of God in Jesus Christ'.

In addition, the Cathedral seeks constantly to engage with questions of how to express inclusion and diversity appropriately in its life and work.

Our Purpose

The Cathedral is a community of worship and mission with a particular role in supporting the Bishop of London in their work across the diocese and beyond.

We are above all a living Christian church, inspired by the love of God in Jesus Christ to offer welcome, prayer and learning.

Together, we are entrusted with the outstanding building and the iconic dome, the fruit of human skills offered to the glory of God. We will curate and fashion the building on behalf of current and future generations as a sign of hope for all.

We will bring together all our resources to make a tangible difference to people's lives, shaping policy and attitudes to tackle social injustice, specifically in the area of young people's mental health.

Our Values

Welcoming – We all offer a warm inclusive welcome to everyone: our colleagues, volunteers and each one of our visitors.

Responsible – We are people of integrity, each responsible for part of the whole of the Cathedral's work, looking after the Cathedral for the next generation.

Engaging – We seek to engage everyone in our mission, at the Cathedral, within London and across the world.

Nourishing – As a community we work together in a learning environment, aiming for the highest possible standards in everything we do whilst acknowledging that we cannot do everything.

Equality, Diversity and Inclusion

St Paul's is committed to creating and sustaining a diverse and inclusive workforce that represents our context and wider community. We are aware that those of United Kingdom Minority Ethnic / Global Majority Heritage, women, and disabled people are currently under-represented in our workforce, and we particularly encourage applications from those with the relevant skills and experience that will increase our representation.

As mentioned above, St Paul's mission is 'to enable people in all their diversity to encounter the transforming presence of God in Jesus Christ'. This is reflected in a constant and intentional focus on equality, diversity and inclusion. Some significant milestones are:

- **Pantheon: 50 Voices** – part of a major, multi-year project with York University to assess and respond to St Paul's legacy of imperial and colonial monuments.
- **Gender Pay Equality** – from our 2022 Financial Statements and Annual Report: *'The Cathedral continues its commitment to being a London Living Wage employer, with pay by gender fairly evenly split between male and females. However, as a result of the composition of the senior leadership team, women occupy just over 52% of the highest paid jobs but also just under 57% of the lowest paid jobs. The median hourly pay is 16% higher for women than men with women's mean hourly pay 3.3% higher than men.'*
- **St Paul's Adult Learning** – significant lecture and seminar series which features many national and international speakers, often dealing with issues of racial justice.
- **Music Partnerships** – supported by the OBE Chapel Fund, St Paul's provides choral outreach to 13 schools in the East End of London, including the Hackney Children's Choir, as well as a range of partnerships with diocesan schools.

- **Canon with Responsibility for Racial Justice** – appointment of The Revd Canon Adeola Eleyae as Non-Residentiary Canon with responsibility for Racial Justice, supporting Chapter’s engagement with recommendations of the Archbishop’s Commission for Racial Justice and London Diocese’s racial justice priority.
- **Girls Voices Project** – following a decision by Chapter in March 2022 to introduce Girl Choristers on the same basis as the current Boy Choristers, a major project (‘Girls Voices’) is fully underway. There are currently 5 probationer girls, with that number set to grow to 20+ by the time the boarding facility is opened in September 2025. This will make it the largest such choral foundation in the world.
- **New Music Festival** – Under the direction of the Music Department, October 2023 saw a week-long festival of music composed by groups under-represented in our current repertoire. The mixture of new compositions (commissioned by St Paul’s) and first performances included those from women and Global Majority Heritage composers.

Summary of Main Terms and Conditions

Appointment

This full-time appointment as Minor Canon under Common Tenure is made by the Bishop of London, advised by the Chapter of St Paul’s Cathedral.

Reporting

The Succentor reports to the Head of Liturgy. The Succentor and Head of Liturgy will meet regularly for 1:1 meetings to support and monitor progress against operational goals which are agreed annually, as well as many informal opportunities.

Stipend

The amount of the stipend is that of an incumbent in the Diocese of London. The current rate is shown on the Diocese of London website at;

<https://www.london.anglican.org/clergy-llm-support/clergy-human-resources/stipend-scales-removal-grants-and-fees/>

Working hours

A full-time post with a minimum of 42 hours per week, six days a week.

Please note that some flexibility is required, as the nature of the job entails working such hours as necessary, including evenings and weekends for its successful completion.

Notice Period

Three months' notice must be provided.

Accommodation

Accommodation is provided rent and rate free as the nature of the role require that the Succentor resides within the Precincts for the better performance of their duties and is in accordance with the terms set by the Cathedral under Common Tenure. Further information will be provided during the interview process.

Office accommodation is provided in the Liturgical Office located in Amen Court.

Removal Expenses

The Cathedral will reimburse agreed removal expenses against three quotes.

Induction

The Succentor will undertake an induction programme parallel to that practised in the Diocese of London ([Induction Programme for New Incumbents](#)) meeting with key colleagues and establishing good communication and routines in the initial months.

Training and Professional Development

Appropriate oversight will be given to ensure that continued ministerial development as required under Common Tenure is maintained, including participation in the Cathedral's appraisal process and the Diocesan Ministerial Development Review programme.

Annual Holiday

Office holders occupying a full-time post are entitled to 6 weeks annual leave. Further information can be found via the following link;

<https://www.london.anglican.org/clergy-llm-support/clergy-wellbeing/practical-steps-and-resources/#:~:text=Take%20additional%20annual%20leave%20every,holiday%20entitlement%20every%20seven%20years.>

Pension

Pension provision will be in accordance with the Church of England Pensions Board's Funded Pension Scheme. For further details, please visit;

<https://www.churchofengland.org/clergy-pensions>

Expenses

Necessary expenses for the better performance of their duties will be reimbursed on submission of a Cathedral expenses claim form in accordance with Chapter policy.

Safeguarding

Given the nature of the post, safeguarding is a priority and a candidate's experience and aptitude will be assessed as part of the appointment process. An enhanced DBS disclosure is required.

The successful candidate will be required to ensure compliance with up-to-date Cathedral and Diocesan safeguarding training and requirements.

(NB. Please note that a full Statement of Particulars will be issued by the Diocese of London to the successful candidate upon the satisfactory completion of all onboarding / DBS checks and approval of their licence by the Bishop).